

Article 22 – Wages

A. Initial Step Placement and Step Correction

1. Unless otherwise stated in this Agreement, all economic items and the 23-step wage table incorporated into this agreement as Appendix A shall take effect as soon as practicable after ratification of this Agreement and no later than the first full payroll period that starts at least forty (40) business days after ratification. When the wage table goes into effect, each bargaining unit employee shall be placed on the wage step associated with their years of experience, as calculated by CVMC at the time of ratification. If an employee's initial step placement under this Section would decrease the employee's current rate of pay, the employee will be placed on the step that is closest to, but not less than, their current rate. If a bargaining unit employee's current rate is greater than the maximum step for their position, the employee shall be placed on the maximum step and will continue to receive their current rate of pay until the rate for the maximum step in their position exceeds their current rate. Prior to ratification, CVMC shall provide the Union a list of each bargaining unit employee and their proposed step placement as calculated by CVMC.
2. When the wage table takes effect, all bargaining unit employees who are not eligible for a step increase because they were initially placed on the maximum step will get a lump sum bonus equal to three percent (3%) of the employee's total compensation for the twelve (12) months prior to ratification.
3. All other bargaining unit employees will be eligible for a step increase of 2% and, if any of these employees receive a total initial wage increase less than 3%, they will be eligible for an additional step increase of 2%.
4. Using the new hire criteria set forth in Section C, if initial step placement places a bargaining unit employee below the step corresponding with their total years of experience, the employee shall be placed on the correct step. The Union agrees it is responsible for initiating the step correction process by, within two (2) months after ratification of this agreement, providing CVMC a full list of all bargaining unit employees seeking step correction and a copy of each listed employee's relevant experience. The list will contain both the bargaining unit employee's assigned step and the new step sought. CVMC agrees to complete its review and initiate initial step corrections on a pay period start date that is no later than six (6) months from the date the union's list is received. Initial step corrections shall not result in any bargaining unit employee receiving an adjustment in excess of four (4) steps. If any bargaining unit employee requires step correction greater than four (4) steps, an additional correction up to four (4) steps shall be made effective with the first full payroll period in calendar year 2025, and any additional correction shall be made effective with the first full payroll period in calendar year 2026. CVMC and the union mutually agree that if either party requests an extension to complete their respective work, such requests will not be unreasonably denied.

Deleted: Effective with the first full payroll period that starts at least 60 calendar days after ratification of this agreement,

Deleted: and e


Moved down [1]: Prior to ratification, CVMC shall provide the Union a list of each bargaining unit employee and their years of experience as calculated by CVMC. If an employee's initial step placement under this

Moved (insertion) [1]

Deleted: years of experience

B. Annual Step Increases for Fiscal Years 2025-2027

1. Effective with the first full payroll period in FY2025, all bargaining unit employees shall receive a 2.5% wage increase and eligibility for a step increase of 2%.


TFA
9/15/24
Kpanda 4/19/24

CVMC 4/18/24 (4:45AM)
Counterproposal
Nurses/Techs

2. Effective with the first full payroll period in FY2026, all bargaining unit employees shall receive a 2.5% wage increase and eligibility for a step increase of 2%.
3. Effective with the first full payroll period in FY2027, all bargaining unit employees shall receive a 2.5% wage increase and eligibility for a step increase of 2%.
4. In any fiscal year, all bargaining unit employees who are not eligible for a step increase because they have reached the maximum step will get a lump sum bonus equal to two percent (2%) of the employee's total compensation for the prior fiscal year, payable in the first full payroll period of October.

Deleted: 1.5

C. Step Placement for New Hires

Newly hired bargaining unit employees will be placed on an appropriate step based on their years of experience (as calculated below).

For purposes of calculating years of experience, the following shall be used:

1. Criteria:

1. Each step equals one year of experience (Step 1 = < 1 year experience, Step 2 = 1 year experience, Step 3 = 2 years, etc.).

2. Criteria Definitions:

1. All work experience in a position that is the same as the position at CVMC will receive 100% credit.
2. All work experience that is not the same but is relevant in clinical content, technical content, or operational content as reasonably determined by CVMC will receive 50% credit.
3. Previous step or salary is not a consideration to step placement.
4. Experience credit is determined by adding up all the years and months of experience, provided that such work consisted of an average of at least 20 scheduled hours per week.
5. Any time less than six months is rounded down, and time equal to or over six months is rounded up.
6. An individual rehired who has been gone from the organization for more than twelve (12) months will be considered a new hire unless they are recalled from a layoff.

D. Step Placement for Different Positions within the Bargaining Unit

4/19/24
DR

CVMC 4/18/24 (4:45AM)
Counterproposal
Nurses/Techs

If a bargaining unit employee moves to a different position or pay range within the bargaining unit that is within the same career ladder, the employee will be placed in the new range based on the same step they maintained in the lower range.

If a bargaining unit employee moves to a different position or pay range within the bargaining unit that is not within the same career ladder, the employee will be placed on an appropriate step as determined by the new hire provisions in Section C above. If this causes the employee to lose pay, CVMC may, in its discretion, place the employee on a higher step.

E. Career Ladders

At the request of either the union or CVMC, the parties shall meet to negotiate the components of career ladders in any specific department or cost center within the bargaining unit.



Job Code	Job Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23
CVMC_4046	70n-70ff Certified CT Technologist	\$54.73	\$35.42	\$36.13	\$36.85	\$37.59	\$38.34	\$39.11	\$39.89	\$40.69	\$41.50	\$42.33	\$43.18	\$44.04	\$44.92	\$45.82	\$46.74	\$47.67	\$48.62	\$49.59	\$50.58	\$51.59	\$52.62	\$53.67
CVMC_4047	70n-70ff Radiologic Technologist	\$29.45	\$30.04	\$30.64	\$31.25	\$31.88	\$32.52	\$33.17	\$33.83	\$34.51	\$35.20	\$35.90	\$36.62	\$37.35	\$38.10	\$38.86	\$39.64	\$40.43	\$41.24	\$42.06	\$42.90	\$43.76	\$44.64	\$45.53
CVMC_4240	Cardiovascular Technician	\$21.78	\$22.22	\$22.66	\$23.11	\$23.57	\$24.04	\$24.52	\$25.01	\$25.51	\$26.02	\$26.54	\$27.07	\$27.61	\$28.16	\$28.72	\$29.29	\$29.88	\$30.48	\$31.09	\$31.71	\$32.34	\$32.99	\$33.65
CVMC_4145	Cert Occ Therapy Assistant	\$23.97	\$24.45	\$24.94	\$25.44	\$25.95	\$26.47	\$27.00	\$27.54	\$28.09	\$28.65	\$29.22	\$29.80	\$30.40	\$31.01	\$31.63	\$32.26	\$32.91	\$33.57	\$34.24	\$34.92	\$35.62	\$36.33	\$37.06
CVMC_4157	Cert Occ Therapy Assistant - Lead	\$26.24	\$26.76	\$27.30	\$27.85	\$28.41	\$28.98	\$29.56	\$30.15	\$30.75	\$31.37	\$32.00	\$32.64	\$33.29	\$33.96	\$34.64	\$35.33	\$36.04	\$36.76	\$37.50	\$38.25	\$39.02	\$39.80	\$40.60
CVMC_4052	Certified CT Technologist	\$34.73	\$35.42	\$36.13	\$36.85	\$37.59	\$38.34	\$39.11	\$39.89	\$40.69	\$41.50	\$42.33	\$43.18	\$44.04	\$44.92	\$45.82	\$46.74	\$47.67	\$48.62	\$49.59	\$50.58	\$51.59	\$52.62	\$53.67
CVMC_4055	Certified Nuclear Technologist	\$36.64	\$37.37	\$38.12	\$38.88	\$39.66	\$40.45	\$41.26	\$42.09	\$42.94	\$43.79	\$44.67	\$45.56	\$46.47	\$47.40	\$48.35	\$49.32	\$50.31	\$51.32	\$52.35	\$53.40	\$54.47	\$55.56	\$56.67
CVMC_4236	CSR Technician	\$21.00	\$21.42	\$21.85	\$22.29	\$22.74	\$23.19	\$23.65	\$24.12	\$24.60	\$25.09	\$25.59	\$26.10	\$26.62	\$27.15	\$27.69	\$28.24	\$28.80	\$29.38	\$29.97	\$30.57	\$31.18	\$31.80	\$32.44
CVMC_4250	ED Technician I	\$21.00	\$21.42	\$21.85	\$22.29	\$22.74	\$23.19	\$23.65	\$24.12	\$24.60	\$25.09	\$25.59	\$26.10	\$26.62	\$27.15	\$27.69	\$28.24	\$28.80	\$29.38	\$29.97	\$30.57	\$31.18	\$31.80	\$32.44
CVMC_4252	ED Technician II	\$22.05	\$22.49	\$22.94	\$23.40	\$23.87	\$24.35	\$24.84	\$25.34	\$25.85	\$26.37	\$26.90	\$27.44	\$27.99	\$28.55	\$29.12	\$29.70	\$30.29	\$30.90	\$31.52	\$32.15	\$32.79	\$33.44	\$34.10
CVMC_4251	ED Technician III	\$23.97	\$24.45	\$24.94	\$25.44	\$25.95	\$26.47	\$27.00	\$27.54	\$28.09	\$28.65	\$29.22	\$29.80	\$30.40	\$31.01	\$31.63	\$32.26	\$32.91	\$33.57	\$34.24	\$34.92	\$35.62	\$36.33	\$37.06
CVMC_4230	EEG Technician	\$25.30	\$25.81	\$26.33	\$26.86	\$27.40	\$27.95	\$28.51	\$29.08	\$29.66	\$30.25	\$30.86	\$31.48	\$32.11	\$32.75	\$33.41	\$34.08	\$34.76	\$35.46	\$36.17	\$36.89	\$37.63	\$38.38	\$39.15
CVMC_4206	IS Technician II	\$26.24	\$26.76	\$27.30	\$27.85	\$28.41	\$28.98	\$29.56	\$30.15	\$30.75	\$31.37	\$32.00	\$32.64	\$33.29	\$33.96	\$34.64	\$35.33	\$36.04	\$36.76	\$37.50	\$38.25	\$39.02	\$39.80	\$40.60
CVMC_4135	Licensed Physical Therapy Assistant	\$21.78	\$22.22	\$22.66	\$23.11	\$23.57	\$24.04	\$24.52	\$25.01	\$25.51	\$26.02	\$26.54	\$27.07	\$27.61	\$28.16	\$28.72	\$29.29	\$29.88	\$30.48	\$31.09	\$31.71	\$32.34	\$32.99	\$33.65
CVMC_3500	LPN	\$24.24	\$24.72	\$25.21	\$25.71	\$26.22	\$26.74	\$27.27	\$27.82	\$28.38	\$28.95	\$29.53	\$30.12	\$30.72	\$31.33	\$31.96	\$32.60	\$33.25	\$33.92	\$34.60	\$35.29	\$36.00	\$36.73	\$37.48
CVMC_3501	LPN/JW	\$25.30	\$25.81	\$26.33	\$26.86	\$27.40	\$27.95	\$28.51	\$29.08	\$29.66	\$30.25	\$30.86	\$31.48	\$32.11	\$32.75	\$33.41	\$34.08	\$34.76	\$35.46	\$36.17	\$36.89	\$37.63	\$38.38	\$39.15
CVMC_4058	MRI Technologist	\$36.64	\$37.37	\$38.12	\$38.88	\$39.66	\$40.45	\$41.26	\$42.09	\$42.94	\$43.79	\$44.67	\$45.56	\$46.47	\$47.40	\$48.35	\$49.32	\$50.31	\$51.32	\$52.35	\$53.40	\$54.47	\$55.56	\$56.67
CVMC_4278	CVMC MRI Technologist Apprentice	\$20.45	\$20.86	\$21.28	\$21.71	\$22.14	\$22.58	\$23.03	\$23.49	\$23.96	\$24.44	\$24.93	\$25.43	\$25.94	\$26.46	\$26.99	\$27.53	\$28.08	\$28.64	\$29.21	\$29.79	\$30.39	\$31.00	\$31.62
CVMC_3515	Office LPN	\$24.24	\$24.72	\$25.21	\$25.71	\$26.22	\$26.74	\$27.27	\$27.82	\$28.38	\$28.95	\$29.53	\$30.12	\$30.72	\$31.33	\$31.96	\$32.60	\$33.25	\$33.92	\$34.60	\$35.29	\$36.00	\$36.73	\$37.48
CVMC_4092	Pharmacy Operations Business Analyst	\$23.98	\$24.46	\$24.95	\$25.45	\$25.96	\$26.48	\$27.01	\$27.55	\$28.10	\$28.66	\$29.23	\$29.81	\$30.41	\$31.02	\$31.64	\$32.27	\$32.92	\$33.58	\$34.25	\$34.94	\$35.64	\$36.35	\$37.08
CVMC_3305	Pharmacy Sterile Compounding Lead	\$25.15	\$25.65	\$26.16	\$26.68	\$27.21	\$27.75	\$28.31	\$28.88	\$29.46	\$30.05	\$30.65	\$31.26	\$31.89	\$32.53	\$33.18	\$33.84	\$34.52	\$35.21	\$35.91	\$36.63	\$37.36	\$38.11	\$38.87
CVMC_4091	Pharmacy Tech I	\$21.00	\$21.42	\$21.85	\$22.29	\$22.74	\$23.19	\$23.65	\$24.12	\$24.60	\$25.09	\$25.59	\$26.10	\$26.62	\$27.15	\$27.69	\$28.24	\$28.80	\$29.38	\$29.97	\$30.57	\$31.18	\$31.80	\$32.44
CVMC_4089	Pharmacy Tech II	\$22.05	\$22.49	\$22.94	\$23.40	\$23.87	\$24.35	\$24.84	\$25.34	\$25.85	\$26.37	\$26.90	\$27.44	\$27.99	\$28.55	\$29.12	\$29.70	\$30.29	\$30.90	\$31.52	\$32.15	\$32.79	\$33.44	\$34.10
CVMC_4088	Pharmacy Tech III	\$23.98	\$24.46	\$24.95	\$25.45	\$25.96	\$26.48	\$27.01	\$27.55	\$28.10	\$28.66	\$29.23	\$29.81	\$30.41	\$31.02	\$31.64	\$32.27	\$32.92	\$33.58	\$34.25	\$34.94	\$35.64	\$36.35	\$37.08
CVMC_4045	Radiologic Technologist	\$29.45	\$30.04	\$30.64	\$31.25	\$31.88	\$32.52	\$33.17	\$33.83	\$34.51	\$35.20	\$35.90	\$36.62	\$37.35	\$38.10	\$38.86	\$39.64	\$40.43	\$41.24	\$42.06	\$42.90	\$43.76	\$44.64	\$45.53
CVMC_4018	Reg. Respiratory Therapist I	\$29.60	\$30.19	\$30.79	\$31.41	\$32.04	\$32.68	\$33.33	\$34.00	\$34.68	\$35.37	\$36.08	\$36.80	\$37.54	\$38.29	\$39.06	\$39.84	\$40.64	\$41.45	\$42.28	\$43.13	\$43.99	\$44.87	\$45.77
CVMC_4019	Reg. Respiratory Therapist II	\$31.06	\$31.68	\$32.31	\$32.96	\$33.62	\$34.29	\$34.98	\$35.68	\$36.39	\$37.12	\$37.86	\$38.62	\$39.39	\$40.18	\$40.98	\$41.80	\$42.64	\$43.49	\$44.36	\$45.25	\$46.16	\$47.08	\$48.02
CVMC_4021	Reg. Respiratory Therapist III	\$32.64	\$33.29	\$33.96	\$34.64	\$35.33	\$36.04	\$36.76	\$37.50	\$38.25	\$39.02	\$39.80	\$40.60	\$41.41	\$42.24	\$43.08	\$43.94	\$44.82	\$45.72	\$46.63	\$47.56	\$48.51	\$49.48	\$50.47
CVMC_4059	Sonographer, Associate	\$33.00	\$33.66	\$34.33	\$35.02	\$35.72	\$36.43	\$37.16	\$37.90	\$38.66	\$39.43	\$40.22	\$41.02	\$41.84	\$42.68	\$43.53	\$44.40	\$45.29	\$46.20	\$47.12	\$48.06	\$49.02	\$50.00	\$51.00
CVMC_4080	Certified Sonographer I	\$36.64	\$37.37	\$38.12	\$38.88	\$39.66	\$40.45	\$41.26	\$42.09	\$42.94	\$43.79	\$44.67	\$45.56	\$46.47	\$47.40	\$48.35	\$49.32	\$50.31	\$51.32	\$52.35	\$53.40	\$54.47	\$55.56	\$56.67
CVMC_4060	Certified Sonographer II	\$38.47	\$39.24	\$40.02	\$40.82	\$41.64	\$42.47	\$43.32	\$44.19	\$45.07	\$45.97	\$46.89	\$47.83	\$48.77	\$49.75	\$50.75	\$51.77	\$52.81	\$53.87	\$54.95	\$56.05	\$57.17	\$58.31	\$59.48
CVMC_4061	Certified Sonographer Senior	\$40.39	\$41.20	\$42.02	\$42.86	\$43.72	\$44.59	\$45.48	\$46.39	\$47.32	\$48.27	\$49.24	\$50.22	\$51.22	\$52.24	\$53.28	\$54.35	\$55.44	\$56.55	\$57.68	\$58.83	\$60.01	\$61.21	\$62.43
CVMC_3523	Surgical Technologist In-Training	\$21.78	\$22.22	\$22.66	\$23.11	\$23.57	\$24.04	\$24.52	\$25.01	\$25.51	\$26.02	\$26.54	\$27.07	\$27.61	\$28.16	\$28.72	\$29.29	\$29.88	\$30.48	\$31.09	\$31.71	\$32.34	\$32.99	\$33.65
CVMC_3527	Surgical Technologist 1st Assistant	\$25.15	\$25.65	\$26.16	\$26.68	\$27.21	\$27.75	\$28.31	\$28.88	\$29.46	\$30.05	\$30.65	\$31.26	\$31.89	\$32.53	\$33.18	\$33.84	\$34.52	\$35.21	\$35.91	\$36.63	\$37.36	\$38.11	\$38.87
CVMC_3020	Cardiology Stress Lab RN II	\$35.35	\$36.06	\$36.78	\$37.52	\$38.27	\$39.04	\$39.82	\$40.62	\$41.43	\$42.26	\$43.11	\$43.97	\$44.85	\$45.75	\$46.67	\$47.60	\$48.55	\$49.52	\$50.51	\$51.52	\$52.55	\$53.60	\$54.67
CVMC_4260	Central Nurse Educator	\$40.80	\$41.62	\$42.45	\$43.30	\$44.17	\$45.05	\$45.95	\$46.87	\$47.81	\$48.77	\$49.75	\$50.75	\$51.77	\$52.81	\$53.87	\$54.95	\$56.05	\$57.17	\$58.31	\$59.48	\$60.67	\$61.88	\$63.12
CVMC_3037	Clinical Coordinator II	\$38.98	\$39.76	\$40.56	\$41.37	\$42.20	\$43.04	\$43.90	\$44.78	\$45.68	\$46.59	\$47.52	\$48.47	\$49.44	\$50.43	\$51.44	\$52.47	\$53.52	\$54.59	\$55.68	\$56.79	\$57.93	\$59.09	\$60.27
CVMC_3030	IV Access Nurse	\$37.12	\$37.86	\$38.62	\$39.39	\$40.18	\$40.98	\$41.80	\$42.64	\$43.49	\$44.36	\$45.25	\$46.16	\$47.08	\$48.02	\$48.98	\$49.96	\$50.96	\$51.98	\$53.02	\$54.08	\$55.16	\$56.26	\$57.39
CVMC_3029	Lactation Consultant	\$37.12	\$37.86	\$38.62	\$39.39	\$40.18	\$40.98	\$41.80	\$42.64	\$43.49	\$44.36	\$45.25	\$46.16	\$47.08	\$48.02	\$48.98	\$49.96	\$50.96	\$51.98	\$53.02	\$54.08	\$55.16	\$56.26	\$57.39
CVMC_3051	Lead Norwich RN	\$38.98	\$39.76	\$40.56	\$41.37	\$42.20	\$43.04	\$43.90	\$44.78	\$45.68	\$46.59	\$47.52	\$48.47	\$49.44	\$50.43	\$51.44	\$52.47	\$53.52	\$54.59	\$55.68	\$56.79	\$57.93	\$59.09	\$60.27
CVMC_7024	MAT RN (Spoke)	\$35.35	\$36.06	\$36.78	\$37.52	\$38.27	\$39.04	\$39.82	\$40.62	\$41.43	\$42.26	\$43.11	\$43.97	\$44.85	\$45.75	\$46.67	\$47.60	\$48.55	\$49.52	\$50.51	\$51.52	\$52.55	\$53.60	\$54.67
CVMC_4104	Mind Reconciliation Nurse	\$33.00	\$33.66	\$34.33	\$35.02	\$35.72	\$36.43	\$37.16	\$37.90	\$38.66	\$39.43	\$40.22	\$41.02	\$41.84	\$42.68	\$43.53	\$44.40	\$45.29	\$46.20	\$47.12	\$48.06	\$49.02	\$50.00	\$51.00
CVMC_3053	Norwich RN	\$35.35	\$36.06	\$36.78	\$37.52	\$38.27	\$39.04	\$39.82	\$40.62	\$41.43	\$42.26	\$43.11	\$43.97	\$44.85	\$45.75									

[Handwritten signature]
4/19/24

Bruce Solley RW BSW

CVMC 4/18/24 (4:00am)
Counterproposal
Nurses/Techs

Article 23 – Differentials

Hourly bargaining unit employees may be eligible to receive the following differential pay in addition to their base rate:

1. Evenings. Employees will be paid an hourly differential of three dollars (\$3.00) for all worked hours between 3:00 p.m. and 11:00 p.m. (the “evening shift”), if the bargaining unit employee clocks in during the evening shift or clocks in before 3:00 p.m. and works at least four (4) hours on the evening shift. If a majority of an employee’s shift occurs between 3:00pm and 11:00pm, all hours worked on the shift will receive an evening differential.

2. Nights. Employees will be paid an hourly differential of six dollars and fifty cents (\$6.50) for all worked hours between 11:00 p.m. and 7:00 a.m. (the “night shift”), if the bargaining unit employee clocks in during the night shift or clocks in before 7:00 p.m. and works at least four (4) hours on the night shift. If a majority of an employee’s shift occurs between 11:00pm and 7:00am, all hours worked on the shift will receive a night differential.

When a regularly scheduled evening or night shift employee temporarily covers a day shift at the request of a department manager, the employee will maintain their evening or night shift differential.

Side Letter Agreement on “Auto 8” - On the date this Agreement is ratified, any bargaining unit employee currently on the “CVMC Auto 8” compensation plan for working 72 or more night shift hours per pay period, will remain on this compensation plan, as long as the employee maintains a schedule where they work at least 72 night shift hours per pay period. The hourly night shift differential for any employee on the “CVMC Auto 8” compensation plan will be four dollars and twenty-five cents (\$4.25), rather than the amount set forth in Article 23(2).

Deleted: is continuously employed in the same position, in the same cost center, and

3. Weekends. Employees will be paid an hourly differential of three dollars and fifty cents (\$3.50) for all worked hours between the beginning of the night shift (11:00 p.m.) on Friday and 11:59 p.m. on Sunday.

4. Per Diem. When working in a per diem status, bargaining unit employees will receive a per diem differential in addition to any other applicable differentials set forth in this Article. Per diem employees in the nursing bargaining unit, Respiratory Therapists, and Imaging Technologists will receive an hourly differential of seven dollars (\$7.00). ED Technician IIts will receive an hourly differential of four dollars and twenty cents (\$4.20). All other per diem technical bargaining unit employees will receive an hourly differential of three dollars and fifty cents (\$3.50).

Side Letter Agreement on Per Diem - Any bargaining unit per diem employee earning a base hourly rate of at least ~~\$46.50~~ prior to the ratification of this Agreement will receive an hourly per diem differential of eight dollars (\$8.00), as long as the employee is continuously employed as a per diem.

Deleted: -

Deleted: 7.00

Deleted: in the same position

5. Charge/Lead. Bargaining unit nurses will be paid an hourly differential of three dollars (\$3.00) for all hours worked in a charge role and bargaining unit technical employees will be paid an hourly differential of one dollar (\$1.00) for all hours worked in a lead role. To receive the charge or lead differential, a bargaining unit employee must be expressly assigned by their manager to temporarily assume a charge or lead role. A charge nurse pulled to a floor assignment will retain their differential. If the parties

bargain for a clinical ladder program for nurses, either party may propose that the charge differential be modified through this program.

6. Resource. All bargaining unit employees assigned to work out of the Resource cost center will be paid an hourly differential of six dollars (\$6.00) if in the nurses bargaining unit and three dollars and fifty cents (\$3.50) if in the technical bargaining unit.

7. Floating. All bargaining unit employees who float pursuant to the Article on Floating will be paid an hourly differential of five dollars (\$5.00). Employees receiving a Resource differential are not eligible for an additional Floating differential.

8. Respiratory Therapist and RN Transport. Bargaining unit nurses and Respiratory Therapists will be paid a transport differential equal to 100% of the employee's base hourly rate of pay when they accompany a patient on an external transport to or from CVMC. This rate is in effect starting when the transport leaves and ending when it returns.

9. Temporary Assignment Bonus. Any per diem or part-time employee who agrees to a full-time or part-time temporary assignment for a limited, pre-determined, pre-scheduled duration of at least eight (8) weeks will receive a lump sum bonus at the conclusion of the temporary assignment. When a temporary assignment requires that an employee be scheduled for an additional 72 hours or more per pay period, the lump sum bonus will equal \$600 per pay period for employees in the nursing bargaining unit, Respiratory Therapists, and Imaging Technologists, and \$350 per pay period for all other technical bargaining unit employees. For a temporary assignment less than 72 hours/pay period, the lump sum bonus will be prorated to reflect the additional hours assigned to the employee. To receive the lump sum bonus, the employee must not miss more than three (3) scheduled days during the assignment. Cost center seniority shall determine selection among qualified applicants for temporary assignments. Hours worked by per diem employees during a temporary assignment will still count as per diem hours under any applicable minimum hours commitment for per diem employees.

Deleted: 00

10. Preceptor Differential. Bargaining unit employees who are expressly assigned by CVMC to act as an assigned preceptor will be paid an hourly differential of two dollars (\$2.00) for all hours worked as an assigned preceptor for: (1) new bargaining unit employees during their orientation period; (2) contracted staff; and (3) senior practicum nursing students. CVMC will assign preceptors based on skill and ability. Employees may be required to attend preceptor training in order to qualify for the preceptor differential.

11. Sexual Assault Nurse Exams. Trained and certified Sexual Assault Nurse Examiners (SANE) shall receive a \$500 stipend for each case in addition to their applicable rate of pay.

12. End of the Day in Ambulatory Clinics. When an employee in an ambulatory clinic is required to work past their regularly scheduled shift for a direct patient care issue that requires the scope and skill of the employee, which cannot reasonably be reassigned, the employee will be paid at a rate of one and one half (1-1/2) times the employee's base hourly rate for all hours worked past their scheduled shift.

Deleted: and non-24/7 Procedural Areas

Deleted: or a non-24/7 procedural area

Deleted: a differential that is 100% of their