

**Prospect CCMC, LLC/Crozer Chester Medical Center  
and**

**Crozer Medical Professionals (CMP)/**

**Pennsylvania Association of Staff Nurses and Allied Professionals (PASNAP)**

**MEMORANDUM OF AGREEMENT**

Prospect CCMC, LLC/Crozer Chester Medical Center and Crozer Medical Professionals/PASNAP agree to extend their December 20, 2020 – December 19, 2023, collective bargaining agreement for one year, through and including December 18, 2024, except for the following changes:

**ARTICLE 8 – HOURS OF WORK AND SCHEDULING**

1. New section 4: Employer proposes that the current contract language remain as-is; the Employer further proposes meeting with the Union within 45 days of ratification of the Agreement to discuss scheduling practices.

**ARTICLE 17 – PAST PRACTICE**

2. ABA reimbursement, Section e: Employer proposes that the current contract language remain as-is; the Employer further proposes meeting with the Union within 60 days of ratification of the Agreement to discuss ABA-related requirements.

**ARTICLE 22 – INSERVICE EDUCATION AND TUITION REIMBURSEMENT**

3. Licensing and professional dues; new Section 6: Employer proposes that the current contract language remain as-is; the Employer further proposes meeting with the Union within 60 days of ratification of the Agreement to discuss this issue.

4. Preceptor/mentoring pay; new Section 7: Employer proposes that the current contract language remain as-is; the Employer further proposes meeting with the Union within 60 days of ratification of the Agreement to discuss formalizing the preceptor and mentor programs.

**ARTICLE 28 – MISCELLANEOUS**

5. Travel to other sites; new Section 5: Employer proposes the following:

When management, in its discretion, requires an employee to travel to alternate sites throughout the health system, the employee will be paid a premium of three dollars (\$3.00) per hour for all hours worked at the alternate site.

## **APPENDIX A – WAGES**

### **6. Wage Rates; Section 1: Employer proposes the following:**

Wage Rates. Effective the payroll period following the Date of Ratification, employees shall be placed on the wage scale according to years of licensure or years of experience, as indicated in Appendix A. This wage scale will be effective for all current and newly hired employees.

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Appendix A – WAGES

<b>Nutrition (Licensure)</b>	<b>Current</b>	<b>Proposed</b>
0-1	\$29.90	\$33.90
2-3.99	\$31.19	\$35.19
4-6.99	\$32.21	\$36.21
7-8.99	\$35.03	\$39.03
9+	\$37.75	\$41.75
Per Diem	\$36.58	\$37.50

<b>SW / BTC (Education)</b>	<b>Current</b>	<b>Final</b>
0-1.99	\$33.26	\$37.00
2-3.99	\$35.33	\$39.00
4-6.99	\$37.02	\$41.00
7-8.99	\$38.37	\$42.25
9-10.99	\$39.93	\$43.75
11-12.99	\$41.62	\$45.25
13+	\$43.87	\$47.00
Per Diem	\$36.40	\$38.50
Weekend PD	\$41.81	\$43.50

<b>PT / OT / Speech (licensure)</b>	<b>Current</b>	<b>Final</b>
0-1.99	\$34.56	\$39.75
2-4.99	\$37.34	\$42.50
5-10.99	\$44.34	\$49.00
11-14.99	\$47.17	\$52.00
15-19.99	\$48.59	\$53.00
20+	\$50.38	\$55.00
Per Diem	\$52.50	\$55.00
Wknd Per Diem	\$56.38	\$58.00

PT Aide (experience)	Current	Proposed
0-1.99	\$16.39	\$17.50
2-3.99	\$17.48	\$19.00
4-6.99	\$18.58	\$20.50
7-8.99	\$19.67	\$21.50
9+	\$21.85	\$22.50

PT/OT Assistant (licensure)	Current	Final
0-1.99	\$25.66	\$28.80
2-3.99	\$26.37	\$30.00
4-6.99	\$27.01	\$30.65
7-8.99	\$28.41	\$32.00
9-10.99	\$30.37	\$33.90
11-15.99	\$32.20	\$35.50
16-19.99	\$32.62	\$36.15
20-24.99	\$33.75	\$36.90
25+	\$36.00	\$39.00
Per Diem	\$31.00	\$35.00

Lab Tech Asst	Current	Final
0-1.99	\$23.32	\$24.50
2-3.99	\$23.83	\$25.00
4-5.99	\$24.34	\$25.50
6-9.99	\$24.86	\$26.00
10+	\$25.37	\$26.50
PRN	\$24.00	\$25.00

Rec Therapist (experience)	Current	Proposed
0-1	\$25.59	\$26.36
2-2.99	\$26.11	\$26.90
3-3.99	\$26.63	\$27.43
4-4.99	\$27.16	\$27.97
5-6.99	\$27.70	\$28.53
7-9.99	\$28.37	\$29.22
10-11.99	\$29.15	\$30.03
12-14.99	\$29.94	\$30.84
15-16.99	\$30.73	\$31.65
17-19.99	\$31.52	\$32.46
20+	\$32.51	\$33.48
PRN	N/A	\$31.00
WE PRN	N/A	\$33.00

Lab Serv Rep	Current	Final
0-1.99	\$19.73	\$20.73
2-3.99	\$20.50	\$21.50
4-5.99	\$21.27	\$22.00
6-9.99	\$22.04	\$23.00
10+	\$22.81	\$23.49
PRN	\$21.00	\$22.00
Weekend PRN	N/A	\$24.00

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For the Union:

\_\_\_\_\_

Title: \_\_\_\_\_

Date: \_\_\_\_\_

For the Employer:

\_\_\_\_\_

Title: \_\_\_\_\_

Date: \_\_\_\_\_