

**AGREEMENT
BETWEEN
GEISINGER COMMUNITY MEDICAL CENTER
AND
PENNSYLVANIA ASSOCIATION OF STAFF NURSES
& ALLIED PROFESSIONALS
APRIL 26, 2024 – MAY 30, 2027**

For the Professional / Technical Employees

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AGREEMENT

PREAMBLE

This Agreement made and entered into this 26th day of April 2024 by and between Geisinger-Community Medical Center (hereinafter referred to as GCMC or Hospital or Employer), whose principal address is 1800 Mulberry Street, Scranton, PA 18510 - and Pennsylvania Association of Staff Nurses & Allied Professionals (hereinafter referred to as PASNAP or the Union), whose principal address is 3031 Walton Road Suite 104, Plymouth Meeting, Pennsylvania 19462, acting herein on behalf of those Professional and Technical employed by Hospital who now or hereafter during the term of this Agreement are employed in positions at the Hospital which are in the bargaining unit described and set forth in Article 1, below. Said employees are hereinafter collectively designated and referred to in this Agreement as (“the employees”).

ARTICLE 1-RECOGNITION

Section 1 - The Employer hereby recognizes the Union as the exclusive bargaining representative of the employees as defined in Section 1.2, hereof, at for the purpose of collective bargaining with respect to wages, hours, and terms and conditions of employment. This agreement shall apply only to such employees as defined in 1.2 below.

Section 2 - This agreement shall only apply to the following classifications:

INCLUDED:

All full-time, regular part-time, and per diem Technical and Professional employees employed by the Hospital, including Analytical Specialist, Catheterization Technologist, Cardiac Catheterization Technologist II, Cardiac Catheterization Technologist III, Cardiac Catheterization Technologist IV, CT Technologist, CT Technologist II, CT Technologist III, CT Technologist IV, Cardiac Catheterization Laboratory Technologist, Cardiac Catheterization Laboratory Technologist II, Cardiac Catheterization Laboratory Technologist III, Cardiac Catheterization Laboratory Technologist IV, Technologist II, Social Worker BSW, Chaplain, Chaplain Associate, Clinic Nurse LPN, Clinical Dietitian I, Clinical Dietitian II, Clinical Dietician III, Diabetes Educator Associate, Clinical Exercise Physiologist, Acute Care Clinical Pharmacist, Licensed Social Worker, Certified Diabetes Educator, Echocardiography Technician I, Echocardiography Technician II, Echocardiography Technician III, Echocardiography Technician IV, Electrophysiology Technologist,

Electrophysiology Technologist II, Electrophysiology Technologist III, Electrophysiology Technologist IV, Emergency Room Technician I, Technician II Emergency Room, Emergency Clinical Assistant, Endoscopy Technician, Inpatient Licensed Practical Nurse, Medical Laboratory Scientist, Medical Laboratory Technician, Medical Laboratory Scientist Technical Expert, Neurophysiology Technologist I, Neurophysiology Technologist II, Neurophysiology Specialist I, Neurophysiology Specialist II.

Nuclear Medicine technologist, Nuclear Medicine Technologist II, Nuclear Medicine Technologist III, Nuclear Medicine Technologist, IV, Navigator Licensed Practical Nurse, Occupational Therapist, Certified Occupational Therapy Assistant, Physical Therapist, Physical Therapy Assistant, General Diagnostic Radiology Technologist, General Diagnostic Radiology Technologist II, General Diagnostic Radiology Technologist III, General Diagnostic Radiology Technologist IV, MRI Technologist, MRI Technologist II, MRI Technologist III, MRI Technologist IV, Interventional Radiology Technologist, interventional Radiology Technologist II, Interventional Radiology Technologist III, Interventional Radiology Technologist IV, Recreational Therapist Certified, Respiratory Therapist Certified, Respiratory Therapist Registered, Respiratory Therapist Navigator Registered, Respiratory Therapist Registered II, Clinician Respiratory Therapy, Social Worker MSW, Speech Language Pathologist, Staff Perfusionist, Surgical Technologist, Ultrasound Technologist, Ultrasound Technologist II, Ultrasound Technologist III, Ultrasound Technologist IV, Vascular Laboratory Technologist, Surgical Neurophysiologist II,

EXCLUDED:

All other employees, department heads, office and clerical employees, guards, and supervisors as defined in the Act.

Section 3 - In the event the Employer moves a line of service with the same cost center to a facility within 25 miles of the hospital those affected Employees shall remain in this bargaining unit.

ARTICLE 2-MANAGEMENT RIGHTS

Section 1 - Excepting only as specifically limited or abridged by express written provisions of this Agreement, the Hospital and its parent and related authority(ies) retain the full and exclusive right to manage the Hospital, including but not limited to the unlimited managerial rights and prerogatives at any time to: Direct, control and schedule all of the Hospital's operations and its work force, including all duties and functions of employees in the bargaining unit herein involved; Determine its organizational structure; Establish, maintain, revise or discontinue any Hospital operations, functions, programs and standards of service, including standards of quality, for any operation, function, program and service, and to determine or re- determine the location and schedule for performing such operation, function., program or service; Continue, expand, contract, relocate, discontinue (by-closure, sale or otherwise) or sub-contract, in whole or in part, any operation, function., program, service or location, or transfer it to another division, department, unit or other location of the Hospital, whether or not covered by this Agreement,

or to another entity; Determine the number and kinds of employees to be employed, including at any time within the Hospital or in any particular department, unit, floor, position., assignment or other category, and to increase or decrease that number as it sees fit at any time; Establish, change, combine or abolish job classifications and determine their qualifications; Hire, discipline or discharge, promote, demote or transfer employees, and relieve them from duty because of lack of work or other reasons; Maintain discipline, order and efficiency among its employees, including members of the bargaining unit herein involved; Establish, revise, maintain and enforce work standards, work rules and schedules; Introduce new work methods and change or eliminate existing ones even if doing so causes reductions to the working force; Determine at all times the work and duties of all employees and contractors, and hire or engage temporary or other non-bargaining unit employees as it determines necessary to perform any of its operations- or services, including those performed by bargaining unit employees; Reorganize or combine any operations, with any consequent reduction or other changes to the working force; Determine the Hospital's overall budget and its budget for any specific department, function or program; and make all decisions affecting the Hospital's business and carry out all lawful functions of management, whether or not specifically mentioned in this article or elsewhere in this Agreement, and whether or not previously exercised.

Section 2 - The foregoing statement of managerial rights and prerogatives indicates types of matters or rights which generally belong to management but does not limit or preclude the exercise of other rights of management not expressed or delineated. Thus, the fact that any particular management right or prerogative is not stated or enumerated above, or that a management right or prerogative is not exercised by the Hospital for a period of time (or at all) in the past, does not constitute and shall not be deemed or construed as a waiver of that managerial right or prerogative, and the Hospital shall be entitled to exercise that right when and as it determines

Section 3 - In any dispute over the Hospital's exercise of its managerial rights or prerogatives retained under this Article, the standard to be applied by any arbitrator in reviewing such an exercise shall be determined by clear and convincing evidence that such exercise exceeded the Hospital's authority under this article. Unless that burden is met, the Hospital's actions will not be disturbed.

Section 4 - The Hospital will, at least fourteen (14) calendar days in advance, when possible, provide the Union copies of any new or revised policy or rule applicable to bargaining unit employees which affects a term of condition of employment that is a subject of this Agreement; provided that a new or revised policy by the Hospital shall not contradict or violate the express written provisions of this Agreement. If, within ten (10) calendar days after its receipt of said policy or rule, the Union requests to meet with the Hospital to discuss it, the Hospital shall provide the Union with one or more 'meet and discuss' dates that are within ten (10) calendar days from its receipt of that timely request.

Article 3-Union Membership

A. Maintenance of Membership

Section 1– All employees of the Employer after the effective date of this Agreement shall become members of the Union no later than the 30th day following the ratification of this agreement or the 30th day after the start of their employment with the Employer thereafter, and shall remain members in good standing over the full duration of the Agreement, unless they resign pursuant to

Section 3 below.

All employees hired by the Employer after the effective date of this Agreement who elect not to be a member of the Union shall, as a condition of employment, be required to pay a “fair share” fee consistent with NLRB and court decisions and shall be informed of this option by the Union in accordance with the NLRB guidance , unless they resign pursuant to Section 3 below.

Section 2 – All employees who are members of the Union may resign their membership during the period of ten (10) days prior to the expiration of this Agreement by providing written notice to the Union. The employee will be notified of this option through a communication mutually agreed upon by the parties. When the Union notifies the employer of an employee’s resignation of membership, the Employer will cease deducting dues or fair share fees in accordance with Article 8, B.

Section 3 – For purposes of this Article, an employee shall be considered a member of the Union in good standing if she/he timely tenders her/his regular periodic union dues.

B. Dues Checkoff

Section 1 – The Employer shall, upon its receipt of a written authorization to do so by an employee who is covered by this Agreement and has become a member under A, above, on or after the date of this Agreement, deduct dues payable to the Union (PASNAP) from the employee’s bi-weekly pay at the dues rate established by the Union and provided in writing to the Employer’s Director of Human Resources or her/his designee. Deductions for an employee under this Article shall not start earlier than the first pay period following the completion of the employee’s 30th day of employment. No other deductions shall be made from an employee’s pay for Union-related reasons. The Employer will forward the amount so deducted from bargaining unit employees’ pay as regular Union dues to PASNAP’s designee within twenty-one (21) days from its collection of same, together with a list of those bargaining unit employees whose dues have been included in the remittance.

Section 2 - The Employer shall not make any dues deductions of any kind or in any amount whatsoever from any employee who did not receive net wages during that pay period equal to the full requisite checkoff deduction amount; nor will it add prior unpaid or uncollected checkoff amounts to the checkoff deductions it makes for the current pay period unless specifically authorized in writing to do so by the employee (signed and dated), but in any case not if doing so would violate or in any way contravene the provisions set forth in Section 3 below.

Section 3 - The Employer shall be relieved from making all “checkoff” deductions from the pay of an employee who had previously authorized them upon the employee’s (a) termination of employment; or (b) transfer to a job outside the bargaining unit; or (c) layoff from work; or (d) going on an authorized unpaid leave of absence, or (e) revocation of the checkoff authorization at any time during the term of this Agreement. The Employer shall resume such checkoff deductions if a laid-off employee or an employee on an authorized unpaid leave of absence returns to work.

Section 4 - It is specifically agreed that the provisions of this Article do not operate to create

any financial obligations or liabilities whatsoever for the Employer, other than its obligation under Section 1, above, to forward to the Union the amount it deducts from bargaining unit employees' pay as regular Union dues. Moreover, the Union specifically agrees to fully indemnify and hold completely harmless the Employer from any and all claims, actions, proceedings, awards, or damages of any kind assessed against the Employer arising from the Employer's deductions of or efforts to deduct monies from employees' pay for Union dues to provide to the Union. Once any funds are deducted from an employee's pay and forwarded to the Union, their disposition thereafter shall be the sole and exclusive obligation and responsibility of the Union.

Section 5 – Each month, beginning with the third full calendar month after the date this Agreement actually commences, the Employer shall transmit electronically to the Union the following information concerning bargaining unit employees that first occurred in the preceding month: new hires, transfers, terminations, leaves of absence and changes in position, FTE status, and gross wages for each employee. The Employer shall also provide the Union with an updated bargaining unit seniority list semi- annually.

Section 6 - The Union will have no claim whatsoever, monetary or otherwise, against the Employer by reason of the Employer's failure to perform (at all or only partially) under this Article due to administrative or technical error. If, however, the Employer agrees that it has committed such an error, it shall correct it by the next payday once brought to the Employer's attention.

Section 7 - Employee(s) may voluntarily elect to contribute to the PASNAP political action fund and have such amount deducted from their pay. The Employee(s) desiring to make such a deduction must provide a written authorization on the form agreed upon by the Employer and the Union for this purpose. Such Authorizations shall be provided to the Employer by the designated Union representative and the deductions will become effective in the next succeeding pay period following submission.

The amount to be deducted will be designated by the employee(s) and be uniform from pay period to pay period. Such deductions will be forwarded to PASNAP on a monthly basis. The payment will be accompanied by a list of the employee(s) for whom deductions have been made and the amount of their deductions. The deductions and payment therefore will be separate from dues deductions.

Employees may revoke their authorization for PASNAP political action fund deductions as outlined on their authorization card. Such notice of revocation shall be provided to the Employer's Director of Human Resources or his/her designee with a copy to the Union.

ARTICLE 4 - UNION BUSINESS / VISITATION

Section 1- The Union Staff Representatives who have contract administration responsibilities for this Agreement, who shall be identified in writing in advance by the Union, shall have access to non-patient care areas of the Hospital for the purpose of administering this Agreement. Such representatives shall have the same access to public areas of the Hospital, and while there shall be subject to the same rules of conduct, as the general public. Such representatives shall also have the right to visit employee break rooms, solely for the purpose of meeting with members of the bargaining unit.

Section 2 - Conducting of Union business shall never, under any circumstances, interfere with the Employer's operations or delivery of patient care services in any way.

Section 3 - The Employer will make every effort to provide a private space in such cases when union representatives are meeting with members in connection with discipline, grievances, or investigatory meetings for potential discipline when such requests to do so are made to the Director of Human Resources or her/his designee by the Union.

Section 4 - Employees who have been officially designated by the Union in writing as its employee delegates/representatives will, whenever possible, perform their contract administration ('Union business') responsibilities for this Agreement on their own, and any other involved employees' own, non-work time, such as lunch or non-paid break times. That is and shall be the norm. However the Employer will, subject to patient care and scheduling demands, grant such a designated employee delegate/representative of the Union reasonable time away from her/his job in order to perform her/his contract administration responsibilities, in accordance with and as limited by the Grievance Article of this Agreement, provided that such time away shall not be granted if, in the opinion of the Unit or Department Manager, it would likely result in any diminution of patient care or operational problems or dysfunctions.

Section 5 - Employee Union delegates/representatives seeking to be excused from their work area for contract administration reasons, including but not limited to grievance filing or processing (whether as a delegate/representative or as a grievant), must request same from their immediate supervisor as soon as practicable under the circumstances and must receive direct and clear authorization to do so from that supervisor. Any other employee involved in the meeting must likewise receive similar permission from her/his own department. If the Union delegate indicates the need to go to a department other than the one in which she/he works, she/he must also receive permission from the department head of that department before entering. The exercise of rights by an employee Union delegate/representative under this Agreement shall not be permitted, nor continue if begun, if it diminishes patient care or interferes in any way with the operations of the Employer.

Section 6- Union business meetings shall at all times be held off Employer premises, not on Employer premises.

Section 7- The Employer shall inform each new employee and/or transferring system employee of the contractual relationship between the Employer and the Union.

Section 8- During the period of a newly hired and/or transferring system Employee orientation to the Employer, the Employer shall provide one (1) Employer bargaining unit employee who is an officer or official of the Union with the opportunity to have thirty (30) minutes time, at a time determined by the Employer, to inform the orientee about union membership, including dues payment options of full dues of Fair Share fee. Such time shall be scheduled with the orientee(s) no later than two weeks from their start date.

Section 9 - Union Business - Upon request, an employee may be granted an unpaid leave of absence of up to one (1) year if they are elected or appointed to a position with the Union. The employee shall be entitled to return to their position or a mutually agreed upon position with 30 days

notice by the employee to the Director of Human Resources or at the conclusion of their union leave.

Union members may, with 30 days notice, be permitted reasonable time off to attend Union meetings (local executive board, PASNAP executive board, delegate trainings, annual House of Delegates, and conventions) and requests shall not be unreasonably denied.

Article 5-Non-Discrimination

Section 1 - Neither the Employer nor the Union will discriminate against any employee in any matter relating to her/his employment because of her/his race, color, creed, national origin, sex, sexual orientation, gender identity and expression, marital status, age, or disability. However, nothing in this section shall be construed to permit activities which interfere with the operations of the Employer or violate this Agreement.

Section 2 (a) If the employee also has a statutory cause of action available to her/him for the discrimination she/has alleged and if she/he either has filed, at any time before commencing her/his grievance or arbitration for the alleged discrimination, or does file, at any time while that grievance or arbitration is still pending, an administrative action or lawsuit arising in whole or in part out of or relating in whole or in part to the same or substantially the same underlying facts and issue(s) as that pending grievance/arbitration, then that pending grievance/arbitration shall no longer be maintained, and shall, automatically and without exception, be immediately dismissed with prejudice by the parties and, if applicable, by the arbitrator effective as of the date of the employee's filing of the administrative action or lawsuit. If the Union for any reason resists the dismissal of the grievance/arbitration it shall be fully liable for all costs incurred by the Employer in defending it.

(b) The parties intend strict construction and application of the above section in order to prevent and/or eliminate continued utilization of or access to the Grievance and/or Arbitration provisions of this Agreement where another litigation deals with the underlying discrimination claim or issue(s).

Section 3 - The parties agree that provisions of this collective bargaining agreement may be superseded because of the need to comply with provisions of the American with Disabilities Act (ADA). Upon request, the Employer will meet and discuss with the Union any such actions taken in an attempt to comply with the ADA.

Article 6-No Strike/No Lockout

Section 1-During the life of this Agreement and any agreed-upon extension hereof, the Union, for itself and on behalf of its officers, agents and the employees covered by this Agreement, agrees that neither it nor they will directly or indirectly authorize, cause, encourage assist, condone, sanction or take part on any way in any strike (whether it be economic, unfair labor practice, sympathy or otherwise), slowdown, walkout, sit-down, illegal pocketing, stoppage, failure to work or interruption or delay of work, or boycott, whether of a primary or secondary nature, nor will it/they engage in any other activity which in any way interferes with the operations or services of the Employer (defined

for purposes of this Article to mean and include the Employer, its parent(s), affiliations or subsidiaries).

Section 2-The Employer will not implement any lockout of bargaining unit employees during the term of this Agreement. The term “lockout” is defined under this Agreement to mean the Employer’s withholding of work from bargaining unit employees for the explicit purpose of obtaining concessions from them with respect to their wages, hours, or working conditions, but it specifically recognized and agreed that any layoff, reduction in force (including a downsizing or rightsizing), temporary or permanent closing of or transfer of the work of any facility, department or other unit or discontinuance of any Employer function or operation determined necessary by the Employer, including if precipitated by or the consequence of a labor dispute, shall not be deemed or treated as a lockout.

Section 3-The Employer has the absolute right to determine and impose discipline including discharge, on any employee who engages in any conduct violative of Section 1, above, and its disciplinary determinations shall not be reversed or modified by an arbitrator if he/she finds tha the subject employee did, in fact, participate in any violative conduct.

Section 4 - The Employer shall be entitled to seek an injunction for any alleged violation of this Article.

Section 5 – The Union shall, immediately upon, but in no case no more than twenty- four (24) hours after, being informed by the Employer or learning independently of the commission of, or the intention by any bargaining unit employee or others to engage in, any strike, work stoppage or other conduct prohibited by Section 1, above, take at least all of the following actions:

- i. Notify the Employer in writing that such conduct and/or activities by the employees or others has not in any way been called or sanctioned by the Union, with a copy of such notification posted on all of the Union’s bulletin boards at the Employer; and ii.)
- ii. Notify all bargaining unit employees by making direct personal contact with them and by posting notices outside and inside the worksite (*the Employer may designate special locations there*), at the Union’s offices and at other locations determined appropriate or necessary that the Union completely disapproves of and disavows such conduct or action(s), and instruct them to immediately cease and desist from any and all prohibited conduct; and

Take any and all other actions possible (i) to advise any others who have joined in such prohibited conduct to immediately cease and desist from same, and (ii) to prevent any other member, officer, representative and/or employee, individually and collectively, from further engagement in the same or any other such activities and/or conduct.

Article 7-Scheduling and Hours of Work and Overtime

Section 1 - Due to the intrinsic nature of its providing important and necessary services and treatments, many of the Employer’s departments and units operate on a twenty-four (24) hour per day, seven (7) day per week basis. The Employer may determine that it needs to vary shifts, start times and durations from time to time. If so, once the need to make changes in shifts, start times

and/or shift durations is definitely determined by the Employer, it will promptly attempt to notify any affected employees.

- a. Where such change(s) are temporary and do not impact an entire department or unit or shift, and where determined feasible by the Employer, it will first make the changed hours or shift(s) available to fully qualified volunteers in the affected department(s)/unit(s) so long as doing so will not, in the Employer's reasoned judgment, negatively impact on the overall needs or quality of care of the affected department(s)/unit(s) nor cause the employee(s) who would volunteer, or others, to work overtime that would not otherwise have been necessary. If there are no fully qualified volunteers, then the Employer will assign such shifts to the least senior fully qualified employee(s) for a period not to exceed three (3) months; subsequent assignments will then be made on a rotating basis for period(s) not to exceed three (3) months, i.e. to the second least senior fully qualified employee(s), and so on.
- b. In the event the Employer determines the need to permanently change the shift hours of some members in an entire department, unit and/or shift, it will make the changed hours or shift (s) available transparently to the entire unit/department. In the absence of sufficient volunteers in the affected department or unit, the least senior employees (based Seniority as defined in Article 21) Employer will fill remaining available shift. If such changes result in a decrease or elimination of available hours, Article 13, Section 4 shall apply.

Section 2 – The work day is defined as a twenty-four (24) hour period beginning at 12:00 A.M. The payroll period is the period beginning at 12:00 A.M. on Sunday and continuing for two-weeks until 11:59 PM on Saturday.

Section 3 (a) - An employee is a full-time employee (.875 to 1.0 FTE) if she/he was hired to be full-time, and is normally and regularly scheduled to work either (i) at least thirty- five (35) hours per week, or (ii) at least seventy (70) hours in a bi-weekly pay period.

(b) - An employee is a part-time employee (0.5 to .874 FTE) if she/he was hired to work a regular part-time schedule, and thus is normally and regularly scheduled to work on a regular part-time schedule at least forty (40) hours (0.5 FTE) but less than seventy (70) hours per bi-weekly pay period. The actual work schedule of the regular part-time employee will be determined by the Employer for any pay period based upon its needs.

(c) Per diem employees are employees who do not have set or regular weekly or bi-weekly hours or work schedules and are hired by the Employer to supplement its regular workforce as it determines necessary. To qualify and continue to qualify as a per diem employee under this Agreement one must work, on a regular and continuing basis, in accordance with Geisinger policy.

(d) An introductory employee is as defined in Article 12, "Introductory Period".

Section 4 – Meals and Break Periods. An employee scheduled to work a shift in excess of four (4) hours has a thirty (30) minute unpaid meal break built-in, (i.e. the eight (8) hour shift employee is thus scheduled for a total of eight and one-half (8½) hours (exclusive of any additional time worked before or after her/his regular scheduled shift), the ten (10) hour shift employee is scheduled for a total of ten and one-half (10½) hours (exclusive of additional time before or after her/his regular scheduled shift), and the twelve (12) hour shift employee is scheduled for a total of twelve and one-half (12½) hours (exclusive of additional time before or after her/his regular scheduled shift). The unpaid meal break is automatically deducted from the employee's scheduled

paid work time, subject to manual override if she/he works during the scheduled meal break and it is not replaced during that shift with management approval.

Employees shall receive one fifteen (15) minute break period [paid] for every four (4) hours of work.

Section 5 – An employee is only permitted to combine break and/or meal periods with the explicit advance approval to do so of her/his Unit Manager, and in accordance with then- applicable Employer policies. Employees are strictly prohibited from unilaterally combining break or rest or meal periods, or designating their time out of the Unit as such, after-the-fact.

Section 6 - (a) Full-time employees who normally and regularly work a schedule based on forty (40) hours per work week, non-exempt (hourly) part-time employees, any employees and per diem employees who normally and regularly work a portion of a forty (40) hours work week, will be paid time and one-half (1 ½ x) their regular straight-time hourly rate for actual time worked in excess of forty (40) productive hours in that work week.

(b) Full-time employees who normally and regularly work a schedule based on eighty (80) hour per bi-weekly pay period, any non-exempt (hourly) part-time employees, any employees and per diem employees who normally and regularly work based on an 8/80 work schedule, will be paid time and one-half (1 ½ x) their regular hourly rate for actual time worked in excess of eight (8) hours in a work day or eighty (80) productive hours in the pay period.

(c) Overtime rates will be calculated in accordance with Federal and State Laws.

(d) Paid rest breaks are considered time worked for purposes of determining eligibility for overtime pay under this section.

Section 7 - An employee must first obtain approval from her/his Department Manager or her/his Designee prior to working any overtime. Where emergency circumstances make this impossible, and if the employee cannot then obtain timely approval from an alternate supervisor or manager with authority, the employee will obtain such approval as soon thereafter as possible.

Section 8 - An employee may also, with prior supervisory approval, arrange to switch shifts with another bargaining unit employee from her/his department so long as (i) the—employee who works, upon the switch, is fully qualified to immediately perform all the duties of the position; and (ii) any such switch shall not cause overtime for either employee (iii) any such switch shall not be unreasonably denied. Weekend, weekday, and holiday switches are reasonable and interchangeable. Where voluntary overtime is assigned by the Employer, such assignments will, when practicable, continue to be made on a reasonably equitable basis (recognizing that emergent/exigent situations which require immediate decisions may vary the application of this principle) so that all fully qualified employees have reasonably comparable overtime opportunities over time, and also so that individual employees are not singled out for constant overtime assignments.

(b) The Employer agrees to comply with Act 102, Pennsylvania’s ban on mandatory overtime.

Section 9 - There shall be no pyramiding of overtime and/or holiday premium pay.

Section 10 - Weekend Work. Employees will not normally be scheduled (i.e. scheduled on a regular basis) to work more than every other weekend, unless the employee was hired to work more weekends or accepts a position requiring a greater number of weekend shifts.

Section 11 - The Employer will make every effort to post work schedules covering four (4) consecutive weeks at least two (2) weeks in advance of the first week of that schedule. Posted work schedules shall not be altered by an employee without approval of the responsible Department or Unit Manager. The posted work schedule will not be altered by the Employer without the agreement of the employee involved unless such a change is determined necessary by the responsible Unit or department manager or supervisor to meet operational needs under unforeseen exigent circumstances or to respond to emergencies. Whenever the Employer changes a posted schedule, the affected employee(s) shall be notified immediately. Call schedules in the OR will also be posted at least two (2) weeks in advance.

The provisions of this section shall not diminish the Employer's rights under Article 11, "Low Census Staffing."

Section 12 - The current practice of unit self-scheduling of certain units shall continue presuming the responsible Department or Unit Manager is satisfied that its continued utilization within that unit is successful. Unit self-scheduling may be expanded to additional units if so determined by Department Management. In all cases, submitted schedules must be approved by the department and/or unit manager and in adherence with the terms of this Agreement. The self-scheduling process, including the development of mock up schedules and on-call shifts shall be transparent to all the employees on the unit and the allocation of both preferred and non-preferred shifts be distributed equally and without discrimination. Scheduling guidelines utilized by unit scheduling committees shall be reasonable, may not violate the terms of the Agreement and shall be publicly known to employees on the unit. Existing practices to reimburse scheduling committee members for approved time spent developing the schedule shall continue for the duration of the Agreement.

Section 13 - Requests for time off shall not be unreasonably denied.

Section 14 - Department-Specific Language

Cath Lab

The cardiac catheterization lab operates on scheduled case days of Monday through Friday 7am-4:30pm. Employee start times vary from 6:30 am to 8 am based on scheduled case start times, which vary. On-call responsibilities include but are not limited to "off" hours of the lab, which is 4:30pm to 7am the following day, on weekdays. Weekday call is required one dedicated day and one rotating day every third week. Weekend call is 24 hours, from 7am to 7am, is required by staff on a rotating schedule every third weekend. Weekend call is utilized for emergency cases only. Holidays that fall on weekdays are not scheduled case days and therefore are on a 24-hour call day. These

holidays are assigned rotationally based on prior years' assignments. Staff can make call switches amongst themselves and cannot be unreasonably denied.

Clinical Nutrition

Standard work hours are between 6:30 a.m. and 5:30 P.M.

Required staffing minimums (to be determined by Management) will be upheld to ensure adequate clinical coverage of inpatient units.

In event of vacancies / low staffing, per diem RDN will be asked to cover in order to meet regulatory standards. If per diem coverage is unavailable, the remaining team would need to absorb additional work in compliance with PA Act 102.

Weekend coverage includes one Saturday onsite and one Sunday covering the department Tiger Connect role from 8a-4:30p.

Rotation weekend coverage (excluding diabetes educator) includes one Saturday onsite and one Sunday covering the department Tiger Connect role from 8:00 am to 4:30 pm.-The onsite Saturday will be moved to Sunday for 3-day holiday weekends to remain in regulatory compliance per policy. A volunteer will be accepted to work onsite the Saturday of the three-day weekend. In the absence of volunteers, one individual will be assigned in a rotation beginning with lowest seniority. Considerations to switch onsite day in unique situations require management approval.

If a weekend cannot be covered due to illness, volunteers will be accepted. In lieu of volunteers, the manager will assign the shift (including per diem staff).

Recognized holidays require covering the department Tiger Connect role 8:00 am to 4:30 pm with the exception of diabetes educators.

Non-exempt part-time and per diem employees will be paid time and one-half for hours worked on a Geisinger holiday when coverage is required by management.

Non-exempt part-time and per diem employees who are approved to work for their own convenience (holiday coverage not required) will be paid straight time.

One designated weekday off for weekend coverage will be assigned by management.

In event of inclement weather, employees are expected to attempt a good faith effort to report to work onsite. Employees unable to report to work are expected to take PTO.

Employees may be required to serve as preceptors for nutrition students completing their clinical rotations. A student will not have the same preceptor for more than two weeks in a row.

Per diem: Must work an average of twenty -four (24) hours per quarter.

CT Scan:

Current employees who currently rotate shifts may continue to be assigned shifts as such. Future

hired rotational employees will also be assigned upon rotation and all future hires are subject to change in shifts when operational need exists.

In the event an operational need exists to transition to support employee staffing safety and patient safety, management reserves the ability to adjust shifts within a 2-hour window time frame with proper 1 month notification.

Weekend shifts will be assigned rotationally every third weekend if staffing allows, with the exception of those assigned to work 12 hour shifts on the weekends and weekenders. Self-scheduling on weekends will discontinue.

Two technologists per day will be considered for approval for PTO requests. PTO requests approved by the department manager/supervisor based on the needs of the department and not deemed approved until a formal electronic approval in Kronos exist. Management has the right to allow for additional PTO request only if there continues to be adequate staffing and patient care is not affected.

During times of low volume, department employees will first be asked to assist in other areas where 1. There is need and 2. They are qualified to assist. Employees will be asked to leave in the following order, 1. Overtime, 2. Flex, 3. Volunteer based on seniority high to low Others remaining in the department may need to adjust shift times in order to maintain adequate staffing and hours of operation.

Current weekender employees will remain status quo. If a weekender position becomes vacant, management has the right to post vacancy as deemed necessary for operations

Diagnostic Radiology

The “request not to schedule” in Kronos will be remain an option for employees in this department. Requested days are not guaranteed and not deemed approved until an electronic approval in Kronos exists.

PTO requests must be submitted 4-6 in advance via Kronos with a deadline of the Monday prior to the current pay period close to avoid additional requests to an existing posted schedule.

Current employees who rotate shifts may continue to be assigned shifts as such. Future hired rotational employees will also be assigned upon rotation and all future hires are subject to change in shifts when operational need exists.

Future hired rotational employees will also be assigned upon rotation and all future hires are subject to change in shifts when operational need exists.

The approach to days off will remain non-templated.

Flex employees will be utilized to support staffing gaps or PTO.-

Weekend rotation will remain every third weekend for all those working 8 hour shifts as long as staffing allows for patient safety and operations,

Replacement for weekend PTO remains status quo and to be solicited by the employee either through a switch or non-overtime replacement.

Call shall be Monday - Friday 11p to 7a and Weekend call shall be 24 hours 7a-7p and meet the standards of PA Act 102. Hours of on call are subject to change if a need arises to align additional support for changes to current trauma and hospital emergent backup operations need that may occur during course of this agreement.

Two technologists per day will be considered for approval for PTO requests. PTO requests approved by the department manager/supervisor based on the needs of the department and not deemed approved until a formal electronic approval in Kronos exist. Management has the right to allow for additional PTO request only if there continues to be adequate staffing and patient care is not affected.

In the event an operational need exists to transition to support employee staffing safety and patient safety, management reserves the ability to adjust shifts within a 2-hour window time frame with proper 1 month notification

The current Weekender Program shall continue status quo

Holiday assignments are dependent on modality and staffing pool. Technologists will be assigned no more than three of the 6 major holidays per year. In times of excessive vacancy, holiday coverage may be reassigned by rotating least seniority. Switching holidays amongst each other is allowed as long as approval is in writing by the direct supervisor.

Current weekender employees will remain status quo. If a weekender position becomes vacant, management has the right to post vacancy as deemed necessary for operations

Nuclear Medicine:

Department hours of operation will be determined by management, management reserves the ability to adjust shifts within a 2-hour window time frame with proper 1 month notification.

Current employee first shift rotations will continue among technologists, including lead tech/Team Leader.

One technologist per day will be considered for approval for PTO. PTO requests approved by the department manager/supervisor based on the needs of the department and not deemed approved until a formal electronic approval in Kronos exist.

During times of low volume, department employees will first be asked to assist in other areas where 1. There is a need and 2. They are qualified to assist. Employees will be asked to leave in following order, 1. Overtime, 2. Flex, 3. Volunteer based on seniority high to low.

On-call responsibility is as staffing allows and is assigned weekly, scheduling practices will do its best to avoid a full two-week cycle of on call for staff technologists, including Lead Tech/Team Leader. Stat scans at end of day the end of shift tech will stay to finish exam if they reasonably can offer their time. In the event the end of day technologist cannot commit to staying, the on-call tech will be notified for relief.

Staffing schedule changes amongst one another is permitted, late scheduled on-call switches with earlier shifts will be monitored for excessive call backs on switched shifts.

Staff can contribute to their respective scheduling alongside their direct supervisor. All finalized schedules will be released and approved by direct supervisor.

Non-invasive Cardiology (Echo)

Future staff scheduling templates are not to be restricted by past practice. We shall continue to provide echo outreach coverage within Geisinger CMC Cardiology sites as deemed necessary. If the staff covering those outreach sites can no longer support them, the coverage will be equally shared between remaining staff on a rotational basis.

Echo techs, and Exercise Physiologists hired as full or part time are hired as a rotation position and are responsible for providing staffing coverage for the department's hours of operation.

Weekend, holiday, and on-call coverage will be rotated by all Echo Tech's in order of seniority. Exceptions to this rotation may be approved by management. Should the on-call technologist become ill, or have an emergency, call duty will be reassigned by the lead tech or manager by reverse seniority on a rotational basis.

"PTO requests should happen a minimum of 4 weeks in advance of the schedule posting. Any requests after that time will be considered based on department staffing and templates but can not be unreasonably denied.

A lead or senior tech will produce the department staff schedule with the goal of being as consistent as possible. The staffing schedule and/or proposed changes to it will be approved by management.

Holiday and Vacation PTO requests will happen at the beginning of the year when the request window is opened by management.

- Full week requests will take priority over individual days.
- Any PTO requests will be evaluated based on a rotational seniority basis and approved at managements discretion if determined appropriate for safety of staff, patients, and operations of the department.
- There is a limit of 2 echo techs and 1 exercise physiologist allowed off at one time. Any more would be considered a special circumstance and will be granted or denied based on existing patient templates and staffing.
- If PTO is requested after the request window closes, it must be made 4 weeks in advance of the schedule posting. Lead Tech and Manager will have discretion to allow for additional requests if appropriate departmental support exists for current template.

PTO requests are not deemed approved until formal electronic approval exists. Staff should email requests and once approval is given by the Lead Tech and Manager, the staff member can input the request into Kronos

If needed, the department will implement a basic staff schedule rotation in which everyone will rotate through all required shifts based on seniority.

Coverage for an unexpected call-off (sick time, etc.) for a weekend, holiday, on-call, etc., when typically, only one Echo tech is scheduled, will be rotated by all department staff in order of reverse seniority if there are no volunteers. The employee that called off must be available to provide coverage

for that volunteer's (or assigned tech's) ~~next~~ scheduled shift of the same type at a mutually agreed upon time.

In the event of unplanned time off or high volumes, the following procedure will be utilized:

1. Utilize On Call Echo Tech
2. Calling per diem employees to work;
3. Offering voluntary hours to regularly scheduled employees (If approved by Senior Leadership)

Electrophysiology Lab

Staff hired as dayshift Monday – Friday with rotating shifts of 7am – 3:30pm or 7:30am – 4pm. Ep lab is closed on weekends and holidays and staff has no call requirements. PTO and dayshift start times will be scheduled by EP lead technologist.

Emergency Room Techs

Holidays – Within any inpatient unit, Holidays shall be scheduled on a rotating basis without regard to seniority, so that preferred Holidays are not monopolize. The Holiday for Night Shift employees (defined as those employees whose shift begins at 7:00pm (for 12 hour staff) or 11pm (for 8 hour employees)) will be observed on the Night shift prior to the Holiday (ie. if Christmas falls on Saturday, the Night Shift Employee will celebrate that Holiday on the shift that begins at 7pm the preceding Friday (for 12 hour Employees) or at 11pm the preceding Friday (for 8 hour employees), December 24th.

Holiday rotation takes priority over weekends – meaning if it is not your weekend to work, but it is your Holiday to work, then you will have to work that Holiday of the weekend.

As there are 6 Holidays, in order to rotate the Holidays fairly and equitably, New Year and Memorial Day are the pivotal Holidays.

If you are working on New Year, you will also work on Memorial Day (and vice versa – if you are off New Year you will be off Memorial Day) so that the holidays are rotated fairly across all staff.

Endoscopy

The Union agrees to the adoption of a rotating schedule with shift times that commence at 6:30am, 7:00am, 7:30am and 8am commencing with the six week schedule.

Interventional Radiology

Since Interventional Radiology is not in-house 24/7, on-call coverage is required for off shifts, weekends, and holidays to address urgent or emergent needs 24/7. Staff are assigned to a call schedule

on an equitable rotational basis. This schedule includes off hour weekdays, weekends, and Holidays, the six holidays recognized by the Geisinger system. If a staff member is unable to fulfill a call assignment due to an emergency or being ill, call duty will be reassigned by asking for volunteers first. If there are no volunteers, it will be assigned by the team leader in order of reverse seniority. Once someone has been assigned to cover an open shift, they move to the bottom of the list for the next time. If there is an extended staff vacancy, call will be fairly divided among the remaining staff until the vacancy is resolved. Call schedules will be posted 4-6 weeks in advance to coincide with posting of the daily staff schedule. Staff may switch call assignments if it results in complete coverage of the shift and no overtime, the Team Leader needs to be made aware of the switch.

Laboratory Scheduling

Start times:

Current start times shall remain the same as current unless mutually agreed upon.

Scheduling: The schedule will preliminarily be done by qualified representatives of each shift ensuring adequate coverage for all days. This would follow a biweekly template with changes made only to provide necessary coverage for PTO. Once complete, it will be presented to management, who will have the right to make changes only if it affects staffing levels, or by mutual agreement.

Weekend Coverage:

In the absence of volunteers to switch coverage will be made according to Section 8, (per diem as per policy).

Summer and Holiday pass:

Each employee will be allowed 2 weeks PTO during the summer months (June, July, August.) This will be determined beginning with the most senior employee picking their first week and going through the list by seniority until all employees have either picked one week or passed. The process will be repeated for a second summer week. Two employees will be allowed off each week.

A holiday vacation pass will be used to select PTO for the weeks of Thanksgiving and the 2 weeks around Christmas. This will be on a rolling basis with the employee (s) who take time that year, going to the bottom of the list so that all employees have an equal chance at holiday time before the same person is allowed to select it again. Two employees will be allowed off each week. With supervisor approval, the employees on a shift within the department may extend the Holiday Pass to additional Holidays.

On-Call Self-Scheduling will follow Section 12 of this Article.

All newly hired or transferred full-time MLS and MLT on all off shift shall be trained and oriented to function in all areas of the Lab.

Alternative scheduling may be implemented upon mutual agreement with management (ex. four ten-hour shifts per week, three 12-hour shifts, weekender positions, etc.)

PTO requests may be submitted up to seven (7) days prior to schedule posting for individual days,

thirty (30) days for three (3) or more consecutive days.

The Analytical Specialist, as an exempt employee, will work at least forty (40) hours per week, including one full weekend schedule per month and two holidays per year.

LPNs (Inpatient)

Holidays – Within any inpatient unit, Holidays shall be scheduled on a rotating basis without regard to seniority, so that preferred Holidays are not monopolize. The Holiday for Night Shift employees (defined as those employees whose shift begins at 7:00pm (for 12 hour staff) or 11pm (for 8 hour employees)) will be observed on the Night shift prior to the Holiday (ie. if Christmas falls on Saturday, the Night Shift Employee will celebrate that Holiday on the shift that begins at 7pm the preceding Friday (for 12-hour Employees) or at 11pm the preceding Friday (for 8 hour employees), December 24th.)

Holiday rotation takes priority over weekends – meaning if it is not your weekend to work, but it is your Holiday to work, then you will have to work that Holiday of the weekend.

As there are 6 Holidays, in order to rotate the Holidays fairly and equitably, New Year and Memorial Day are the pivotal Holidays.

If you are working on New Year, you will also work on Memorial Day (and vice versa – if you are off New Year you will be off Memorial Day) so that the holidays are rotated fairly across all staff.

MRI:

Management reserves the current ability to put up for OT weekend scheduled shifts to areas where weekender vacancy or PTO may exist, if not taken, the vacancies can assign based on seniority.

One technologist per day will be considered for approval for PTO requests. PTO requests approved by the department manager/supervisor based on the needs of the department and not deemed approved until formal electronic approval in Kronos exist, Management can allow for additional PTO request only if there continues to be adequate staffing and patient care is not affected.

Requests not to schedule cannot be used or combined with PTO requests as long 10-hour shifts remain in effect.

Management will reserve a non-templated approach to days of the week off when assigned weekends or those on 10-hour shifts.

Current employees who rotate shifts may continue to be assigned shifts as such. Future hired rotational employees will also be assigned upon rotation and all future hires are subject to change in shifts when operational need exists.

On-call weekday and weekend are assigned rotationally and based on staffing pool. Holiday on-call will be assigned as needs of the department exist rotationally. Vacant on-call assignments will be offered voluntarily, and then assigned by least seniority rotationally.

Full week request will follow modality specific process. One technologist will be granted time off if appropriate department support exists.

Current weekender employees will remain status quo. If a weekender position becomes vacant, management has the right to post the vacancy as deemed necessary for operations.

Neurophysiology

The department offers 24-hour inpatient services and has outpatient clinic Monday- Friday with appointments starting at 7:30am.

Late patients:

All late patients will be presented with the following options:

1. Wait for a possible opening in the scheduled due to a no show or cancel.
2. Rescheduled to another open appointment later that day if one is available.
3. Rescheduled for the next available appointment.

Procedure for Late Patients scheduled in the last appointment of the day: If after 25 minutes the last scheduled patient of the day does not arrive to their scheduled appointment, the Neurophysiology Lab support staff should reach out to the patient via phone (with at least one phone call). If the staff person is unable to reach the patient via phone, they should leave a message asking the patient to return the call to our main clinic phone number and mark the patient as a no show on the EPIC schedule to ensure proper documentation.

Based on the needs of the department, the supervisor must approve scheduled PTO. Staff are asked to submit their requests for PTO on the vacation calendar that is passed around starting with the staff member with the most Bargaining Unit seniority.-

All time off requests must be entered into Kronos, even when asking to leave early.

Perfusionists

The Perfusion Department for GCMC and GWV, when fully staffed, evenly distributes the day shifts and call responsibilities amongst the 5 members of the GNE Perfusion Team. The schedule is made a year in advance with PTO and changes to the schedule being accomplished by utilizing the procedures listed below. The schedule rotates each member through both campuses (GCMC Day and GWV Day) and through each call position (1st and 2nd call) equally. When all 5 members are available the Swing position is assigned to the busiest campus. The schedule is available to view through the "GNE schedule" file.

Section 1: Time Off Requests

1: Clinical needs may supersede the requests. Deviation from the policy will be at the discretion of the Manager/ Chief of the Department or their designee.

2: All requests will be submitted to the Chief of Perfusion via email, which will serve as a time stamp of when the request was placed. Time off is granted on a first come first serve basis.

3: The Chief of Perfusion will respond via email confirming or declining the request.

3a: The request will be granted based upon available PTO/ Personal Holiday/ CME accruals and allowances

3b: There will be no more than 1 person scheduled off on any given day.

3c: Requested days off that are 1st call days are only permitted if a switch is attained by the employee requesting the time off prior to submitting for the time off.

3d: Requested days off that are 2nd call days are immediately transferred to the Swing person, however every attempt at switching these days should be made by the staff member to equilibrate the call responsibilities.

4: The schedule placed on-line will reflect the changes immediately, the Swing person is the Perfusionist that will fill the open slot from the requesting individual.

4a: There are 5 slots, GCMC day, GWV day, 1st Call, 2nd Call and Swing positions.

4b: There can only be one Perfusionist off at any time, the Swing position is the Perfusionist that fills the open slot.

5: Summer Vacation is granted on a first come first serve basis.

5a: Each person can select 1 week of summer vacation (Memorial Day to Labor Day), until all staff has selected 1 week of summer vacation. Then a second and third weeks in the same way.

5b: Partial weeks in the Summer are granted, however consecutive partial weeks will not be granted as these block multiple weeks from the other Perfusionist.

5c: Consecutive partial weeks requested will be granted if no other staff member requests that week or if every staff member has requested their first week and the second week is open to select, then the partial weeks can be granted.

Section 2: Schedule changes or Shift Changes

1: All changes to the schedule must be approved by the Chief of Perfusion or their designee.

2: All shift changes require notifying the Chief of Perfusion of the switch prior to the day of the change. Notification can be email, text or tiger text message.

3: Failure to notify the manager or their designee of a shift switch will result in PTO deductions in the number of hours scheduled but not attended/ worked. Example: Person X scheduled for 7am but does not arrive until 12pm. 5 hours of PTO will be deducted regardless of hours worked after 12pm.

Section 3: Call Responsibilities

1: Call responsibilities: There will be 2 Perfusionist on call every day because there are 2 campuses that must be covered.

2: There will be a first and second call.

2a: The 1st Call Person will respond to the first emergency procedure in the NE. There is a 30-minute response time.

2b: The 2nd Call Person covers 1st Call responsibilities while the 1st Call Person is covering an emergency.

2c: The 2nd Call Response time is 90 minutes unless and until the 1st call person is called for an emergency. At that point the 2nd Call Person must be within 30-minute response time or in route to the 30 minute response radius.

2d: The 1st Call Person will notify the 2nd Call Person if they are called in so the 2nd Call Person can respond accordingly.

2e: The 1st Call Person will notify the 2nd Call Person when they are available to take 1st Call responsibilities back.

Section 4: Holiday Assignments

1: The Schedule, including Holidays, is done for the year and can be viewed on the GNE Schedule.

2: Holidays are divided evenly amongst the 5 members. Rotating annually.

3: There is a 1st and 2nd Call for the Holidays

4: Any Perfusionist can switch any Holiday (with another employee) if they should choose to do so.

Note:

All First, Second, Holiday, CME, Day Responsibilities are tallied and are displayed on the GNE Schedule file. The work distribution is as equitable as is possible.

Pharmacy

Pharmacists hired specifically for overnights will be scheduled 7 days on and 7 days off. Pharmacists not hired specifically for overnights may be required to cover overnight in the event of a call off (see below) or to cover scheduled PTO, in the event the shift is not taken voluntarily, based on a rotation established by number of previous shifts covered in the past and seniority. Two holidays per year will be covered, one summer and one winter, on a rotating basis. Overnight pharmacists will cover 3 holidays per year.

Management will post a schedule at least 4 weeks in advance. The schedule will be based on needs of the department, including minimum staffing requirements to maintain function of the department and patient safety. Management has the ability to change a “usual” day off or second shift to accomplish staffing requirements. Pharmacists cannot request PTO on weekends or scheduled holidays. However, a pharmacist can switch off on a weekend without using PTO if the pharmacist is able to secure coverage for the shift and the individual does not exceed 40 hours per week. The coverage should be submitted to the scheduler to ensure the coverage is adequate and appropriate. All other weekend or scheduled holiday coverage will need to be performed as a switch.

Guidelines for PTO requests will be set up by Pharmacy Practice Council to ensure requests are fair

and equitable to all pharmacists. Use of per diem pharmacists are at the discretion of pharmacy management. There will be no change in staffing during low census. Third shift coverage for call offs will include reaching out to non-working staff. If the opening cannot be filled by non-working staff, will proceed as outlined below:

- 1) Assigning any float pool resources to the shift
- 2) Calling per diem employees to work
- 3) Offering voluntary hours to regularly scheduled employees (who are provided compensation incentives for voluntarily working such extra hours)
- 4) Attempting to utilize agency staff (if available)

REHAB: Speech, Physical, and Occupational Therapy

Speech: Will maintain the current 8 hr. shifts and cover the department hours.

PT/OT: PT/OT will each have a combination of 10 hr. and 8 hr. shifts, based on the needs of the department. Start times for full/part time staff will be 7am or 7:30am for 8 hr. shifts and 7:30am for 10 hr. shifts. Schedules will be based off seniority.

PT/OT/ST: The schedule will be based on needs of the department, including minimum staffing requirements, to maintain function of the department and patient safety. Management may change shifts and department hours of operation with 30 days' notice and information regarding necessity/reasoning and duration of change and according to Section 1 of this Article.

Use of per diem staff to fill PTO requests, staffing gaps and increased census is determined by management. Use of overtime to pick up extra 8- or 10-hour shifts (including salaried employees) must be approved by management. Overtime will be paid at current PRN rate for salaried employees. PRN staff will choose weekend shifts first and have opportunity to cover needed shifts during the week. In event of vacancy, remaining team would need to absorb additional work to meet regulatory standards. Per Diems must work at minimum two shifts per month unless otherwise approved by management.

Designated weekdays off for working the weekends will be assigned by management. Minimum Staffing will be decided per management. Cannot request PTO on weekends. A call off on a weekend will need to be made up on another weekend. Call off coverage on weekend or holiday will be covered on a volunteer basis first. If no volunteer can cover the shift, coverage will be rotated by all department staff in order of least seniority.

PTO process: Will grant as long as above minimum staffing number. Reach out to PRN for coverage. Try switching days with another staff member. If all above attempts fail, then the day is denied. PTO must be requested at least 3 weeks in advance. Management will consider requests made outside of the 3-wk. timeframe and approval will be based on pt need.

PT/OT/ST: Holidays for the year will be scheduled by March 31st and minimum staffing decided by management. Coverage will be rotated by all department staff in order of seniority. Per Diem staffing will be utilized as needed on weekends and holidays. Speech currently does not work holidays, but management reserves the right to change staffing requirements based on department needs.

Respiratory Therapy

The work schedule will be posted for 1 month per posting (2-pay periods)
Employees should refer to request deadlines and schedule posting dates posted in the department.
Dates will be updated yearly.

The scheduling committee will create a work schedule that meets the department's staffing requirements and still consider each employee's scheduling preferences. Department staffing requirements will take priority over personal preferences. The final schedule must be approved by the Respiratory Manager or RT leadership team before posting. Staffing minimum levels will be determined by management to insure adequate clinical coverage.

The work schedule will normally be posted for 1 month per posting (2-pay periods), if there extenuating circumstance at least 2 weeks will be posted. Employees should refer to the request deadlines and schedule posting dates posted in the department--dates will be updated yearly.

Individuals will be scheduled to work according to their weekend rotation. Saturday and Sunday nights will be considered the weekend for night shift. Individuals will be scheduled to work pre-assigned holiday. In the event a holiday runs short due to unfilled vacancies individuals will be given the option to change holiday rotation. This will be based on most senior to least. Any weekend/holiday flex coverage resulting in PTO requires leadership approval otherwise leadership reserves the right to deny said arrangements.

Scheduling of Emergency Overtime will comply with Pennsylvania Act 102.

Sleep and Pulmonary Services

Management reserves the right to flex schedules to meet patient compliment. Management reserves the right to grant unplanned PTO on a case-by-case basis due to unanticipated needs—family emergency (comes in later, leaves early). Management has the right to change start and end times and the posted schedule to meet minimum staffing requirements. Standard working hours are between 7:30am-5:00pm.

Requests for any PTO are required 30 days in advance to be considered. Requests for PTO are honored by first person to request time off. If multiple employees request time off for the same day at the same time, the employee with the most seniority will be approved. PTO is granted by needs of the department. Management reserves the right to approve / deny all PTO requests.
Holiday time off will be rotating.

Social Work

Scheduling:

FTE 1.0 are salaried positions with hours of 7:30a-4p or 8a-4:30p and 11:00AM to 9:30PM in the Emergency Room.

Per diem positions are an hourly rate with the same offering of working hours (730-4 or 8-430).

All positions work rotating weekends and holidays

Employees must report out within one-half hour before their scheduled shift.

Spiritual Care -

Exempt Chaplains will work their assigned shift as hired: They will complete administrative back-up coverage as outlined in the policy.

Exempt Chaplains may work an alternative shift during their administrative back up schedule or when coverage needs dictate.

Subject to change, shift assignments shall be as follows:

Day shift Chaplains will work 8:00am to 4:30pm Monday through Friday

Second shift will work 4:00pm to 12:30p Monday through Friday

Third Shift will work 12:00a to 8:30am Tuesday through Saturday

Shifts for Saturday are 8:00am to 8:30pm; 8:00pm to 8:30am.

Shifts for Sunday are 8:00am to 8:30pm; 8:00pm to 8:30am.

The weekend shifts as listed are filled by per diem chaplains or chaplain associates. These shifts can be altered to secure coverage as determined by management. The calendar for shifts shall be posted quarterly.

PTO requests:

- All PTO requests (other than holiday PTO requests. See Policy Below) must be submitted 30 days in advance. No Exceptions.
- All PTO requests within the week prior or the week after any holiday, including Easter, must be submitted no less than 60 days prior to first day of the PTO request for that holiday.
- Employees are to check in with fellow co-workers about the time they would like to take off. At least one staff chaplain is to be working per 24-hour shift at each site.

Time Off Request

- Employees will notify manager the requested dates - Email and submit these dates in URG/Kronos
- Time off requests will be submitted, if possible, before the quarterly per diem Schedule is distributed.

Scheduling - Holiday Calendar

- A rotation of who has received time off within the week prior or the week after any holiday, including Easter, will be tracked. Approval of the requested PTO will be determined by equitable rotation-
- All Geisinger recognized holidays and Easter require full time staff chaplains to provide coverage one shift.
- Full-time staff Chaplains are expected to work 1 or 2 of these holidays per year, based upon the rotation schedule that is published in SharePoint.
- Full-time staff Chaplains will work these holidays at their own sites unless they switch holidays with another staff chaplain at the opposite site.

Per Diems

- Per diem Associate Chaplains and Per Diem Chaplains are required to work at least one shift per month per calendar year.
- Per diem Associate Chaplains and Per Diem Chaplains are required to work one holiday per year.
- If a per diem associate chaplain or per diem chaplain is unable to work their scheduled shift, they are responsible for finding coverage for the assigned shift.

Ultrasound

Management reserves the ability to assign all techs to weekend scheduled shifts and on call to areas where weekender vacancy or PTO may exist.

One technologist per day will be considered for approval for PTO requests. PTO requests approved by the department manager/supervisor based on the needs of the department and not deemed approved until a formal electronic approval in Kronos exist. Management has the right to allow for additional PTO request only if there continues to be adequate staffing and patient care is not affected.

Current employees who rotate shifts and hours may continue to be assigned shifts as such. Future hired rotational employees will also be assigned upon rotation.

During times of low volume, department employees will first be asked to assist in other areas where 1. There is need and 2. are qualified to assist. Low volume would then be offered voluntary by highest seniority in rotation. Others in the department may need to adjust shift times to maintain adequate staffing and hours of operation.

Vascular Lab (Non-Invasive)

Future staff scheduling templates are not to be restricted by past practice.

Vascular outreach coverage at satellite locations may be implemented. Employees will be assigned on a voluntary basis. If there are no volunteers, employees will be assigned beginning with least bargaining unit seniority.

Vascular Techs hired as full, or part time are hired as a rotation position and are responsible for providing staffing coverage for the department's hours of operation. Department hours of operation will remain no earlier than 7:00 am and call shall extend no later than 10:00 pm.

Weekend, holiday, and on-call coverage will be rotated by all department staff in order of seniority. Exceptions to this rotation may be approved by management.

Any request for PTO greater than 3 consecutive days in a row must be approved by the department manager or supervisor. Any reasonable request of PTO will not be denied.

A lead or senior tech will produce the department staff schedule with the goal of being as consistent as possible. The staffing schedule and or proposed changes to it will be approved by management.

If needed, the department will implement a basic staff schedule rotation in which everyone will rotate through all required shifts based on seniority.

Coverage for an unexpected call off (sick time, etc.) for a weekend, holiday, and on-call, etc., when typically, one tech is scheduled, will be rotated by all department staff in order of seniority if there are no volunteers. The employee that called off must be available to provide coverage for that volunteer's (or assigned tech's) next scheduled shift of the same type

Employees scheduled to be on-call during the week will work the latest shift.

When an order is placed as STAT, or if a vascular provider determines that a routine order is urgent and must be done today, a technologist that is on campus and competent to perform the exam will be required to extend their shift if needed to complete the exam. With any exceptions to call schedule, the technologist that is expected to have the least amount of overtime will be required to extend their shift to provide urgent care.

STAT orders placed after 8:00 pm must be approved by a vascular provider as necessary in order for a tech on-call to come in.

If a technologist in training is on-call but does not have a competency to provide coverage for all offered services, a rotation of back-up call will be implemented to cover services. Those on back-up call will also be paid on-call pay for their time as back-up.

In the event of unplanned time off, the following procedure will be utilized:

- 1) Assigning any float pool resources to the shift;
- 2) Calling per diem employees to work;
- 3) offering voluntary hours to regularly scheduled employees (who are provided compensation incentives for voluntarily working such extra hours);
- 4) attempting to utilize agency staff (if available).
- 5)

Article 8-Paid Time Off

The current language in the contract shall be replaced by the following:

Section 1 Effective within 30 days upon ratification, PTO and Personal Holidays will be combined into one central PTO bank creating future ease of use and less confusion surrounding employees checking their various balances. Employees will have one bank of time to use for PTO. This new PTO bank can be used to supplement the employer paid short term disability.

Section 2 Both full-time and part-time employees can accrue to the maximums shown, accruals are based on hours paid and are prorated based on FTE percentage. On-call or charge pay hours do not accrue PTO. The maximum PTO balance is an on-going limit.

The 2024 annual accruals and maximums are as follows:

Non-Exempt Full-Time - 100% FTE shown (Biweekly Paid Employees)

Years of Service	Days/Calendar Year	Max Days of Accrual	Max hours of Accrual
0 – 2.99	20	35	280
3 – 4.99	23	38	304
5 – 9.99	26	41	328
10 – 14.99	28	43	344
15+	31	46	368

NOTE:	Full-Time Non-Exempt employees who have 10-14.99 years of service as of December 18, 2022, receive an extra 4 hours of PTO annually until they move to the next tier.
	Employees who have greater than 20 years of service as of December 18, 2022, receive an accrual rate of 0.1289 per hour paid

Non-Exempt Part-Time - 50% FTE shown (Biweekly Paid Employees)

Years of Service	Days/Calendar Year	Max Days of Accrual	Max hours of Accrual
0 – 2.99	10	17.5	140
3 – 4.99	11.5	19	152
5 – 9.99	18	20.5	164
10 – 14.99	14	21.5	172
15+	15.5	23	184

Section 3-Individual requests for use of scheduled PTO ~~time~~ must be approved by the department heads on the basis of the needs of the unit. Time off may be taken as earned in most cases as full days or weeks as soon as time is accrued, providing for the orderly and efficient operation of the department is not impaired. Conflicts in scheduling of PTO time off will be resolved on the basis of hospital seniority at the time schedules are made. The cut-off for Hospital seniority-based time off grants shall be March 1st. All requested time off must be approved by management.

Time off requests that are submitted after March 1st and which are granted by the Hospital will be granted on a first-come, first served basis without regard to seniority. Employees shall be notified regarding the approval or disapproval of time off requests within twenty-one (21) calendar days of the submission of the written requests.

Section 4 Time off pay will be paid at the employee's current straight time hourly rate of pay. Shift differential will be included in calculating time off pay only for employees regularly assigned (not rotating) to differential period shifts.

Section 5 Cash-Out Option - Employees will have the option to elect to receive the cash equivalent of up to 80 hours of PTO. This process may occur through annual open enrollment. The automated process will be paid in the third quarter of the following calendar year. The employee must have a remaining balance of 80 hours at the time of the analysis, or no PTO payout will occur and the PTO hours will remain in your PTO bank.

Section 6 Upon termination, employees who have completed six (6) months of service, will be paid for all accrued, unused PTO. However, PTO may not be used to extend an employee's period of employment beyond the last day worked. Employees terminating in their introductory period shall not be paid for any accrued or unused PTO.

Section 7 The Hospital will notify the Union of any major or significant changes to the Hospital's Paid Time Off Plan which will generally affect bargaining unit employees and will meet with the Union to discuss same. PTO accrual rates and maximums shall not decrease below the tables above for the life of the contract but any system-wide increases will automatically apply to all employees in this bargaining unit.

Section 8 The Hospital agrees to adjust the accrual rates for any employees that experience a reduction in their current accrual rates as a result of the new PTO schedule. The adjustment will continue until the employee moves up to the next PTO service accrual rate.

Article 9 - PAID HOLIDAYS

Section 1 - Full-time employees are eligible for the following six paid holidays each year:

New Year's Day, Memorial Day, Independence Day

Labor Day, Thanksgiving Day and Christmas Day

These days shall be recognized for the purpose of this Agreement to be legal holidays.

Per diem, Temporary, Budgeted Non-Benefited employees and budgeted part-time employees who are normally and regularly scheduled to work less than seventy-two (72) hours per pay period (less than 0.875 FTE) do not qualify to earn/accrue paid Holiday Time.

Section 2 – Employees who work on any of the said legal holidays shall receive compensation at one and one-half (1-1/2) times the applicable hourly rate for each hour worked and the employee working on such legal holiday shall be granted an additional day off. If another day

off cannot be scheduled, the person will be paid out at straight time and the hours do not count towards the FLSA overtime basis. In scheduling such day off, the Hospital will consider employee preference. Within any department/Unit, Holidays shall be scheduled on a rotating basis without regard to seniority, so that preferred Holidays are not monopolized.

Section 3 – National holiday hours will be allotted in a holiday time off bank. Holiday hours will post in the bank 12 weeks prior to the observed holiday. The allotted time off should be equivalent to the normally scheduled hours for the employee. Holiday time off is not equivalent to the shift worked on the actual holiday.

Note: If an employee's normally scheduled shift is something other than 8 hours, a field will be populated in Workday to drive the allotment of holiday hours. Human Resources will complete a review semi-annually to adjust this field.

The holiday hours are intended to be used on the respective holiday and planned/agreed upon observance date, but no later than the Feb.1 pay cycle following the holiday. The time is considered earned once the hours are allotted to the bank. If hours remain in the holiday time off bank and an employee moves to ineligible status or terminates, their holiday bank hours will be paid out.

Section 4 – The holiday cycle is March 1 (allotment of Memorial Day) through the pay period inclusive of Feb. 1 the following year. If there are any unused holiday hours at the end of the holiday cycle, they will be paid out to the employee in the next full pay cycle in February. No payroll corrections for holiday time off will be processed after the paycheck that contains the Feb. 1 date. Employees on a continuous leave status (up to six months) will receive the holiday time allotment. Employees on a personal leave of absence are excluded.

Section 5 – 24/7 and Non- 24/7

Departments that operate on a 24/7 schedule will observe holidays on the actual holiday. Holiday bank hours are intended to be used for the respective holiday and planned/agreed upon observance date. Managers have the discretion to deny requests that may be unrelated to the holiday based on departmental scheduling and business needs.

Non-exempt, full-time employees who work on the actual Geisinger holiday will be paid time and one-half for hours worked on the actual holiday, when majority of hours are worked in the holiday zone. If majority of hours are not in holiday zone, hours will be paid at straight time.

Departments that operate on a non-24/7 schedule will observe Saturday holidays on the preceding Friday and Sunday holidays on the following Monday.

Holiday bank hours are intended to be used for the respective holiday and planned observance date. Departments that are closed in observance of the holiday should reserve the time to cover the planned closure. Managers have the discretion to deny requests that may be unrelated to the holiday based on departmental scheduling and business needs.

Non-exempt, full-time employees who work a non 24/7 schedule are eligible for time and half pay when working the observed holiday, when majority of hours are worked in the holiday zone. If majority of hours are not in holiday zone, hours will be paid at straight time.

Section 6 – Budgeted, Holiday-eligible, employees who transfer to Holiday-ineligible status (less than 0.875 FTE, Weekender, Non-Benefited, etc.) will be paid all earned but unused Holiday Time accrued up to the time of the transfer. This unused Holiday Time will be paid at the employee's regular straight time rate as of the day before the transfer, inclusive of all applicable

differentials and certifications.

Section 7 – Holiday worked, not eligible for observed holidays:

The following are pay practices for those not eligible for Geisinger observed holidays, but may work on a holiday:

- a. Non-exempt part-time and per diem employees will be paid time and one-half for hours worked on a Geisinger holiday when coverage is required by management and the majority of hours are worked in the holiday zone. If majority of hours are not in holiday zone, hours will be paid at straight time.
- b. Non-exempt part-time and per diem employees who are approved to work for their own convenience (holiday coverage not required) will be paid at straight time. Management must implement a work rule to change holiday pay to regular pay.

Article 10-On Call

Section 1 (a) On-call pay shall apply to all hours a non-exempt employee and exempt Lab employees are assigned to "on-call" duty as well as time spent traveling to an on-call assignment. When on-call, the employee must be available immediately by beeper or phone contact from the Hospital, shall answer when called, and shall come into the Hospital immediately when called in. Time and one-half pay begins when she/he clocks herself/himself in and ceases when she/he clocks out and will be paid for a minimum of two (2) hours per call-in, whichever is greater.

(b) If the Department Manager/Supervisor determines that it is necessary to have an additional Employee on call (formerly referred to as "second call"), it will be handled on a "volunteer" basis, rotating and by seniority. All time worked by an Employee who returns to work after being called in, even though she/he was not on call when she/he was called shall receive time and one-half pay.

Section 2 The rate for On-Call during the term of this Agreement shall be \$3.00/hr.

An "on-call" employee called in to work from home on a holiday during which he/she is scheduled off will be compensated at time and one-half hours with a two-hour minimum.

The Department Manager/Supervisor will schedule employees for "on-call" assignments as required and maintain records of all on-call assignments. "On-call" employees are expected to be able to respond to a call and be on duty within thirty (30) minutes after a call is received unless otherwise approved by the Department Manager/Supervisor.

The employee is responsible for having his/her current telephone number on file in Human Resources and with their respective Department Manager/Supervisor.

Section 3 When any employee, except Cardiac Cath Lab or Interventional Radiology is utilized on-call, they may elect a voluntary rest period of up to four (4) hours prior to working a scheduled shift or leaving early by mutual agreement. If staffing does not allow for the employee to use the four (4) hours of rest time during their regularly scheduled shift the following day, the difference in rest time (time worked during a scheduled shift when otherwise entitled to rest) may be used on another day during the same pay period in which staffing allows for the time to be used.

Section 4 – Exempt employees who are on call and called into work or working from home may “flex time” by leaving early for the equivalent hours they worked on call, within the same pay period with manager approval.

Section 5 – The following departments are covered by this Article 10 on call:

Cardiac Cath Lab
Clinical Dietitians (non-exempt and exempt)
CT Scan
Endoscopy
General Diagnostic Radiology

Interventional Radiology
Laboratory
MRI
Neurophysiology
Non-Invasive Cardiology (ECHO)
Nuclear Medicine
Perfusionist
Surgical Services
Ultrasound
Vascular Lab (non-invasive)
Spiritual Care

**Any department that are not listed shall not take calls.

ARTICLE 11-LOW CENSUS STAFFING

Section 1 - Non-Exempt Employees - Notwithstanding Article 13, "Seniority," the Employer retains the discretion to temporarily reduce non-exempt employee staffing in a given department and shift due to decreased census (or volume), subject to the following order of reassignment.

- (a) The least senior (bargaining unit seniority) employee(s) shall, where feasible, be temporarily reassigned on a voluntary basis, beginning with the lowest senior (bargaining unit seniority) employees to other units/departments within the Hospital or System where additional staff are needed, provided the Employee is fully qualified to perform the duties to be assigned to her/him in that other unit/department without or, if necessary with basic, orientation to the unit/department;
- (b) Volunteers, rotated by most bargaining unit seniority
- (c) Temporary and agency staff who exceed contract hours
- (d) Temporary employees, and domestic agency personnel will be offered voluntary cancellation or reassignment as determined by the Employer.
- (e) Employees will have any scheduled overtime and extra shifts cancelled unless it is for less than four (4) hours;
- (f) Per diem employees will be cancelled or reassigned;
- (g) if temporary reassignments as set forth in e, above, are not available and/or further reductions are needed, the Employer shall cancel on a rotating basis the least senior (bargaining unit seniority) employee(s) in the affected position/unit/department/shift, as applicable.
- (h) An employee may not be involuntarily cancelled low census on their regularly scheduled shifts greater than **one** shift within four (4) calendar weeks except as provided in Section 2 of this article.

Section 2 - Full-time and part-time non-exempt employees scheduled to work on the affected unit/department/shift may request the day off on a rotating basis, in order of bargaining unit seniority. Such employees may apply any accrued PTO or may take an unpaid absent day. The option for requesting time off shall be granted by bargaining unit seniority (highest to lowest) amongst employees on the affected unit/department/shift and in the work commitment category (full-time or part-time) from which the Employer determines it can accept the offer of the day off.

Section 3 - In any event, and irrespective of any non-exempt employee's desire to transfer or be reassigned, or rotate off, the Employer shall always retain the number of fully qualified staff it determines it needs to perform the remaining work in the department/unit/shift/Hospital.

Section 4 - In the event of a cancellation of a non-exempt employee's shift or hours, the Employer will, when reasonably possible under all of the circumstances, call the employee at least one and a half (1.5) hours before the start of the shift, except in cases of emergency. When an employee is first cancelled after reporting to work, she/he will be provided two (2) hours of work or pay.

Section 5 - Exempt (salaried) employees will not be subject to low census cancellation.

Article 12-Introductory Period

A newly hired employee shall be considered introductory for a period of six (6) consecutive months from her/his date of last hire.

2. During an employee's introductory period, the employee shall be covered by the provisions of this Agreement, except as modified by this Article.
3. An introductory employee may be disciplined or discharged from employment by the Employer without recourse to the Grievance and Arbitration provisions of this Agreement.
4. If during the introductory period an employee is transferred, the employee shall serve a new introductory period commencing with the date of transfer.
5. A newly hired/transferred employee will not be eligible for transfer to another clinical department for a period of six (6) months following the completion of their orientation to the new department, unless approved by the Manager or designee. The deviations will only occur when the newly hired employee has relevant experience for positions that have been vacant and posted for which any eligible employee may apply. This does not apply if the employee is moving from a part-time to a posted full-time position or a full-time to a posted part-time position.

Article 13-Discipline and Termination

Section 1 - The Employer shall have the right to maintain discipline and efficiency and may terminate, suspend or discipline any employee for just cause.

Section 2 - Progressive disciplinary records are disregarded after one (1) year provided there have been no other infractions of a similar type within that time frame. All other disciplinary records shall be disregarded after two (2) years following the disciplinary action provided there have been no other infractions of a similar type within that time frame.

Section 3 – An employee who is requested to attend a disciplinary meeting or a meeting investigating the conduct of the employee, which could reasonably be believed to lead to discipline, shall be entitled to have a delegate and/or Union representative present during the meeting, upon request, unless immediate action must be taken, and the delegate and/or Union Representative is not available. The Union and the Employer agree to comply with “Weingarten Rules” under the National Labor Relations Act.

A union officer or designee will be informed and present at all discipline meetings that could result in a termination.

Time spent by employee/Union representatives in such disciplinary interviews shall be uncompensated, no matter when done, unless it falls within the narrow exceptions set forth in Article 11, Section 4 of this Agreement.

Section 4 - The Employer will notify the Union in writing of any termination or suspension by e-mailing notice of such termination or suspension to PASNAP’s assigned staff representative within two (2) working days from the date of termination or suspension (not counting that date). The notice shall be considered given by the Employer, and received by the Union, on the date e-mailed. Working days shall exclude Saturdays, Sundays and contract holidays.

Section 5 - If the Union desires to contest the termination or suspension, it shall give written notice thereof to the Employer no later than fourteen (14) calendar days from the date of the Employer e-mailing the notice of termination or suspension to its office. In such an event, the dispute shall be submitted and determined under the Grievance and Arbitration provisions hereinafter set forth, however, commencing at Step 2 of the Grievance Procedure.

Section 6 - If the termination of an employee results from conduct relating to a patient or a visitor and the patient or visitor does not appear at the arbitration, the arbitrator shall not consider the failure of the patient or visitor to appear as prejudicial.

Section 7 - The term "patient" for the purpose of this Agreement shall include those seeking health care services as well as those already admitted. A “visitor” shall include anyone accompanying a patient, visiting a patient or engaged in business with the System.

Section 8- Both the Union and the Employer agree that a drug-free workplace should be maintained. In furtherance of this, it is agreed that the Employer retains the right to require employees to undergo substance testing in accordance with its policies and procedures under the following circumstances:

1. pre-employment,
2. on the basis of reasonable cause, and
3. random follow-up testing pursuant to the provisions of a return-to-work agreement.

Section 9 - Just Culture

- a. The parties agree that it is in the best interests of the Union and the Employer to maintain operational efficiencies and appropriate patient outcomes without the need for discipline. To that end, the parties recognize that the Just Culture community model has been demonstrated to have a positive impact on employee

morale, while also having a measurable, cost-effective impact on improving patient outcomes and reducing errors. Accordingly, the parties agree to employ the Just Culture community model and incorporate its algorithm into the disciplinary procedure applicable to the bargaining unit.

Article 14-Grievance Procedure

Section 1 - A grievance shall be defined as a claim of an employee covered by this Agreement, or by the Union on behalf of one or more employees covered by this Agreement, during its term, which involves the interpretation of, administration of, or compliance with a specific written provision of this Agreement.

Section 2 - Prior to the filing of a written grievance, nothing contained in this Article shall prevent any employee with or without a Union representative from informally (including verbally, if she/he prefers) presenting and resolving her/his underlying problem, including any claimed contract violation under Section 1, above. In the event a matter raised by an employee as an alleged contract violation is not resolved informally, the employee and/or a Union representative may present a formal written grievance in accordance with Sections 3 and 5, below.

Section 3 - All grievances must be submitted to the Employer in writing, on the grievance form attached hereto as Appendix 'A', or as hereafter modified by mutual agreement of the parties, within fourteen (14) calendar days after the event or events giving rise to the grievance first occurred or within fourteen (14) calendar days after those events reasonably first should have been known.

Section 4 – (A) Subject to staffing and patient care needs, employees officially authorized as Union representatives (“employee/Union representatives”) must always first obtain express permission from her/his supervisor in order to leave her/his work to investigate and/or process a grievance, normally not to exceed one (1) hour, with the affected employee and/or prepare and file a grievance related to that employee’s suspension/termination; upon proffering to her/his supervisor the true reason she/he wants to leave her/his work. the employee/Union representative shall immediately return to her/his work, as scheduled, immediately upon conclusion of his/her investigation or meeting. If the employee/Union representative’s supervisor is unavailable at that time she/he is seeking to leave work for the reasons described above, then she/he must obtain permission on the same basis from another manager or supervisor whom she/he knows to have appropriate supervisory authority to deal with her/his request.

Any employee(s) with whom the employee/Union representative is meeting - including a Grievant or potential Grievant, must also obtain express permission from her/his supervisor in order to leave her/his work to meet with his or her Union representative normally not to exceed one (1) hour, with the affected employee and/or prepare and file a grievance related to that employee’s suspension/termination; and (ii) also provided that the employee/Union representative shall immediately return to her/his work, as scheduled, immediately upon conclusion of that investigation or meeting. If the employee/Union representative’s supervisor is unavailable at that time she/he is seeking to leave work for a reason as described above, then she/he must obtain permission on the same basis from another manager or supervisor whom she/he knows to have appropriate supervisory authority to deal with her/his request.

Section 5 - Grievances shall be processed in the following manner:

- Step 1: Grievances shall be presented, in writing, first to the employee's immediate supervisor or his/her designee. Such grievances must identify 1) a brief but complete description of the incident or action that is the subject of the grievance ("What occurred that is being grieved"); 2) the first date of that incident or action ("When did it first occur") and the dates of any subsequent occurrences, if known; 3) all contract clause(s) alleged to have been violated ("What contract articles/sections were violated"); and 4) the relief requested ("What does the Grievant want to happen"). Such grievances shall be signed by an authorized Union representative. Discussion about a conforming grievance between the Grievant and, if she/he wants, her/his authorized Union representative [one] and the immediate supervisor shall be held within ten (10) calendar days of receipt of the grievance. The written answer of the employee's supervisor or his/her designee shall be sent to the Grievant and, if applicable, the union representative within seven (7) days of the Step 1 discussion. If the problem is not mutually resolved at this first step, the Union can advance the grievance by presenting it in writing to the Employer as set forth in Step 2.
- Step 2: If a Grievant who filed a timely filed grievance under Step 1 is not satisfied with the Employer's answer at Step 1 and she/he wishes to proceed with her/his grievance, then she/he or her/his Union representative must next present it in writing to the next level manager or her/his designee within seven (7) calendar days of the date the Employer's Step 1 answer was given to her/him and/or to the Union. Any discussion of the grievance with the manager at Step 2 shall be held within ten (10) calendar days after receipt of the timely-filed Step 2 grievance appeal, although the next level manager or her/his reserves the right to not meet if she/he believes a meeting would not be purposive. In that case, the next level manager or her/his will simply answer the grievance at Step 2 in writing. The designee's written answer at Step 2 shall be faxed or e-mailed to the Union within seven (7) calendar days after a Step 2 meeting was held or notification by the next level manager or her/his that such a meeting was waived. If the problem is not mutually resolved at this second step, the Union can advance the grievance by presenting it in writing to the Employer as set forth in Step 3.
- Step 3: If the Grievant who timely processed her/his grievance to Step 2 is not satisfied with the Employer's answer or any resolution offered at that Step and she/he wishes to proceed with her/his grievance, then she/he or her/his Union representative must next present it in writing to Human Resources within seven (7) calendar days of the date the Employer's Step 2 answer was given to her/him and/or to the Union. Any discussion of the grievance with Human Resources at Step 3 shall be held within ten (10) calendar days after receipt of the timely-filed Step 3 grievance appeal, although Human Resources reserves the right to not meet if she/he believes a meeting would not be purposive. In that case Human Resources will simply answer the grievance at Step 3 in writing. Human Resources written answer at Step 3 shall be faxed or e-mailed to the Union seven (7) calendar days after a Step 3 meeting was held or notification by Human Resources that such a meeting was waived.

Section 6 - Any grievance not answered within the specified time periods may be appealed to the next Step of the grievance procedure immediately. Grievances may be entertained at any Step and grievance meetings may be forgone by the mutual consent of the parties, which shall be in writing. Class action grievances, i.e., those involving three (3) or more employees and involving exactly the same facts, issues and circumstances, shall commence at Step 3. The time limits may be changed at any Step by the mutual consent of the parties, which shall be in writing. Failure by the Union or the grievant to comply with the requirements of grievance processing under this Agreement, including those relating to an arbitration demand, will close the grievance. Failure by the Employer to comply with the requirements of grievance processing under this Agreement, including those relating to an arbitration demand, will sustain the grievance.

Section 7 - Any time limit imposed upon the handling of grievances shall commence on the date following the date of receipt.

Section 8 - If the Employer representative schedules one or more additional Management representatives to be present as actual participants at any Step in the grievance process (versus being present to offer factual information), the Union shall be entitled to an equal number of additional representatives provided doing so does not result in undue delay.

Section 9 - The Union shall at all times provide the Employer (Director of Human Resources Officer) and with written notice of the name(s), telephone numbers (office and cell) of all Union staff representative(s) designated by the Union to be involved with the grievance process under this Agreement and shall thereafter provide written notice of any change thereto. The Employer will, likewise, provide to the Union representative(s) the name and telephone numbers (office and cell) of its Director of Human Resources.

Section 10 - Any and all time spent preparing or assisting in any way with the preparation or filing of a Demand for Arbitration; and all time spent preparing for or attending an actual arbitration; shall, without exception, be on the employee/Union representative's own non-work, and therefore uncompensated time.

Article 15-Arbitration

Section 1 - If no mutually satisfactory conclusion is reached at the conclusion of Step 3 of the Grievance Procedure, the Union, if it wishes to commence arbitration for that grievance, must do so by sending a Demand for Arbitration to the American Arbitration Association (AAA) in Philadelphia, PA within ten (10) calendar days after receipt of the Employer's Step 2 answer, with a photocopy simultaneously e-mailed to the Employer's Director of Human Resources. The Demand for Arbitration shall identify the underlying grievance and shall attach a copy of it.

Notwithstanding the foregoing, once a Demand has been duly and timely filed, the parties may, by mutual agreement, in writing, bypass the AAA's usual procedures and mutually agree as amongst themselves on an arbitrator to hear and decide the case, and may also decide and agree as amongst themselves whether to initiate a case under expedited procedures available to parties under the AAA rules.

Neither party will be prejudiced for not agreeing to a request by the other party under this paragraph, nor will that fact be made known to the arbitrator who ultimately does hear the case.

Section 2 - Upon receipt of a timely filed Demand for Arbitration, the parties shall process the arbitration under AAA's then-applicable Labor Arbitration Rules, with arbitral selection accomplished through the procedure set forth in such Rules.

Section 3 - The arbitrator's jurisdiction shall be exclusively confined to the facts and circumstances giving rise to the grievance and the issues presented on the face of the grievance. The arbitrator shall have the authority only to interpret the terms and provisions of the Agreement and shall have no authority to add to, modify or change any of the provisions of this Agreement. The arbitrator's decision shall be final and binding, subject to any statutory appeal rights either party may have. Money damages, if any awarded, shall be strictly limited to a Grievant's proven applicable back pay, reduced by all compensation earned by the Grievant (e.g. wages or any other form of earned compensation for work or services, however categorized; unemployment and worker's compensation benefits; etc.) and for failure to mitigate.

Section 4 - The cost and the expense of the arbitrator and the hearing room shall be shared equally by the parties. All other expenses incurred by a party shall be borne by the party incurring them, and neither party shall be responsible for such costs incurred by the other.

If either party orders a court reporter, it shall notify the other party. Each party will pay half the cost of the court reporter if both want the transcript. If one party does not want the transcript it shall not pay half the cost, but it is not then entitled to receive or have access to the transcript. One party's decision to not order a hearing transcript shall not in any way (a) preclude the other party from nonetheless seeking to have that transcript designated as the official record of the hearing, nor shall such a request be prejudiced by the other party's decision to not order it; or (b) prejudice or preclude the arbitrator from favorably deciding such a request, or even deciding to do so *sua sponte*.

Section 5 - No individual employee may institute an arbitration proceeding.

Section 6 - Any and all time spent by an employee/Union representative, including but not limited to meeting with the Grievant(s) or other employees and/or Union professionals in deciding whether to arbitrate; preparing or assisting in any way with the preparation of a Demand for Arbitration, preparing a grievance for Arbitration; or attending an actual arbitration; or for any other associated reason or purpose, shall, without exception, be on his/her own non-work, and therefore uncompensated, time.

Article 16-Bulletin Boards

Section 1 - The Employer shall provide the Union with two (2) glass encased bulletin boards in the Hospital, in addition to the bulletin boards dedicated to the RN/CRNA bargaining unit, and reasonable access to break room bulletin boards for its posting of official notices or

bulletins relating to official Union business which the Union desires to bring to the attention of bargaining unit employees, such as meeting notices, internal union election notices and notices about other local union business, one bulletin board will be in a location designated by the Employer on the Lower Level of the Hospital building, near the Employee Cafeteria; the second will be located in the hallway near the Periop Lounge and Endoscopy Suite. Union notices or bulletins may only be posted at the Hospital on those bulletin boards, and not in any other location or place, or inside or outside the Hospital, and such postings may only be by the Union's authorized and designated officers and/or its outside business representative. Individual employees shall not have the right to post any union business-related notice, bulletin or other writing on the Union's bulletin board.

Section 2 - No notice, bulletin or other writing of any kind posted by or on behalf of the Union on one of its designated bulletin boards shall be inflammatory, derogatory, defamatory, scandalous or offensive. If the Employer believes a notice to be in violation of the letter or spirit of that prohibition, it may require the Union to remove such material. If the Union fails to promptly comply or otherwise satisfy the Employer on the issue it has raised, the Employer may remove the material.

Article 17-Patient Confidentiality

Section 1-All information concerning a patient shall at all times be kept on the strictest confidence by employees. Violation of this obligation shall be cause for immediate discipline, up to and including discharge, as determined by the Employer.

Section 2-An employee disciplined or discharged under this Article may grieve the Employer's action under the Grievance procedure set forth in this Agreement, in accordance with the explicit provision thereof.

Article 18-Reductions in Force and Layoff/Recall

Section 1 -

- (a) If the Employer finds it necessary to reduce the number of employees in a work area or department it will identify the number and part-time or Full-time status ("status") of each classification to be reduced in the work area or department.

Only full-time employees will be considered for the elimination of a full-time position. Only part-time employees will be considered for the elimination of a part-time position.

- (b) Temporary employees and introductory employees will be terminated first within a work area if their position, title and status are affected by reduction in numbers within their work area.
- (c) Where the employer cannot show a substantial difference

between individuals on performance, the employee with the least seniority in the work area or department will be laid off.

Such laid off employees, at their option, may be placed in a vacant position within the Employer provided they have all the necessary skills, license, certification, education, experience and ability to perform the duties of the position with only a normal orientation to the unit and its procedures.

- (d) An employee on layoff shall receive the cash equivalent or accrued primary PTO.
- (e) The employer will advise the Union or reductions in force three (3) weeks (s) prior to their occurrence. barring any unforeseen circumstances and provide the Union a list of open bargaining unit and non-bargaining unit positions within 30 miles of Geisinger Community Medical Center for which employees subject to reduction in force/layoff may be qualified based on a reasonable assessment of their ability. Alternatives to the reduction in force may be discussed.
- (f) When the Employer wishes to fill a vacancy when employees are in a recall status, the laid off employees who are capable of performing the duties of such positions with a reasonable orientation shall be recalled in inverse order of layoff. Recall rights will extend for the length of the employee's continuous service with GHS up to a maximum of one (1) year from the date the employee was laid off.
- (g) Employees who are otherwise qualified and who are to be laid off or who are on layoff will be given first consideration for all current vacancies within the Employer.
- (h) The Director of Human Resources or designee will notify the Union of any significant negative impact on the job security of the members of the bargaining unit and will be willing to meet and discuss the impact. Examples of significant negative impact include reduction/elimination of patient services, a reduction in employee's budgeted FTE hours. An example of a non-significant impact is a reduction in the availability of overtime. Human Resources will attempt to discuss such impact prior to public knowledge. The Employer shall provide the rationale for the decision and other information reasonably requested by the Union relevant to the decision. While retaining the right to implement the plan. the Employer agrees to consider the Union proposals to minimize the effects of the plan on the employment security of bargaining unit employees.
- (i) Employees shall be entitled to severance benefits in accordance with GHS Policy, Work Force Adjustment Plan and Summary Plan

Description (Work Force Adjust Plan) in accordance with the terms and conditions of the plan, provided, however, that, notwithstanding any provision of the Hospital's severance pay plan to the contrary, Employees working .5 or greater FTE will be eligible for up to one (1) week of salary continuation for every full year of Continuous Completed Service, up to a maximum of twenty-six (26) weeks, but with a minimum of six (6) weeks of salary continuation and continuation of medical, dental, and vision benefits for every year of service up to a maximum of twenty-six (26) weeks. The continuation of the employee's medical, dental, and vision benefits will be subsidized through the COBRA enrollment process. During the period of the severance payment, The Employer will continue to pay the Employer portion of the currently elected benefit premiums. The Employee will be responsible for paying the employee portion of the premium during this time. The subsidy ends at the end of the severance payment period. The Employee can continue with COBRA after the severance period and will be responsible for the entire COBRA premium (employer+ employee).

- (j) The Employer agrees that, notwithstanding paragraph (d) in the "Eligibility for Severance Pay" section, the Work Force Adjustment Plan is incorporated by reference in this agreement and that bargaining unit employees are eligible for the "Basic Severance Allowance" under the agreement.

Article 19-Miscellaneous

Section 1 - The dress and personal appearance of employees shall be in keeping with the policies and rules of the **Clinic**, including but not limited to those relating to health and safety (e.g. infection control).

Section 2 - In the case of emergency, such as flood, fire, epidemic, or other unforeseen major contingency or exigent circumstance, the terms of this Agreement shall not apply in connection with implemented measures deemed necessary by the Hospital for the care and protection of patients, employees, visitors, and/or the Hospital's equipment and the facilities of, or to repair such equipment, buildings, and/or facilities and place them in condition thereafter for occupancy.

No modification or waiving of this agreement shall:

- cause an employee to be forced to work in a role or capacity that is outside of their scope of practice as a healthcare professional or without required certifications.
- cause an employee to work without orientation to fulfill required duties.

Section 3 – The Hospital agrees to the same policies existing in GHS on Short Term Disability, Long Term Disability and Life/AD&D Insurance for the duration of this Agreement.

Section 4 – The Hospital agrees to the same policies existing in GHS on Tax Shelter Annuity, Flexible Benefits, and Employee Assistance Program for the duration of this Agreement.

Section 5 - Bargaining unit employees will have the opportunity for Hospital parking, if available, in accordance with the standard parking arrangements then generally applicable to employees of the Hospital, including all registration and other requirements, fees, limitations (e.g. garage parking limited to full-time and part-time employees), etc.

Section 6 – An employee's refusal to submit to testing under the Hospital policy(ies) regulating drugs and alcohol shall automatically constitute just cause for, and will result in the employee's immediate termination from employment with the Hospital. The Union and Employer both agree that the use and/or testing for prescription medications, including medical marijuana, shall not automatically constitute a violation of the Employer's drug-free workplace policy.

Article 20-Labor/Management Committee

Section 1 - In order to promote quality patient care and an amicable problem-solving relationship, the parties shall establish a joint Labor-Management Committee comprised of up to three (3) bargaining unit employees designated by the Union and up to three (3) representatives designated by Management.

The Committee shall meet no less than quarterly and/or specially upon mutual agreement, at mutually agreed times and places, to discuss work-related issues or concerns raised by one or both parties, provided that the Committee shall not be a forum for the negotiation of terms and/or conditions under this Agreement, nor shall it have any authority to modify any terms and/or conditions of the parties' collective bargaining agreement; to circumvent the grievance process in any way; or usurp or attempt to usurp the work of any Nursing Council.

Section 2- (a) The Committee shall develop its own rules.

(b) Each party shall submit a written agenda to the other party no less than ten (10) calendar days in advance of any regularly scheduled Committee meeting; this requirement may be modified or waived for any special Committee meeting, called upon short notice. If either party requests a special Committee meeting, it shall make such a request in writing at least seven (7) calendar days in advance of its requested date for the Committee meeting and shall include a proposed agenda. The other party shall then respond within three (3) calendar days after its receipt of the request for the special Committee meeting and proposed agenda, either by agreeing to both the meeting date/time and the proposed agenda, or by other response as it deems appropriate.

Section 3 - Neither party shall attempt to utilize the Grievance and Arbitration clauses of this Agreement for any matter addressed but not resolved during any Labor-Management Committee meeting. However, this section shall not preclude either party from utilizing the Grievance and Arbitration provisions of this Agreement about an issue that was discussed in a Labor-Management Committee meeting if (i) there was a bona fide, completely independent factual basis for filing the grievance; and (ii) that bona fide independent factual basis for the grievance was known to the grievant separately from any information she/he obtained during the Committee's discussions; and (iii) such grievance is filed and processed in accordance with the Grievance and Arbitration provisions of this Agreement, including the time limits therein.

ARTICLE 21 - SENIORITY

Section 1 - Definition

(a) System Seniority is defined as all continuous service with the Geisinger Health System including time worked at Geisinger Community Medical Center and its affiliates. System Seniority commences after the completion of the employee's introductory period and is retroactive to the date of last hire with the System.

(b) Bargaining Unit Seniority is defined as all continuous full or part-time service at Geisinger

Community Medical Center and its affiliates in the LPN, Tech, Degree Professional bargaining unit. Bargaining Unit Seniority commences upon hire into an Employee's current job classification. Time spent working in a supervisory position does not accrue Bargaining Unit Seniority.

Section 2 - Accrual

(a) Until April 1, 2020, eligible employees shall accrue System seniority based on hours paid (including overtime hours) to a cumulative maximum of two thousand eighty (2080) hours per payroll calendar year. Seniority hours are posted on a per-pay period basis. Any employee hired after 4/1/2020 would have a seniority date that matches their hire date regardless of status.

(b) Employees will lose seniority and shall be considered a new employee if rehired after any of the following occurrences:

1. Termination from GH Voluntary or involuntary;
2. Retirement;
3. Failure to return from an approved leave of absence

(c) If a break in service is less than 6 months for any reason, upon return, the Employee is awarded their previous bargaining unit seniority date.

Section 3 - Application

(a) System seniority shall apply in instances where the overall length of service with the System is a factor in determining an employee's eligibility for a specific benefit (i.e. the amount of paid vacation an employee is eligible to earn; eligibility to participate in the Hospital's retirement plan, provided all other applicable criteria are met).

(b) Bargaining Unit Seniority shall also apply in all other instances where "seniority" is a factor in making employment decisions as between two or more budgeted employees, such as job bidding, transfers, temporary transfers, reassignments, shift and schedule changes, and to determine the order in which budgeted employees in the same unit or department will select paid time off, such as vacation time and personal time, layoffs and recall.

Section 4 - Reductions in Force and Layoff/Recall

(a) If the Employer finds it necessary to reduce the number of employees in work area, it will identify the number and part-time or full-time status ("status") of each position to be reduced in the work area. Only full-time employees will be considered for the elimination for a full-time position. Only part-time employees elimination of a part-time position.

(b) Temporary employees and introductory employees will be terminated first within a work area if their position, title, and status are affected by reduction in numbers within in their work area.

(c) The employee with least Bargaining Unit seniority in the work area will be laid off provided the employer cannot show a documented difference in performance. Such laid off employees, at their option, may be placed in a vacant position within GCMC provided they have all the necessary skills, license, certification education, experience and ability to perform the duties of the position with only a normal orientation to the unit and its

procedures.

If no vacancy exists in the bargaining unit, the employee may take the layoff or bump the least senior employee at GCMC provided they have all the necessary skills, license, certification education, experience and ability to perform the duties of the position with only a normal orientation to the unit and its procedures. Where a particular position requires a change in FTE status, shift, pay or other conditions, the would-be bumping employee must, as a condition of bumping into that position, accept and work under all of those conditions.

(d) An employee on layoff shall receive the cash equivalent of accrued vacation time.

(e) The Employer will advise the Union of reductions in force three (3) weeks prior to their occurrence, where feasible. Alternatives to the reduction in force may be discussed.

(f) When the Employer wishes to fill a vacancy when employees are in a recall status, the laid off employees who are capable of performing the duties of such positions with a reasonable orientation shall be recalled in inverse order of layoff. Recall rights will extend for the length of the employee's continuous service with GH up to a maximum of one (1) year from the date the employee was laid off.

(g) Employees who are otherwise qualified and who are to be laid off or who are on layoff will be given first consideration for all current vacancies within GCMC.

(h) Human Resources will notify the Union of any significant negative impact on the job security of the members of the bargaining unit and will be willing to meet and discuss the impact. Examples of significant negative impact include reduction/elimination of patient services, a reduction in employee's budgeted FTE hours. An example of a non-significant impact is a reduction in the availability of overtime. Human Resources will attempt to discuss such impact prior to public knowledge. The Employer shall provide the rationale for the decision and other information reasonably requested by the Union relevant to the decision. While retaining the right to implement the plan, the Employer agrees to consider the Union proposals to minimize the effects of the plan on the employment security of bargaining unit employees.

(i) GCMC employees shall be entitled to severance benefits in accordance with GH Policy, Work Force Adjustment Plan and Summary Plan Description.

Section 5 - Transfer. Job Posting and Bidding

(a) Where a vacancy in a bargaining unit job occurs and the Employer decides to permanently fill the position, the Employer shall post a notice of such vacancy for **seven (7)** calendar days. The notice shall include the classification and FTE status. Job descriptions shall be available through the Human Resources Department. Qualifications shall be the required skills, license, certification, education, experience and ability to perform in the position at the required level with normal orientation to the unit and its procedures.

A vacancy is defined as an opening in a budgeted bargaining unit position (full-time;

part-time) - including classification, shift and category of employment - which the Employer has decided to fill. The Employer retains the discretion to not fill any position that is open or unfilled.

To be eligible for consideration, an employee must meet the minimum qualifications for the posted job and have a satisfactory work record in her/his present job, and she/he must file the necessary application to fill the posted vacancy during the posting period. The Employer may at any time disqualify any applicant who has less service in her/his current position than is required by then-applicable Hospital policy for bidding out of positions, but in no case will an applicant who is a current regular full-time or regular part-time bargaining unit employee be disqualified under this section if she/he has been actively and continuously employed for at least six (6) months in her/his current bargaining unit position.

The Employer will select for the position the fully qualified applicant employed at GCMC most qualified to perform the position, based on comparative qualifications, skills, abilities, education and experience. Where comparative qualifications, skills, abilities, education and experience as amongst multiple fully qualified applicants are substantially similar, then it will select the fully qualified applicant with the greatest amount of Bargaining Unit Seniority.

Once the job has been awarded, the Employer shall move the Employee into the job by the date of the pay period that begins after six weeks have passed since the job was awarded.

Article 22-Continuing Education/Tuition Reimbursement/Specialty Certification

Section 1 - In-service Education - The Employer shall continue to provide the bulk of its in-house continuing education opportunities to its Employees, primarily through GOALS, CE Direct or other on-line providers selected by the Employer, which may also be available to an Employee on non-work time. When attending a mandatory continuing education program or where the Employer schedules an in-service training that an employee attends during her/his regular scheduled work shift, with the explicit permission of her/his responsible Department or Unit Manager, the employee will be paid at her/his regular rate for all straight-time hours she/he actually missed from work due to the time she/he spent in that continuing education program, normally not to exceed eight (8) hours.

- **Off-site, Employer-sponsored Seminars** - Where the Employer sponsors an off-site seminar, course, or training program, an employee may, in order to increase her/his opportunity to attend it, request to attend and have the Employer pay her/his seminar attendance fee, and payment for the seminar day for attending that seminar. The Employer will cooperate with such a request to the extent it determines it can, after considering its staffing for that day/shift, etc. and will promptly advise the employee of its decision.

Section 2 - Outside seminars - The employer shall reimburse an eligible employee (as defined as

a budgeted, benefits-eligible full-time or part-time employee) who has been approved for an outside seminar in accordance with then-existing policies for her/his fully documented reasonable and customary expenses (seminar, meals, travel) incurred while attending an outside, directly job-related, seminar, course, or training program which she/he attended upon prior approval. However, there will be no reimbursement paid for off-site seminars, courses, or training where substantially the same information can be provided or made available by or through the Employer or its in-house continuing education provider(s). Where the individual is seeking certification for her/his area, and the seminars, courses, or training programs provided or made available by or through the Employer do not offer an equivalent number of CEUs, the Employer may entertain an employee's request for an off-site seminar, course, or training program, subject to staffing needs.

Section 3 - Employer Mandated Seminars - Where the Employer mandates attendance at an off-site seminar, course or training program which it does not otherwise provide or make available, the Employer shall pay the employee for all training and travel time to a maximum equal to the employee's full normal workday. However, it is explicitly agreed and understood that no seminar, course or training program is "mandatory" for purposes of this Article simply because it is required by governmental authorities or professional associations in order to hold a specialized position. The Employer can offer, however, shall not mandate attendance at an outside seminar greater than thirty (30) miles from the GCMC facility.

Section 4 - Eligibility - To be eligible to request to attend an outside seminar:

1. The employee must have completed at least three (3) months of satisfactory continuous service with the Employer; and
2. The proposed outside seminar must be (1) to improve the employee's skills, knowledge and/or performance directly relevant to her/his current position/area of clinical assignment, or (2) to provide the employee with training which will enable her/him to better perform a position/area of clinical assignment which she/he has been awarded but has not yet started working, or (3) to qualify the employee for a promotion.
3. If the number of employees requesting to attend a particular outside seminar is not acceptable to the Department or Employer, or would, in the judgment of Employer management, create staffing problems if granted, then normally as between competing employees who applied, the actual need to attend, last usage of this article and seniority shall be the most relevant factors considered. In disputed cases, appropriate management shall be the final decision-maker in accordance with System policy. Her/his, decision shall not be subject to review under the Grievance and/or Arbitration provisions of this Agreement.

Section 5 - Application Procedure - Any request for reimbursement for an outside Continuing Education course or program is subject to the Employer's budgetary and staffing needs, and requires prior written approval by Human Resources and executive department leadership in accordance with System policy. Any such request must be submitted in writing to the employee's supervisor on the approved GCMC form, signed by the requesting employee, at least thirty (30) calendar days in advance of the date she/he is requesting to attend. The Employer will respond to a timely request within fourteen (14) calendar days.

Section 6 - Compensation for Attending an Outside Seminar - Employees who attend

approved outside seminars will be eligible for reimbursement under this article limited to (1) course registration fee for approved courses;

(2) travel, meal and room expenses to attend approved courses, pursuant to the applicable Employer expense tables at the time; and (3) payment for their day(s) in attendance as if they had worked their full regular straight-time schedule for such day(s), to a maximum of eight (8) straight-time hours' pay for any seminar day.

i. All seminar expenses (i.e. seminar location, lodging, meals. etc.) shall be reasonable and must be procured by the employee in a competitive, cost-effective way and at the appropriate level (e.g. a standard hotel room, not a luxury suite, and at a local hotel or chain whose rates are highly competitive; Coach rather than Business or First Class flight).

ii. Rules governing such expenditures by employees for seminars, courses and the like are set forth in various Employer policies (e.g. current Employer Policy entitled "Business and Educational Travel"), which shall apply. It is the responsibility of the employee to check with and/or obtain a copy from Human Resources of the applicable Employer policy(ies) governing expenses as soon as her/his request is approved.

Section 7 - If multiple employees are approved to and do attend the same session, each employee's required registration forms must be completed and signed, and written approval by the responsible Management Staff Member for each must be attached and jointly submitted to Accounts Payable in order to reduce processing time, generate any available discounts, such as for multiple registrations, and generally promote efficiency.

Section 8 - Within five (5) business days after returning from an outside seminar (regardless of whether it was voluntarily selected by the employee or mandated by the Employer, the employee shall submit a written report to her/his responsible Management Staff Member and shall, at the next scheduled staff meeting present a synopsis of the seminar to co-workers. Where multiple employees attend the same seminar the presentation may be done jointly, as approved by the responsible Management Staff Member. Employees in positions that require CEU or in-service hours shall forward a copy of their certificates of attendance to Employer Wide Education.

Section 9 – Full-time employees and part-time employees are eligible for the following:

(a) **Job-Related Courses/Degree Programs**

1. Employees will be reimbursed for one hundred percent (100%) of tuition costs for job related courses or job-related degree programs. Employees currently participating in non-job-related degree will be grandfathered on their current program.
2. The tuition maximum for job-related undergraduate courses is no less than three thousand dollars (\$3,000) per calendar year or the amount determined by Geisinger System Policy, whichever is greater.
3. The tuition maximum for job-related graduate courses is no less than five thousand dollars (\$5,000) per calendar year or the amount determined by Geisinger System Policy, whichever is greater.

Section 10 - The Employer's policy shall govern application procedures for and administration of tuition reimbursement under this Article.

Section 11 - Reimbursement of Annual Certification Examination Fees in Professional

Organizations Required as Job Condition: The Employer will, in accordance with its then-applicable regular policies and practices, pay for Continuing Medical Education courses and one (1) annual certification examination fees (defined as the reduced fee for certification examination in the applicable professional organization) required or preferred by the Employer as a condition of the full-time or part-time employee's obtaining or retaining her/his current job.

Section 12 – Specialty Certifications: The employee will, after her/his submission to Human Resources of proof of certification, be paid the amount approved by the system within 30 days of approval for one active specialty certification submitted directly related to and required or preferred by the Employer as a condition of obtaining or retaining her/his current job. It is the responsibility of the employee to notify Human Resources of her/his re-certification by submitting a copy of the renewed certification card. A certification differential being paid to an employee will automatically terminate if it is no longer relevant to the employee's actual job (required or preferred) or if that employee does not notify Human Resources of her/his re-certification.

Section 13 - Department-specific continuing education:

Laboratory

Management has the right to cross train all laboratory staff members including MLT/MLS/Med tech expert/analytical specialist in multiple work areas within the laboratory department including tasks assigned to laboratory assistants / phlebotomists. Nothing herewith contained is to be construed to mean that a worker or groups have inherent rights to a particular task or job.

Annual continuing education and competency requirements must be met in accordance with Laboratory policies.

Neurophysiology

Techs are required to get registered within **three (3)** years of their hire date and maintain it.

Management will cross train all staff members in any/all modality done in the Neurophysiology Department.

Cardiac Cath

Annual continuing education and competency requirements will be determined by the department and supported by professional / peer organization benchmarks.

All employees must maintain/renew their professional credentials required for employment without time lapse.

Non-Invasive Cardiology, Non-Invasive Vascular, Electrophysiology

Annual continuing education and competency requirements will be determined by the department and supported by professional / peer organization benchmarks.

All employees must maintain/renew their professional credentials required for employment without time lapse.

Physical/Speech/Occupational Therapy

Employees will meet the required CEUs to maintain specific certifications for the hospital as determined by management for Joint Commission standards. Geisinger will continue to support ASHA dues for the speech therapist and NBCOT for the Occupational Therapists. All employees must maintain/renew their professional credentials required for employment without time lapse.

Annual continuing education and competency requirements will be determined by management and supported by professional / peer organization benchmarks. Geisinger will continue to support ASHA dues for the Speech Therapists and NBCOT for the Occupational Therapists. All employees must maintain/renew their professional credentials required for employment without time lapse. New employees will be mentored/trained by current staff members.

Continue with MedBridge subscription and continuing education as approved by management. Management reserves the right to adjust subscription and continuing education for the department.

Clinical Nutrition

Annual continuing education and competency requirements will be determined by the department and supported by professional / peer organization benchmarks.

All employees must maintain/renew their professional credentials required for employment without time lapse.

New employees will be mentored / trained by current staff members.

Perfusion

Techs must maintain American Board certification and PA state licensure for continued employment.

Spiritual Care

Full-time staff chaplains are expected to submit materials for certification to the Association of Professional Chaplains or cognate association within 2 years of hire.

Respiratory Therapy

All respiratory therapists must maintain continuing education requirements necessary to maintain their Pennsylvania RT license. The Respiratory Care department also requires active BLS, ACLS, PALS and NRP certifications.

All employees must maintain/renew their professional credentials required for employment without time lapse.

Surgical Suite

PA Act 80 requires surgical techs to complete 15 continuing education hours per year for a total of 30 hours every 2-year cycle.

Pharmacy

All pharmacists will demonstrate continued clinical competencies at a frequency to be determined by Enterprise Pharmacy.

Annual continuing education and competency requirements will be determined by the department and supported by professional / peer organization benchmarks.

All employees must maintain/renew their professional credentials required for employment without time lapse.

Care Management

Social Work (SW) care managers currently employed within the Geisinger (except GCMC RN Care Managers will be reimbursed according to the current nursing contract agreement) and meet the following criteria: SW employed as hospital Care Manager for a minimum of two years; SW is highly encouraged to sit for exam between second and third year of employment in the department; The ACM credential is valid for a four (4) year period. To recertify, forty (40) hours of continuing education are required; Thirty (30) of the forty (40) hours must be specific to Healthcare Delivery Case Management. The remaining ten (10) hours can be non-case management related (must be related to the practice of healthcare in Care Management).

Radiology

Management reserves the right to cross train all radiology staff members in multiple work areas within the radiology department including tasks assigned to assistants.

All radiology technologists must remain current in continued education requirements and certification as deemed by their respective governing bodies ARRT, RDMS, or CNMT. Any lapse of current status will result in disciplinary action or suspension until status becomes updated as compliant. Active employment will be discontinued with inability to regain current status for existing employees. New employees hired in pending registry who fail multiple attempts without ability to become compliant within two (2) years of start of employment will be terminated.

Interventional Radiology

Annual continuing education and competency requirements will be determined by the department and supported by professional / peer organization benchmarks.

All employees must maintain/renew their professional credentials required for employment without time lapse.

Sleep and Pulmonary Services

All employees must maintain/renew their professional credentials required for employment without time lapse.

Article 23-Clinical Ladder

Clinical Ladder Program - Geisinger Imaging/Radiologic Technologist

- a) Geisinger is committed to the professional advancement of its personnel. Employees will be eligible to participate in a Clinical Ladder program, subject to the terms and conditions of such program. The details of the program will be provided to the Union upon request.
- b) Advancement through the clinical ladder is based on professional achievement, clinical competency, and demonstration of Geisinger Values as outlined in the clinical ladder job description and clinical ladder program documents.
- c) Ratification process only: Current employees, will move into level I upon ratification, with the exception of Lead Technologists who will move into level III. Within 30 days of ratification, employees will be placed into the Clinical Ladder Program based on the following criteria:
 - o Level I -
 - i. technologists who have less than 2 years of modality experience or have more than 2 years of experience in a specialty modality but are not certified in that specialty;
 - ii. technologists who received less than a meets expectation on their most recent performance evaluation; or

- iii. technologists who received written disciplinary action in the last 6 months, regardless of years of experience or certification.
 - o Level II
 - i. technologists who have 2 or more years of experience and have achieved specialty modality certification where applicable.
 - o Level III
 - i. Senior/Lead technologists job titles will be phased out and replaced with Level III job titles.
 - o Level IV
 - i. no employees will be automatically placed into Level IV job titles.
- d) Job titles that will be replaced with four job levels of the clinical ladder program are Cardiac Catheterization Technologist, CT Technologist, Echocardiography Technician I, Electrophysiology Technologist, General Diagnostic Radiology Technologist, Interventional Radiology Technologist, MRI Technologist, Nuclear Medicine Technologist, Radiology Technologist Mammography, Ultrasound Technologist.

Job titles that will be phased out and replaced with clinical ladder program job levels are Ultrasound/Vascular Technologist, Cardiac Catheterization Technologist Lead, Echocardiography Technician Lead, Interventional Radiology Technologist Lead, MRI Technologist Lead, Nuclear Medicine Technologist Lead, Radiology Technologist Lead CT/MRI, Radiology Technologist Lead, and Ultrasound/Vascular Technologist Lead.

- o Example: The General Diagnostic Radiology Technologist will be expanded to the four job levels of the clinical ladder program. The Radiology Technologist Lead title will be phased out. Each job level will correspond to a step rate scale. Consequently, clinical ladder program titles will be as follows:
 - i. Diagnostic Radiology Technologist I
 - ii. Diagnostic Radiology Technologist II
 - iii. Diagnostic Radiology Technologist III
 - iv. Diagnostic Radiology Technologist IV
- e) Following ratification, current and new hire imaging technologists will use the clinical ladder program process to apply for advancement, subject to the terms and conditions of the program. Advancement is determined by the clinical ladder promotion committee in its sole discretion. Such determinations are not subject to the Grievance and Arbitration provisions of this Agreement. The first opportunity to apply for advancement will be approximately three months after the effective date of the ratification placement.
- f) Successful promotion to the new level will result in movement to the associated pay scale of the new level (6%).
- g) Seniority is not a consideration within the clinical ladder program. Experience, clinical competency, certifications, and demonstration of Geisinger values are drivers for promotion.
- h) The Employer reserves the right, from time to time, to develop, modify, implement, change, or alter, the clinical ladder program, incentive,

and/or opportunities. The Employer will provide notice of any such programs, incentives, and/or opportunities. Termination of the Clinical Ladder program will require the employer to bargain such termination with the Union.

i)

Article 24-Health and Safety

Section 1 – Each employee shall, as a condition of ongoing employment, timely take and, as applicable, pass or be tested negative for, all tests (such as but not limited to tests for TB) and immunizations and all physical exams required by state, OSHA, CDC or other governmental/administrative guidelines and/or regulations or as required by the Employer. A non-introductory employee who timely takes a test or physical exam but fails it, and who wishes to re-test, shall be granted a non-paid leave of absence under and in accordance with the provisions of this Agreement and can, when ready for the re-test (provided her/his leave has not expired), take it and return to work. The Employer retains the right to select the physician or other health care provider who will conduct such physicals or other tests.

Section 2 – In accordance with the applicable provisions of the Occupational Health and Safety Act (OSHA), relevant safety data sheets for products used at the work site will be made available upon request by employees for any product about which the Employer has such information.

Section 3 – In the event an employee informs management of their need for reasonable accommodation under the Americans with Disabilities Act (ADA) the employee may request a meeting with the Employer and have a PASNAP representative present, subject to completing a confidentiality waiver. The meeting will be held with both parties in an attempt to identify a mutually agreeable reasonable accommodation. If mutual agreement cannot be reached, the parties may pursue their contractual or legal rights , as appropriate.

Section 4 – In the interest of promoting workplace safety and preventing workplace violence, the Employer will include, as a standing agenda item to its bi-weekly huddles and labor-management meetings, a review of workplace safety incidents and discuss programs and practices to prevent safety incidents, including but not limited to those related to workplace violence caused by patients, visitors, or employees. The Union may assign one member to the Workplace Safety Committee. Such employee shall not lose time or pay as a result of his/her participation with the committee.

Section 5 - The Employer shall provide a safe work environment for staff and patients. To that end, the Hospital will continue to provide adequately trained security personnel on all shifts who will respond promptly to calls from staff in need.

Section 6 - The Employer will continue to develop and implement programs to prevent violence against staff, including:

a. Scheduling and mandating attendance at workplace safety in-service programs, including but not limited to identifying potentially violent situations, de-escalating violent and assaultive behaviors by patients and others, implementing panic alarms and other steps to prevent and respond.

b. Continue to maintain and regularly check panic buttons and other protocols for quick and efficient response to staff calls for assistance. When such panic buttons are activated, the Employer agrees there will be an in-person response to such calls.

c. Maintain a clear code of conduct for patients and family members/visitors, including a statement of the Employer's prohibition on weapons, concealed or otherwise and including the Employer's Violence in the Workplace Prevention Policy, which prohibits employees, visitors and patients from engaging in violent and/or threatening behavior.

d. A protocol for reporting violent or potentially violent incidents to the Employer and law enforcement.

e. The Employer through Risk Management or her designee will continue to provide support and assistance to nurse who wish to file complaints against patients or visitors who engage in assaults or other criminal behavior against them.

f. Through the Employee Assistance Program, the Employer will continue to offer support and counseling to employees who have experienced threats or violence in accordance with risk management practice.

g. Employees shall be required to promptly and accurately report to management and document safety incidents, including threats or acts of violence in accordance with risk management practice as soon as time permits.

h. Incident reports involving employees shall be provided to HR for review and discussion and for the purpose of further developing effective prevention policies and practices. Complainants shall receive notification of the investigation into their incident reports or complaints to HR no later than thirty (30) days after they have been received.

Section 7 – The Union agrees that workplace safety is a team effort and agrees to cooperate with the Employer in its ongoing efforts in developing and implementing programs to prevent violence in the workplace. Among other things, this means encouraging its members to immediately and accurately report and documents any and all safety incidents to the appropriate management representatives.

Section 8 – The Employer shall ensure and maintain the safety of all bargaining unit staff while using designated offsite parking facilities. The public parking garage(s) is available to all staff between the hours of 5:00 pm and 7:00 a.m. and twenty (24) hours a day on weekends. This shall include patrol of a security officer, adequate lighting, reflective signage indicating pedestrian traffic and patrols, and clearly defined emergency procedures. Each offsite parking facility shall include an adequate weather shelter for use while waiting for Employer shuttles. Parking areas and walkways shall be free of uneven obstructions, ruts, cracks, and potholes that have the potential to cause a hazard to vehicular or pedestrian traffic. Parking areas and walkways shall be maintained to be free of obstructions, debris, snow and ice twenty-four (24) hours per day, seven (7) days per week. The shuttle drivers have radios that communicate directly with the Security office in real time. The Employer shall train these drivers on what to look for from a security standpoint and report anything suspicious to Security via their radios. Should any Employee need a ride to Nay Aug Park between midnight and 1:00 a.m., Security (with the exception of any emergency situations that might arise) will be available to transport them normally within fifteen (15) minutes of when the Employee requested a ride.

Article 25-Health Care Plan (Medical, Dental and Vision Coverage)

Section 1 - (a) The Hospital will continue to make available to budgeted full-time and part-time

bargaining unit employees (.5 FTE or greater) through the term of this Agreement the Provider Choice and PPO health plans, or comparable plans consistent with section (b) below. Newly hired budgeted full-time and part-time bargaining unit employees are eligible for the Group Health Care Plan, for themselves, their spouses/domestic partner and eligible dependents, beginning on date of hire.

(b) GCMC employees' health, dental, vision and other insurance coverages shall be on the same terms as non-bargaining unit employees on the Geisinger Welfare Plan. It is understood that the Hospital may, in its discretion, provide any or all coverages on an insured basis through a carrier(s) of its choice, or on a self-insured basis, and may change carriers. It is further understood that the plan design for the Geisinger Welfare Plan or any other plans may change from year to year provided that the new plan design is generally comparable to the existing Geisinger Health Plans now offered to employees.

(c) The Hospital will notify the employees and the Union of any material changes to the Group Health Care Plan which will generally affect bargaining unit employees and will provide copies to the Union of any documents which it distributes to the bargaining unit employees reflecting such changes.

Section 2 - In the event of any conflict as between Plan Documents and/or a Summary Plan Description and this Agreement, the order of which document(s) control is as follows: first, the actual Plan Documents; then, the Summary Plan Description; finally, the provisions of this Agreement.

Section 3 - The Employer will offer employees, eligible for health coverage, the option to include someone who meets the criteria of "domestic partner." The current definition will remain in force during the contract unless the definition must be altered due to court decisions or regulations.

Section 4 -

There shall be no additional rate or out-of-pocket increases to employees for health insurance coverage for plan year 2024.

In 2025, Geisinger may only raise the bi-weekly premium cost and copays based on the 2024 contributions under the following conditions:

A. Cost increases must be done system-wide for all nonunion employees

In 2026, Geisinger may only raise the bi-weekly premium cost and copays based on the 2025 contributions under the following conditions:

A. Cost increases must be done system-wide for all nonunion employees

In 2027, Geisinger may only raise the bi-weekly premium cost and copays based on the 2026 contributions under the following conditions:

A. Cost increases must be done system-wide for all nonunion employees

Article 26-Bereavement

Bereavement Leave is available to provide active employees 'With sufficient time to make arrangements for and/or pay proper respects in the event of a death.

- a) Full-time active employees are eligible for up to three (3) days, calculated based on whether the employee works eight (8), ten (10), or twelve (12) hour shifts, to a maximum of twenty (24), thirty (30) or thirty-six (36) hours, respectively, of funeral leave for a death in the immediate family and up to one day (1) day [eight (8), ten (10) or twelve (12) hours] for the death of certain others persons.
- b) Part-time active, employees are eligible for up to one (1) day calculated based on whether the employee works eight (8), ten (10), or twelve (12) hour shifts to a maximum of eight (8), ten (10), or twelve (12) hours, respectively, for a death of a person covered by this Article when the employee is scheduled to work the day of the funeral.
- c) The "Immediate Family" is defined to include spouse, parents, stepmother, stepfather, grandmother, grandfather, mother-in-law, father-in-law, legal guardian, sister, brother, children, and grandchildren. A domestic partner is considered immediate family. Other individuals whose death would be covered under this Article are: Employee's son-in-law, daughter-in-law, brother-in-law, sister-in-law, niece, nephew, aunt or the uncle; and of aunts and uncles of the employee's spouse. If the employee has a domestic partner, this "other persons" definition applies to the domestic partner's family as if they were defined as a spouse.
- d) Bereavement leave is an excused paid absence at regular straight time pay.
- e) An employee not on leave of absence who would qualify for paid bereavement leave:

For regular work hours missed under the provisions of this Section already receiving paid time off chargeable to accrued paid time off shall have such time off as applicable charged instead to paid bereavement leave, up to the limits allowed under the provisions of this Section. Additional time off if requested and approved shall be charged against employee's PTO, before unpaid time off. The Employer will make its best efforts to work with employees to allow them to utilize PTO or unpaid time off to take additional time off in connection with the death of a family member.
- f) An employee who works the night shift may choose to use the day before or day after.

Article 27-Jury Duty

Section 1 - A full-time and part-time benefits employee who has completed his/her introductory period and normally scheduled to work .5 FTE or more and is called to serve as a juror shall receive regular pay and shift differential, where applicable at their straight- time rate for time absent from work. When employees are excused from the jury obligation early, they should contact their supervisors and make every effort to return to work.

Section 2 - If an employee is subpoenaed as a witness for the Employer, her/his full salary shall be paid for the time spent as a witness and time spent in preparation for such service. If the employer schedules the employee to appear for testimony on a day(s) in court, the employee shall be paid for the day(s) without being required to work. If the employee is called from work to testify, *the* employee shall have the remainder of *the* scheduled workday off with pay. Except in cas_es

concerning the care or condition of a patient, employees are not eligible for witness time pay when subpoenaed by a party other than the Employer.

Section 3 - Court duty leave will begin the first day of absence from work for day and evening shift employees. Night shift employees will begin court duty leave on the night shift preceding the first day absent from work.,

Section 4 - The employee shall report to work on the next regularly assigned workday beginning the day after completion of her/his Jury Duty. When an employee on Jury Duty is excused prior to the end of her/his scheduled shift, she/he is required to call his/her immediate supervisor to determine whether she/he should report to work for the remainder of her/his shift.

Section 5 - In order for the employee to obtain the Jury Duty compensation pay for which she/he is eligible under Section 1, above, for her/his straight-time hours actually lost from scheduled work due to- Jury Duty, the employee must submit a copy of the reimbursement voucher to her/his Unit Manager and/or Department Director at the conclusion of her/his Jury Duty. The Employer will pay full-time employees any straight time pay due for her/his Jury Duty service.

Article 28-Leave of Absence

The parties agree that the Hospital's updated Leave of Absence Policy, as currently stated and as hereafter modified from time to time to conform to law or regulation, shall apply including the policies on Parental and Military Leave.

Article 29-Retirement

Section 1 - Effective upon ratification, all bargaining unit employees shall be eligible to participate in the GSS 401(k) Savings Plan. The Employer shall make a contribution equivalent to five percent (5%) of the employee's eligible earnings up to the social security wage base and nine percent (9%) on earnings above the social security wage base. Eligible earnings shall include base pay, overtime, shift differential, call pay and any incentive pay. Base earnings exclude reimbursements such as tuition reimbursement, mileage reimbursement, and other payments of a similar nature.

Section 2 - All bargaining unit employees shall be eligible to participate in the GSS Tax Shelter Annuity Program.

Section 3 - The default investment for newly participating bargaining unit employees who have not chosen to direct their monies to specific funds will be the Pyramis Index Lifecycle Fund for the GSS 401(k) plan and the Fidelity Freedom Fund for the GSS 403(6) Plan or another default option chosen by the fiduciaries of the plans.

Section 4 - Other than the amount of the Employer's contribution and matching contribution as described in Sections 1 through 3 above and changes in vendors and investments, all other- existing

rules and definitions of the existing Retirement Plan shall remain in place for the duration of the Agreement.

The Employer will notify the Union of any major or significant changes to the Employer's Retirement Plan which will generally affect bargaining unit employees and will, upon a request by the Union which the Employer receives within fourteen (14) days after such notification is sent, meet with the Union to discuss same.

Article 30-Entire Agreement

Section 1 - The Employer and the Union acknowledge that this Agreement represents the results of collective negotiations between the parties conducted under and in accordance with the provisions of the law and constitutes the entire Agreement between the parties for the duration of this Agreement; each party waives the right to bargain collectively with each other with reference to any other subject, matter, issue, or thing whether specifically covered herein or wholly omitted wherefrom and irrespective of whether said subject was mentioned or discussed during the negotiations preceding the execution of this Agreement.

Section 2 -All working conditions, benefits, or past practices, except those specifically incorporated into this Agreement, may be continued, modified, or terminated as the Employer may from time to time determine; provided, however, that the Employer agrees to meet and discuss with the Union's delegate and/or Union Representative any such modification or termination having a direct financial impact on full and part-time employees.

Section 3 -It is specifically understood that any staffing incentive bonuses or recruitment incentives or referral bonuses/incentives which management has initiated to recruit or staff are subject to this article and may cease when management believes recruitment needs or staffing no longer warrant their use. The Employer will provide the Union with a copy of the guidelines and any changes to the guidelines for implementing staffing incentive bonuses and shall notify the Union when any such staffing incentive bonuses are introduced.

ARTICLE 29- EMPLOYEE RECORDS

Section 1 - Employees and/or their designated representative shall have access to their own personnel files by appointment with the Human Resources Department, at reasonable times during its normal business hours and in accordance with the Hospital's policy on Personnel Records access. Employees and their representatives shall be permitted to take notes of items in the file but shall not remove any item or make copies of any item in the file. An employee who, pursuant to the arbitration provision in this Agreement, is arbitrating a disciplinary action taken against her/him may make a copy of any relevant prior discipline and other documents in her/his personnel file which are relevant to her/his preparation for, and presentation at, the upcoming arbitration hearing.

Section 2 - Employees may grieve their evaluations only based on a good faith claim of discrimination under this Agreement. Otherwise, an employee may make written comments and cause them to be placed in her/his personnel file in response to discipline or her/his most recent performance evaluation so long as such comments (i) are made in writing by her/his own hand and signed by her/him; and (ii) are submitted to the Employer's Human Resources Department within five (5) calendar days from the date he/she was first informed of the discipline or performance evaluation. Inappropriate employee comments in response to her/his evaluation, i.e.

comments which are vulgar, obscene or defamatory, shall not be placed in the employee's file. An employee who has made a written comment about his/her discipline under this provision, but who has not actually grieved it, cannot thereafter directly or indirectly challenge that evaluation, including in a subsequent grievance/arbitration proceeding.

Article 31-Effects of Legislation-Separability

Section 1- If any Article or Section of this Agreement, or of any supplement or rider hereto, shall be held invalid by operation of law, or by any tribunal of competent jurisdiction, or if compliance with or enforcement of any Article or Section shall be restrained by such tribunal pending final determination as to its validity, the remainder of this Agreement and any rider or supplement hereto shall not be affected thereby.

Section 2 -In the event any Article or Section is held invalid or enforcement of or compliance with any Article or Section has been restrained as above set forth, the parties affected thereby shall enter into immediate collective bargaining negotiations after receipt of written notice of desired amendments by either the Employer or Union solely for the purpose of arriving at a mutually satisfactory replacement for such Article or Section. There shall be no limitation of time for such written notice.

Article 32-Wages

1. Wage Rates During the Term of this Agreement - General

Section 1 - Effective upon ratification of this Agreement, the wages listed in Appendix A shall apply.

Section 2 - Wage minimums shall be based upon credited years of applicable experience. Within thirty (30) days after Ratification, the Employer shall provide the years of relevant experience credited for each employee for purposes of placement on the wage scale in Appendix B. Within (60) days, any employee who disagrees with their credited years of experience may request a meeting with their supervisor (or designee), Human Resources Specialist (or designee), and union representative to review their resume, certifications, education, and relevant work experience to adjust the credited time.

If an employee took a leave from practicing and then resumed, her/his period of leave shall be subtracted from the amount of completed years of experience. Recognition or application of completed years of experience under this Agreement is solely for the purpose of determining an employee's wage status under this article.

Section 3 – For purposes of computing compensation under this Article, the “base hourly rate” of a salaried employee shall be her/his base annual salary divided by 2080 hours. Unless the effective date of an increase set forth above falls on the first day of the payroll period, each of the above wage increases shall actually become payable to employees who are eligible on the first day of the next following payroll period after the specific date cited. The above wage shall be affected on the dates specified for them, and at no other times.

Section 4 - Wages and wage premiums shall be exclusively determined by this Article and

the other express provisions of this Agreement and not by past practices.

Section 5 (a) At any time during the term of this Agreement, the Employer may, at its sole discretion, unilaterally increase wage rate(s), differentials or other forms of premium pay, or introduce incentive or merit programs or the like and shall provide advance notice of the change and negotiate any wage increases with the union prior to implementation.

Opportunities to sign up for incentive shifts shall be transparent, offered equitably and awarded on a rotational basis by seniority.

ARTICLE 33 - DURATION


Section 1 - This Agreement shall be in full force and effect for the period commencing upon ratification through three (3) years after the ratification date of April 26, 2024.

Section 2 - Either party may notify the other, in writing, of its intent to terminate or modify this Agreement by notifying the other party, in writing, of such intent by no later than the ninetieth (90th) day immediately preceding the termination of this Agreement. Absent such notice, this Agreement shall remain in full force and effect from year to year thereafter, unless and until terminated by a party, at least ninety (90) days prior to a subsequent termination date of its intent to terminate or modify it, by notifying the other party in writing, as above.

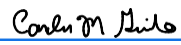
Section 3 - There will be no retroactivity of any article or provision, except as specifically stated in this Agreement.

IN WITNESS WHEREOF, the parties have hereunto set their hands and seals on the date aforementioned.

GEISINGER - COMMUNITY MEDICAL CENTER

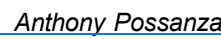

Ronald Beer (Jan 2, 2025 15:55 EST)


PENNSYLVANIA ASSOCIATION OF STAFF NURSES
AND ALLIED PROFESSIONALS/NEPANA


Pamela Guido (Jan 2, 2025 19:06 EST)


James Shemanski (Jan 4, 2025 09:48 EST)


Michael Keyasko (Jan 4, 2025 21:06 EST)


Anthony Possanza (Jan 3, 2025 08:57 EST)


Valerie Werle (Jan 5, 2025 13:54 EST)

Ann Mack

ANN MACK (Jan 2, 2025 16:14 EST)

Lori Horchos

Lori Horchos (Jan 5, 2025 13:15 EST)

Carolyn Williams

Carolyn Williams (Jan 4, 2025 07:31 EST)

Natalie Wirth

Natalie wirth (Jan 3, 2025 05:51 EST)

Emily Spivak

Emily Spivak (Jan 3, 2025 11:17 EST)

Nadine Iascoskie

Nadine Iascoskie (Jan 4, 2025 15:15 EST)

APPENDIX A

Date _____

Grievance# _____

GCMC/PASNAP: Grievance Processing Form

Name of Grievant(s) _____

Position _____ Unit. _____ Shift. _____ Phone _____

Complete Statement of Grievance, including all pertinent facts, a complete description of the incident or action that is the subject of this grievance:

Article(s) and Section(s) of the contract you allege were violated (List!!!):

Remedy Requested:

Signature of Grievant _____ Signature
of Union Representative _____

First Step Response by (name) _____ Date. _____

Appealed to Second Step by: _____ Date _____

Second Step Response by (name) _____ Date _____

Appealed to Third Step by: _____ Date _____

Third Step Response by (name), _____ Date. _____

APPENDIX B

Emergency Room Tech I

Years of Experience	Ratification	Jun-25	Jun-26
0	\$ 15.60	\$ 15.76	\$ 15.91
1	\$ 15.83	\$ 16.07	\$ 16.23
2	\$ 16.07	\$ 16.31	\$ 16.55
3	\$ 16.31	\$ 16.55	\$ 16.80
4	\$ 16.56	\$ 16.80	\$ 17.05
5	\$ 16.81	\$ 17.05	\$ 17.31
6	\$ 17.06	\$ 17.31	\$ 17.57
7	\$ 17.31	\$ 17.57	\$ 17.83
8	\$ 17.57	\$ 17.83	\$ 18.10
9	\$ 17.84	\$ 18.10	\$ 18.37
10	\$ 18.10	\$ 18.37	\$ 18.64
11	\$ 18.38	\$ 18.65	\$ 18.92
12	\$ 18.65	\$ 18.93	\$ 19.21
13	\$ 18.93	\$ 19.21	\$ 19.50
14	\$ 19.22	\$ 19.50	\$ 19.79
15	\$ 19.50	\$ 19.79	\$ 20.08
16	\$ 19.80	\$ 20.09	\$ 20.39
17	\$ 20.09	\$ 20.39	\$ 20.69
18	\$ 20.39	\$ 20.70	\$ 21.00
19	\$ 20.70	\$ 21.01	\$ 21.32
20	\$ 20.80	\$ 21.32	\$ 21.64
21	\$ 20.91	\$ 21.43	\$ 21.96
22	\$ 21.01	\$ 21.54	\$ 22.07
23	\$ 21.12	\$ 21.64	\$ 22.18
24	\$ 21.22	\$ 21.75	\$ 22.29
25	\$ 21.33	\$ 21.86	\$ 22.40
26	\$ 21.44	\$ 21.97	\$ 22.52
27	\$ 21.54	\$ 22.08	\$ 22.63
28	\$ 21.65	\$ 22.19	\$ 22.74
29	\$ 21.76	\$ 22.30	\$ 22.86
30+	\$ 21.87	\$ 22.41	\$ 22.97

Emergency Room Technician II, Endoscopy Technician

Years of Experience	Ratification	Jun-25	Jun-26
0	\$ 16.50	\$ 16.67	\$ 16.83
1	\$ 16.75	\$ 17.00	\$ 17.16
2	\$ 17.00	\$ 17.25	\$ 17.50
3	\$ 17.25	\$ 17.51	\$ 17.77
4	\$ 17.51	\$ 17.77	\$ 18.03
5	\$ 17.78	\$ 18.04	\$ 18.30
6	\$ 18.04	\$ 18.31	\$ 18.58
7	\$ 18.31	\$ 18.58	\$ 18.86

8	\$ 18.59	\$ 18.86	\$ 19.14
9	\$ 18.87	\$ 19.14	\$ 19.43
10	\$ 19.15	\$ 19.43	\$ 19.72
11	\$ 19.44	\$ 19.72	\$ 20.01
12	\$ 19.73	\$ 20.02	\$ 20.32
13	\$ 20.02	\$ 20.32	\$ 20.62
14	\$ 20.32	\$ 20.62	\$ 20.93
15	\$ 20.63	\$ 20.93	\$ 21.24
16	\$ 20.94	\$ 21.25	\$ 21.56
17	\$ 21.25	\$ 21.57	\$ 21.89
18	\$ 21.57	\$ 21.89	\$ 22.21
19	\$ 21.89	\$ 22.22	\$ 22.55
20	\$ 22.00	\$ 22.55	\$ 22.88
21	\$ 22.11	\$ 22.66	\$ 23.23
22	\$ 22.22	\$ 22.78	\$ 23.34
23	\$ 22.34	\$ 22.89	\$ 23.46
24	\$ 22.45	\$ 23.01	\$ 23.58
25	\$ 22.56	\$ 23.12	\$ 23.70
26	\$ 22.67	\$ 23.24	\$ 23.81
27	\$ 22.79	\$ 23.35	\$ 23.93
28	\$ 22.90	\$ 23.47	\$ 24.05
29	\$ 23.01	\$ 23.59	\$ 24.17
30+	\$ 23.13	\$ 23.70	\$ 24.29

Chaplain Associate, Emergency Clinical Assistant

Years of Experience	Ratification	Jun-25	Jun-26
0	\$ 18.94	\$ 19.13	\$ 19.32
1	\$ 19.22	\$ 19.51	\$ 19.70
2	\$ 19.51	\$ 19.80	\$ 20.09
3	\$ 19.81	\$ 20.10	\$ 20.39
4	\$ 20.10	\$ 20.40	\$ 20.70
5	\$ 20.40	\$ 20.71	\$ 21.01
6	\$ 20.71	\$ 21.02	\$ 21.33
7	\$ 21.02	\$ 21.33	\$ 21.65
8	\$ 21.34	\$ 21.65	\$ 21.97
9	\$ 21.66	\$ 21.98	\$ 22.30
10	\$ 21.98	\$ 22.31	\$ 22.64
11	\$ 22.31	\$ 22.64	\$ 22.97
12	\$ 22.65	\$ 22.98	\$ 23.32
13	\$ 22.98	\$ 23.32	\$ 23.67
14	\$ 23.33	\$ 23.67	\$ 24.02
15	\$ 23.68	\$ 24.03	\$ 24.38
16	\$ 24.03	\$ 24.39	\$ 24.75
17	\$ 24.40	\$ 24.76	\$ 25.12

18	\$ 24.76	\$ 25.13	\$ 25.50
19	\$ 25.13	\$ 25.50	\$ 25.88
20	\$ 25.26	\$ 25.89	\$ 26.27
21	\$ 25.38	\$ 26.02	\$ 26.66
22	\$ 25.51	\$ 26.15	\$ 26.80
23	\$ 25.64	\$ 26.28	\$ 26.93
24	\$ 25.77	\$ 26.41	\$ 27.06
25	\$ 25.90	\$ 26.54	\$ 27.20
26	\$ 26.03	\$ 26.67	\$ 27.34
27	\$ 26.16	\$ 26.81	\$ 27.47
28	\$ 26.29	\$ 26.94	\$ 27.61
29	\$ 26.42	\$ 27.07	\$ 27.75
30+	\$ 26.55	\$ 27.21	\$ 27.89

Clinic Nurse (LPN)

Years of Experience	Ratification	Jun-25	Jun-26
0	\$ 20.00	\$ 20.20	\$ 20.40
1	\$ 20.30	\$ 20.60	\$ 20.81
2	\$ 20.60	\$ 20.91	\$ 21.22
3	\$ 20.91	\$ 21.22	\$ 21.54
4	\$ 21.23	\$ 21.54	\$ 21.86
5	\$ 21.55	\$ 21.86	\$ 22.19
6	\$ 21.87	\$ 22.19	\$ 22.52
7	\$ 22.20	\$ 22.52	\$ 22.86
8	\$ 22.53	\$ 22.86	\$ 23.20
9	\$ 22.87	\$ 23.21	\$ 23.55
10	\$ 23.21	\$ 23.55	\$ 23.90
11	\$ 23.56	\$ 23.91	\$ 24.26
12	\$ 23.91	\$ 24.27	\$ 24.62
13	\$ 24.27	\$ 24.63	\$ 24.99
14	\$ 24.64	\$ 25.00	\$ 25.37
15	\$ 25.00	\$ 25.37	\$ 25.75
16	\$ 25.38	\$ 25.75	\$ 26.14
17	\$ 25.76	\$ 26.14	\$ 26.53
18	\$ 26.15	\$ 26.53	\$ 26.93
19	\$ 26.54	\$ 26.93	\$ 27.33
20	\$ 26.67	\$ 27.34	\$ 27.74
21	\$ 26.81	\$ 27.47	\$ 28.16
22	\$ 26.94	\$ 27.61	\$ 28.30
23	\$ 27.07	\$ 27.75	\$ 28.44
24	\$ 27.21	\$ 27.89	\$ 28.58
25	\$ 27.35	\$ 28.03	\$ 28.72
26	\$ 27.48	\$ 28.17	\$ 28.87
27	\$ 27.62	\$ 28.31	\$ 29.01
28	\$ 27.76	\$ 28.45	\$ 29.16

29	\$ 27.90	\$ 28.59	\$ 29.30
30+	\$ 28.04	\$ 28.73	\$ 29.45

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Physical Therapy Assistant, Certified Occupational Therapy Assistant, Clinical Exercise Physiologist, Recreational Therapist Certified, Caseworker (Social Worker BSW), Neurophysiology Technologist I, Nurse Navigator Licensed Practical Nurse

Years of Experience	Ratification	Jun-25	Jun-26
0	\$ 22.47	\$ 22.69	\$ 22.92
1	\$ 22.81	\$ 23.14	\$ 23.38
2	\$ 23.15	\$ 23.49	\$ 23.84
3	\$ 23.50	\$ 23.84	\$ 24.20
4	\$ 23.85	\$ 24.20	\$ 24.56
5	\$ 24.21	\$ 24.56	\$ 24.93
6	\$ 24.57	\$ 24.93	\$ 25.30
7	\$ 24.94	\$ 25.31	\$ 25.68
8	\$ 25.31	\$ 25.69	\$ 26.07
9	\$ 25.69	\$ 26.07	\$ 26.46
10	\$ 26.08	\$ 26.46	\$ 26.85
11	\$ 26.47	\$ 26.86	\$ 27.26
12	\$ 26.87	\$ 27.26	\$ 27.67
13	\$ 27.27	\$ 27.67	\$ 28.08
14	\$ 27.68	\$ 28.09	\$ 28.50
15	\$ 28.09	\$ 28.51	\$ 28.93
16	\$ 28.51	\$ 28.94	\$ 29.36
17	\$ 28.94	\$ 29.37	\$ 29.80
18	\$ 29.38	\$ 29.81	\$ 30.25
19	\$ 29.82	\$ 30.26	\$ 30.70
20	\$ 29.97	\$ 30.71	\$ 31.16
21	\$ 30.12	\$ 30.86	\$ 31.63
22	\$ 30.27	\$ 31.02	\$ 31.79
23	\$ 30.42	\$ 31.17	\$ 31.95
24	\$ 30.57	\$ 31.33	\$ 32.11
25	\$ 30.72	\$ 31.49	\$ 32.27
26	\$ 30.88	\$ 31.64	\$ 32.43
27	\$ 31.03	\$ 31.80	\$ 32.59
28	\$ 31.19	\$ 31.96	\$ 32.76
29	\$ 31.34	\$ 32.12	\$ 32.92
30+	\$ 31.50	\$ 32.28	\$ 33.08

Inpatient Licensed Practical Nurse, Inpatient Licensed Practical Nurse Surgical Technologist, Respiratory Therapist Certified, Medical Laboratory Technician

Years of Experience	Ratification	Jun-25	Jun-26
0	\$ 22.75	\$ 22.98	\$ 23.21
1	\$ 23.09	\$ 23.43	\$ 23.67
2	\$ 23.44	\$ 23.78	\$ 24.14
3	\$ 23.79	\$ 24.14	\$ 24.50
4	\$ 24.15	\$ 24.50	\$ 24.86
5	\$ 24.51	\$ 24.87	\$ 25.24
6	\$ 24.88	\$ 25.24	\$ 25.62
7	\$ 25.25	\$ 25.62	\$ 26.00
8	\$ 25.63	\$ 26.01	\$ 26.39
9	\$ 26.01	\$ 26.40	\$ 26.79
10	\$ 26.40	\$ 26.79	\$ 27.19
11	\$ 26.80	\$ 27.19	\$ 27.60
12	\$ 27.20	\$ 27.60	\$ 28.01
13	\$ 27.61	\$ 28.02	\$ 28.43
14	\$ 28.02	\$ 28.44	\$ 28.86
15	\$ 28.44	\$ 28.86	\$ 29.29
16	\$ 28.87	\$ 29.30	\$ 29.73
17	\$ 29.30	\$ 29.74	\$ 30.17
18	\$ 29.74	\$ 30.18	\$ 30.63
19	\$ 30.19	\$ 30.63	\$ 31.09
20	\$ 30.34	\$ 31.09	\$ 31.55
21	\$ 30.49	\$ 31.25	\$ 32.03
22	\$ 30.64	\$ 31.41	\$ 32.19
23	\$ 30.80	\$ 31.56	\$ 32.35
24	\$ 30.95	\$ 31.72	\$ 32.51
25	\$ 31.11	\$ 31.88	\$ 32.67
26	\$ 31.26	\$ 32.04	\$ 32.84
27	\$ 31.42	\$ 32.20	\$ 33.00
28	\$ 31.57	\$ 32.36	\$ 33.16
29	\$ 31.73	\$ 32.52	\$ 33.33
30+	\$ 31.89	\$ 32.68	\$ 33.50

Neurophysiology Technologist II

Years of Experience	Ratification	Jun-25	Jun-26
0	\$ 23.59	\$ 23.83	\$ 24.06
1	\$ 23.94	\$ 24.30	\$ 24.54
2	\$ 24.30	\$ 24.66	\$ 25.03
3	\$ 24.67	\$ 25.03	\$ 25.40
4	\$ 25.04	\$ 25.41	\$ 25.78
5	\$ 25.41	\$ 25.79	\$ 26.17
6	\$ 25.79	\$ 26.18	\$ 26.56
7	\$ 26.18	\$ 26.57	\$ 26.96
8	\$ 26.57	\$ 26.97	\$ 27.37
9	\$ 26.97	\$ 27.37	\$ 27.78

10	\$ 27.38	\$ 27.78	\$ 28.19
11	\$ 27.79	\$ 28.20	\$ 28.62
12	\$ 28.20	\$ 28.62	\$ 29.04
13	\$ 28.63	\$ 29.05	\$ 29.48
14	\$ 29.06	\$ 29.49	\$ 29.92
15	\$ 29.49	\$ 29.93	\$ 30.37
16	\$ 29.94	\$ 30.38	\$ 30.83
17	\$ 30.38	\$ 30.83	\$ 31.29
18	\$ 30.84	\$ 31.30	\$ 31.76
19	\$ 31.30	\$ 31.77	\$ 32.23
20	\$ 31.46	\$ 32.24	\$ 32.72
21	\$ 31.62	\$ 32.40	\$ 33.21
22	\$ 31.77	\$ 32.57	\$ 33.38
23	\$ 31.93	\$ 32.73	\$ 33.54
24	\$ 32.09	\$ 32.89	\$ 33.71
25	\$ 32.25	\$ 33.06	\$ 33.88
26	\$ 32.41	\$ 33.22	\$ 34.05
27	\$ 32.58	\$ 33.39	\$ 34.22
28	\$ 32.74	\$ 33.55	\$ 34.39
29	\$ 32.90	\$ 33.72	\$ 34.56
30+	\$ 33.07	\$ 33.89	\$ 34.73

Surgical Technologist, Diabetes Educator Associate			
Years of Experience	Ratification	Jun-25	Jun-26
0	\$ 24.75	\$ 25.00	\$ 25.25
1	\$ 25.12	\$ 25.49	\$ 25.75
2	\$ 25.50	\$ 25.87	\$ 26.26
3	\$ 25.88	\$ 26.26	\$ 26.65
4	\$ 26.27	\$ 26.66	\$ 27.05
5	\$ 26.66	\$ 27.06	\$ 27.46
6	\$ 27.06	\$ 27.46	\$ 27.87
7	\$ 27.47	\$ 27.87	\$ 28.29
8	\$ 27.88	\$ 28.29	\$ 28.71
9	\$ 28.30	\$ 28.72	\$ 29.14
10	\$ 28.72	\$ 29.15	\$ 29.58
11	\$ 29.15	\$ 29.59	\$ 30.02
12	\$ 29.59	\$ 30.03	\$ 30.47
13	\$ 30.04	\$ 30.48	\$ 30.93
14	\$ 30.49	\$ 30.94	\$ 31.39
15	\$ 30.94	\$ 31.40	\$ 31.86
16	\$ 31.41	\$ 31.87	\$ 32.34
17	\$ 31.88	\$ 32.35	\$ 32.83
18	\$ 32.36	\$ 32.83	\$ 33.32
19	\$ 32.84	\$ 33.33	\$ 33.82
20	\$ 33.01	\$ 33.83	\$ 34.33

21	\$ 33.17	\$ 34.00	\$ 34.84
22	\$ 33.34	\$ 34.17	\$ 35.02
23	\$ 33.50	\$ 34.34	\$ 35.19
24	\$ 33.67	\$ 34.51	\$ 35.37
25	\$ 33.84	\$ 34.68	\$ 35.54
26	\$ 34.01	\$ 34.85	\$ 35.72
27	\$ 34.18	\$ 35.03	\$ 35.90
28	\$ 34.35	\$ 35.20	\$ 36.08
29	\$ 34.52	\$ 35.38	\$ 36.26
30+	\$ 34.69	\$ 35.56	\$ 36.44

Neurophysiology Specialist I, Chaplain, General Diagnostic Radiology
Technologist (Xray), Social Worker MSW, Clinical Dietitian I

Years of Experience	Ratification	Jun-25	Jun-26
0	\$ 25.60	\$ 25.86	\$ 26.11
1	\$ 25.98	\$ 26.37	\$ 26.63
2	\$ 26.37	\$ 26.76	\$ 27.16
3	\$ 26.77	\$ 27.16	\$ 27.57
4	\$ 27.17	\$ 27.57	\$ 27.98
5	\$ 27.58	\$ 27.99	\$ 28.40
6	\$ 27.99	\$ 28.41	\$ 28.83
7	\$ 28.41	\$ 28.83	\$ 29.26
8	\$ 28.84	\$ 29.26	\$ 29.70
9	\$ 29.27	\$ 29.70	\$ 30.14
10	\$ 29.71	\$ 30.15	\$ 30.59
11	\$ 30.16	\$ 30.60	\$ 31.05
12	\$ 30.61	\$ 31.06	\$ 31.52
13	\$ 31.07	\$ 31.53	\$ 31.99
14	\$ 31.53	\$ 32.00	\$ 32.47
15	\$ 32.01	\$ 32.48	\$ 32.96
16	\$ 32.49	\$ 32.97	\$ 33.45
17	\$ 32.97	\$ 33.46	\$ 33.96
18	\$ 33.47	\$ 33.96	\$ 34.46
19	\$ 33.97	\$ 34.47	\$ 34.98
20	\$ 34.14	\$ 34.99	\$ 35.51
21	\$ 34.31	\$ 35.16	\$ 36.04
22	\$ 34.48	\$ 35.34	\$ 36.22
23	\$ 34.65	\$ 35.52	\$ 36.40
24	\$ 34.83	\$ 35.69	\$ 36.58
25	\$ 35.00	\$ 35.87	\$ 36.76
26	\$ 35.18	\$ 36.05	\$ 36.95
27	\$ 35.35	\$ 36.23	\$ 37.13
28	\$ 35.53	\$ 36.41	\$ 37.32
29	\$ 35.71	\$ 36.60	\$ 37.51
30+	\$ 35.89	\$ 36.78	\$ 37.69

General Diagnostic Radiology Technologist (Xray) II			
Years of Experience	Ratification	Jun-25	Jun-26
0	\$ 27.14	\$ 27.41	\$ 27.68
1	\$ 27.54	\$ 27.95	\$ 28.23
2	\$ 27.96	\$ 28.37	\$ 28.79
3	\$ 28.38	\$ 28.79	\$ 29.22
4	\$ 28.80	\$ 29.23	\$ 29.66
5	\$ 29.23	\$ 29.67	\$ 30.10
6	\$ 29.67	\$ 30.11	\$ 30.56
7	\$ 30.12	\$ 30.56	\$ 31.01
8	\$ 30.57	\$ 31.02	\$ 31.48
9	\$ 31.03	\$ 31.49	\$ 31.95
10	\$ 31.49	\$ 31.96	\$ 32.43
11	\$ 31.96	\$ 32.44	\$ 32.92
12	\$ 32.44	\$ 32.92	\$ 33.41
13	\$ 32.93	\$ 33.42	\$ 33.91
14	\$ 33.42	\$ 33.92	\$ 34.42
15	\$ 33.93	\$ 34.43	\$ 34.94
16	\$ 34.44	\$ 34.94	\$ 35.46
17	\$ 34.95	\$ 35.47	\$ 35.99
18	\$ 35.48	\$ 36.00	\$ 36.53
19	\$ 36.01	\$ 36.54	\$ 37.08
20	\$ 36.19	\$ 37.09	\$ 37.64
21	\$ 36.37	\$ 37.27	\$ 38.20
22	\$ 36.55	\$ 37.46	\$ 38.39
23	\$ 36.73	\$ 37.65	\$ 38.58
24	\$ 36.92	\$ 37.84	\$ 38.78
25	\$ 37.10	\$ 38.02	\$ 38.97
26	\$ 37.29	\$ 38.22	\$ 39.17
27	\$ 37.47	\$ 38.41	\$ 39.36
28	\$ 37.66	\$ 38.60	\$ 39.56
29	\$ 37.85	\$ 38.79	\$ 39.76
30+	\$ 38.04	\$ 38.99	\$ 39.95

General Diagnostic Radiology Technologist (Xray) III			
Years of Experience	Ratification	Jun-25	Jun-26
0	\$ 28.76	\$ 29.05	\$ 29.34
1	\$ 29.20	\$ 29.63	\$ 29.92
2	\$ 29.63	\$ 30.07	\$ 30.52
3	\$ 30.08	\$ 30.52	\$ 30.97
4	\$ 30.53	\$ 30.98	\$ 31.44
5	\$ 30.99	\$ 31.45	\$ 31.91
6	\$ 31.45	\$ 31.92	\$ 32.39
7	\$ 31.92	\$ 32.40	\$ 32.87
8	\$ 32.40	\$ 32.88	\$ 33.37

9	\$ 32.89	\$ 33.37	\$ 33.87
10	\$ 33.38	\$ 33.88	\$ 34.38
11	\$ 33.88	\$ 34.38	\$ 34.89
12	\$ 34.39	\$ 34.90	\$ 35.41
13	\$ 34.91	\$ 35.42	\$ 35.95
14	\$ 35.43	\$ 35.95	\$ 36.49
15	\$ 35.96	\$ 36.49	\$ 37.03
16	\$ 36.50	\$ 37.04	\$ 37.59
17	\$ 37.05	\$ 37.60	\$ 38.15
18	\$ 37.60	\$ 38.16	\$ 38.72
19	\$ 38.17	\$ 38.73	\$ 39.31
20	\$ 38.36	\$ 39.31	\$ 39.89
21	\$ 38.55	\$ 39.51	\$ 40.49
22	\$ 38.74	\$ 39.71	\$ 40.70
23	\$ 38.94	\$ 39.91	\$ 40.90
24	\$ 39.13	\$ 40.11	\$ 41.10
25	\$ 39.33	\$ 40.31	\$ 41.31
26	\$ 39.52	\$ 40.51	\$ 41.52
27	\$ 39.72	\$ 40.71	\$ 41.72
28	\$ 39.92	\$ 40.91	\$ 41.93
29	\$ 40.12	\$ 41.12	\$ 42.14
30+	\$ 40.32	\$ 41.32	\$ 42.35

General Diagnostic Radiology Technologist (Xray) IV

Years of Experience	Ratification	Jun-25	Jun-26
0	\$ 30.49	\$ 30.79	\$ 31.10
1	\$ 30.95	\$ 31.40	\$ 31.72
2	\$ 31.41	\$ 31.88	\$ 32.35
3	\$ 31.88	\$ 32.35	\$ 32.83
4	\$ 32.36	\$ 32.84	\$ 33.32
5	\$ 32.85	\$ 33.33	\$ 33.82
6	\$ 33.34	\$ 33.83	\$ 34.33
7	\$ 33.84	\$ 34.34	\$ 34.85
8	\$ 34.35	\$ 34.85	\$ 35.37
9	\$ 34.86	\$ 35.38	\$ 35.90
10	\$ 35.38	\$ 35.91	\$ 36.44
11	\$ 35.92	\$ 36.45	\$ 36.99
12	\$ 36.45	\$ 36.99	\$ 37.54
13	\$ 37.00	\$ 37.55	\$ 38.10
14	\$ 37.56	\$ 38.11	\$ 38.67
15	\$ 38.12	\$ 38.68	\$ 39.25
16	\$ 38.69	\$ 39.26	\$ 39.84
17	\$ 39.27	\$ 39.85	\$ 40.44
18	\$ 39.86	\$ 40.45	\$ 41.05
19	\$ 40.46	\$ 41.06	\$ 41.66
20	\$ 40.66	\$ 41.67	\$ 42.29

21	\$ 40.86	\$ 41.88	\$ 42.92
22	\$ 41.07	\$ 42.09	\$ 43.14
23	\$ 41.27	\$ 42.30	\$ 43.35
24	\$ 41.48	\$ 42.51	\$ 43.57
25	\$ 41.69	\$ 42.72	\$ 43.79
26	\$ 41.90	\$ 42.94	\$ 44.01
27	\$ 42.11	\$ 43.15	\$ 44.23
28	\$ 42.32	\$ 43.37	\$ 44.45
29	\$ 42.53	\$ 43.59	\$ 44.67
30+	\$ 42.74	\$ 43.80	\$ 44.89

Neurophysiology Specialist II, Licensed Social Worker, Clinical Dietitian II

Years of Experience	Ratification	Jun-25	Jun-26
0	\$ 26.88	\$ 27.15	\$ 27.42
1	\$ 27.28	\$ 27.69	\$ 27.96
2	\$ 27.69	\$ 28.10	\$ 28.52
3	\$ 28.11	\$ 28.52	\$ 28.94
4	\$ 28.53	\$ 28.95	\$ 29.38
5	\$ 28.96	\$ 29.39	\$ 29.82
6	\$ 29.39	\$ 29.83	\$ 30.27
7	\$ 29.83	\$ 30.27	\$ 30.72
8	\$ 30.28	\$ 30.73	\$ 31.18
9	\$ 30.73	\$ 31.19	\$ 31.65
10	\$ 31.20	\$ 31.66	\$ 32.12
11	\$ 31.66	\$ 32.13	\$ 32.61
12	\$ 32.14	\$ 32.61	\$ 33.10
13	\$ 32.62	\$ 33.10	\$ 33.59
14	\$ 33.11	\$ 33.60	\$ 34.10
15	\$ 33.61	\$ 34.10	\$ 34.61
16	\$ 34.11	\$ 34.61	\$ 35.13
17	\$ 34.62	\$ 35.13	\$ 35.65
18	\$ 35.14	\$ 35.66	\$ 36.19
19	\$ 35.67	\$ 36.20	\$ 36.73
20	\$ 35.85	\$ 36.74	\$ 37.28
21	\$ 36.03	\$ 36.92	\$ 37.84
22	\$ 36.21	\$ 37.11	\$ 38.03
23	\$ 36.39	\$ 37.29	\$ 38.22
24	\$ 36.57	\$ 37.48	\$ 38.41
25	\$ 36.75	\$ 37.67	\$ 38.60
26	\$ 36.94	\$ 37.85	\$ 38.80
27	\$ 37.12	\$ 38.04	\$ 38.99
28	\$ 37.31	\$ 38.23	\$ 39.19
29	\$ 37.49	\$ 38.43	\$ 39.38

	30+	\$ 37.68	\$ 38.62	\$ 39.58
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Respiratory Therapist Registered, Surgical Neurophysiologist II, Certified Diabetes Educator, Medical Laboratory Scientist

Years of Experience	Ratification	Jun-25	Jun-26
0	\$ 27.81	\$ 28.09	\$ 28.37
1	\$ 28.23	\$ 28.64	\$ 28.93
2	\$ 28.65	\$ 29.07	\$ 29.50
3	\$ 29.08	\$ 29.51	\$ 29.95
4	\$ 29.52	\$ 29.95	\$ 30.40
5	\$ 29.96	\$ 30.40	\$ 30.85
6	\$ 30.41	\$ 30.86	\$ 31.31
7	\$ 30.86	\$ 31.32	\$ 31.78
8	\$ 31.33	\$ 31.79	\$ 32.26
9	\$ 31.80	\$ 32.27	\$ 32.74
10	\$ 32.27	\$ 32.75	\$ 33.24
11	\$ 32.76	\$ 33.24	\$ 33.73
12	\$ 33.25	\$ 33.74	\$ 34.24
13	\$ 33.75	\$ 34.25	\$ 34.75
14	\$ 34.26	\$ 34.76	\$ 35.28
15	\$ 34.77	\$ 35.28	\$ 35.80
16	\$ 35.29	\$ 35.81	\$ 36.34
17	\$ 35.82	\$ 36.35	\$ 36.89
18	\$ 36.36	\$ 36.89	\$ 37.44
19	\$ 36.90	\$ 37.45	\$ 38.00
20	\$ 37.09	\$ 38.01	\$ 38.57
21	\$ 37.27	\$ 38.20	\$ 39.15
22	\$ 37.46	\$ 38.39	\$ 39.35
23	\$ 37.65	\$ 38.58	\$ 39.54
24	\$ 37.83	\$ 38.78	\$ 39.74
25	\$ 38.02	\$ 38.97	\$ 39.94
26	\$ 38.21	\$ 39.16	\$ 40.14
27	\$ 38.40	\$ 39.36	\$ 40.34
28	\$ 38.60	\$ 39.56	\$ 40.54
29	\$ 38.79	\$ 39.75	\$ 40.74
30+	\$ 38.98	\$ 39.95	\$ 40.95

Clinical Dietitian III

Years of Experience	Ratification	Jun-25	Jun-26
0	\$ 28.22	\$ 28.51	\$ 28.79
1	\$ 28.65	\$ 29.07	\$ 29.36
2	\$ 29.08	\$ 29.51	\$ 29.94
3	\$ 29.51	\$ 29.95	\$ 30.39
4	\$ 29.96	\$ 30.40	\$ 30.85

5	\$ 30.41	\$ 30.85	\$ 31.31
6	\$ 30.86	\$ 31.32	\$ 31.78
7	\$ 31.32	\$ 31.79	\$ 32.26
8	\$ 31.79	\$ 32.26	\$ 32.74
9	\$ 32.27	\$ 32.75	\$ 33.23
10	\$ 32.76	\$ 33.24	\$ 33.73
11	\$ 33.25	\$ 33.74	\$ 34.24
12	\$ 33.75	\$ 34.24	\$ 34.75
13	\$ 34.25	\$ 34.76	\$ 35.27
14	\$ 34.77	\$ 35.28	\$ 35.80
15	\$ 35.29	\$ 35.81	\$ 36.34
16	\$ 35.82	\$ 36.35	\$ 36.88
17	\$ 36.35	\$ 36.89	\$ 37.44
18	\$ 36.90	\$ 37.44	\$ 38.00
19	\$ 37.45	\$ 38.01	\$ 38.57
20	\$ 37.64	\$ 38.58	\$ 39.15
21	\$ 37.83	\$ 38.77	\$ 39.73
22	\$ 38.02	\$ 38.96	\$ 39.93
23	\$ 38.21	\$ 39.16	\$ 40.13
24	\$ 38.40	\$ 39.35	\$ 40.33
25	\$ 38.59	\$ 39.55	\$ 40.53
26	\$ 38.78	\$ 39.75	\$ 40.74
27	\$ 38.98	\$ 39.95	\$ 40.94
28	\$ 39.17	\$ 40.15	\$ 41.14
29	\$ 39.37	\$ 40.35	\$ 41.35
30+	\$ 39.56	\$ 40.55	\$ 41.56

Medical Laboratory Scientist Expert, Respiratory Therapist Registered Navigator,
Respiratory Therapist Registered II

Years of Experience	Ratification	Jun-25	Jun-26
0	\$ 29.20	\$ 29.49	\$ 29.79
1	\$ 29.64	\$ 30.08	\$ 30.38
2	\$ 30.08	\$ 30.53	\$ 30.98
3	\$ 30.53	\$ 30.99	\$ 31.44
4	\$ 30.99	\$ 31.45	\$ 31.92
5	\$ 31.46	\$ 31.92	\$ 32.39
6	\$ 31.93	\$ 32.40	\$ 32.88
7	\$ 32.41	\$ 32.89	\$ 33.37
8	\$ 32.89	\$ 33.38	\$ 33.87
9	\$ 33.39	\$ 33.88	\$ 34.38
10	\$ 33.89	\$ 34.39	\$ 34.90
11	\$ 34.40	\$ 34.91	\$ 35.42
12	\$ 34.91	\$ 35.43	\$ 35.95
13	\$ 35.44	\$ 35.96	\$ 36.49

14	\$ 35.97	\$ 36.50	\$ 37.04
15	\$ 36.51	\$ 37.05	\$ 37.59
16	\$ 37.06	\$ 37.60	\$ 38.16
17	\$ 37.61	\$ 38.17	\$ 38.73
18	\$ 38.18	\$ 38.74	\$ 39.31
19	\$ 38.75	\$ 39.32	\$ 39.90
20	\$ 38.94	\$ 39.91	\$ 40.50
21	\$ 39.14	\$ 40.11	\$ 41.11
22	\$ 39.33	\$ 40.31	\$ 41.31
23	\$ 39.53	\$ 40.51	\$ 41.52
24	\$ 39.73	\$ 40.71	\$ 41.73
25	\$ 39.92	\$ 40.92	\$ 41.94
26	\$ 40.12	\$ 41.12	\$ 42.15
27	\$ 40.32	\$ 41.33	\$ 42.36
28	\$ 40.53	\$ 41.53	\$ 42.57
29	\$ 40.73	\$ 41.74	\$ 42.78
30+	\$ 40.93	\$ 41.95	\$ 42.99

Cardiac Catheterization Technologist, CT Technologist, **Echocardiography Technician I**, Electrophysiology Technologist, Interventional Radiology Technologist, MRI Technologist, Radiology Technologist Mammography, Ultrasound Technologist, Analytical Specialist, Cardiac Catheterization Laboratory Technologist, Vascular Laboratory Technologist I

Years of Experience	Ratification	Jun-25	Jun-26
0	\$ 30.40	\$ 30.70	\$ 31.01
1	\$ 30.86	\$ 31.31	\$ 31.63
2	\$ 31.32	\$ 31.78	\$ 32.25
3	\$ 31.79	\$ 32.26	\$ 32.74
4	\$ 32.27	\$ 32.74	\$ 33.23
5	\$ 32.75	\$ 33.23	\$ 33.72
6	\$ 33.24	\$ 33.73	\$ 34.23
7	\$ 33.74	\$ 34.24	\$ 34.74
8	\$ 34.25	\$ 34.75	\$ 35.27
9	\$ 34.76	\$ 35.27	\$ 35.79
10	\$ 35.28	\$ 35.80	\$ 36.33
11	\$ 35.81	\$ 36.34	\$ 36.88
12	\$ 36.35	\$ 36.88	\$ 37.43
13	\$ 36.89	\$ 37.44	\$ 37.99
14	\$ 37.45	\$ 38.00	\$ 38.56
15	\$ 38.01	\$ 38.57	\$ 39.14
16	\$ 38.58	\$ 39.15	\$ 39.73

17	\$ 39.16	\$ 39.73	\$ 40.32
18	\$ 39.74	\$ 40.33	\$ 40.93
19	\$ 40.34	\$ 40.94	\$ 41.54
20	\$ 40.54	\$ 41.55	\$ 42.16
21	\$ 40.74	\$ 41.76	\$ 42.80
22	\$ 40.95	\$ 41.97	\$ 43.01
23	\$ 41.15	\$ 42.18	\$ 43.22
24	\$ 41.36	\$ 42.39	\$ 43.44
25	\$ 41.56	\$ 42.60	\$ 43.66
26	\$ 41.77	\$ 42.81	\$ 43.88
27	\$ 41.98	\$ 43.03	\$ 44.10
28	\$ 42.19	\$ 43.24	\$ 44.32
29	\$ 42.40	\$ 43.46	\$ 44.54
30+	\$ 42.61	\$ 43.67	\$ 44.76

Echocardiography Technician II, Cardiac Catheterization Technologist II, CT Technologist II, Interventional Radiology Technologist II, MRI Technologist II, Radiology Technologist Mammography II, Ultrasound Technologist II, Cardiac Catheterization Laboratory Technologist II, Vascular Laboratory Technologist II

Years of Experience	Ratification	Jun-25	Jun-26
0	\$ 32.22	\$ 32.24	\$ 32.56
1	\$ 32.71	\$ 33.19	\$ 33.21
2	\$ 33.20	\$ 33.69	\$ 34.19
3	\$ 33.70	\$ 34.19	\$ 34.70
4	\$ 34.20	\$ 34.71	\$ 35.22
5	\$ 34.71	\$ 35.23	\$ 35.75
6	\$ 35.24	\$ 35.76	\$ 36.28
7	\$ 35.76	\$ 36.29	\$ 36.83
8	\$ 36.30	\$ 36.84	\$ 37.38
9	\$ 36.84	\$ 37.39	\$ 37.94
10	\$ 37.40	\$ 37.95	\$ 38.51
11	\$ 37.96	\$ 38.52	\$ 39.09
12	\$ 38.53	\$ 39.10	\$ 39.67
13	\$ 39.11	\$ 39.68	\$ 40.27
14	\$ 39.69	\$ 40.28	\$ 40.87
15	\$ 40.29	\$ 40.88	\$ 41.49
16	\$ 40.89	\$ 41.50	\$ 42.11
17	\$ 41.51	\$ 42.12	\$ 42.74
18	\$ 42.13	\$ 42.75	\$ 43.38
19	\$ 42.76	\$ 43.39	\$ 44.03

20	\$ 42.97	\$ 44.04	\$ 44.69
21	\$ 43.19	\$ 44.26	\$ 45.36
22	\$ 43.40	\$ 44.48	\$ 45.59
23	\$ 43.62	\$ 44.71	\$ 45.82
24	\$ 43.84	\$ 44.93	\$ 46.05
25	\$ 44.06	\$ 45.15	\$ 46.28
26	\$ 44.28	\$ 45.38	\$ 46.51
27	\$ 44.50	\$ 45.61	\$ 46.74
28	\$ 44.72	\$ 45.84	\$ 46.98
29	\$ 44.95	\$ 46.06	\$ 47.21
30+	\$ 45.17	\$ 46.29	\$ 47.45

Echocardiography Technician III, Cardiac Catheterization Technologist III, CT Technologist III, Interventional Radiology Technologist III, MRI Technologist III, Radiology Technologist Mammography III, Ultrasound Technologist III, Cardiac Catheterization Laboratory Technologist III, Vascular Laboratory Technologist III

Years of Experience	Ratification	Jun-25	Jun-26
0	\$ 34.16	\$ 34.17	\$ 34.52
1	\$ 34.67	\$ 35.18	\$ 35.20
2	\$ 35.19	\$ 35.71	\$ 36.24
3	\$ 35.72	\$ 36.25	\$ 36.78
4	\$ 36.26	\$ 36.79	\$ 37.34
5	\$ 36.80	\$ 37.34	\$ 37.90
6	\$ 37.35	\$ 37.90	\$ 38.46
7	\$ 37.91	\$ 38.47	\$ 39.04
8	\$ 38.48	\$ 39.05	\$ 39.63
9	\$ 39.06	\$ 39.64	\$ 40.22
10	\$ 39.64	\$ 40.23	\$ 40.82
11	\$ 40.24	\$ 40.83	\$ 41.44
12	\$ 40.84	\$ 41.45	\$ 42.06
13	\$ 41.45	\$ 42.07	\$ 42.69
14	\$ 42.08	\$ 42.70	\$ 43.33
15	\$ 42.71	\$ 43.34	\$ 43.98
16	\$ 43.35	\$ 43.99	\$ 44.64
17	\$ 44.00	\$ 44.65	\$ 45.31
18	\$ 44.66	\$ 45.32	\$ 45.99
19	\$ 45.33	\$ 46.00	\$ 46.68
20	\$ 45.56	\$ 46.69	\$ 47.38
21	\$ 45.78	\$ 46.92	\$ 48.09
22	\$ 46.01	\$ 47.16	\$ 48.33

23	\$ 46.24	\$ 47.39	\$ 48.57
24	\$ 46.47	\$ 47.63	\$ 48.81
25	\$ 46.71	\$ 47.87	\$ 49.06
26	\$ 46.94	\$ 48.11	\$ 49.30
27	\$ 47.17	\$ 48.35	\$ 49.55
28	\$ 47.41	\$ 48.59	\$ 49.80
29	\$ 47.65	\$ 48.83	\$ 50.05
30+	\$ 47.88	\$ 49.08	\$ 50.30

Echocardiography Technician IV, Cardiac Catheterization Technologist IV, CT Technologist IV, Interventional Radiology Technologist IV, MRI Technologist IV, Radiology Technologist Mammography IV, Ultrasound Technologist IV, Cardiac Catheterization Laboratory Technologist IV, Vascular Laboratory Technologist IV

Years of Experience	Ratification	Jun-25	Jun-26
0	\$ 36.21	\$ 36.22	\$ 36.59
1	\$ 36.75	\$ 37.30	\$ 37.31
2	\$ 37.30	\$ 37.86	\$ 38.41
3	\$ 37.86	\$ 38.42	\$ 38.99
4	\$ 38.43	\$ 39.00	\$ 39.57
5	\$ 39.01	\$ 39.58	\$ 40.17
6	\$ 39.59	\$ 40.18	\$ 40.77
7	\$ 40.19	\$ 40.78	\$ 41.39
8	\$ 40.79	\$ 41.40	\$ 42.00
9	\$ 41.40	\$ 42.01	\$ 42.64
10	\$ 42.02	\$ 42.64	\$ 43.27
11	\$ 42.65	\$ 43.28	\$ 43.92
12	\$ 43.29	\$ 43.93	\$ 44.58
13	\$ 43.94	\$ 44.59	\$ 45.25
14	\$ 44.60	\$ 45.26	\$ 45.93
15	\$ 45.27	\$ 45.94	\$ 46.62
16	\$ 45.95	\$ 46.63	\$ 47.32
17	\$ 46.64	\$ 47.33	\$ 48.03
18	\$ 47.34	\$ 48.04	\$ 48.75
19	\$ 48.05	\$ 48.76	\$ 49.48
20	\$ 48.29	\$ 49.49	\$ 50.22
21	\$ 48.53	\$ 49.74	\$ 50.98
22	\$ 48.77	\$ 49.99	\$ 51.23
23	\$ 49.02	\$ 50.23	\$ 51.49
24	\$ 49.26	\$ 50.49	\$ 51.74
25	\$ 49.51	\$ 50.74	\$ 52.01

26	\$ 49.76	\$ 51.00	\$ 52.26
27	\$ 50.00	\$ 51.25	\$ 52.53
28	\$ 50.25	\$ 51.50	\$ 52.79
29	\$ 50.51	\$ 51.76	\$ 53.05
30+	\$ 50.76	\$ 52.03	\$ 53.31

Occupational Therapist, Physical Therapist, Speech Therapist

Years of Experience	Ratification	Jun-25	Jun-26
0	\$ 34.10	\$ 34.44	\$ 34.79
1	\$ 34.61	\$ 35.12	\$ 35.47
2	\$ 35.13	\$ 35.65	\$ 36.18
3	\$ 35.66	\$ 36.18	\$ 36.72
4	\$ 36.19	\$ 36.73	\$ 37.27
5	\$ 36.74	\$ 37.28	\$ 37.83
6	\$ 37.29	\$ 37.84	\$ 38.40
7	\$ 37.85	\$ 38.41	\$ 38.97
8	\$ 38.41	\$ 38.98	\$ 39.56
9	\$ 38.99	\$ 39.57	\$ 40.15
10	\$ 39.57	\$ 40.16	\$ 40.75
11	\$ 40.17	\$ 40.76	\$ 41.36
12	\$ 40.77	\$ 41.37	\$ 41.98
13	\$ 41.38	\$ 41.99	\$ 42.61
14	\$ 42.00	\$ 42.62	\$ 43.25
15	\$ 42.63	\$ 43.26	\$ 43.90
16	\$ 43.27	\$ 43.91	\$ 44.56
17	\$ 43.92	\$ 44.57	\$ 45.23
18	\$ 44.58	\$ 45.24	\$ 45.91
19	\$ 45.25	\$ 45.92	\$ 46.60
20	\$ 45.48	\$ 46.61	\$ 47.30
21	\$ 45.70	\$ 46.84	\$ 48.00
22	\$ 45.93	\$ 47.07	\$ 48.24
23	\$ 46.16	\$ 47.31	\$ 48.49
24	\$ 46.39	\$ 47.55	\$ 48.73
25	\$ 46.62	\$ 47.78	\$ 48.97
26	\$ 46.86	\$ 48.02	\$ 49.22
27	\$ 47.09	\$ 48.26	\$ 49.46
28	\$ 47.33	\$ 48.50	\$ 49.71
29	\$ 47.56	\$ 48.75	\$ 49.96
30+	\$ 47.80	\$ 48.99	\$ 50.21

Nuclear Medicine Technologist

Years of Experience	Ratification	Jun-25	Jun-26
0	\$ 34.35	\$ 34.69	\$ 35.04
1	\$ 34.87	\$ 35.38	\$ 35.73
2	\$ 35.39	\$ 35.91	\$ 36.44
3	\$ 35.92	\$ 36.45	\$ 36.99
4	\$ 36.46	\$ 37.00	\$ 37.54
5	\$ 37.00	\$ 37.55	\$ 38.11
6	\$ 37.56	\$ 38.11	\$ 38.68
7	\$ 38.12	\$ 38.69	\$ 39.26
8	\$ 38.70	\$ 39.27	\$ 39.85
9	\$ 39.28	\$ 39.86	\$ 40.44
10	\$ 39.86	\$ 40.45	\$ 41.05
11	\$ 40.46	\$ 41.06	\$ 41.67
12	\$ 41.07	\$ 41.68	\$ 42.29
13	\$ 41.69	\$ 42.30	\$ 42.93
14	\$ 42.31	\$ 42.94	\$ 43.57
15	\$ 42.95	\$ 43.58	\$ 44.22
16	\$ 43.59	\$ 44.23	\$ 44.89
17	\$ 44.24	\$ 44.90	\$ 45.56
18	\$ 44.91	\$ 45.57	\$ 46.24
19	\$ 45.58	\$ 46.25	\$ 46.94
20	\$ 45.81	\$ 46.95	\$ 47.64
21	\$ 46.04	\$ 47.18	\$ 48.36
22	\$ 46.27	\$ 47.42	\$ 48.60
23	\$ 46.50	\$ 47.66	\$ 48.84
24	\$ 46.73	\$ 47.89	\$ 49.09
25	\$ 46.97	\$ 48.13	\$ 49.33
26	\$ 47.20	\$ 48.37	\$ 49.58
27	\$ 47.44	\$ 48.62	\$ 49.83
28	\$ 47.67	\$ 48.86	\$ 50.07
29	\$ 47.91	\$ 49.10	\$ 50.33
30+	\$ 48.15	\$ 49.35	\$ 50.58

Nuclear Medicine Technologist II

Years of Experience	Ratification	Jun-25	Jun-26
0	\$ 36.41	\$ 36.78	\$ 37.14
1	\$ 36.96	\$ 37.50	\$ 37.88
2	\$ 37.51	\$ 38.07	\$ 38.63
3	\$ 38.07	\$ 38.64	\$ 39.21
4	\$ 38.65	\$ 39.22	\$ 39.80
5	\$ 39.22	\$ 39.80	\$ 40.39
6	\$ 39.81	\$ 40.40	\$ 41.00
7	\$ 40.41	\$ 41.01	\$ 41.61
8	\$ 41.02	\$ 41.62	\$ 42.24
9	\$ 41.63	\$ 42.25	\$ 42.87
10	\$ 42.26	\$ 42.88	\$ 43.51

11	\$ 42.89	\$ 43.52	\$ 44.17
12	\$ 43.53	\$ 44.18	\$ 44.83
13	\$ 44.19	\$ 44.84	\$ 45.50
14	\$ 44.85	\$ 45.51	\$ 46.18
15	\$ 45.52	\$ 46.19	\$ 46.88
16	\$ 46.21	\$ 46.89	\$ 47.58
17	\$ 46.90	\$ 47.59	\$ 48.29
18	\$ 47.60	\$ 48.31	\$ 49.02
19	\$ 48.32	\$ 49.03	\$ 49.75
20	\$ 48.56	\$ 49.77	\$ 50.50
21	\$ 48.80	\$ 50.01	\$ 51.26
22	\$ 49.04	\$ 50.26	\$ 51.51
23	\$ 49.29	\$ 50.52	\$ 51.77
24	\$ 49.54	\$ 50.77	\$ 52.03
25	\$ 49.78	\$ 51.02	\$ 52.29
26	\$ 50.03	\$ 51.28	\$ 52.55
27	\$ 50.28	\$ 51.53	\$ 52.82
28	\$ 50.53	\$ 51.79	\$ 53.08
29	\$ 50.79	\$ 52.05	\$ 53.34
30+	\$ 51.04	\$ 52.31	\$ 53.61

Nuclear Medicine Technologist III

Years of Experience	Ratification	Jun-25	Jun-26
0	\$ 38.60	\$ 38.98	\$ 39.37
1	\$ 39.17	\$ 39.75	\$ 40.15
2	\$ 39.76	\$ 40.35	\$ 40.95
3	\$ 40.36	\$ 40.96	\$ 41.56
4	\$ 40.96	\$ 41.57	\$ 42.18
5	\$ 41.58	\$ 42.19	\$ 42.82
6	\$ 42.20	\$ 42.83	\$ 43.46
7	\$ 42.84	\$ 43.47	\$ 44.11
8	\$ 43.48	\$ 44.12	\$ 44.77
9	\$ 44.13	\$ 44.78	\$ 45.44
10	\$ 44.79	\$ 45.45	\$ 46.13
11	\$ 45.46	\$ 46.14	\$ 46.82
12	\$ 46.15	\$ 46.83	\$ 47.52
13	\$ 46.84	\$ 47.53	\$ 48.23
14	\$ 47.54	\$ 48.24	\$ 48.96
15	\$ 48.25	\$ 48.97	\$ 49.69
16	\$ 48.98	\$ 49.70	\$ 50.44
17	\$ 49.71	\$ 50.45	\$ 51.19
18	\$ 50.46	\$ 51.20	\$ 51.96
19	\$ 51.21	\$ 51.97	\$ 52.74
20	\$ 51.47	\$ 52.75	\$ 53.53
21	\$ 51.73	\$ 53.01	\$ 54.33
22	\$ 51.99	\$ 53.28	\$ 54.61

23	\$ 52.25	\$ 53.55	\$ 54.88
24	\$ 52.51	\$ 53.81	\$ 55.15
25	\$ 52.77	\$ 54.08	\$ 55.43
26	\$ 53.03	\$ 54.35	\$ 55.71
27	\$ 53.30	\$ 54.63	\$ 55.98
28	\$ 53.57	\$ 54.90	\$ 56.26
29	\$ 53.83	\$ 55.17	\$ 56.55
30+	\$ 54.10	\$ 55.45	\$ 56.83

Nuclear Medicine Technologist IV

Years of Experience	Ratification	Jun-25	Jun-26
0	\$ 40.91	\$ 41.32	\$ 41.73
1	\$ 41.53	\$ 42.14	\$ 42.56
2	\$ 42.15	\$ 42.77	\$ 43.40
3	\$ 42.78	\$ 43.41	\$ 44.05
4	\$ 43.42	\$ 44.06	\$ 44.71
5	\$ 44.07	\$ 44.72	\$ 45.39
6	\$ 44.73	\$ 45.40	\$ 46.07
7	\$ 45.41	\$ 46.08	\$ 46.76
8	\$ 46.09	\$ 46.77	\$ 47.46
9	\$ 46.78	\$ 47.47	\$ 48.17
10	\$ 47.48	\$ 48.18	\$ 48.89
11	\$ 48.19	\$ 48.90	\$ 49.63
12	\$ 48.91	\$ 49.64	\$ 50.37
13	\$ 49.65	\$ 50.38	\$ 51.13
14	\$ 50.39	\$ 51.14	\$ 51.89
15	\$ 51.15	\$ 51.90	\$ 52.67
16	\$ 51.92	\$ 52.68	\$ 53.46
17	\$ 52.69	\$ 53.47	\$ 54.26
18	\$ 53.49	\$ 54.28	\$ 55.08
19	\$ 54.29	\$ 55.09	\$ 55.90
20	\$ 54.56	\$ 55.92	\$ 56.74
21	\$ 54.83	\$ 56.20	\$ 57.59
22	\$ 55.11	\$ 56.48	\$ 57.88
23	\$ 55.38	\$ 56.76	\$ 58.17
24	\$ 55.66	\$ 57.04	\$ 58.46
25	\$ 55.94	\$ 57.33	\$ 58.75
26	\$ 56.22	\$ 57.61	\$ 59.05
27	\$ 56.50	\$ 57.90	\$ 59.34
28	\$ 56.78	\$ 58.19	\$ 59.64
29	\$ 57.06	\$ 58.48	\$ 59.94
30+	\$ 57.35	\$ 58.78	\$ 60.24

Pharmacist			
Years of Experience	Ratification	Jun-25	Jun-26

0	\$ 53.00	\$ 53.53	\$ 54.07
1	\$ 53.85	\$ 54.59	\$ 55.14
2	\$ 54.71	\$ 55.46	\$ 56.23
3	\$ 55.58	\$ 56.35	\$ 57.13
4	\$ 56.47	\$ 57.25	\$ 58.04
5	\$ 57.38	\$ 58.17	\$ 58.97
6	\$ 58.30	\$ 59.10	\$ 59.91
7	\$ 59.23	\$ 60.04	\$ 60.87
8	\$ 60.18	\$ 61.01	\$ 61.85
9	\$ 61.14	\$ 61.98	\$ 62.84
10	\$ 62.12	\$ 62.97	\$ 63.84
11	\$ 63.11	\$ 63.98	\$ 64.86
12	\$ 64.12	\$ 65.00	\$ 65.90
13	\$ 65.15	\$ 66.04	\$ 66.95
14	\$ 66.19	\$ 67.10	\$ 68.03
15	\$ 66.39	\$ 68.17	\$ 69.11
16	\$ 66.59	\$ 68.38	\$ 70.22
17	\$ 66.79	\$ 68.58	\$ 70.43
18	\$ 66.99	\$ 68.79	\$ 70.64
19	\$ 67.19	\$ 69.00	\$ 70.85
20	\$ 67.39	\$ 69.20	\$ 71.07
21	\$ 67.59	\$ 69.41	\$ 71.28
22	\$ 67.79	\$ 69.62	\$ 71.49
23	\$ 68.00	\$ 69.83	\$ 71.71
24	\$ 68.20	\$ 70.04	\$ 71.92
25	\$ 68.41	\$ 70.25	\$ 72.14
26	\$ 68.61	\$ 70.46	\$ 72.36
27	\$ 68.82	\$ 70.67	\$ 72.57
28	\$ 69.02	\$ 70.88	\$ 72.79
29	\$ 69.23	\$ 71.09	\$ 73.01
30+	\$ 69.44	\$ 71.31	\$ 73.23

Perfusionist

Years of Experience	Ratification	Jun-25	Jun-26
0	\$ 58.20	\$ 58.78	\$ 59.37
1	\$ 59.07	\$ 59.95	\$ 60.55
2	\$ 59.96	\$ 60.85	\$ 61.74
3	\$ 60.86	\$ 61.76	\$ 62.67
4	\$ 61.77	\$ 62.68	\$ 63.61
5	\$ 62.70	\$ 63.62	\$ 64.56
6	\$ 63.64	\$ 64.58	\$ 65.53
7	\$ 64.59	\$ 65.55	\$ 66.52
8	\$ 65.56	\$ 66.53	\$ 67.51
9	\$ 66.55	\$ 67.53	\$ 68.53
10	\$ 67.54	\$ 68.54	\$ 69.55
11	\$ 68.56	\$ 69.57	\$ 70.60

12	\$	69.58	\$	70.61	\$	71.66
13	\$	70.63	\$	71.67	\$	72.73
14	\$	71.69	\$	72.75	\$	73.82
15	\$	72.76	\$	73.84	\$	74.93
16	\$	73.85	\$	74.95	\$	76.05
17	\$	74.96	\$	76.07	\$	77.19
18	\$	76.09	\$	77.21	\$	78.35
19	\$	77.23	\$	78.37	\$	79.53
20	\$	77.61	\$	79.55	\$	80.72
21	\$	78.00	\$	79.94	\$	81.93
22	\$	78.39	\$	80.34	\$	82.34
23	\$	78.78	\$	80.74	\$	82.75
24	\$	79.18	\$	81.15	\$	83.17
25	\$	79.57	\$	81.55	\$	83.58
26	\$	79.97	\$	81.96	\$	84.00
27	\$	80.37	\$	82.37	\$	84.42
28	\$	80.77	\$	82.78	\$	84.84
29	\$	81.18	\$	83.20	\$	85.27
30+	\$	81.58	\$	83.61	\$	85.69

Employees Employed prior to or on May 31st, 2024						
Ratification						
Upon ratification employees will move to the correct step based on completed years of experience by the end of the month that is prior to ratification or a minimum increase of a 3.5% .						
Jun-25						
Employees, employed with Geisinger for one year or more will move to the step based on completed years of experience as of May 31, 2025 or will receive a minimum of a 3.00% increase.						
Jun-26						
Employees, employed with Geisinger for one year or more will move to the step based on completed years of experience as of May 31, 2026 or will receive a minimum of a 3.00% increase.						
Employees Employed after May 31st, 2024						
Employees will be placed on the step scale that corresponds with their completed years of experience upon hire, this includes employees hired prior to May 31st, 2024, but have not started until after May 31st.						

Jun-25	
Employees, employed with Geisinger for one year or more will move to the step based on completed years of experience as of May 31, 2025.	
Jun-26	
Employees, employed with Geisinger for one year or more will move to the step based on completed years of experience as of May 31, 2026.	

Additional Pay	
Per Diem	
Radiology Positions	\$2.00/hour in addition to base
Emergency Tech I	\$16.25/hour - set rate
Emergency Tech II	\$17.25/hour - set rate
Surgical Technologist	\$26.00/hour - set rate
PT/OT/SLP	\$55/hour - set rate
COTA/PTA	\$30/hour - set rate
Inpatient LPN's	<8 yrs = \$28, <15 yrs = 29.40, 15+ yrs = 30.87 - set rates
All others would be based on their experience and placed on the scale or red circled	

Preceptor / Training	\$1.00
CEP's receive a 5% premium	
*Surgical Technologists Heart Team Premium = \$3.00/hour	\$3.00
*Surgical Technologist - Eye Team	\$1.50
*Paid according to program schedule	
Cardiac Specialty Incentive Plan	
1. Joint Specialty Team:	\$1.00/hr.
2. 6 months after start:	another \$1.00/hr. total of \$2.00/hr. + \$500
3. 12 months after start:	another \$1.00/hr. for a total of \$3.00/hr. + \$500
4. 18 months after start	\$1,000
5. 24 months after start	\$500

PASNAP PRO TECH 12-20 Final

Interim Agreement Report










2025-01-10


Created:	2025-01-02
By:	Jenna Stewart (laborrelations@geisinger.edu)
Status:	Out for Signature
Transaction ID:	CBJCHBCAABAxAxMsapufz4IFrra87xX5vzE38cFf4g75

Agreement History


Agreement history is the list of the events that have impacted the status of the agreement prior to the final signature. A final audit report will be generated when the agreement is complete.

"PASNAP PRO TECH 12-20 Final" History


-  Document created by Jenna Stewart (laborrelations@geisinger.edu)
2025-01-02 - 8:51:36 PM GMT - IP address: 170.85.70.199
-  Document emailed to Ronald Beer (rrbeer@geisinger.edu) for signature
2025-01-02 - 8:54:38 PM GMT
-  Document emailed to elizabeth.mcdonald@scranton.edu for signature
2025-01-02 - 8:54:39 PM GMT
-  Document emailed to pammyg823@gmail.com for signature
2025-01-02 - 8:54:39 PM GMT
-  Document emailed to jameshemanski@gmail.com for signature
2025-01-02 - 8:54:40 PM GMT
-  Document emailed to keyaskom2@gmail.com for signature
2025-01-02 - 8:54:40 PM GMT
-  Document emailed to apossanza93@gmail.com for signature
2025-01-02 - 8:54:41 PM GMT
-  Document emailed to luvmyjakebenjeff@gmail.com for signature
2025-01-02 - 8:54:41 PM GMT
-  Document emailed to macker31@verizon.net for signature
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2025-01-02 - 8:54:42 PM GMT

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2025-01-02 - 8:54:43 PM GMT

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2025-01-02 - 8:54:43 PM GMT

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2025-01-02 - 8:54:44 PM GMT

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2025-01-02 - 8:54:44 PM GMT

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2025-01-02 - 8:54:45 PM GMT

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2025-01-02 - 8:54:45 PM GMT

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2025-01-02 - 8:54:46 PM GMT

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2025-01-02 - 8:55:14 PM GMT- IP address: 74.125.210.36

 Email viewed by Ronald Beer (rrbeer@geisinger.edu)

2025-01-02 - 8:55:36 PM GMT- IP address: 104.47.55.254

 Document e-signed by Ronald Beer (rrbeer@geisinger.edu)

Signature Date: 2025-01-02 - 8:55:49 PM GMT - Time Source: server- IP address: 170.85.72.168

 Email viewed by macker31@verizon.net

2025-01-02 - 9:00:18 PM GMT- IP address: 69.147.93.139

 Email viewed by apossanza93@gmail.com


2025-01-02 - 9:03:01 PM GMT- IP address: 74.125.213.4


 Signer macker31@verizon.net entered name at signing as ANN MACK


2025-01-02 - 9:14:18 PM GMT- IP address: 174.178.57.13


 Document e-signed by ANN MACK (macker31@verizon.net)


Signature Date: 2025-01-02 - 9:14:20 PM GMT - Time Source: server- IP address: 174.178.57.13


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2025-01-02 - 9:20:31 PM GMT- IP address: 74.125.210.34


 Email viewed by stanskiemily@gmail.com
2025-01-02 - 9:22:57 PM GMT- IP address: 74.125.213.3


 Email viewed by janice130@msn.com
2025-01-02 - 10:15:08 PM GMT- IP address: 172.225.110.56


 Email viewed by pammyg823@gmail.com
2025-01-02 - 11:12:59 PM GMT- IP address: 104.28.55.227


 Signer pammyg823@gmail.com entered name at signing as Pamela Guido
2025-01-03 - 0:06:28 AM GMT- IP address: 73.230.65.227


 Document e-signed by Pamela Guido (pammyg823@gmail.com)
Signature Date: 2025-01-03 - 0:06:30 AM GMT - Time Source: server- IP address: 73.230.65.227


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2025-01-03 - 2:00:23 AM GMT- IP address: 104.28.77.173


 Email viewed by jmsnautigurl@icloud.com
2025-01-03 - 3:23:17 AM GMT- IP address: 146.75.252.1


 Email viewed by luvmyjakebenjeff@gmail.com
2025-01-03 - 3:39:45 AM GMT- IP address: 146.75.252.0


 Email viewed by lhorchos03@yahoo.com
2025-01-03 - 4:19:52 AM GMT- IP address: 24.35.97.125


 Email viewed by thelilacbush@gmail.com
2025-01-03 - 6:05:47 AM GMT- IP address: 74.125.210.38

















 Signer jmsnautigurl@icloud.com entered name at signing as Natalie wirth
2025-01-03 - 10:51:49 AM GMT- IP address: 73.230.98.118

















 Document e-signed by Natalie wirth (jmsnautigurl@icloud.com)
Signature Date: 2025-01-03 - 10:51:51 AM GMT - Time Source: server- IP address: 73.230.98.118

 Signer apossanza93@gmail.com entered name at signing as Anthony Possanza
2025-01-03 - 1:57:29 PM GMT- IP address: 159.240.11.58

 Document e-signed by Anthony Possanza (apossanza93@gmail.com)
Signature Date: 2025-01-03 - 1:57:31 PM GMT - Time Source: server- IP address: 159.240.11.58

 Signer stanskiemily@gmail.com entered name at signing as Emily Stanski
2025-01-03 - 4:17:55 PM GMT- IP address: 159.240.11.54

-  Document e-signed by Emily Stanski (stanskiemily@gmail.com)
Signature Date: 2025-01-03 - 4:17:57 PM GMT - Time Source: server- IP address: 159.240.11.54
-  Signer thelilacbush@gmail.com entered name at signing as Carolyn Williams
2025-01-04 - 12:31:53 PM GMT- IP address: 143.109.231.186
-  Document e-signed by Carolyn Williams (thelilacbush@gmail.com)
Signature Date: 2025-01-04 - 12:31:55 PM GMT - Time Source: server- IP address: 143.109.231.186
-  Email viewed by elizabeth.mcdonald@scranton.edu
2025-01-04 - 2:37:28 PM GMT- IP address: 20.69.122.32
-  Email viewed by jameshemanski@gmail.com
2025-01-04 - 2:46:34 PM GMT- IP address: 74.125.210.33
-  Signer jameshemanski@gmail.com entered name at signing as James Shemanski
2025-01-04 - 2:48:08 PM GMT- IP address: 73.130.76.245
-  Document e-signed by James Shemanski (jameshemanski@gmail.com)
Signature Date: 2025-01-04 - 2:48:10 PM GMT - Time Source: server- IP address: 73.130.76.245
-  Email viewed by janice130@msn.com
2025-01-04 - 2:49:22 PM GMT- IP address: 172.225.110.33
-  Email viewed by luvmyjakebenjeff@gmail.com
2025-01-04 - 3:08:35 PM GMT- IP address: 172.225.110.10
-  Email viewed by nlascoskie@gmail.com
2025-01-04 - 6:18:52 PM GMT- IP address: 159.240.11.50
-  Signer nlascoskie@gmail.com entered name at signing as Nadine lascoskie
2025-01-04 - 8:15:17 PM GMT- IP address: 159.240.11.50
-  Document e-signed by Nadine lascoskie (nlascoskie@gmail.com)
Signature Date: 2025-01-04 - 8:15:19 PM GMT - Time Source: server- IP address: 159.240.11.50
-  Email viewed by keyaskom2@gmail.com
2025-01-05 - 2:03:42 AM GMT- IP address: 172.226.154.2
-  Signer keyaskom2@gmail.com entered name at signing as Michael Keyasko
2025-01-05 - 2:06:43 AM GMT- IP address: 174.178.36.2
-  Document e-signed by Michael Keyasko (keyaskom2@gmail.com)
Signature Date: 2025-01-05 - 2:06:45 AM GMT - Time Source: server- IP address: 174.178.36.2
-  Email viewed by lhorchos03@yahoo.com
2025-01-05 - 4:14:23 AM GMT- IP address: 24.35.97.125

-  Email viewed by elizabeth.mcdonald@scranton.edu
2025-01-05 - 2:37:59 PM GMT- IP address: 104.43.232.151
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