

# Memorandum of Agreement

## AGREEMENT BETWEEN TEMPLE UNIVERSITY HOSPITAL (TUH) AND TEMPLE UNIVERSITY HOSPITAL ALLIED HEALTH PROFESSIONALS/ PENNSYLVANIA ASSOCIATION OF STAFF NURSES AND ALLIED PROFESSIONALS (TAP/PASNAP)

Agreement made and entered into this 8<sup>th</sup> day of October 2025 by Temple University Hospital (hereinafter referred to as "TUH"), located in Philadelphia, Pennsylvania, Philadelphia PA and Temple University Hospital Allied Health Professionals/PASNAP, (hereinafter the "union"), with principal offices located at 3031 Walton Road, Suite c-104 Plymouth Meeting, PA 19462 acting herein on behalf of the employees of TUH, as hereinafter defined, now employed and hereinafter to be employed and collectively designated as the "Employees".

All terms and conditions of the current collective bargaining agreement shall remain in full force and effect except as modified below in the attached Tentative Agreements. All changes shall become effective as soon as practically arranged unless specified otherwise.

ARTICLE 1  
RECOGNITION

1.4 When a new job classification is created within the bargaining unit, the Employer shall notify TAP/PASNAP and shall meet and negotiate ~~meet and discuss~~ with the Union regarding ~~hours and the rates~~ of the new position. (TA 10/6/2025)

ARTICLE 5 [TA 9/30/2025]  
UNION ACTIVITY, VISITATION, BULLETIN BOARDS, AND DELEGATE MEETINGS

5.1 Representatives of the Union, after receiving permission of the Department of Labor Relations, or its designee, shall continue to have reasonable access to Temple premises for the purpose of administering this Agreement. ~~[TA 9/30/2025]~~

5.8 The Hospital shall provide for one half hour during the orientation of newly hired employees for presentation by the Union of information on the rights and benefits of employees and the services provided by the Union. A private space will be provided. The Hospital shall provide a list of the names of individuals expected to be oriented at least 48 hours prior to each orientation session, and shall supply the schedule of the orientation sessions to the Union at the beginning of each fiscal year. Orientees shall be released from their job duties while at work for the purpose of attending an orientation. [TA 8/14/2025]

ARTICLE 7 \_  
SENIORITY

7.1 Definition

(a) Bargaining unit seniority shall be defined as the total length of time an employee has been employed by Temple since his/her last date of hire in a position covered by this Agreement. **Bargaining unit seniority shall be used in layoff and recall, job bidding within the employee's current department and all other purposes except as limited by paragraphs (b) and (c) of this Section.** [TA 9/24/2025]

(b) Temple seniority is defined as the length of time an employee has been continuously employed by TUH since his or her last date of hire as an employee, in any status. This shall apply for vacation and sick leave accrual. Changes in status shall not constitute a break in service. Employees who are hired on the same date will be carried on the seniority list numerically by TUID.

(c) Department seniority is defined as the length of continuous employment by an employee in their current department at TUH, as defined in Section 4 of this Article. **Department seniority will be used for vacation bidding, holiday selection, schedule adjustments, and determining rotation order, shift changes, status changes, (PRN, Part-Time, or Full-Time) The Department Seniority list will be kept available in the unit.** [TA 9/29/2025]

7.4 Lay-Off

(a) In the event of a lay-off in a job classification within a department, probationary employees shall



be laid off first, then part-time employees and full-time employees on the basis of their bargaining unit seniority. Regularly scheduled pool employees shall have their weekday hours cancelled prior to the layoff of regular full time or part time employees. Regular full time or part time employees who are selected for lay-off shall be offered the alternative options to:

- Accept a posted pool position for which they are qualified, according to seniority;
- Bump a less senior pool employee from a position for which they are qualified; or
- Accept the lay-off

The departments are defined as follows: **[TA 10/6/2025]**

Anesthesiology	Patient relations
Bone Marrow Transplant	Perioperative Administration
<b>Bronchoscopy Suite [TA 7/24/25]</b>	Pharmacy Inpatient (Techs)
Cancer Center	Pharmacy Outpatient (Techs)
Cardiovascular	Pharmacy Inpatient (Pharmacists)
Clinical Data Analysis	Pharmacy Outpatient (Pharmacists)
Clinical Engineering	Pharmacy Outpatient (Techs) WF <b>[TA 10/1/2025]</b>
Clinical Neurophysiology	Pharmacy Inpatient (Pharmacists) WF <b>[TA 10/1/2025]</b>
Clinical Resource Management	Pharmacy Outpatient (Pharmacists)WF <b>[TA 10/1/2025]</b>
Fetal Center	Physical Therapy
Gastroenterology	<b>PT/OT/Speech (TA 7/24/2025)</b>
Heart Station	Preadmission Testing Pulmonary Function
Lab - Blood Bank	
Lab - Chemistry	Radiation Oncology and Radiation Therapy
Lab - Cytology	Radiation Safety
Lab - Hematology	Radiology-Cat Scan
Lab - Histocompatibility	Radiology-Diagnostic Imaging
Lab - Microbiology	Radiology-Mammography
Lab - Molecular Pathology	<b>LAB – WFH Consolidated Lab [TA 10/6/2025]</b>
Lab - Pathology	
<b>LAB – Point of Care (TA 10/6/25)</b>	Radiology-MRI
Lab - Specimen Processing	Radiology-Nuclear Medicine
Linguistic Services	Radiology-Special Procedures
	Radiology-Ultrasound
Lung Transplant	

Lung Volume Reduction Surgery	
Medical Record Data Analysis	Recreational Therapy
Neurosurgery	Respiratory Care
Non-Invasive Lab	Sleep Center
Nutrition Center	Social Work
Occupational Therapy	Speech Therapy
Oncology Service Line	Surgery
Operating Room	Telemetry
Otorhinology	Transplant Services
	Trauma Program
	Vascular Lab

ARTICLE 8

TRANSFER/PROMOTION – [TA 10/1/2025]

8.1 (f) A successful bidder will not be eligible to apply for a transfer to another position outside the unit for **eight (8) months** [TA 10/1/2025] Newly hired employees shall not be eligible to bid for a transfer to another position outside the unit for twelve (12) months. Employees who have recently bid on a new position may not bid internally for a change of shift while they are on active perception or orientation, which period is determined individually based on the needs of the employee.

ARTICLE 9 [TA 10/7/2025]  
RATES OF PAY

9.1 Professional and Technical Employees

(a) An employee’s step placement shall be based upon the employee’s experience in his/her job specialty. Experience step increases shall be assessed in the first full pay period each November.

(b) Effective the first full pay period **after ratification**, employees, including per diem, shall receive a **three and one quarter percent (3.25%)** across the board increase. Appendix A, Appendix B, and Appendix C will reflect such increase.

(c) Effective the first full pay period in October **2026**, employees, including per diem, shall receive a **three and one quarter percent (3.25%)** across the board increase. Appendix A, Appendix B, and Appendix C will reflect such increase.

(d) Effective the first full pay period in October **2027**, employees, including per diem, shall receive a **three percent (3.00%)** across the board increase. Appendix A, Appendix B, and Appendix C will reflect such increase.

9.2 An employee temporarily assigned to a higher paying position or classification or temporarily assigned to perform duties generally performed by a higher paying classification shall be compensated at a higher rate of pay once they have completed two (2) or more full shifts in a work week. The higher rate of pay shall be



retroactive to the first day. Employees' assignments shall not be split in order to avoid paying this benefit.

9.3 (a) Pool rates are reflected in Appendix C.

(b) A pool employee will be paid in accordance with Article 11 while on call. When called in to work the on-call differential will cease. Unless worked, on-call pay shall not count in the calculation of overtime hours.

(c) Temple will agree to meet with the Union to review pool rates as needed but no more than annually.

9.4 Employees who take charge shall receive charge pay of \$3.00 per hour. Employees currently receiving charge pay will continue to receive such pay. If management wishes to implement charge in a department where it does not currently exist, they will first meet and discuss with the union.

#### ARTICLE 10

##### HOURS OF WORK [TA 10/1/2025]

10.2 Scheduling Procedure: (b) At the end of the seven (7) day period, remaining available shifts will be distributed equitably in accordance with the following order of priority:

1. **Full time and regular part time employees who have expressed interest will be assigned up to twelve (12) additional hours per week. Employees with the necessary skill and ability to complete an assignment will be given priority for such assignment based on the home department's schedules. [TA 10/1/2025]**

10.8 When there is a call-off or a hole in the final posted schedule, the Hospital will make an effort to fill the hole where needed. [TA 8/14/2025]

#### ARTICLE 11

##### SHIFT DIFFERENTIAL, WEEKEND DIFFERENTIAL AND ON-CALL PAY

11.2 A shift differential shall not be gained or lost as a result of an extension of shift cause by overtime. **Day shift employees who work a full shift after completing their regular shift will receive a shift differential for all hours worked on the second shift worked. [TA 10/6/2025]**

11.9 Employees in any department in the bargaining unit who work sixteen (16) or more hours within a twenty-four (24) hour period as a result of taking call who have less than **ten (10) hours [TA 8/14/2025]** off before the start of their next regularly scheduled shift shall be released from their scheduled shift without loss of pay with the approval of the manager. Such paid shift shall not be considered as time worked for the purpose of computing overtime.

ARTICLE 12

HOLIDAYS

12.5 If one of the holidays falls during an employee's vacation at the option of Temple, the vacation shall be extended by one (1) day, or the employee shall receive a day off at his regular rate of pay within sixty (60) days of the holiday. In making the determination, Temple will take into consideration the employee's expressed preference. [Maintain current language. Not to prejudice either party's position in arbitration.]

12.6 If one of the holidays falls during an employee's vacation at the option of Temple, the vacation shall be extended by one (1) day, or the employee shall receive a day off at his regular rate of pay within sixty (60) days of the holiday. In making the determination, Temple will take into consideration the employee's expressed preference [Maintain current language. Not to prejudice either party's position in arbitration.]

(b) An employee with twenty or more years of bargaining unit seniority shall receive her or his anniversary date of hire off as a paid personal day to be used **within 120 days after** the anniversary date of hire and scheduled prior to the schedule on which the personal day is taken. [TA 10/7/2025]

ARTICLE 13

PERSONAL TIME

13. 2 (d) An employee with twenty or more years of bargaining unit seniority shall receive her or his anniversary date of hire off as a paid personal day to be **used within 120 days after** the anniversary date of hire and scheduled prior to the schedule on which the personal day is taken.[TA 10/6/2025]

ARTICLE 14

VACATIONS

14.3

(c) All vacation requests submitted by January 31<sup>st</sup> for that calendar year including the following January and February will be awarded by **department seniority** ~~length of service within the Department~~ as listed in Article 7, confirmed no later than February 28<sup>th</sup> and the granted weeks filled in on the calendar. Requests for full weeks shall be honored before requests for single days. No change shall be made in the approved vacations thereafter except by mutual agreement of the employee and the Hospital. Employees who do not submit a request by January 31<sup>st</sup> may select remaining vacation time with at least one month's notice, on a first come basis. Such requests shall be approved or denied within ten (10) working days of request. Special requests for a vacation with less than one month's notice may be granted at the manager's discretion. Requests shall not be unreasonably denied. [TA 8/14/2025]

ARTICLE 17

LEAVES OF ABSENCES -

17 (b) Parental Leave

**Temple will provide one (1) week of paid parental leave following the birth of an employee's child or the placement of a child with an employee in connection with an adoption under the conditions described below. The purpose of paid parental leave is to enable the employee to care for and bond with a newborn or a newly-adopted child. This leave will run concurrently with FMLA or other**



leaves taken by the employee and must be completed within twelve (12) calendar months of the child's birth or placement.

Full time employees are eligible for the leave if they have been employed with Temple for at least twelve (12) consecutive months and have worked at least 1,250 hours during the twelve (12) consecutive months immediately preceding the date that the leave would begin. The employee also must meet one of the following criteria: have given birth to a child (this does not apply to a surrogate or donor); be the parent of a newly-born child (this does not apply to a surrogate or donor); or have a child who is under the age of 18 years old placed with the employee for adoption. This provision does not apply to the adoption of a stepchild by a stepparent or the placement of a foster child. [TA 10/7/2025]

ARTICLE 20 (TA 9/24/2025)  
GRIEVANCE PROCEDURE

20.1 All differences or grievances that may arise between the parties pertaining to the application, interpretation, or compliance of this Agreement shall be subject to the grievance and arbitration procedure, except that disputes arising under health and welfare (including medical, dental, vision, prescription, disability, life insurance) or retirement benefit plans must be raised only through the procedure provided by the plan. [TA 8/28/2025]

Grievances that concern the entire bargaining unit shall follow the normal grievance and arbitration process.

Within ten (10) calendar days after a potential grievance arose or should have been known by the employee, an employee with a potential grievance, along with their union delegate, may discuss it with the employee's immediate supervisor to attempt to find a solution. If there is no resolution to the issue, it may be presented at Step 1. [TA 9/24/2025]

Without waiving its statutory or management rights, a grievance on behalf of Temple may be presented initially at Step 2 by notice in writing addressed to the Union at its offices. [TA 8/28/2025]

STEP ONE: An employee(s) and/or the local union representative, if requested, shall present a grievance in writing to the Labor and Employee Relations Department within ten (10) calendar days after it arose or should have been known to the employee. In the event the employee has engaged in a discussion with the employee's supervisor and union delegate as referenced above, the grievance shall be presented in writing within ten calendar (10) days of such meeting. The Department Director/AVP will respond in writing to the employee and the local union representative within ten (10) business days after the presentation of the grievance. [TA 9/24/2024]

STEP TWO: If the grievance is not settled at Step One, the union may, within ten (10) calendar days after the answer in Step 1, present the grievance at Step Two. A grievance shall be presented in this step to the Labor and Employee Relations Department. [TA 8/28/2025]

The Labor and Employee Relations Department shall hold a hearing within thirty (30) calendar days, unless such hearing is waived by either the Union or the Labor and Employee Relations Department with notice to the other party. If the hearing is waived, the Labor and Employee Relations Department shall answer the grievance within ten (10) business days of notification of the

waiver. Upon presentation of the grievance, the Union shall offer available dates and times for the hearing that shall not be limited to work days. If a hearing is held, the grievance shall be answered within ten (10) business days following the hearing. [TA 8/28/2025]

ARTICLE 21  
ARBITRATION [TA 10/7/2025]

21.7 Expedited Arbitration

(a) The parties agree to maintain a panel of no less than six (6) arbitrators on a rotating basis, with all arbitrators trained in Just Culture. The parties can mutually agree to expand the panel if necessary based on the volume of cases and availability of arbitrators. ~~Under the expedited procedure the parties agree to utilize the arbitrators in the above referenced panel who are able to hear the case within the agreed upon timeline set forth in paragraph (g) of this article.~~

(b) In the event one of the panel arbitrators resigns, or an arbitrator is removed from the panel, or one or more arbitrators are added to the panel, a new arbitrator shall be selected by the following process. Within thirty (30) days of the vacancy, each party will submit to the other three names for consideration. All arbitrators on the list must be members of the National Academy of Arbitrators and the American Arbitration Association. Each party may strike any names from the other's list without restriction. If there is one name in common, that individual shall be invited to serve on the panel. If there are two names in common, they will be invited in alphabetical order. If none of the invited arbitrators accept, the process will be repeated. If there is no name in common on the lists, this process will be repeated up to three times. If no mutually agreeable name is selected, the parties shall request a list of five arbitrators from the American Arbitration Association, excluding all individuals previously struck. The arbitrators shall be ranked, and the one with highest average ranking will be appointed.

(c) The parties may mutually agree to remove any arbitrator at any time. Between May 1 and June 1 of the second year of the agreement, either party may elect to remove one arbitrator from the panel by providing notice to the other. The arbitrator shall not be informed of the party choosing to remove the arbitrator. The arbitrator shall continue to serve on cases already assigned before the date of removal unless the parties agree otherwise or the arbitrator asks to be removed. Arbitrators removed shall be replaced by the parties in the manner described above.

(d) ~~If no cases are scheduled on an arbitrator's prescheduled date,~~ The selected arbitrator will be notified three (3) weeks in advance of the pre-scheduled date to avoid cancellation charges. If cancellation occurs within three weeks of the date, the parties will share in the cost of the cancellation fee. [TA 10/8/2025]

(e) Once an arbitrator has been assigned, he/she shall retain jurisdiction over the case and future dates for continued cases. The arbitrators and the hearings shall be governed by the Voluntary Labor Arbitration Rules of the American Arbitration Association and this article.

(f) Arbitration shall be conducted using a rotating panel of Six (6) arbitrators certified by the American Arbitration Association (AAA), ~~Arbitrators will be selected in rotating order from the panel with arbitrators training in Just Culture.~~ The parties can mutually agree to expand the panel if necessary based on the volume of cases and availability of the arbitrators. If an arbitrator is unavailable to hear the case within the timelines outlined herein, the next arbitrator on the list will be selected.

(g) ~~No later than September 30 of each year, the parties will determine arbitration dates for the following~~



calendar year, rotating the arbitrators on the panel in securing pre-scheduled dates.

~~(h) Cases will be scheduled for arbitration on the pre-scheduled dates in the order in which the demand for arbitration is filed, provided that:~~

- ~~(1) discharge cases will be given priority and scheduled before any other cases for the first available date,~~
- ~~(2) discipline cases, including discharge cases, will be scheduled for dates no less than 30 days from the date of the appeal to arbitration, if available; if no dates are available the parties agree to solicit additional dates from the panel,~~
- ~~(3) contract interpretation cases will be scheduled for dates no less than 60 days from the date of the hearing notice.~~

~~Once a grievance has been assigned to a pre-scheduled date, another grievance may not be assigned to that date without a minimum of 60 days' notice and mutual agreement of the parties. Either party can bump pre-scheduled non-discharge cases and slot in discharge cases as long as the above timelines are met.~~

The parties will jointly provide a full training session on Just Culture to members of the panel who have not been trained, taught by a certified trainer appointed by Outcome Engenuity.

### Section 3: Extension of Timelines

Any timeline contained within this Article may be extended by mutual written agreement between the Union and the Employer. [TA 8/28/2025]

#### ARTICLE 23

##### RESIGNATION

23.1 ~~New: An Advance Practice Provider who resigns shall give at least ninety (90) day notice. Paid time off may not be taken after the notice is given except in the event of a qualifying illness under FMLA.~~ An employee who gives such notice of resignation as provided above shall be entitled to receive payment for unused vacation time earned on the effective date of the resignation. An employee who fails to work the last (30) full days of the 90 days shall not receive payment for unused earned vacation unless the employee extends their notice to work thirty (30) full days. The APP retains the ability to use all Vacation, Sick, Personal time and CME time for the first 60 days after notice of resignation. For the last 30 days after notice of resignation, paid-time off may not be taken except in the event of a qualifying illness under FMLA.

[TA 10/6/2025]

#### ARTICLE 24

##### PERSONNEL PRACTICES [TA 10/7/2025]

24.1. Just Culture and Discipline – [TA 10/7/2025]

Infractions on an employee's record shall be cleared in accordance with the TUHS Corrective Action/Discipline policy. All minor infractions on an Employee's record shall be cleared after one (1) year, provided that the one (1) year shall be free of infractions.

(a) The parties agree that it is in the best interests of the bargaining unit and Temple 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.

(b) Should an employee not be suspended during the investigation step, the parties agree that the absence of a “suspension pending investigation” does not determine whether there should be discipline or the level of discipline.

(c) Step 2 grievances shall be scheduled for ninety (90) minutes so the parties can discuss their respective views on how Just Culture should impact the outcome of the case.

**The parties agree that Just Culture does not apply to Attendance and Lateness disciplines nor interpersonal issues between employees in a non-clinical situation. [TA 10/7/2025]**

ARTICLE 27  
HEALTH AND WELFARE

**Effective, July 1, 2026, the emergency room copay will be increased to \$125 (copay waived if admitted) for all three TUHS medical plans (High Option, Advantage Plan, and Temple Care). Under each plan, the new copay will apply to the Temple Network, Personal Choice Network, and Out of Network options. [TA 9/26/2025]**

ARTICLE 29  
EDUCATION

29.7 Certification Bonus [TA 10/3/2025]

(c) Full-time and part-time staff that have successfully completed their probationary period may be paid a certification allowance of **one thousand five hundred dollars (\$1,500.00)** per year (**seven hundred fifty dollars [\$750.00]** paid on December 1 and June 1), upon certification/recertification in a clinical specialty. The specialty certification must be germane to the staff member’s assigned area of practice and be on the list set forth in Appendix F. To qualify for the allowance, the staff member must provide proof of successful completion of certification requirements. An allowance shall be limited to certification in one area. In order to receive payment, appropriate documentation of certification and/or recertification must be submitted to the Department Director or designee. [TA 10/3/2025]

ARTICLE 32  
RETENTION

~~Upon ratification the Hospital shall offer a retention bonus for all employees who are receiving a wage increase of 6.75% of \$1000 for full time employees and \$500 for part time employees. [TA 10/7/2025]~~

**HEALTH, SAFETY, AND WORKPLACE VIOLENCE [TA 10/7/2025]**

33.3 The union will continue to participate in the TUHS Health and Safety/Workplace Violence Committee consisting of three (3) Registered Nurses, representative of various areas from the hospital, 3 representatives from the TAP bargaining unit, all designated by the Union, and at least one representative from management with safety



and/or security responsibilities. The committee shall be co-chaired jointly. Such time attending the committee meeting shall be considered hours of work. The Hospital shall work with the union in providing coverage for the duration of the meeting.

(a) Committee meetings shall be held at ~~least quarterly~~ **monthly** on a set schedule as determined by the committee taking into account the work shifts of all committee members. ~~Either party can request a meeting monthly.~~ The committee will develop recommendations to be presented to the Senior Leadership Team comprised Head of Security, CNO, Head of Operations, VP of Labor Relations and TUH will respond by the next monthly meeting. Health, Safety, and Workplace violence will remain as standing items at the parties Labor Management meetings. **[Tentative Agreement 7/24/2025]**

~~(b) The Hospital will follow up on every reported hazardous incident by debriefing with the staff involved in the incident, along with staff on the shift when the incident occurred and will provide results to the entire unit. Debriefs will include time for staff to provide suggested improvements to management, which must be then passed along to the Health and Safety Committee for their next meeting agenda. When there is an event of any workplace violence incident or credible threat:~~

- a. The Employer shall **immediately inform affected employees** and the ~~Union~~ **unit delegate, if there is no employee request for confidentiality**, of the incident, including the nature of the threat, those impacted, and steps taken in response.
- b. A **mandatory safety briefing** shall be conducted as soon as operationally possible for all directly affected employees and the **unit delegate, if there is no employee request for confidentiality.**
- ~~c. All staff shall receive timely, transparent updates on safety related developments via in-person meetings, secure electronic communication, or both. Staff shall be advised of changes to policies and procedures resulting from safety incidents.~~
- d. The Safety/Workplace Violence Committee will review the incident at their next meeting. **Additional relevant information relating to the incident shall be provided to the committee as an agenda item at a future meeting.**
- ~~e. Progress of these incidents will be reported at the next following monthly meeting.~~

(c) The employer will offer appropriate personal protective equipment during a pandemic emergency related to an airborne or droplet spread pathogen. If fit testing fails alternative respiratory protection will be made available

~~33.4 Temple recognizes that all employees have the fundamental right to a safe and secure workplace, free from threats, intimidation, harassment, or acts of violence. This commitment is especially critical in a hospital setting serving a vulnerable community, where environmental and social challenges may increase safety risks. Temple agrees that workplace violence will not be tolerated under any circumstances and that protecting the health and safety of staff is a top operational priority.~~—The Hospital will continue to develop and implement programs to prevent violence against staff, including:

- i. Continuing to provide educational opportunities, 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 effectively to violent situations.

ii. Continue to maintain and regularly check all elements related to safety protocols (eg: panic buttons) and other protocols for quick and efficient response to staff calls for assistance. When such panic buttons or other protocols are activated, the Hospital agrees there will be an in-person response to such calls.

iii. Continue to maintain **and enforce** a clear code of conduct for patients and family members/visitors, including a **publicly posted** statement of the Hospital's prohibition on weapons, concealed or otherwise ~~and including the Hospital's Workplace Violence policy, which prohibits~~ and prohibition of employees, visitors and patients from engaging in violent and/or threatening behavior.

iv. Establish written protocol for reporting violent or potentially violent incidents to the Hospital, and where appropriate, law enforcement. Employees shall continue to be required to immediately and accurately report to management and document safety incidents, including threats and acts of violence in accordance with Risk Management practice . **Employees shall be encouraged to report all incidents of workplace violence or threats without fear of retaliation.** Employees who make such reports may request a reference number for their report or maintain a copy of the report filed.

v. The Hospital will continue to provide support and assistance to any employee who wishes to file complaints against patients or visitors who engage in assaults or other criminal behavior against them.

vi. Through the Employee Assistance Program or similar program, the Hospital will continue to offer support and counseling to employees who have experienced threats or violence in accordance with risk management practice. vii. Incident reports and other data related to workplace violence incidents shall be provided to the Health and Safety Committee for review and discussion and for the purpose of further developing effective prevention practices.

viii. ~~The Health and Safety/Workplace Violence Committee, within 120 days of ratification will discuss security protocols related to hospital access for visitors, patients, and staff. Within 120 days of ratification, the 24/7 use of weapon detectors (presently on order) at all entrances will be implemented.~~

**The hospital shall continue to maintain current weapons detection systems at the approved entrances at all times. Within 120 days of ratification, weapon detectors will be placed at the hospital entrance to the Women's & Families Hospital. These measures shall not be reduced, removed or relocated without notice to the union.**

**The Employer shall take all necessary and reasonable measures to prevent, respond to, and eliminate incidents of workplace violence, including but not limited to: [Updated 10/6/2025]**

- a. **Ensuring all hospital entrances, units, and parking areas are adequately secured and monitored.**
- b. **Providing trained, licensed security personnel including at least two classified at a CPO level, who can intervene when needed on-site 24/7, including the ED patient care areas.**
- c. **Maintaining functional and accessible panic buttons, surveillance and emergency alert systems. ~~in all high-risk units, installing and maintaining in common areas and entry points.~~**

d. Temple Security personnel will respond to all "Code Grays" on the units.

### 33.4 Temple's Commitment to a Safe & Secure Workplace [TA 10/7/2025]

(ii) Continue to maintain and regularly check all elements related to safety protocols (eg: panic buttons) and other protocols for quick and efficient response to staff calls for assistance. ~~and other rapid response systems to ensure quick and efficient response to staff calls for assistance. When such panic buttons or other protocols are activated, the Hospital agrees there will be an in-person response.~~ When such panic buttons or other protocols are activated, the Hospital agrees there will be an in-person response to such calls.

(iii) Continue to maintain a clear code of conduct for patients and family members/visitors, including a publicly posted statement of the Hospital's prohibition on weapons, concealed or otherwise ~~and including the Hospital's Workplace Violence policy, which prohibits~~ and prohibition of employees, visitors and patients from engaging in violent and/or threatening behavior.

(iv) Establish written protocol for reporting violent or potentially violent incidents to the Hospital, and where appropriate, law enforcement. Employees shall continue to be required to immediately and accurately report to management and document safety incidents, including threats and acts of violence in accordance with Risk Management practice. Employees who make such reports may request a reference number for their report or maintain a copy of the report filed.

(v) The Hospital will continue to provide support and assistance to any employee who wishes to file complaints against patients or visitors who engage in assaults or other criminal behavior against them.

Employees shall be encouraged to report all incidents of workplace violence or threats without fear of retaliation. ~~Reports may be made confidentially at the employee's discretion. If a report is filed confidentially, it shall not be shared with any individuals not directly involved in the incident or response. The Employer shall promptly and thoroughly investigate all incidents, providing written findings and outcomes to the Union within (7) calendar days of conclusion (or interim updates every seven (7) days while an investigation remains open). All Findings shall be sent to the safety committee in advance of their monthly meetings. No. see 33.3 B.~~

~~Where needed, affected employees shall be offered immediate support, including medical care, psychological counseling, and schedule modifications.~~

(vi) Through the Employee Assistance Program or similar program, the Hospital will continue to offer support and counseling to employees who have experienced threats or violence in accordance with risk management practice. vii. Incident reports and other data related to workplace violence incidents shall be provided to the Health and Safety Committee for review and discussion and for the purpose of further developing effective prevention practices.

~~(vii) Incident reports and aggregated data related to workplace violence incidents (type, location, date/time, severity, outcome) shall be provided to the Committee in advance of each Committee meeting for review and the development of targeted prevention practices.~~

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### Additional Union Proposals (NEW) [TA 10/7/2025]

**(x) Controlled Access & Emergency Lockdown Capability – ~~ED & Facility Wide.~~ [NEW]**

In the event of a serious safety incident, the Employer shall maintain a lockdown system for all external entrances and exits. As well as maintaining internal access controls to the ED entrances. The employer shall test the system and train security staff on a quarterly basis.

**(xii) Mandatory Hospital-Wide Training & Drills – Workplace Violence / Code Silver Preparedness. [NEW]**

All employees shall receive initial and annual refresher training on workplace violence prevention, Code Silver/armed threat response, Code Gray (combative individual), lockdown procedures, reporting, and personal safety. The Hospital shall conduct interdisciplinary drills annually ~~at least four times per year~~, including one ED-based and one inpatient scenario; ~~Union observers/participants shall be released to attend. After Action Reviews shall be completed within fourteen (14) calendar days and shared with the Committee, including corrective action timelines.~~ Scene safety protocols will be placed as an agenda item before the Emergency Department's trauma council and will be completed within 120 days of ratification of this Agreement.

ARTICLE 34

DURATION OF AGREEMENT

34.1 This Agreement shall be effective October 1, 2025 and shall continue in full force and effect up to and including September 30, 2028 and shall continue in full force and effect thereafter unless and until either of the parties hereto shall give to the other party notice in accordance with the applicable law.

~~Remove Incentive MOA.~~

In accordance with the negotiated Collective Bargaining Agreement the following has been agreed to:

1. No Change
2. ~~Sleep Accommodations: Within 90 days of ratification, Temple will provide employees with sleep accommodations. [TA 10/7/2025]~~
3. **Medical Technologists:** Medical Technologists who are hired with a Bachelor's degree but without clinical laboratory experience will moved to the P05 wage scale after one (1) year of employment in the Temple laboratory.

Employees who fall on the new "MT Bachelors' Scale" shall enter into an extended clinical orientation where they will learn additional skills and procedures for the clinical laboratories. The purpose of this training is to train new employees who do not have lab experience and address the shortage of clinical lab staff. Specialty areas in each clinical laboratory department will be staffed by ~~credentialed and trained~~ MTs and MLTs until the employee has sufficient training. [TA 9/25/2025]

**6. New Women's Health Hospital:** The Union and TUH recognize that the establishment of a Women's Health Hospital is designed to provide the highest level of service and patient satisfaction experience to the community, and the parties commit to meeting such goals. In the event bargaining unit work currently provided at TUH by bargaining unit members is transferred to the Women's Health Hospital, and a majority of the bargaining unit providing such services at the Women's Health Hospital have accepted transfer from TUH after having provided the same services at TUH, Temple shall recognize the Women's Health Hospital employees as part of the TAP bargaining unit and Temple shall apply the TAP labor contract to the Women's Health Hospital staff providing such services.



Prior to the opening of the Women's Health Hospital, TUH will first make transfers available internally for 30 days prior to posting external positions. [TA 10/6/2025]

The above language is not a waiver of the union's rights under current law.

~~7. Administrative Leave for COVID: Temple will continue to provide ADL benefits until expiration of such benefits under the HCEL Act as a separate code of time available which shall be exhausted at the point utilized and will be entered in timekeeping for payment by communications from Oec Health after approval from Oec Health. This new process shall be effective within 60 days of ratification. [TA 10/7/2025]~~

8. **MOA on Incentives:** Include in the contract (Appendix G). First review is 90 days post-ratification. Temple may cancel and/or modify the MOA with 90 days' notice. [TA 10/7/2025]

15. ~~Number of Pool Employees~~

~~Within 30 days of ratification, the Hospital will provide to the union the current number of pool positions available in each department within the bargaining unit, and the names of the current pool employees. [TA 10/7/2025]~~

16. Donation of Vacation Time

Temple agrees to revise the Donation of Vacation Time Policy (950.576) to include eligibility for employees on continuous FMLA leave. ~~This revision will be implemented within ninety (90) days of ratification of the Agreement. [TA 10/7/2025]~~

20. Upgrade to Senior or Lead Status

Employees will advance to Senior Positions when incumbents in identified positions achieve the requisite level of additional experience, education and/or credentials as set forth in the applicable job description. Lead positions are filled at Management's discretion through established Posting and Bid process set forth in Article 8 of this Agreement.

The parties have agreed that the following positions are either Senior or Lead as indicated below.

1) Operating Room Technician: **2 Years experience as a TUH Operating Room Technician and certification required to move to a Senior Position.** [TA 10/1/2025]

~~11) PM&R (OT,PT, Speech) Clinical Lead positions Posted to Bid to "P12" (5% above P11). [TA 9/25/2025]~~

~~22. TRANSITION OF ARTICLE 29.4 TO FISCAL YEAR~~

~~In order to effect the transition to fiscal year, the Hospital shall post new positions as required by this section within 30 days of January 1, 2020, and shall post new positions within 30 days of July 1, 2020, in any department that has utilized 3000 qualified hours, less exclusions, during the first half of the year. Thereafter, the fiscal year shall be used for purposes of pool utilization review. [TA 10/7/2025]~~

23. LATE STAY [TA 10/7/2025]

Temple recognizes the need to minimize working beyond scheduled hours in the procedural areas and certain others areas. These include but are not limited to Cath Lab/EP\*, GI Suite\*, Interventional Radiology\*, Bronch Suite\*, OR\*, OR imaging, General Radiology, MRI, Cat Scan, Ultrasound, Vascular Lab, EEG, Radiation Oncology, Blood Bank and Point of Care. Temple University Hospital and the bargaining Unit will work cooperatively towards the goal of reducing, and to the extent possible, eliminating late stay.



~~Within 60 days of ratification of this Agreement, a representative joint labor/management Procedural Committee will be established. The Committee shall include the President of TAP and three permanent members, all designated by the union, and three permanent members designated by management. Representatives from affected departments shall also participate as required by the meeting agendas. The management representatives on the committee shall have authority to implement/ recommend the plans of the committee. For departments where both TUHNA and TAP bargaining units are represented, the parties may combine their meetings.~~

~~The progression of shared strategies and goals will be reviewed monthly at the Procedural/Late Stay committee. The committee will gather data related to hours operation, clinical procedures, scheduling practices, staffing levels, transport services, etc and select up to two procedural designated areas at a time for pilot plans. All the included areas will be addressed during the life of this Agreement. The committee and the pilots shall be overseen by departmental management.~~

~~The Procedural/Late Stay Committee will be co-chaired by a Manager and a staff representative from one of the procedure areas.~~

~~The committee shall meet for two hours monthly. Designated members shall be released with pay to attend.~~

~~Prior to the start of each pilot the committee shall establish a plan to achieve the goal of a substantial reduction of late stay within six months in the pilot area, except in the case of bona fide emergency or trauma.~~

The departments listed with an asterisk are subject to the provisions of Article 11.15. OR imaging, General Radiology, MRI, Cat Scan, Ultrasound, Vascular Lab, EEG, Radiation Oncology, Blood Bank and Point of Care are not subject to the provisions of Article 11.15

## 24. PHARMACIST MANDATION – [TA 9/30/2025. TUH will follow articles 10.5 & 10.8]

- ~~1. The parties recognize that the mandation of pharmacists for overnight coverage is a continuing problem, which results in fatigue, risk, and demoralization and requires a unique solution to mitigate the impact of this mandation. Therefore, the parties agree as follows:~~
- ~~2. When there is an unanticipated absence on night shift requiring mandation, which becomes known after 1:00 PM-2:00 PM the shift shall be covered as follows: An evening shift pharmacist will be required to stay until 7:00 AM.~~
- ~~3. A rotation will be established which both establishes a schedule and equalizes responsibility for coverage, e.g., assigning each day shift pharmacist a week during which he or she would be assigned if mandation were needed. Within 60 days of this agreement, the parties shall finalize this rotation. [this is no longer needed]~~
- ~~4. In the event a pharmacist is required to cover the entire night shift (until 7:30 AM), said individual shall be released from work on the following day, without loss of pay for that shift.~~

## 25. Pharmacy Techs – Chemo Center

Pharmacy Techs who are assigned to cover the chemo center shall receive a differential of \$2.00 per hour while mixing chemo medication. [TA 9/25/2025]

## New XX. Rotation to WFH [TA 10/7/2025]

If reassignment of staff becomes necessary between the Main Campus and WFH, Temple shall follow the following procedure. **This side letter shall not apply to scheduled pre-posted assignments.**



1. Qualified agency
2. Volunteers
4. Qualified per diem
6. Rotation of **qualified** staff, starting with reverse seniority

New XX. Within 90 days of ratification, the parties agree to meet to further negotiate Article 21 – Arbitration. The parties intend to conclude this process before January of 2026 unless extended by mutual agreement. [TA 10/8/2025]

#### APPENDIX F – ARTICLE 28 CERTIFICATIONS

##### **Respiratory Therapy:**

ACCS - Adult Critical Care Specialist (if Therapist also has ACLS)

NPS - Neonatal Pediatric Specialist (if Therapist also has NRP and is assigned to the Neonatal ICU)

##### **Speech Pathology:**

Vital Stim

BRS/BCS-S - Board Certified Specialist -

Swallowing Certified Brain Injury Specialist (CBIS) Physical Therapy:

Cardiovascular and Pulmonary -

American Board of Physical Therapy Specialties (ABPTS)

Geriatrics (ABPTS)

Neurology (ABPTS)

Orthopedics (ABPTS)

Women's Health (ABPTS)

Clinical Wound Specialist - American Board of Wound Management

LANA - Lymphology Association of North America

Certified Edema Specialist - Academy of Oncologic

##### **Physical Therapy**

Cardiovascular and Pulmonary - American Board of Physical Therapy

Specialties (ABPTS)

Geriatrics (ABPTS)

Neurology (ABPTS)

Orthopedics (ABPTS)

Women's Health (ABPTS)

Clinical Wound Specialist - American Board of Wound Management

LANA - Lymphology Association of North America Certified Edema Specialist - Academy of Oncologic

Physical Therapy

##### **Occupational Therapy: Neuro Developmental Treatment Certification**

Certified Brain Injury Specialist (CBIS)  
Certified Hand Therapist (CHT)  
Certified Lymphedema Therapist (CLT)  
Certified Stroke Rehabilitation Specialist (CSRS)  
Certified Burn Therapist

**Social Work:**

Certified Advanced Social Work Case Manager (C-ASWCM)  
Certified Clinical Alcohol, Tobacco & Other Drugs Social Worker (CCATODSW)  
Certified Social Worker in Health Care (C-SWHC)  
Certified Advanced Children, Youth, and Family Social Worker (C-ACYFSW)

**Laboratory:** American Society for Clinical Pathology

American College of Histocompatibility and Immunogenetics (ACHI)

**ASCP - American Society for Clinical Pathology [TA 10/1/2025]**

**AMT - American Medical Technologist [TA 10/1/2025]**

**AAB - American Association of Bioanalysts [TA 10/1/2025]**

**Linguistic Services:** National Board of Certification for Medical Interpreters

**EEG:**

CLTM (ABRET)

**Clinical Dietitians:**

Certified Nutrition Support Clinician (CNSC) (NBNSC)

Certified Diabetes Educator (CDE)

**Pulmonary Lab:** ACSM CPFT (for Exercise Physiologists only) AACVPR (American Association of Cardiovascular and Pulmonary Rehabilitation)

**Echo Lab/Cardiac Sonographers**

ACS (CCI)

**Pharmacy**

**Certification from the Board of Pharmacy Specialties [TA 10/1/2025].**

**\*\*Add in wage scale**

**Not to include in CBA: \$1000 ratification/no retro bonus for F/T RNs (\$500 for part -time employees).**



**MGMT PROPOSAL 10/6/25 - 3.25% 3.25% 3% ATB**

**TAP TECHNICAL & PROFESSIONAL POOL WAGE SCALE - MGMT PROPOSAL 4 10/6/25**

TITLE	First Full Pay Period after Ratification New rate or 3.25%	First Full Pay Period in October 2026 3.25%	First Full Pay Period in October 2027 3%
	BIOMED ENGINEER	\$38.20	\$39.44
CARDIAC CATH LAB TECH	\$52.67	\$54.38	\$56.01
CARDIO-PULMONARY TECH	\$47.44	\$48.98	\$50.45
CERT OCCUPATIONAL THERAPY ASSISTANT	\$41.99	\$43.35	\$44.65
CLINICAL DIETICIAN	\$48.36	\$49.93	\$51.43
CT TECHNOLOGIST	\$56.11	\$57.93	\$59.67
CTOR PHYSICIAN ASSISTANT	\$80.00	\$82.60	\$85.08
CYTOTECHNOLOGIST	\$50.40	\$52.04	\$53.60
DOSIMETRIST	\$87.27	\$90.11	\$92.81
ECHO TECHNOLOGIST	\$56.11	\$57.93	\$59.67
EEG TECHNOLOGIST	\$43.67	\$45.09	\$46.44
EKG TECH	\$30.82	\$31.82	\$32.77
EXERCISE PHYSYST - PULM (POOL)	\$47.22	\$48.75	\$50.21
GROSS PATHOLOGY TECHNOLOGIST	\$47.99	\$49.55	\$51.04
HISTOTECHNOLOGIST	\$42.75	\$44.14	\$45.46
HLA TECHNOLOGIST	\$50.40	\$52.04	\$53.60
IR TECHNOLOGIST	\$58.34	\$60.24	\$62.05
MAMMO TECHNOLOGIST	\$52.67	\$54.38	\$56.01
MED TECHNICIAN POOL I	\$38.00	\$39.24	\$40.42
MED TECHNICIAN POOL II ( Greater than 3 yrs exp)	\$40.00	\$41.30	\$42.54
MED TECHNOLOGIST POOL I	\$42.00	\$43.37	\$44.67
MED TECHNOLOGIST POOL II (Greater than 3 yrs exp)	\$44.00	\$45.43	\$46.79
MONITOR TECH	\$30.82	\$31.82	\$32.77
MRI TECHNOLOGIST	\$56.11	\$57.93	\$59.67
NUCLEAR MED TECHNOLOGIST	\$70.00	\$72.28	\$74.45
OCCUPATIONAL THERAPIST	\$61.83	\$63.84	\$65.76
OR TECH	\$38.20	\$39.44	\$40.62
PHARMACIST	\$77.80	\$80.33	\$82.74
PHARMACY INTERN	\$23.00	\$23.75	\$24.46
PHARMACY TECH (CERT) POOL	\$30.82	\$31.82	\$32.77
PHYSICAL THERAPIST	\$61.83	\$63.84	\$65.76
PHYSICAL THERAPY ASSISTANT	\$41.99	\$43.35	\$44.65
PHYSICIAN ASSISTANT	\$80.00	\$82.60	\$85.08
POLYSOMNOGRAPHIC TECHNOLOGIST	\$42.11	\$43.48	\$44.78
RAD TECHNOLOGIST	\$55.00	\$56.79	\$58.49
RADIATION THERAPIST	\$67.80	\$70.00	\$72.10
RESP THERAPIST (CRTT)	\$51.00	\$52.66	\$54.24
RESP THERAPIST, SR (RRT)	\$55.00	\$56.79	\$58.49
SOCIAL WORKERS	\$44.39	\$45.83	\$47.20
SPECIMEN PROCESSING SPECIALIST	\$32.51	\$33.57	\$34.58
SPEECH THERAPIST	\$67.66	\$69.86	\$71.96
SR. EKG TECH	\$32.51	\$33.57	\$34.58
THER REC THERAPIST	\$41.99	\$43.35	\$44.65
ULTRASOUND TECHNOLOGIST	\$56.11	\$57.93	\$59.67
VASCULAR TECHNOLOGIST	\$56.11	\$57.93	\$59.67



MGMT PROPOSAL 10/6/25 - 3.25% 3.25% 3% ATB & PA

APPENDIX A - PROFESSIONAL WAGE SCALE

TITLE	GRADE	Exp Years	First Full Pay Period Oct 2024 3% (CURRENT) - to be removed for book	First Full Pay Period after Ratification 3.25%	First Full Pay Period in October 2026 3.25%	First Full Pay Period in October 2027 3%
PROF. MEDICAL INTERPRETER	P01	0 - 2	\$28.21	\$29.13	\$30.08	\$30.98
		2-5	\$29.13	\$30.08	\$31.06	\$31.99
		5-10	\$30.29	\$31.27	\$32.29	\$33.26
		10-15	\$30.42	\$31.41	\$32.43	\$33.40
		15 - 20	\$30.93	\$31.94	\$32.98	\$33.97
		20+	\$31.58	\$32.61	\$33.67	\$34.68
PATIENT EXPERIENCE REP LEAD PROF MEDICAL INTERPRETER LEAD TRANSLATION SPECIALIST /PMI ONCOLOGY PT CARE NAVIGATOR	P02	0 - 2	\$29.59	\$30.55	\$31.54	\$32.49
		2-5	\$30.43	\$31.42	\$32.44	\$33.41
		5-10	\$31.22	\$32.23	\$33.28	\$34.28
		10-15	\$31.86	\$32.90	\$33.97	\$34.99
		15 - 20	\$32.54	\$33.60	\$34.69	\$35.73
		20+	\$33.18	\$34.26	\$35.37	\$36.43
THER REC SPEC (CERT)	P03	0 - 2	\$32.45	\$33.50	\$34.59	\$35.63
		2-5	\$34.17	\$35.28	\$36.43	\$37.52
		5-10	\$35.77	\$36.93	\$38.13	\$39.27
		10-15	\$36.23	\$37.41	\$38.63	\$39.79
		15 - 20	\$36.74	\$37.93	\$39.16	\$40.33
		20+	\$37.36	\$38.57	\$39.82	\$41.01
SOCIAL WORKER I	P04	0 - 2	\$32.75	\$33.81	\$34.91	\$35.96
		2-5	\$34.48	\$35.60	\$36.76	\$37.86
		5-10	\$36.10	\$37.27	\$38.48	\$39.63
		10-15	\$36.58	\$37.77	\$39.00	\$40.17
		15 - 20	\$37.08	\$38.29	\$39.53	\$40.72
		20+	\$37.71	\$38.94	\$40.21	\$41.42
DIETITIAN CLIN REG ELIGIBLE	P05	0 - 2	\$36.25	\$37.43	\$38.65	\$39.81
		2-5	\$40.13	\$41.43	\$42.78	\$44.06
		5-10	\$40.93	\$42.26	\$43.63	\$44.94
		10-15	\$41.36	\$42.70	\$44.09	\$45.41
		15 - 20	\$41.88	\$43.24	\$44.65	\$45.99
		20+	\$42.50	\$43.88	\$45.31	\$46.67
CODING ANALYST I SOCIAL WORKER II	P06	0 - 2	\$38.01	\$39.25	\$40.53	\$41.75
		2-5	\$41.79	\$43.15	\$44.55	\$45.89
		5-10	\$42.56	\$43.94	\$45.37	\$46.73
		10-15	\$42.99	\$44.39	\$45.83	\$47.20
		15 - 20	\$43.49	\$44.90	\$46.36	\$47.75
		20+	\$44.13	\$45.56	\$47.04	\$48.45
MEDICAL TECHNOLOGIST (Bachelors' Only)		START	\$37.60	\$38.82	\$40.08	\$41.28
MEDICAL TECHNOLOGIST SURGICAL ASSISTANT (NON-CERT) MEDICAL TECHGST - MICRO LAB MEDICAL TECHGST BMT MED TECHGST - MOLECULAR LAB	P07	0 - 2	\$40.13	\$41.43	\$42.78	\$44.06
		2-5	\$40.93	\$42.26	\$43.63	\$44.94
		5-10	\$41.73	\$43.09	\$44.49	\$45.82
		10-15	\$42.42	\$43.80	\$45.22	\$46.58
		15 - 20	\$43.08	\$44.48	\$45.93	\$47.31
		20+	\$43.71	\$45.13	\$46.60	\$48.00

2

SR MEDICAL TECHGST	P08	0 - 2				
		2-5				
		5-10				
		10-15	\$43.69	\$45.11	\$46.58	\$47.98
		15 - 20	\$44.37	\$45.81	\$47.30	\$48.72
		20+	\$45.02	\$46.48	\$47.99	\$49.43
EXERCISE PHYSIOLOGIST SR CERT SURG ASSISTANT EXERCISE PHYSIOLOGIST - PULM	P09	0 - 2	\$42.18	\$43.55	\$44.97	\$46.32
		2-5	\$44.52	\$45.97	\$47.46	\$48.88
		5-10	\$45.30	\$46.77	\$48.29	\$49.74
		10-15	\$45.73	\$47.22	\$48.75	\$50.21
		15 - 20	\$46.24	\$47.74	\$49.29	\$50.77
		20+	\$46.87	\$48.39	\$49.96	\$51.46
TRANSPLANT SOCIAL WORKER ONCOLOGY SOCIAL WORKER	P10	0 - 2	\$42.57	\$43.95	\$45.38	\$46.74
		2-5	\$44.93	\$46.39	\$47.90	\$49.34
		5-10	\$45.72	\$47.21	\$48.74	\$50.20
		10-15	\$46.16	\$47.66	\$49.21	\$50.69
		15 - 20	\$46.67	\$48.19	\$49.76	\$51.25
		20+	\$47.30	\$48.84	\$50.43	\$51.94
LEAD MEDICAL TECHNOLOGIST	P11	0 - 2	\$44.10	\$45.53	\$47.01	\$48.42
		2-5	\$44.52	\$45.97	\$47.46	\$48.88
		5-10	\$45.00	\$46.46	\$47.97	\$49.41
		10-15	\$46.24	\$47.74	\$49.29	\$50.77
		15 - 20	\$46.74	\$48.26	\$49.83	\$51.32
		20+	\$47.34	\$48.88	\$50.47	\$51.98
DIETITIAN-CLINICAL	P12	0 - 2	\$40.13	\$41.43	\$42.78	\$44.06
		2-5	\$45.30	\$46.77	\$48.29	\$49.74
		5-10	\$46.09	\$47.59	\$49.14	\$50.61
		10-15	\$46.84	\$48.36	\$49.93	\$51.43
		15 - 20	\$47.35	\$48.89	\$50.48	\$51.99
		20+	\$47.99	\$49.55	\$51.16	\$52.69
	P13	0 - 2	\$41.79	\$43.15	\$44.55	\$45.89
		2-5	\$43.32	\$44.73	\$46.18	\$47.57
		5-10	\$45.69	\$47.17	\$48.70	\$50.16
		10-15	\$47.90	\$49.46	\$51.07	\$52.60
		15 - 20	\$48.39	\$49.96	\$51.58	\$53.13
		20+	\$49.03	\$50.62	\$52.27	\$53.84
GYTOTECHNOLOGIST- CYTOLOGIST (title change only) HLA TECHNOLOGIST FLOW CYTOMETRY TECHNOLOGIST	P14	0 - 2	\$42.57	\$43.95	\$45.38	\$46.74
		2-5	\$44.14	\$45.57	\$47.05	\$48.46
		5-10	\$46.55	\$48.06	\$49.62	\$51.11
		10-15	\$48.81	\$50.40	\$52.04	\$53.60
		15 - 20	\$49.30	\$50.90	\$52.55	\$54.13
		20+	\$49.97	\$51.59	\$53.27	\$54.87
CLINICAL DIETITIAN SPEC	P16	0 - 2	\$49.12	\$50.72	\$52.37	\$53.94
OCCUP THERAPIST PHYSICAL THERAPIST SPEECH PATHOLOGIST CLINICAL DIETITIAN SPEC	P16	0 - 2	\$45.30	\$46.77	\$48.29	\$49.74
		2-5	\$50.40	\$52.04	\$53.73	\$55.34
		5-10	\$51.19	\$52.85	\$54.57	\$56.21
		10-15	\$51.99	\$53.68	\$55.42	\$57.08
		15 - 20	\$52.82	\$54.54	\$56.31	\$58.00
		20+	\$53.45	\$55.19	\$56.98	\$58.69

CERTIFIED HLA TECHNOLOGIST	P17	0 - 2	\$49.12	\$50.72	\$52.37	\$53.94
		2-5	\$50.87	\$52.52	\$54.23	\$55.86
		5-10	\$51.66	\$53.34	\$55.07	\$56.72
		10-15	\$52.48	\$54.19	\$55.95	\$57.63
		15 - 20	\$53.31	\$55.04	\$56.83	\$58.53
		20+	\$53.95	\$55.70	\$57.51	\$59.24
LEAD OCCUP THERAPIST LEAD PHYSICAL THERAPIST LEAD SPEECH PATHOLOGIST	P18	0 - 2	\$47.56	\$49.11	\$50.71	\$52.23
		2-5	\$52.93	\$54.65	\$56.43	\$58.12
		5-10	\$53.75	\$55.50	\$57.30	\$59.02
		10-15	\$54.60	\$56.37	\$58.20	\$59.95
		15 - 20	\$55.44	\$57.24	\$59.10	\$60.87
		20+	\$56.10	\$57.92	\$59.80	\$61.59
CERTIFIED HLA SPECIALIST	P19	0 - 2	\$48.00	\$49.56	\$51.17	\$52.71
		2-5	\$53.43	\$55.17	\$56.96	\$58.67
		5-10	\$54.25	\$56.01	\$57.83	\$59.56
		10-15	\$55.12	\$56.91	\$58.76	\$60.52
		15 - 20	\$55.96	\$57.78	\$59.66	\$61.45
		20+	\$56.63	\$58.47	\$60.37	\$62.18
PSYCHOLOGIST PATHOLOGIST ASSISTANT	P20	0 - 2	\$50.40	\$52.04	\$53.73	\$55.34
		2-5	\$52.06	\$53.75	\$55.50	\$57.17
		5-10	\$55.50	\$57.30	\$59.16	\$60.93
		10-15	\$59.59	\$61.53	\$63.53	\$65.44
		15 - 20	\$64.41	\$66.50	\$68.66	\$70.72
		20+	\$65.03	\$67.14	\$69.32	\$71.40
PHYSICIAN ASST  <i>updated rates incurrent column even though not current needed to calc</i>	P21	0 - 2	\$64.67	\$66.77	\$68.94	\$71.01
		2-5	\$70.57	\$72.86	\$75.23	\$77.49
		5-10	\$72.53	\$74.89	\$77.32	\$79.64
		10-15	\$75.97	\$78.44	\$80.99	\$83.42
		15 - 20	\$76.67	\$79.16	\$81.73	\$84.18
		20+	\$77.37	\$79.88	\$82.48	\$84.95
PHARMACIST	P22	0 - 2	\$68.51	\$70.74	\$73.04	\$75.23
		2-5	\$70.56	\$72.85	\$75.22	\$77.48
		5-10	\$73.29	\$75.67	\$78.13	\$80.47
		10-15	\$75.35	\$77.80	\$80.33	\$82.74
		15 - 20	\$78.12	\$80.66	\$83.28	\$85.78
		20+	\$78.73	\$81.29	\$83.93	\$86.45
PA-FIRST ASST	P23	0 - 2	\$68.40	\$70.62	\$72.92	\$75.11
		2-5	\$71.82	\$74.15	\$76.56	\$78.86
		5-10	\$78.99	\$81.56	\$84.21	\$86.74
		10-15	\$81.36	\$84.00	\$86.73	\$89.33
		15 - 20	\$83.81	\$86.53	\$89.34	\$92.02
		20+	\$84.44	\$87.18	\$90.01	\$92.71
DOSIMETRIST	P24	0 - 2	\$76.72	\$79.21	\$81.78	\$84.23
		2-5	\$78.60	\$81.15	\$83.79	\$86.30
		5-10	\$81.33	\$83.97	\$86.70	\$89.30
		10-15	\$84.39	\$87.13	\$89.96	\$92.66
		15 - 20	\$84.89	\$87.65	\$90.50	\$93.22
		20+	\$85.52	\$88.30	\$91.17	\$93.91

APPENDIX B - TECHNICAL WAGE SCALE

TITLE	GRADE	Exp Years	First Full Pay Period Oct 2024 3% (CURRENT)- to be removed for book	First Full Pay Period after Ratification 3.25%	First Full Pay Period in October 2026 3.25%	First Full Pay Period in October 2027 3%
MEDICAL ASSISTANT - OCC HLTH MEDICAL ASSISTANT EEG MONITORING TECHNICIAN	T01	0 - 2	\$25.78	\$26.62	\$27.49	\$28.31
		2-5	\$26.16	\$27.01	\$27.89	\$28.73
		5-10	\$26.59	\$27.45	\$28.34	\$29.19
		10-15	\$27.03	\$27.91	\$28.82	\$29.68
		15 - 20	\$27.54	\$28.44	\$29.36	\$30.24
		20+	\$28.18	\$29.10	\$30.05	\$30.95
	T02	0 - 2	\$27.07	\$27.95	\$28.86	\$29.73
		2-5	\$27.45	\$28.34	\$29.26	\$30.14
		5-10	\$27.84	\$28.74	\$29.67	\$30.56
		10-15	\$28.29	\$29.21	\$30.16	\$31.06
		15 - 20	\$28.80	\$29.74	\$30.71	\$31.63
		20+	\$29.42	\$30.38	\$31.37	\$32.31
EKG TECHN MONITOR TECHN PHARMACY TECH CERTIFIED TRANSPLANT SUPPORT COORDINATOR PHARM INVENTORY CONTROL TECH	T03	0 - 2	\$28.60	\$29.53	\$30.49	\$31.40
		2-5	\$28.97	\$29.91	\$30.88	\$31.81
		5-10	\$29.40	\$30.36	\$31.35	\$32.29
		10-15	\$29.85	\$30.82	\$31.82	\$32.77
		15 - 20	\$30.35	\$31.34	\$32.36	\$33.33
		20+	\$30.97	\$31.98	\$33.02	\$34.01
SR EKG TECHN COMMUNITY ENGAGEMENT REP AUTOPSY TECHN SPECIMEN PROCESSING SPECIALIST SPECIMEN PROCESSING SPEC-MICRO SPECIMEN PROCESSING SPEC - HLA SURGICAL PATHOLOGY TECHN	T04	0 - 2	\$30.23	\$31.21	\$32.22	\$33.19
		2-5	\$30.63	\$31.63	\$32.66	\$33.64
		5-10	\$31.03	\$32.04	\$33.08	\$34.07
		10-15	\$31.49	\$32.51	\$33.57	\$34.58
		15 - 20	\$31.96	\$33.00	\$34.07	\$35.09
		20+	\$32.60	\$33.66	\$34.75	\$35.79
SR SPECIMEN PROCESSING SPEC	T05	0 - 2				
		2-5				
		5-10				
		10-15	\$32.42	\$33.47	\$34.56	\$35.60
		15 - 20	\$32.93	\$34.00	\$35.11	\$36.16
		20+	\$33.57	\$34.66	\$35.79	\$36.86
GI TECHNICIAN TRANSPLANT FINANCIAL COORD PHARM AUTOMATION TECH SUPPT	T06	0 - 2	\$31.81	\$32.84	\$33.91	\$34.93
		2-5	\$32.21	\$33.26	\$34.34	\$35.37
		5-10	\$32.59	\$33.65	\$34.74	\$35.78
		10-15	\$33.02	\$34.09	\$35.20	\$36.26
		15 - 20	\$33.53	\$34.62	\$35.75	\$36.82
		20+	\$34.17	\$35.28	\$36.43	\$37.52
CYTOLOGY PREP TECHN	T07	0 - 2	\$32.09	\$33.13	\$34.21	\$35.24
		2-5	\$32.51	\$33.57	\$34.66	\$35.70
		5-10	\$32.89	\$33.96	\$35.06	\$36.11
		10-15	\$33.34	\$34.42	\$35.54	\$36.61
		15 - 20	\$33.85	\$34.95	\$36.09	\$37.17
		20+	\$34.48	\$35.60	\$36.76	\$37.86
CARDIAC CATH TECH NON REG (0-2 RATE ONLY)	T08		\$33.05	\$34.12	\$35.23	\$36.29
TRANSPLANT DATA SUPPORT SPEC	T08	0 - 2	\$33.44	\$34.53	\$35.65	\$36.72
		2-5	\$33.84	\$34.94	\$36.08	\$37.16

		5-10	\$34.21	\$35.32	\$36.47	\$37.56
		10-15	\$34.68	\$35.81	\$36.97	\$38.08
		15 - 20	\$35.18	\$36.32	\$37.50	\$38.63
		20+	\$35.81	\$36.97	\$38.17	\$39.32
	T09	0 - 2	\$34.70	\$35.83	\$36.99	\$38.10
		2-5	\$35.11	\$36.25	\$37.43	\$38.55
		5-10	\$35.50	\$36.65	\$37.84	\$38.98
		10-15	\$36.00	\$37.17	\$38.38	\$39.53
		15 - 20	\$36.51	\$37.70	\$38.93	\$40.10
		20+	\$37.16	\$38.37	\$39.62	\$40.81
BIOMEDICAL ELEC TECHN	T10	0 - 2	\$35.77	\$36.93	\$38.13	\$39.27
HIM REVENUE INTEGRITY ANALYST		2-5	\$36.18	\$37.36	\$38.57	\$39.73
TRAUMA REGISTRAR		5-10	\$36.54	\$37.73	\$38.96	\$40.13
STROKE PROGRAM REGISTRAR		10-15	\$37.00	\$38.20	\$39.44	\$40.62
SPECIALTY EQUIPMENT TECH		15 - 20	\$37.50	\$38.72	\$39.98	\$41.18
CERT OCCUP THERAPY ASST		20+	\$38.14	\$39.38	\$40.66	\$41.88
PHYSICAL THERAPY ASST						
COORD DISCHARGE PLANNING						
MEDICAL TECHN						
OPERATING ROOM TECHN						
SR MEDICAL TECHNICIAN	T11	0 - 2				
		2-5				
		5-10				
		10-15	\$38.11	\$39.35	\$40.63	\$41.85
		15 - 20	\$38.63	\$39.89	\$41.19	\$42.43
		20+	\$39.28	\$40.56	\$41.88	\$43.14
TRANSPLANT DATA COORD	T12	0 - 2	\$38.31	\$39.56	\$40.85	\$42.08
POLYSOMNOGRAPHIC TECHN		2-5	\$39.03	\$40.30	\$41.61	\$42.86
SR TRAUMA REGISTRAR		5-10	\$39.74	\$41.03	\$42.36	\$43.63
SOI ANALYST		10-15	\$40.78	\$42.11	\$43.48	\$44.78
		15 - 20	\$41.46	\$42.81	\$44.20	\$45.53
		20+	\$42.08	\$43.45	\$44.86	\$46.21
EEG TECHNICIAN	T13	0 - 2	\$39.73	\$41.02	\$42.35	\$43.62
		2-5	\$40.49	\$41.81	\$43.17	\$44.47
		5-10	\$41.23	\$42.57	\$43.95	\$45.27
		10-15	\$42.30	\$43.67	\$45.09	\$46.44
		15 - 20	\$43.00	\$44.40	\$45.84	\$47.22
		20+	\$43.65	\$45.07	\$46.53	\$47.93
SR POLYSOMNOGRAPHIC TECH	T14	0 - 2	\$39.36	\$40.63	\$41.95	\$43.21
HISTOLOGY TECHNICIAN		2-5	\$40.15	\$41.45	\$42.80	\$44.08
TRANSPLANT DATA COORD - BMT		5-10	\$40.96	\$42.29	\$43.66	\$44.97
ONCOLOGY PRECERT COORDINATOR		10-15	\$41.40	\$42.75	\$44.14	\$45.46
EHR DATA INTEGRITY ANALYST		15 - 20	\$41.90	\$43.26	\$44.67	\$46.01
R&D MACHINIST		20+	\$42.54	\$43.92	\$45.35	\$46.71
OPER ROOM TECHN SR						
FLOW CYTOMETRY TECHNICIAN	T15	0 - 2	\$39.72	\$41.01	\$42.34	\$43.61
		2-5	\$40.52	\$41.84	\$43.20	\$44.50
		5-10	\$41.34	\$42.68	\$44.07	\$45.39
		10-15	\$41.79	\$43.15	\$44.55	\$45.89
		15 - 20	\$42.29	\$43.66	\$45.08	\$46.43
		20+	\$42.94	\$44.34	\$45.78	\$47.15

SR. SEV ILLNESS ANALYST BIOMEDICAL EQUIP TECHN SR HISTOLOGY TECHNICIAN II (FROM SR)	T16	0 - 2	\$41.31	\$42.65	\$44.04	\$45.36
		2-5	\$41.73	\$43.09	\$44.49	\$45.82
		5-10	\$42.15	\$43.52	\$44.93	\$46.28
		10-15	\$44.14	\$45.57	\$47.05	\$48.46
		15 - 20	\$44.62	\$46.07	\$47.57	\$49.00
		20+	\$45.25	\$46.72	\$48.24	\$49.69
CARDIO PULM TECHGST RESPIRATORY THERAPIST	T17	0 - 2	\$42.04	\$43.41	\$44.82	\$46.16
		2-5	\$43.02	\$44.42	\$45.86	\$47.24
		5-10	\$43.98	\$45.41	\$46.89	\$48.30
		10-15	\$45.95	\$47.44	\$48.98	\$50.45
		15 - 20	\$46.96	\$48.49	\$50.07	\$51.57
		20+	\$48.74	\$50.32	\$51.96	\$53.52
GROSS PATHOLOGY TECHNOLOGIST PATHOLOGY TECHNICIAN	T18	0 - 2	\$44.41	\$45.85	\$47.34	\$48.76
		2-5	\$45.21	\$46.68	\$48.20	\$49.65
		5-10	\$46.03	\$47.53	\$49.07	\$50.54
		10-15	\$46.48	\$47.99	\$49.55	\$51.04
		15 - 20	\$46.98	\$48.51	\$50.09	\$51.59
		20+	\$47.60	\$49.15	\$50.75	\$52.27
LEAD EEG TECHN	T19	0 - 2	\$44.85	\$46.31	\$47.82	\$49.25
		2-5	\$45.64	\$47.12	\$48.65	\$50.11
		5-10	\$46.46	\$47.97	\$49.53	\$51.02
		10-15	\$46.92	\$48.44	\$50.01	\$51.51
		15 - 20	\$47.41	\$48.95	\$50.54	\$52.06
		20+	\$48.05	\$49.61	\$51.22	\$52.76
MEDICAL SONOGRAPH/NON-REG (0-2 RATE)	T20	0 - 2	\$44.81	\$46.27	\$47.77	\$49.20
		2-5	\$45.64	\$47.12	\$48.65	\$50.11
		5-10	\$46.27	\$47.77	\$49.32	\$50.80
		10-15	\$46.70	\$48.22	\$49.79	\$51.28
		15 - 20	\$47.22	\$48.75	\$50.33	\$51.84
		20+	\$47.83	\$49.38	\$50.98	\$52.51
ECHOCARDIOGRAPHY TECH NON-REG (0-2 RATE) VASCULAR LAB TECHNOL NON REG (0-2 RATE)	T21	0 - 2	\$46.48	\$47.99	\$49.55	\$51.04
		2-5	\$47.34	\$48.88	\$50.47	\$51.98
		5-10	\$48.01	\$49.57	\$51.18	\$52.72
		10-15	\$48.45	\$50.02	\$51.65	\$53.20
		15 - 20	\$48.98	\$50.57	\$52.21	\$53.78
		20+	\$49.63	\$51.24	\$52.91	\$54.50
RADIOLOGY / X-RAY TECHNOLOGIST	T22	0 - 2	\$46.09	\$47.59	\$49.14	\$50.61
		2-5	\$48.23	\$49.80	\$51.42	\$52.96
		5-10	\$49.06	\$50.65	\$52.30	\$53.87
		10-15	\$49.54	\$51.15	\$52.81	\$54.39
		15 - 20	\$50.05	\$51.68	\$53.36	\$54.96
		20+	\$50.72	\$52.37	\$54.07	\$55.69
RESPIRATORY THERAPIST SR RRT SR CARDIO PULM TECHNOLOGIST	T23	0 - 2	\$45.51	\$46.99	\$48.52	\$49.98
		2-5	\$47.44	\$48.98	\$50.57	\$52.09
		5-10	\$48.64	\$50.22	\$51.85	\$53.41
		10-15	\$50.18	\$51.81	\$53.49	\$55.09
		15 - 20	\$51.81	\$53.49	\$55.23	\$56.89
		20+	\$53.54	\$55.28	\$57.08	\$58.79
MAMMOGRAPHY TECH	T24	0 - 2	\$48.23	\$49.80	\$51.42	\$52.96

CARD CATH TECHGST LEAD RADIOLOGY TECH 5-10 RATE FOR 0-10 YRS MAMMOGRAPHY COORDINATOR		2-5	\$49.71	\$51.33	\$53.00	\$54.59
		5-10	\$50.54	\$52.18	\$53.88	\$55.50
		10-15	\$51.01	\$52.67	\$54.38	\$56.01
		15 - 20	\$51.53	\$53.20	\$54.93	\$56.58
		20+	\$52.17	\$53.87	\$55.62	\$57.29
LEAD RESP TECH 5-10 RATE FOR 0-10 YRS	T25	0 - 2	\$47.46	\$49.00	\$50.59	\$52.11
		2-5	\$50.66	\$52.31	\$54.01	\$55.63
		5-10	\$51.45	\$53.12	\$54.85	\$56.50
		10-15	\$51.90	\$53.59	\$55.33	\$56.99
		15 - 20	\$52.40	\$54.10	\$55.86	\$57.54
		20+	\$53.01	\$54.73	\$56.51	\$58.21
ECHOCARDIOGRAPHY TECH REG MRI TECHGST VASCULAR LAB TECHGST(REG) COMP AXIAL TOM TECHGST IMAGING TECH OR MED SONOGRAPHER/REG IR TECHNOLOGIST I IR TECHNOLOGIST II SPEC PROC TECHGST NEURO	T26	0 - 2	\$49.71	\$51.33	\$53.00	\$54.59
		2-5	\$53.06	\$54.78	\$56.56	\$58.26
		5-10	\$53.88	\$55.63	\$57.44	\$59.16
		10-15	\$54.34	\$56.11	\$57.93	\$59.67
		15 - 20	\$54.88	\$56.66	\$58.50	\$60.26
		20+	\$55.52	\$57.32	\$59.18	\$60.96
SR CT/ X-RAY TECHGST	T27	0 - 2	\$51.71	\$53.39	\$55.13	\$56.78
		2-5	\$55.06	\$56.85	\$58.70	\$60.46
		5-10	\$55.88	\$57.70	\$59.58	\$61.37
		10-15	\$56.34	\$58.17	\$60.06	\$61.86
		15 - 20	\$56.88	\$58.73	\$60.64	\$62.46
		20+	\$57.52	\$59.39	\$61.32	\$63.16
CARD CATH TECHGST SR IR TECHNOLOGIST SR	T28	0 - 2	\$53.06	\$54.78	\$56.56	\$58.26
		2-5	\$53.45	\$55.19	\$56.98	\$58.69
		5-10	\$53.88	\$55.63	\$57.44	\$59.16
		10-15	\$54.34	\$56.11	\$57.93	\$59.67
		15 - 20	\$54.88	\$56.66	\$58.50	\$60.26
		20+	\$55.52	\$57.32	\$59.18	\$60.96
LEAD ECHO TECHN LEAD MRI TECHGST LEAD CARD CATH TECHNOLOGIST LEAD VASCULAR LAB TECH. LEAD COMP AXIAL TOM TECHG LEAD IR TECHNOLOGIST	T29	0 - 10	\$56.05	\$57.87	\$59.75	\$61.54
		10-15	\$56.55	\$58.39	\$60.29	\$62.10
		15 - 20	\$57.04	\$58.89	\$60.80	\$62.62
		20+	\$57.71	\$59.59	\$61.53	\$63.38
NUCLEAR MED TECHGST RADIATION THERAPIST		NON REC	\$54.49	\$56.26	\$58.09	\$59.83
NUCLEAR MED TECHGST RADIATION THERAPIST	T31	0 - 2	\$58.03	\$59.92	\$61.87	\$63.73
		2-5	\$64.29	\$66.38	\$68.54	\$70.60
		5-10	\$65.11	\$67.23	\$69.41	\$71.49
		10-15	\$65.57	\$67.70	\$69.90	\$72.00
		15 - 20	\$66.10	\$68.25	\$70.47	\$72.58
		20+	\$66.73	\$68.90	\$71.14	\$73.27
LEAD NUC MED TECHGST LEAD RADIATION THERAPIST	T33	0 - 10	\$67.91	\$70.12	\$72.40	\$74.57
		10-15	\$68.35	\$70.57	\$72.86	\$75.05
		15 - 20	\$68.88	\$71.12	\$73.43	\$75.63

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	20+	\$69.53	\$71.79	\$74.12	\$76.34
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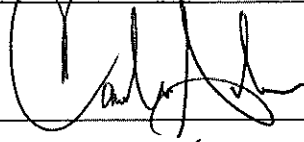
**APPENDIX C – TECHNICAL & PROFESSIONAL  
POOL WAGE SCALE**

**See Separate Proposal**

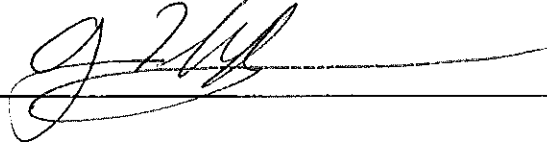
For TUH:

For PASNAP:

Cheryl DeVose



Ronald E. Zisk



Frederick Bays

J. Hampton Nicholson

Jonathan Bakst

