

2025

COLLECTIVE BARGAINING AGREEMENT

Between

ARMSTRONG COUNTY MEMORIAL HOSPITAL

And

**PENNSYLVANIA ASSOCIATION OF STAFF NURSES &
ALLIED**

PROFESSIONALS

(Technical Bargaining Unit)

July 7, 2025 – July 7, 2028

SETTLEMENT AGREEMENT

MD

This Settlement Agreement is entered into this 25th day of SEPTEMBER, 2025 by and between Pennsylvania Association of Staff Nurses and Allied Professionals (Technical Bargaining Unit) ("Union") and Armstrong County Memorial Hospital ("Employer"), in settlement of the 2025 Collective Bargaining Agreement.

MD

This Settlement Agreement constitutes a full and complete Collective Bargaining Agreement between the Union and Employer, which shall commence at ~~12:01 a.m. on~~ UPON RATIFICATION 2025, and shall remain in full force and effect until 12:00 a.m. on July 7, 2028.

MD

The parties additionally agree that ratification of this Collective Bargaining Agreement by the membership of the Union on SEPTEMBER 30, 2025, shall be a condition precedent to its taking effect and that the Settlement Agreement will become effective immediately upon ratification by the Union on that date.

MD

The parties will later execute a re-formatted "clean copy" of this Collective Bargaining Agreement; however, it is agreed that this Settlement Agreement and the provisions incorporated herein constitute the terms of the complete Agreement.

For the Union:

Crist Scott

Date: 9-25-25

For the Employer:

Thomas S. Gallo

Date: 9/25/25

Summary of Economic Terms - Techs

1. **Term: 3 years**
2. **Wage Increases ~~Nurses~~ **TECHS****
1st year – 3%
2nd year – 3%
3rd year – 3%
3. **EKG – agree to 4% in year 1**
 - a. **3% in year 2**
 - b. **3% in year 3**
4. **EEG – agree to the 4% in year 1**
 - a. **3% in year 2**
 - b. **3% in year 3**
5. **Move the Histo tech to the MLT wage scale per union proposal**
6. **Move the Interventional Angio Techs to the CT Wage Scale per union proposal**
7. **Agree to add a Step 17 to the Tech wage scale per union proposal**
8. **Article 11 Wages – Shift Differential** – ~~Nurses~~ ^{EMPLOYEES NO 9/25} who work steady second and third shifts without a bid will have shift differential included in their vacation pay.
9. **Health and Welfare Benefits:** Maintain all current Health And Welfare plans.
10. **Retirement Benefits:** Maintain all current Retirement Benefits (403B plan).

FOR THE UNION:

Cris Scott 9-25-25
Date

FOR THE EMPLOYER:

Thomas S. Giotto
Date 9/25/25

ARTICLE 4 MANAGEMENT RIGHTS

4.2 Except as otherwise restricted by this Agreement, the Hospital reserves the right to establish, revise and administer policies and procedures, training programs and services; to direct the workforce; to hire, promote, evaluate, transfer, furlough and recall Bargaining Unit Members to work; to reprimand, suspend, discharge, or otherwise discipline Bargaining Unit Members for just cause; to determine the number of Bargaining Unit Members, their hours of work and duties to be performed by them; to establish, expand, reduce, or eliminate any job, operation, unit or service provided the Hospital gives reasonable notice to the Association; to designate positions as full-time or part-time; to establish and to post schedules of work and to revise them as reasonably necessary; to determine the location of its service operations; to introduce new equipment and supplies; to control and regulate the use of facilities, supplies, equipment and other property of the Hospital; to subcontract work which has been subcontracted before or which can be performed more economically by a subcontractor than by bargaining unit Members; to control the assignment of work, and the size and composition of the workforce; to determine the qualifications of an individual to perform available work; to make or change reasonable Hospital rules, regulations, policies and practices, provided the Hospital gives reasonable advance notice (of at least 30 days where practical) to the Association; to determine the work shifts; to establish or change standards; to establish or change wages in accordance with the provisions of this Agreement; and otherwise to help the Hospital attain and maintain full operating efficiency and effectiveness, and to ensure that the parties promote the highest quality patient care and treatment possible.



FOR THE UNION:

6-26-25
Date

FOR THE EMPLOYER:



Date

Union Proposal

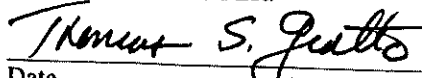
ARTICLE 5 ASSOCIATION MEMBERSHIP AND CHECK-OFF (TA)

5.4 During the term of this Agreement, the Hospital shall, on the basis of individually signed voluntary lawful check-off authorization cards, deduct either monthly Association dues or monthly Fair Share Fee amounts from each paycheck covering the first pay period of each month. The amount of Fair Share Fee shall be provided to the Hospital by the Association. If an employee is non-compliant with his/her obligation as specified in this Agreement, the Hospital will formally notify the employee of the consequences of noncompliance within sixty (60) days of receipt of notification from the Association. The Hospital will remit such payments monthly to the Union together with a list of all employees from whom deductions have been made, a listing of the deduction made from each employee, and the employee's gross wages. The report of dues deduction shall be provided electronically in a spreadsheet format.

FOR THE UNION:

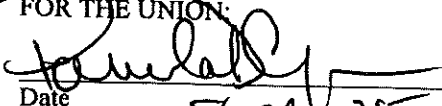

Date 8-29-25

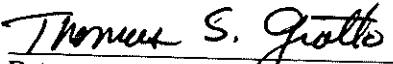
FOR THE EMPLOYER:


Date 8/29/25

ARTICLE 5 ASSOCIATION MEMBERSHIP AND CHECK-OFF (TA)

5.5 The Association president or designee will be allowed to meet with new employees in the bargaining unit at the conclusion of the hiring or orientation process for ~~fifteen~~ thirty (30) minutes for the purpose of informing them about where to find out further information regarding Association membership. If the Union president or designee is scheduled to work, the Hospital will make its best effort to release them from patient care responsibilities for this time provided it does not disrupt patient care. The Hospital agrees the new employees' names, the names of terminated employees, and the names of current employees leaving for and returning from FMLA leave or other leaves of absence, shall be given to the local Association president and grievance chair each month.

FOR THE UNION:

Date 8-29-25

FOR THE EMPLOYER:

Date 8/29/25

Union Proposal

ARTICLE 6 VISITATION, PATIENT PRIVACY AND BULLETIN BOARDS

6.4 The Hospital will provide up to ten (10) Association days off without pay each year to be utilized by the Association officers, unit representatives and/or grievants/witnesses for the conduct of legitimate Association business. Requests for Association days should be made with as much advance notice as possible under the circumstances. Every attempt will be made to grant Association officers, unit representatives, and/or grievants/witnesses days off without pay for Association business, such as state executive board meetings and trainings, and for the conduct of legitimate Association business, consistent with maintaining patient care on the affected units. Said Bargaining Unit Members shall have the option of using benefit time for time lost. Requests for Association days should be made with as much advance notice as possible under the circumstances. Every attempt will be made to schedule off the members of the Association Negotiating Committee for attendance at joint negotiating meetings with the Hospital, consistent with maintaining patient care on the affected units. Members of the Negotiating Committee shall have the option of using benefit time for time lost in attendance at joint negotiating meetings with the Hospital.



FOR THE UNION:

6-26-25

Date

FOR THE EMPLOYER:

Thomas S. Jett 6/26/25

Date

ARTICLE 6 VISITATION, PATIENT PRIVACY AND BULLETIN BOARDS

New Section 6.5

6.5 No more than one (1) employee at a time shall be entitled to take up to six (6) months leave of absence in order to work on behalf of the Union.

Cris Scott

FOR THE UNION:

6-26-25

Date


FOR THE EMPLOYER:

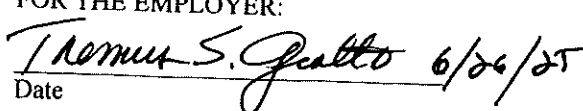
Thomas S. Gratto 6/26/25

Date

ARTICLE 9 EMPLOYEE STATUS

9.7 A casual Bargaining Unit Member is an employee hired to work on an as needed basis without a regular work schedule. Casual employees may be requested to work as needed, but have no expectation or "right" to be called at any time, and shall be offered work after all full-time and part-time workers have been offered work on an equitable basis. A Bargaining Unit Member working on a casual basis will accumulate seniority pro rata which will be used once the Bargaining Unit Member is selected for a full-time or part-time position. A casual Bargaining Unit Member will be expected, based on unit needs, to work the equivalent of one (1) ~~full~~ full weekend per month, one (1) major holiday (Fourth of July, Thanksgiving, Christmas or New Year's) and will show availability for other work days in writing to the department manager/supervisor on a monthly basis. In the event of a reduction in work force, casual employees will be laid-off or reduced in hours before full-time and part-time Bargaining Unit Members. If a casual vacancy does not exist in a classification, the Hospital shall allow full time and part time bargaining unit members the ability to reduce to casual status upon written request. Such casual status shall be permanent and the employee waives any right to bid to another position unless mutually agreed to by the Hospital.


FOR THE UNION:
6-26-25
Date

FOR THE EMPLOYER:

Date

ARTICLE 10 - HOURS OF WORK, OVERTIME AND PAYDAY

10.6 All employees who work four (4) hours or more per shift shall be entitled and required to take a one-half (1/2) hour uninterrupted, unpaid lunch period during each scheduled shift. Employees who are scheduled for shifts that do not include a lunch break (for example, an 8 hour, 10 hour or 12 hour shift, as opposed to an 8.5 hour, 10.5 hour or 12.5 hour shift) are not required to take a lunch break. No employee may forego their one-half (1/2) hour lunch period without supervisor approval unless patient care or the needs of the unit require that he/she do so. **An employee who is scheduled to work a double shift may elect to take only one thirty (30) minute unpaid lunch break with supervisory approval.**
(TA 8/29/25)

FOR THE UNION:

Cris Scott
Date 9-18-25

FOR THE EMPLOYER:

Thomas S. Gatto
Date 9/18/25

ARTICLE 10 - HOURS OF WORK, OVERTIME AND PAYDAY

10.09 Bargaining Unit Members may be required as a condition of employment to be on-call. Bargaining Unit Members must accept their fair and proportionate share of on-call assignments. Those Bargaining Unit Members who are on-call and "engaged to wait" will be paid their regular rate while on duty, on site. Those Bargaining Unit Members who are on-call and "waiting to be engaged" will be paid \$3.75 for each hour that they are required to be on-call and available to respond to a call. ~~"waiting to be engaged" will be paid \$3.75 for each hour that they are required to be on-call and available to respond to a call.~~ If the on-call Bargaining Unit Member responds to a call, he/she will be paid time and one-half (1/2) the regular rate of pay for all hours worked, with a guarantee of a minimum of two (2) hours of work provided. In the event the Bargaining Unit Member completes the call work assignment in less than two (2) hours, he/she may elect to leave with permission of the supervisor and be paid a minimum of two (2) hours pay. ~~The amount of on-call pay will increase to \$3.75 in the second year of this Agreement.~~ If a department is not fully staffed (as evidenced by a posted vacancy) requiring Bargaining Unit Members to take call above what should normally be required, the member shall be paid \$4.75 for each hour that they are required to be on-call for such additional call. ~~This amount will be increased to \$4.75 in the second year of the Agreement. If a member is workload adjusted during their shift, the member will not be placed on-call until the end of their regularly scheduled shift.~~

FOR THE UNION:

Cris Scott 9-25-25
Date

FOR THE EMPLOYER:

Thomas S. Gatto
Date 9/25/25

ARTICLE 10 - HOURS OF WORK, OVERTIME AND PAYDAY

10.10 Scheduling Procedures:

* * *

Requests and Trades

b. All requests for specific scheduling are to be submitted two (2) weeks before the posting of the schedule. Scheduling requests will be limited to five (5) per schedule. The requests can be consecutive, but each day counts as a request. A draft schedule for a unit may be submitted to the manager as a group request. Every effort will be made to grant all scheduling requests, including vacation, personal day requests. Copies of all requests will be made reasonable available to the employees on each unit. Requests off that follow a pattern (such as requesting every Friday or Monday off) may be subject to denial in accordance with operational needs. Schedules must be balanced. Requests that would create an unbalanced schedule may be subject to denial in accordance with operational needs.

FOR THE UNION:

Cris Scott 9/25/25
Date

FOR THE EMPLOYER:

Thomas S. Gatto
Date 9/25/25

9/11

159 9/18/25

MD 9/18/25

(d)

10.10

IN THE EVENT THAT AN EMPLOYEE IS SCHEDULED FOR A DOUBLE-BACK,
The employees will be eligible for time and one half pay for the first 4 hours of the next shift if they

meet the following requirements:

1. The double back cannot be requested by the employee.
2. Not eligible if they have any call off occurrences during the pay period.
3. Not eligible if any greater incentive is in place.
4. The employee working the double back may voluntarily be cancelled the next day, for the first 4 hours, if cancellation is needed.

FOR THE UNION:

Cris Scott
 Date 9-18-25

FOR THE EMPLOYER:

Thomas S. Gatto
 Date 9/18/25

ARTICLE 10 - HOURS OF WORK, OVERTIME AND PAYDAY

10.10 Scheduling Procedures:

Posting and Changes

- i. Open shifts shall be posted at the same time the schedule is posted and all interested employees may express an interest in the open shifts. Employees may sign up for an open shift any time before the date of the shift.



FOR THE UNION:

Cris Scott
Date 9-8-25

FOR THE EMPLOYER:

Thomas S. Gallo
Date 9/8/25

ARTICLE 10 - HOURS OF WORK, OVERTIME AND PAYDAY

10.12 Workload Adjustment

- a. 5. If the affected service line continues to be overstaffed, the Hospital will then workload adjust casual Bargaining Unit Members before part-time Bargaining Unit Members or full-time Bargaining Unit Members, assuming the remaining Bargaining Unit Members are qualified to perform the work that remains available. The Hospital will then workload adjust the part-time or full-time Bargaining Unit Member working in the affected service line that has been workload adjusted the least number of hours in the previous three scheduling periods, assuming the remaining Bargaining Unit Members are qualified to perform the work that remains available. This rotation will reset for COTAs and PTAs every 3 pay periods (6 weeks). If all Bargaining Unit Members have been cancelled equally recently, cancellation will be determined using inverse Hospital seniority.

FOR THE UNION:

Cris Scott 9-25-25
Date

FOR THE EMPLOYER:

Thomas S. Justice
Date 9/25/25

11.2 Shift Differential. There will be a shift differential of \$.75 per hour for all hours worked from 2:00 p.m. to 7:00 a.m. on any shift where the majority of the scheduled hours fall between 2:00 p.m. and 7:00 a.m. For example, in the case of an 8-hour shift which is scheduled to start at noon, the employee is paid shift differential for all hours worked after 2:00 p.m. but before 7:00 a.m. This shift differential will increase to \$1.00 per hour for the same hours on weekends. **Employees who have consistently worked steady second and third shifts will have shift differential included in their vacation pay. Employees who bid into a second or third shift position following ratification of the 2025 Agreement will also receive shift differential in their vacation pay.**

FOR THE UNION:

Cris Lott 9/25/25
Date

FOR THE EMPLOYER:

Thomas S. Gatto
Date 9/25/25

ARTICLE 11 – WAGES

11.11 Payroll Accuracy. The Hospital will provide written guarantee that if an employee experiences a payroll error of \$50.00 or more in a single pay, then the Hospital will create a manual check for the amount of the error within two business days of a request, provided the Payroll Administrator is working. The employee will have the option of picking up the check or having it mailed to a residence. Payroll errors made by the employee will be corrected in the next pay period.

FOR THE UNION:

Cris Scott
Date 9-8-25

FOR THE EMPLOYER:

Thomas S. Gentile
Date 9/8/25

11.12 If a full-time LPN (.9 or above) who regularly works 3 (three) 12 hour shifts agrees to take on an additional shift of work, they will be paid at a rate of time and one-half for those hours worked over 36 hours in the work week provided they have worked all other scheduled hours in the pay period. Scheduled time off, excused absences, or cancellation shall count as scheduled hours for this purpose, but may not count as worked hours for overtime purposes. It is not the intent of either party to change the way excused time off is counted toward the broader computation of overtime.

FOR THE UNION:

Cris Scott 9-25-25
Date

FOR THE EMPLOYER:

Thomas S. Gallo
Date 9/25/25

9/11

ARTICLE 12 – SUPERVISORS, LEAD TECHS, AND VOLUNTEERS

12.2 When, at the discretion of the Hospital, it is decided that a Lead /TIC Respiratory is needed the Hospital may designate the Bargaining Unit Member who will be the Lead/TIC Respiratory for the entire shift and the Lead/TIC Respiratory will have such authority as is delegated to him/her, so long as that authority does not preclude inclusion in the bargaining unit. The Hospital will pay a premium of ~~\$1.25~~ \$1.75 per hour to all Lead/~~TOG~~ TIC Respiratory employees for the entire shift when they perform any Lead/TIC Respiratory work.

FOR THE UNION:

Cris Scott
Date 9-18-25

FOR THE EMPLOYER:


Thomas S. Gattlo
Date 9/18/25

ARTICLE 13 - SENIORITY

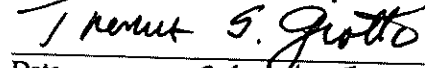
13.3 The Bargaining Unit Member's Hospital-wide seniority date shall be used for:

1. Scheduling of vacation-purposes;
2. Service award recognition;
3. ~~Pension purposes, subject to the provisions of the Pension Plan;~~
4. Cancellation of shifts;
5. Layoff; and
6. Recall from layoff.

FOR THE UNION:


Date 8/29/25

FOR THE EMPLOYER:


Date 8/29/25

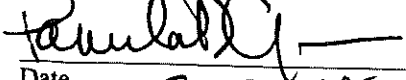
ARTICLE 14 - GRIEVANCE/ARBITRATION PROCEDURE (TA – Need Signatures)

14.1 – STEP TWO, paragraph 2

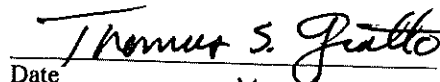
Delete duplicate language

~~A grievance which affects a substantial number or class of bargaining unit members and which the Hospital's representative designated in Step One lacks authority to settle may be initially presented at Step Two seven (7) calendar days from its occurrence by the unit representative.~~

FOR THE UNION:


Date 8-29-25

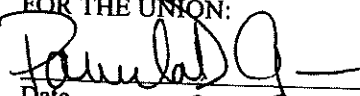
FOR THE EMPLOYER:

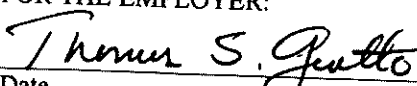

Date 8/29/25

ARTICLE 14 - GRIEVANCE/ARBITRATION PROCEDURE

BINDING ARBITRATION: If the grievance is not settled at Step Two, a representative of the Association may notify the Hospital in writing of the Association's decision to appeal the grievance to arbitration. Such notice must be filed within thirty (30) calendar days of the date of the Hospital's Step Two answer, and at that time either side may file a request for an arbitration unless otherwise agreed to in writing. The parties have agreed to utilize the following arbitrators:

- 1) Christopher Miles
- 2) Matthew Franckiewicz
- 3) Michael McDowell
- 4) ~~Richard Dissen~~ Michelle Miller-Kotula
- 5) Jane Desimone

FOR THE UNION:

Date 8-29-25

FOR THE EMPLOYER:

Date 8/29/25

ARTICLE 14 - GRIEVANCE/ARBITRATION PROCEDURE

14.7 A grievance which affects a substantial number or class of Bargaining Unit Members and which the Hospital's representative designated in Steps One ~~and Two~~ lacks authority to settle may be initially presented at Step ~~Three~~ Two within ten (10) calendar days from its occurrence by the unit representative.

TS9 6/26/25

Cris Scott

FOR THE UNION:

6-26-25
Date

FOR THE EMPLOYER:

Thomas S. Jatto 6/26/25
Date

ARTICLE 16 – TEMPORARY ASSIGNMENTS

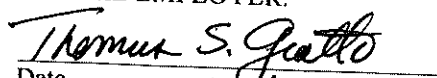
16.3 Cross-training to positions in other Service Lines, including relevant certifications, must be completed before a Bargaining Unit Member is able to be pulled to that Service Line. Bargaining Unit members volunteering to cross-train to a position in another Service Line will be available to be pulled once cross- training has been completed as long as competency is maintained. A cross-training agreement may be revoked after two (2) years with thirty (30) days' notice ~~three years~~.



FOR THE UNION:

6-26-25
Date

FOR THE EMPLOYER:


6/26/25
Date

ARTICLE 16 – TEMPORARY ASSIGNMENTS

16.5 Cross-training may be prescheduled. Bargaining Unit Members who are in the process of cross-training may request to be cross-trained in lieu of being cancelled. Such decisions shall be at the discretion of the ~~Vice President~~ Executive Directors of Clinical Services or her designee. Bargaining Unit Members who have requested to be cross-trained will be trained in the order of their request and based upon the needs of both Service Lines involved. Such requests shall not be unreasonably denied and not be denied based on a Bargaining Unit member's status as either full-time or part-time.

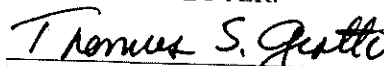


FOR THE UNION:

6-26-25

Date

FOR THE EMPLOYER:



Date

6/26/25

ARTICLE 17 – VACATION

17.2 Vacations will be scheduled by Bargaining Unit Member preference on a seniority basis by circulation of a vacation request document. The calendar will be circulated through the seniority list with each Bargaining Unit Member electing the allowable number of weeks (three (3) at one time if entitled to four (4) weeks; two (2) at one time if entitled to three (3) weeks; and one (1) at one time if entitled to two (2) weeks). During the first round a Bargaining Unit Member will sign for a minimum of three (3) consecutive days. During the second and final round the Bargaining Unit Member will complete the assignment of all ~~an~~ remaining days. Vacation scheduling procedures and practices will be done by Hospital wide seniority within service lines. The Hospital will post the final vacation schedule upon completion but no later than April 16 of the year. The Hospital will make its best effort to allow two (2) Bargaining Unit Members to be off on vacation on any calendar day, if practicable. Regular part-time Bargaining Unit Members schedule their vacation days in a week consistent with their normal FTE point assignment. When it is the intent of a regular part-time Bargaining Unit Member to request vacation in weeklong increments, the Bargaining Unit Member may use vacation hours equivalent to their position (e.g. .4, .6, .8). Each of the remaining five (5) workdays for that week will be considered as if they are vacation days and will count toward the allotment of vacation days/hours allowable on their respective unit, but will not be subtracted from the Bargaining Unit Member's vacation hours accrual balance.

* * *

FOR THE UNION:

Cris Scott 9-25-25
Date

FOR THE EMPLOYER:

Thomas S. Grotto
Date 9/25/22

ARTICLE 17 – VACATION

MD 9/25 ~~17.2~~ Vacations will be scheduled by Bargaining Unit Member preference on a seniority basis by circulation of a vacation request document. The calendar will be circulated through the seniority list with each Bargaining Unit Member electing the allowable number of weeks (three (3) at one time if entitled to four (4) weeks; two (2) at one time if entitled to three (3) weeks; and one (1) at one time if entitled to two (2) weeks). During the first round a Bargaining Unit Member will sign for a minimum of three (3) consecutive days. During the second and final round the Bargaining Unit Member will complete the assignment of all remaining days. Vacation scheduling procedures and practices will be done by Hospital wide seniority within service lines. The Hospital will post the final vacation schedule no later than April 16 of the year. The Hospital will make its best effort to allow two (2) Bargaining Unit Members to be off on vacation on any calendar day, if practicable. Regular part-time Bargaining Unit Members schedule their vacation days in a week consistent with their normal FTE point assignment. When it is the intent of a regular part-time Bargaining Unit Member to request vacation in weeklong increments, the Bargaining Unit Member may use vacation hours equivalent to their position (e.g. .4, .6, .8). Each of the remaining five (5) workdays for that week will be considered as if they are vacation days and will count toward the allotment of vacation days/hours allowable on their respective unit, but will not be subtracted from the Bargaining Unit Member's vacation hours accrual balance.

* * *

17.4 When vacation scheduling in the ~~Operating Room and Endo~~ service line, Bargaining Unit Members will select vacation together with the members of the RN Bargaining Unit.

* * *

FOR THE UNION:

Cris Scott
Date 9-8-25

FOR THE EMPLOYER:

Thomas S. Gallo
Date 9/8/85

17.5 Full-time Bargaining Unit Members retiring at age 65 or older with more than ~~twenty-~~
~~five (25)~~ twenty (20) continuous years of service are eligible to receive, upon retirement, a payment
equivalent to four (4) additional weeks' paid vacation.

FOR THE UNION:

Chris Scott
Date 9-8-25

FOR THE EMPLOYER:

Thomas S. Gualto
Date 9/8/25

ARTICLE 18 - HOLIDAYS

18.1 Following completion of the probationary period, full-time Bargaining Unit Members are entitled to the following holidays:

- | | |
|------------------|--|
| New Year's Day | Thanksgiving |
| Memorial Day | Christmas Day |
| Independence Day | Employee Birthday |
| Labor Day | Three (3) Two (2) Personal Days |

~~Beginning in calendar year 2025-2020, this section will be amended to convert the Employee Birthday holiday to an additional Personal Day, with the same requirements as other Personal Days~~

Bargaining Unit Members must schedule their personal days prior to October 15 of each year. Personal days may also be taken in cases of emergencies and will not be treated as an absentee occurrence. However, after October 15, should an employee use an emergency personal day, the employee will choose which unused day to cancel.

18.2 Any part-time Bargaining Unit Member who worked 1,000 hours or more in the preceding calendar year will be entitled to two (2) ~~one (1)~~ personal days ~~and his/her birthday~~.

18.3 Holiday pay for full-time Bargaining Unit Members will be eight (8) hours pay at the rate of pay for the Bargaining Unit Member's designated position, unless the employee is scheduled and works additional hours on the holiday in which case the holiday pay will be the same amount.

18.4 Bargaining Unit Members who work on a holiday, ~~with the exception of a birthday~~, will be paid time and one-half (1½) for all hours worked. ~~Birthdays shall be taken off on Bargaining Unit Member's birthday, if mutually agreed, or within the month in which the birthday falls with approval of the supervisor and dependent upon staffing needs.~~

FOR THE UNION:

Cris Scott 9-25-25
Date

FOR THE EMPLOYER:

Thomas S. Potts
Date 9/28/25

ARTICLE 19 - HEALTH AND WELFARE

19.3 Full-time Bargaining Unit Members electing to participate in the Medical Plans will be required to contribute an amount per pay toward the cost of such coverage as set forth in Appendix B.

Add the following language to Appendix B:

(a) For subsequent benefit years in the Agreement, the plan options and plan designs will continue and contribution increases will be governed by the current language in Appendix B. Notwithstanding this provision, either side can reopen the Agreement for negotiation over health insurance in subsequent benefit years if the offered benefit substantially deviates from the current plan.

agree to insert in App B 759 9/8/05

FOR THE UNION:

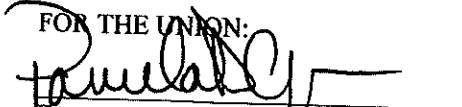
Cris Scott
Date 9-8-25

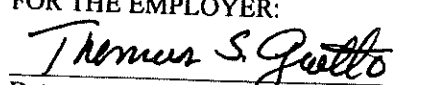
FOR THE EMPLOYER:

Thomas S. Guthrie
Date 9/8/25

ARTICLE 19 - HEALTH AND WELFARE

19.11 Tuition Reimbursement. All regular full-time and part-time Bargaining Unit Members who have worked over 1,000 hours in the previous calendar year will qualify for a tuition reimbursement benefit of fifty percent (50%) of the cost of tuition, fees and labs up to \$2,000 per calendar year, with the requirement of grade "C" and reimbursement of one hundred percent (100%) of tuition, fees and labs for a grade "B" or better in order to receive reimbursement up to \$2,000 per calendar year. ~~One time~~ During the term of this Agreement, a Bargaining Unit Member may use up to ~~\$150~~ \$250 of his/her tuition reimbursement money for required certification or recertification purposes, which will be deducted from the tuition reimbursement monies available for that Bargaining Unit Member for that year. The employee must submit a completed Tuition reimbursement form for approval prior to obtaining certification or recertification. They must also submit proof of payment along with a copy of the certification to the HR office for reimbursement.

FOR THE UNION:

Date 8-29-25

FOR THE EMPLOYER:

Date 8/29/25

ARTICLE 19 - HEALTH AND WELFARE


~~19.12 Pension Plan. The Hospital will maintain for participation by Bargaining Unit Members the existing Armstrong County Memorial Hospital Retirement Income Plan ("Pension Plan"), as amended, consistent with this Section:~~

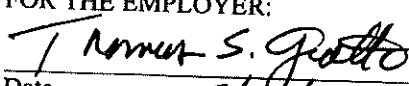
~~a. The multiplier applicable to Bargaining Unit Members shall remain at \$22 through April 9, 2005.~~

~~b. The Multipliers for years of credited service prior to the effective date of this Agreement shall be the existing multipliers utilized by the Pension Plan as of the effective date of this Agreement.~~

~~e. The Hospital has frozen all benefit accruals for Bargaining Unit Members participating under the Pension Plan effective as of April 9, 2005.~~

~~d. Effective April 9, 2005, all participants with accrued benefits under the Pension Plan will become fully vested in their benefits that have accrued through April 9, 2005.~~

FOR THE UNION:

Date 8-29-05

FOR THE EMPLOYER:

Date 8/29/05

ARTICLE 19 - HEALTH AND WELFARE

19.13 403(b) Plan. The Hospital will continue to maintain the Armstrong County Memorial Hospital 403(b) Retirement Plan ("403(b) Plan") as an investment option for bargaining unit members and will provide fixed contributions under the 403(b) Plan in accordance with the Retirement Benefit Contribution Percentages table listed in Appendix C.

a. All current employees with three (3) or more years of service with the Hospital will automatically vest in all Hospital Gross Wage Contributions made to the 403(b) Plan on their behalf.

b. All current employees with less than three (3) years of service with the Hospital and employees hired after the effective date of this Agreement will fully vest in all Hospital Gross Contributions made to the 403(b) Plan on their behalf upon completion of three (3) Years of service with the Hospital.

c. All participants shall immediately ~~best~~ vest in all salary reduction elections made under the 403(b) Plan.

~~d. All employees hired after the effective date of this Agreement and any employees who have less than one year of service with the Hospital as of April 9, 2005 will only be eligible for retirement benefits under the 403(b) Plan.~~

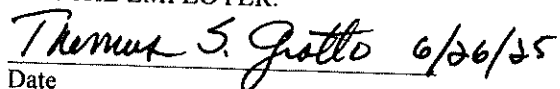


FOR THE UNION:

6-26-25

Date

FOR THE EMPLOYER:



Date

ARTICLE 20 – LEAVES OF ABSENCE

20.2 Scheduled full-time and scheduled part-time employees who have completed their probationary period are eligible to take up to three (3) paid days or a total of twenty-four (24) hours upon the death of a:

- Husband, Wife, Father, Mother
- Father-in-law, Mother-in-law
- Foster Father, Foster Mother
- Step Mother, Step Father
- Brother, Sister, Step brother, Step sister
- Son, Daughter, Step Son, Step Daughter
- Grandson, Granddaughter, Step Grandson, Step Granddaughter
- Domestic partner (demonstrated by sharing a common residence, or cohabitating as a married couple, or hold themselves out to the public as being married)
- Grandparent of the employee

20.2 Bereavement must be taken within three (3) weeks of the death unless a memorial service is scheduled for a later date. The employee must inform his/her manager of the scheduled date as soon as the arrangements are completed. The employee may use up to twelve (12) of the total twenty-four (24) hours as a bereavement day if they are scheduled to work on the day of the memorial service with management approval.

20.3 Employees will only receive bereavement leave for days that they are scheduled to work.

FOR THE UNION:

Cris Smith 9.25.25
Date

FOR THE EMPLOYER:

Thomas S. Smith
Date 9/25/25

09/24/2025

20.4 In addition to the twenty-four (24) hours of bereavement time, the employee may be granted up to two (2) excused absence days with or without pay, if requested, and such request does not interfere with the orderly operation of the Hospital or adversely affect patient care.

~~If taking a total of 24 hours, the must be consecutive and you must be scheduled to work on those days.~~

~~If a memorial service is scheduled for a later date, the employee must inform his/her manager of the scheduled date as soon as the arrangements are completed. The employee may use twelve (12) of the total 24 hours as a bereavement day if they are scheduled to work on the day of the memorial service with management approval.~~

~~In addition to the three bereavement days, the employee may be granted up to two (2) excused absence days with or without pay, if requested, and such request does not interfere with the orderly operation of the Hospital or adversely affect patient care.~~

20.5 A single day of paid leave will be granted to scheduled full-time and scheduled part-time bargaining-unit members for bereavement purposes for a brother-in-law, sister-in-law, son-in-law, daughter-in-law.

FOR THE UNION:

Cris Scott 9-25-25
Date

FOR THE EMPLOYER:

Thomas S. Potho
Date 9/25/25

ARTICLE 20 – LEAVES OF ABSENCE

20.6 The Hospital will comply with the provision of the Family and Medical Leave Act (“FMLA”). Eligible Bargaining Unit Members seeking FMLA leave will be required to use all remaining paid leave time, with the exception of five (5) days’ vacation and three (3) ~~two (2)~~ personal days, if eligible, as part of their FMLA leave. Where FMLA leave is approved and non- intermittent, ten (10) days’ vacation and the employee’s allotted personal days may be reserved. Except for the substitution of paid leave, all FMLA leave shall be unpaid. The maximum leave time may be extended for individuals on FMLA leave or reasonably accommodate qualified individuals with disabilities under the ADA, or employees disabled due to pregnancy or related medical conditions, in accordance with the laws providing such leaves. After the FMLA leave period has expired and the employee has not returned to work, the Hospital has the discretion on a case-by-case basis whether it will continue to hold the position for the employee or to fill the vacancy. An employee who has returned from an approved leave of absence to a position other than his/her prior leave position and status shall have the right of first refusal to his/her prior leave position should such position become available and he/she has completed an Internal Application for Transfer/Promotion (“Bid Form”).

FOR THE UNION:

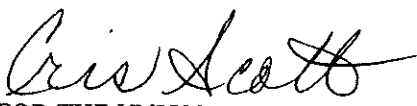
Cris Scott
Date 9-18-25

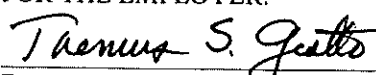
FOR THE EMPLOYER:

Thomas S. Gallo
Date 9/18/25

ARTICLE 21 - CERTIFICATION, LICENSURE AND IN-SERVICE EDUCATION

21.3 In the event that a Bargaining Unit Member is required by the Hospital to attend ~~continuing education~~ in-service training/education during or outside regular working hours, the Bargaining Unit Member shall be paid pursuant to federal law. Such attendance shall be considered time worked for overtime computation.


FOR THE UNION:
6-26-25
Date

FOR THE EMPLOYER:

6/26/25
Date

ARTICLE 24 SAFETY

24.1 The Hospital will make every effort to maintain its facilities and equipment in such physical condition so as to provide a safe and healthy work environment and to maintain high standards of workplace sanitation, ventilation, cleanliness, and light and noise levels. The Hospital shall agree to maintain a program of infection and communicable disease control consistent with state and federal laws. Bargaining Unit Members will strive to maintain the facility in such a manner which will continue safe conditions. In the event any Bargaining Unit Member has reason to believe an unsafe or hazardous condition exists, it is the Bargaining Unit Member's responsibility to notify his/her supervisor or department head without delay.

24.2 The Hospital will maintain and enforce policies prohibiting verbal and/or physical abuse, sexual harassment, and threatening or intimidating behavior engaged in or exhibited by any person. "Person" is defined to include Hospital employees, volunteers, medical staff, visitors, patients, tenants, and others working at the Hospital facilities.

24.3 The Hospital will allow the Association to name a Bargaining Unit Member as a continuing member of the Hospital-wide Safety Committee. Said Bargaining Unit Member shall be **notified of meetings at least one week in advance** and relieved to participate in the activities of the committee if scheduled. **In the event that the Union wishes to add agenda items to the committee agenda, it will notify the hospital at least one week in advance.**

Committee meetings shall be held at least quarterly on a set schedule as determined by the committee. Members who cannot attend personally may send a designee or participate remotely. Either party can request a meeting no more than monthly.

24.4 In accordance with Hospital policy, The Hospital will follow up on every reported hazardous incidents 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 department/unit. Debriefs will include time for staff to provide suggested improvements to management, which may ~~must~~ be ~~then~~-passed along to the Safety Committee for their next meeting agenda.

24.5 In accordance with Hospital policy, 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 to those staff who have direct patient care responsibilities.

FOR THE UNION:

Cris Scott 9-25-25
Date

FOR THE EMPLOYER:

Thomas S. Scott
Date 9/25/25

24.6 Workplace Violence Prevention

The Hospital will continue to develop and implement programs to prevent violence against staff in accordance with current and future hospital policies which can be found on the ACMH Intranet Policy Stat.

1. ~~Within 90-180 days of ratification of this Agreement, the hospital will implement the following safety measures:~~
 - a. ~~Establish personal alarm system for employees working alone, to be worn on the employee's person.~~
 - b. ~~Amb Surg will be locked beginning at 5pm.~~
 - c. ~~Add a sign prohibiting patients and visitors from accessing 2C and 2D.~~

The Hospital is exploring the following safety measures:

1. Establishing alarm systems for employees working alone
2. The use of metal detectors where appropriate
3. Continued use of cameras
4. Code/badge access where appropriate
5. Securing identified vulnerable areas
6. Signage prohibiting patients and visitors from accessing where appropriate
7. Additional security staff, as determined by the Hospital
8. Continuing to provide educational opportunities, including but not limited to CPI training and Active Shooter Training.

Items #1-8 will be standing agenda items that may be discussed at every scheduled safety committee meeting until resolved.

24.7 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. EAP information will be made available to employees electronically and through posting.

FOR THE UNION:

Cris Scott 9-25-25
Date

FOR THE EMPLOYER:

Thomas S. Giallo
Date 9/25/25

ARTICLE 29 STAFFING RESOLUTION PROCESS

29.1 The Hospital and the Union recognize the importance of adequate staffing in providing quality patient care and in ensuring that the standards of patient satisfaction are upheld. During negotiations the Hospital and the Union evaluated staffing levels and reached an agreement on staffing guidelines which the Hospital will strive to enforce. The Hospital agrees in good faith to maintain these staffing guidelines unless mutually agreed to by the parties. The parties recognize the ability to meet these guidelines can be impacted by natural fluctuations in patient census, acuity, availability of staff and unexpected events.

FOR THE UNION:

Cris Scott 9-25-25
Date

FOR THE EMPLOYER:

Thomas S. Gallo
Date 9/25/25

29.2 The Hospital and the Association commit to the following staffing-resolution process:

1. A Bargaining Unit Member who believes his/her patient assignment or workload is inappropriate or unsafe shall take immediate action to notify the department/unit manager or the supervisor if the manager is not on duty prior to filling out a "short staffing form".
2. The manager or supervisor will immediately re-evaluate the assignment and make changes as necessary to help manage the workload consistent with the mutual intentions expressed and committed to the by the Hospital and the Association.
3. A bargaining unit member who believes his/her workload is inappropriate or unsafe, has completed Step 1 of this process, and is unsatisfied with the results of Step Two may report by short staffing form this incident or trend to the department/unit manager or the **VP Executive Director** of Clinical Services and/or **VP Executive Director** of Nursing to take any necessary action.
4. Any incidents (reported by short staffing forms) or consistent trends identified by Bargaining Unit Members relating to their staffing assignments will be referred to Labor Management for review, discussion, and resolution. The **VP Executive Director** of Nursing and/or the **VP Executive Director** of Clinical Services will engage the unit/department manager, in resolving the identified staffing issue in a timely fashion and will not be limited to waiting for the next Labor Management meeting before action is taken. Action to resolve the problem should be initiated by the next meeting.
5. Any issue may be reviewed and discussed at the following Labor Management meeting.
6. It is agreed that any problem identified under this section shall not be subject to the grievance and arbitration process without first being processed fully through the problem-resolution process set forth aforesaid.

FOR THE UNION:

Cristina 9.25.25
Date

FOR THE EMPLOYER:

Thomas S. Gallo
Date 9/25/25

09/25/2025

Article 30 - Duration and Changes

30.01 This Agreement may be amended only by written agreement, signed by both parties.

30.02 The terms and conditions of this Agreement shall become effective the first Monday following ratification (~~August 29, 2022~~ July __, 2025) and shall continue in full force and effect up to and including the ~~7th day of July, 2025~~ 7 day of July 2025, and thereafter from year to year unless and until either party shall give notice by registered mail or email at least 120 days prior to the expiration date and any expiration date thereafter, of an intention to terminate, cancel or modify the Agreement.

Signed and executed this _____ day of _____, 2025.

ARMSTRONG COUNTY
MEMORIAL HOSPITAL

PENNSYLVANIA ASSOCIATION
OF STAFF NURSES & ALLIED
PROFESSIONALS

Cris Scott
Tom Smith RTR

FOR THE UNION:

Cris Scott 9-25-25
Date

FOR THE EMPLOYER:

Thomas S. Gallo
Date 9/25/25

OUR S
RIGHT

APPENDIX E - SERVICE LINES

Imaging Services:

1. Diagnostics

2. ~~X~~ CT
3. ~~Z~~ MRI
4. ~~B~~ IR
5. ~~A~~ Ultrasound
6. ~~B~~ Mammo
7. ~~B~~ Nuclear Med

Cardiopulmonary:

1. EKG
2. EEG
3. Echo
4. Respiratory/Pulmonary Function
5. Sleep
6. **Pulmonary Rehab**

Lab:

1. General Lab
2. Histology
3. Client Services

Rehab:

1. PT
2. OT

Nursing:

1. 2A
2. 3B
3. SNU/ARU
4. OR
5. Endo
6. 3C
7. ER
8. Cancer Center
9. Wound Clinic

FOR THE UNION:

Cris Scott 7/2/25

FOR THE EMPLOYER:

Thomas S. Gatto 7/2/25

Staffing Guidelines - snu

# of Residents	7:00 - 3:00					3:00 - 11:00					11:00 - 7:00					Direct HPPD* Target: 5.5	Total HPPD** Target: 7.0
	D. O. N. / RNAC	CHARGE RN	LPN	NA	US	Total 7-3 Direct Care Hours	RN	LPN	NA	US	Total 3-11 Direct Care Hours	RN	LPN	NA	Total 11-7 Direct Care Hours		
17	8.0	8.0	16.0	16.0	8.0	40.0	8.0	16.0	16.0	4.0	40.0	8.0	8.0	16.0	32.0	6.59	7.76
16	8.0	8.0	16.0	16.0	8.0	40.0	8.0	16.0	16.0	4.0	40.0	8.0	8.0	16.0	32.0	7.00	8.25
15	8.0	8.0	16.0	16.0	8.0	40.0	8.0	16.0	16.0	4.0	40.0	8.0	8.0	16.0	32.0	7.47	8.80
14	8.0	8.0	16.0	16.0	8.0	40.0	8.0	16.0	16.0	4.0	40.0	8.0	8.0	8.0	24.0	7.43	8.86
13	8.0	8.0	16.0	16.0	8.0	32.0	8.0	12.0	16.0	4.0	36.0	8.0	8.0	8.0	24.0	7.69	9.23
12	8.0	8.0	8.0	16.0	8.0	32.0	8.0	12.0	16.0	4.0	36.0	8.0	8.0	8.0	24.0	7.67	9.33
11	8.0	8.0	8.0	16.0	8.0	32.0	8.0	8.0	8.0	4.0	24.0	8.0	8.0	8.0	24.0	7.27	9.09
10	8.0	8.0	8.0	8.0	8.0	24.0	8.0	8.0	8.0	4.0	24.0	8.0	8.0	8.0	24.0	7.20	9.20
9	8.0	8.0	8.0	8.0	8.0	24.0	8.0	8.0	8.0	4.0	24.0	8.0	8.0	8.0	24.0	8.00	10.22
8	8.0	8.0	8.0	8.0	8.0	24.0	8.0	8.0	8.0	4.0	24.0	8.0	8.0	8.0	24.0	9.00	11.50
7	8.0	8.0	8.0	8.0	8.0	24.0	8.0	8.0	8.0	4.0	24.0	8.0	8.0	0.0	16.0	9.14	12.00
6	8.0	8.0	8.0	8.0		24.0	8.0	8.0	8.0		24.0	8.0	8.0	0.0	16.0	10.67	12.00
5	8.0	8.0	8.0	8.0		24.0	8.0	8.0	8.0		24.0	8.0	8.0	0.0	16.0	12.80	14.40
4	8.0	8.0	8.0	8.0		24.0	8.0	8.0	8.0		24.0	8.0	8.0	0.0	16.0	16.00	18.00
3	8.0	8.0	8.0	8.0		24.0	8.0	8.0	8.0		24.0	8.0	8.0	0.0	16.0	21.33	24.00
2	8.0	8.0	8.0	8.0		24.0	8.0	8.0	8.0		24.0	8.0	8.0	0.0	24.0	32.00	36.00
1	8.0	8.0	8.0	8.0		24.0	8.0	8.0	8.0		24.0	8.0	8.0	0.0	16.0	64.00	72.00
0																#VALUE!	#VALUE!

Jana Elliott RN 9/24/25
Cassie Wood 9/24/25
Thomas S. Gatto 9/24/25

Revised 09/2005, 03/2014

Reviewed 09/2006, 09/2007, 09/2008, 05/2013

Reviewed: 6/2015

Reviewed: 7/2016

Reviewed: 11/2017

Revised: 7/2018

Revised: 7/2019

Reviewed: 9/2022

Revised: 5/2025

Revised: 8/2025

Revised: 9/2025

* Direct HPPD = RN, LPN, and NA hours divided by census.

** Total HPPD = D. O. N./RNAC, RN, LPN, NA and US hours divided by census.

*** On 11p-7a shift, for a census of 5 or below, may use 1 RN & 1 C N A instead of 1 RN & LPN. Due to an unforeseen circumstance.

**** RN or LPN may be used in place of a C N A on any shift.

Staffing Guidelines - 2A

# of Patients	7:00 - 3:00								3:00 - 11:00				11:00 - 7:00				Direct HPPD* Target:	Total HPPD** Target: 9.0
	Nurse Manager	Charge RN	RN	LPN	NA	US	SW	Total 7-3 Direct Care Hours	RN	LPN	NA	US	Total 3-11 Direct Care Hours	RN	NA	Total 11-7 Direct Care Hours		
17	4.0	8.0	24.0	8.0	16.0	8.0	16.0	56.0	16.0	8.0	16.0	8.0	40.0	16.0	16.0	32.0	7.53	9.18
16	4.0	8.0	24.0	8.0	16.0	8.0	16.0	56.0	16.0	8.0	16.0	8.0	40.0	16.0	16.0	32.0	8.00	9.75
15	4.0	8.0	24.0	8.0	16.0	8.0	16.0	56.0	16.0	8.0	16.0	8.0	40.0	16.0	16.0	32.0	8.53	10.40
14	4.0	8.0	16.0	8.0	16.0	8.0	16.0	48.0	16.0	8.0	16.0	8.0	40.0	16.0	16.0	32.0	8.57	10.57
13	4.0	8.0	16.0	8.0	16.0	8.0	16.0	48.0	16.0	8.0	16.0	8.0	40.0	16.0	16.0	32.0	9.23	11.38
12	4.0	8.0	16.0	8.0	16.0	8.0	16.0	48.0	16.0	8.0	16.0	8.0	40.0	16.0	16.0	32.0	10.00	12.33
11	4.0	8.0	8.0	8.0	16.0	8.0	16.0	40.0	16.0	8.0	16.0	8.0	40.0	16.0	16.0	32.0	10.18	12.73
10	4.0	8.0	8.0	8.0	16.0	8.0	16.0	40.0	16.0	8.0	16.0	8.0	40.0	16.0	16.0	32.0	11.20	14.00
9	4.0	8.0	8.0	0.0	8.0	8.0	12.0	24.0	16.0	0.0	8.0	8.0	24.0	16.0	8.0	24.0	8.00	11.11
8	4.0	8.0	8.0	0.0	8.0	8.0	12.0	24.0	16.0	0.0	8.0	8.0	24.0	16.0	8.0	24.0	9.00	12.50
7	4.0	8.0	8.0	0.0	8.0	8.0	12.0	24.0	16.0	0.0	8.0	8.0	24.0	16.0	8.0	24.0	10.29	14.29
6	4.0	8.0	8.0	0.0	0.0	0.0	12.0	16.0	16.0	0.0	0.0	0.0	16.0	16.0	0.0	16.0	8.00	10.00
5	4.0	8.0	8.0	0.0	0.0	0.0	8.0	16.0	16.0	0.0	0.0	0.0	16.0	16.0	0.0	16.0	9.60	12.00
4	4.0	8.0	8.0	0.0	0.0	0.0	8.0	16.0	16.0	0.0	0.0	0.0	16.0	16.0	0.0	16.0	12.00	15.00
3	4.0	8.0	8.0	0.0	0.0	0.0	8.0	16.0	16.0	0.0	0.0	0.0	16.0	16.0	0.0	16.0	16.00	20.00
2	4.0	8.0	8.0	0.0	0.0	0.0	8.0	16.0	16.0	0.0	0.0	0.0	16.0	16.0	0.0	16.0	24.00	30.00
1	4.0	8.0	8.0	0.0	0.0	0.0	8.0	16.0	16.0	0.0	0.0	0.0	16.0	16.0	0.0	16.0	48.00	60.00
0	4.0		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	#####	#DIV/0!

- Revised: 11/2/05
- Revised: 12/11/06
- Revised: 12/07
- Revised: 12/08
- Revised: 4/5/10
- Revised: 7/14/10
- Revised: 8/18/10
- Revised 5/2013
- Revised 7/2013
- Revised 10/2013
- Revised 11/2013
- Revised 3/2014
- Revised: 3/26/2014
- Revised 1/20/2015
- Reviewed: 6/2015
- Reviewed: 7/2016
- Reviewed: 11/2017
- Reviewed: 7/2018
- Reviewed: 9/2022
- Reviewed: 5/2025
- Reviewed: 9/2025

*Direct HPPD = CHARGE RN, RN, LPN, and NA hours divided by census
 ** Total HPPD = Nurse Manager, Charge RN, RN, LPN, NA and US hours divided by census.

***Leave an extra aide anytime there is one or more varied observation patients.

calls to be placed based on acuity and need. IF AN RN DETERMINES THAT THE NEED IS IMMEDIATE, SHE WILL REAL TIME TO THE SUPERVISOR OR PROGRAM DIRECTOR.

7-3 LPN will take a patient assignment of 2 when census is 10-12. WILL NOT TAKE DISCHARGES OR ADMISSIONS.

Cassie Wood

WHO WILL KEEP A RECORD OF ATTEMPTS TO CONTACT ALL TRAINED STAFF. This

record will be kept on the schedule.

Dany Ellen Guthrie

Thomas S. Giallo
9/25/25

159
9/25/25

MD 9/25

Sept 25
~~August 30~~, 2025

**Letter of Agreement Between Armstrong County Memorial Hospital ("ACMH") and
Pennsylvania Association of Staff Nurses and Allied Professionals ("PASNAP")**

Re: Clinical Supervisor Letter Agreement

This Letter of Agreement confirms the mutual understanding between ACMH and PASNAP regarding the creation of an Imaging Clinical Supervisor position within the Imaging Department.

1. ACMH may appoint an Imaging Clinical Supervisor who will not be a member of the bargaining unit, but in addition to supervisory responsibilities, shall be permitted to perform bargaining unit Ultrasound Technician work on a regular basis. TA
2. The Clinical Supervisor will be placed on the schedule with all of the Ultrasound Technicians showing her bargaining unit assignments, including call. TA
3. Before any Ultrasound Technician is reduced in hours or cancelled or laid off, the Clinical Supervisor's assignment will be limited to supervisory tasks only, unless an emergency situation arises and there is no other qualified Ultrasound Technician to perform the work. If the Ultrasound Supervisor is unable to perform bargaining unit work as scheduled the Hospital will consider calling out another Ultrasound Technician. TA
4. **In the event that the Imaging Clinical Supervisor is scheduled to perform bargaining unit work and an emergency causes the Imaging Clinical Supervisor to be unavailable to perform bargaining unit work as scheduled, the Hospital will make every effort to address the staffing need.**
5. Bargaining Unit members will be offered overtime before the Clinical Supervisor takes on extra work. TA
6. Any violation of this Agreement will be resolved pursuant to the Grievance procedure. TA

This Letter of Agreement is without precedent and shall not be cited or relied upon in any future dispute, except as necessary to enforce its specific terms.

On behalf of PASNAP:

Tina Smith RTR
Kimberly - RTR
Cris Scott

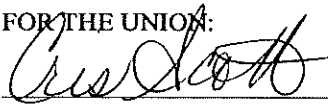
On behalf of ACMH:

Thomas S. Gratto
9/25/25

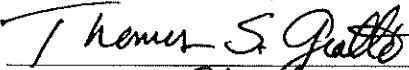
Side Letter: Safety in Imaging

The hospital is exploring alarm systems for employees working alone. Until such alarm system is active, employees in CT may request for a member of staff from the emergency department to accompany and remain with any patient who is identified as presenting a risk. In the event that no staff from the emergency department is available to accompany the patient, the nursing supervisor will be alerted and may either accompany the patient or relieve staff in the emergency department so that they may accompany the patient.

FOR THE UNION:


Date 9-25-25

FOR THE EMPLOYER:


Date 9/25/25

Side Letter: Arbitration Scheduling

Within thirty days of ratification of this Agreement, the parties agree to hold a conference to discuss arbitration scheduling and possible resolution of outstanding grievances and arbitrations.

FOR THE UNION:

Cris Scott 9-25-25
Date

FOR THE EMPLOYER:

Thomas S. Gault
Date 9/25/25

