

MEMORANDUM OF AGREEMENT

UNIVERSITY HOSPITAL

AND

**HEALTH PROFESSIONALS AND ALLIED EMPLOYEES, AFT, AFL-CIO
LOCAL 5094**

UNIVERSITY HOSPITAL (“Hospital” or “Employer”) and the HEALTH PROFESSIONALS AND ALLIED EMPLOYEES (“HPAE”), AFT, AFL-CIO, LOCAL 5094 (“Union”), having engaged in negotiations for an agreement to succeed the current Collective Negotiations Agreement (“Agreement”) between the Hospital and the Union that expired on September 30, 2018, hereby agree to the following amendments to the Agreement as set forth below.

This Memorandum of Agreement (“MOA”) represents a complete package and no individual element of this MOA is acceptable to the parties absent an agreement to the complete package set forth herein. Therefore, the parties hereby agree to amend the Agreement as follows:

1. Article 24, Effective Date and Duration: Revise Article to state as follows:

This Agreement, except as otherwise stated shall be effective on October 1, 2018 and shall remain in effect through September 30, 2021.

This Agreement shall remain in full force and effect from the date of execution thereof through September 30, 2021. The Agreement shall automatically be renewed from year to year thereafter, unless either party

shall give to the other party written notice of its desire to terminate, modify or amend this Agreement. Such notice shall be given to the other party in writing no later than March 1, 2021, or March of any subsequent year for which this Agreement was automatically renewed. Official notice to the Hospital shall be made by addressing the Chief Human Resources Officer of his/her designee. Official notice to HPAE shall be made by addressing the President of HPAE.

2. Article 20, Wages

B) Wage Program

For all employees who were employed as of the date of ratification of this agreement, the wage program shall be as follows:

Effective pay period closest to October 1, 2018, the steps of PS and PH salary tables shall be increased by 2.0%. Eligible employees will receive retroactive pay. There will be no Step movement.

Effective pay period closest to January 1, 2020, the steps of PS and PH salary tables shall be increased by 3.00%. Eligible employees will receive retroactive pay. There will be no Step movement.

Effective pay period closest to October 1, 2020, the steps of PS and PH salary tables shall be increased by 3.00%. There will be no Step movement.

3. Tentative Agreements: The parties have reached tentative agreement on the following subjects, which shall be deemed part of this MOA and a copy is attached hereto:

A. Proposal Change CBA to CNA and BU to NU

B. Union Package 1-

1. Article 1 Agreement Scope

2. Article 2 Union Status-Section 2.01 Recognition

3. Article 2 Union Status-Section 2.05 Union Representatives, Rights and Limitations

4. Article 2 Union Status-Section 2.08 Information and

C. Article 2 Union Status- Section 2.02 Union Dues

D. Article 2 Union Status-Section 2.03 Transmission of Dues

E. Article 2 Union Status- Section 2.04 Agency Fees Union Dues

F. Union Package 2

1. Article 3. Professional Practitioner Status- Section 3.03 Promotions and Transfers

2. Article 4. Employee Status- Section 4.04 Regular versus Temporary

3. Article 4. Employee Status- Section 4.04 Regular versus Temporary (new), Casual(new) and Per Diem

4. Article 14 Discipline and Grievances – Section 14.01 Discipline

G. Article 4 Employee Status- Section 4.07 Seniority

H. UH Package

1. Article 7. Monetary Benefits: Time Not Worked- Section 7.10 Sick Leave; Entitlement and Amount:

2. Article 7. Monetary Benefits: Time Not Worked- Section 7.11 Sick Leave; Notice and Pay:

3. Non-Hostile Work Environment Side Letter

I. Article 10 Monetary Benefits- Section 10.02 Resignation

J. Article 10 Monetary Benefits- Section 10.08 On-Call

K. Article 14 Discipline and Grievances- Section 14.02 Grievances

L. Article 22 Drug and Alcohol Paragraph D

M. Remove Side Letter 6 and 7

N. Final Agreement

4. Complete Agreement: The parties recognize and agree that this MOA represents the entire understanding of the parties. Any proposal or counter-proposal that was made by the parties during negotiations, but is not contained herein, is deemed waived.
5. Ratification Process: This MOA is subject to approval by the Hospital's President and CEO and ratification by the membership of the Union. The Union and its bargaining committee agree that it will recommend ratification of this MOA to the membership. The Hospital's bargaining committee will likewise recommend approval of this MOA to the Hospital's President and CEO. The Union shall notify the Employer in writing of the result of the ratification vote within 48 hours of the conclusion of the voting. The Hospital will likewise provide written notice to the Union of the approval of the President and CEO.
6. Authorization: The undersigned represent that they are authorized to enter into this MOA on behalf of their respective constituencies. Upon ratification of the

MOA by the Union and approval by the Hospital's President and CEO, the Hospital will draft a new collective negotiations agreement and present it to the Union for review, approval and execution.

IN WITNESS WHEREOF, the parties have caused this MOA to be signed

by their duly authorized representatives on this 6th day of January, 2020.

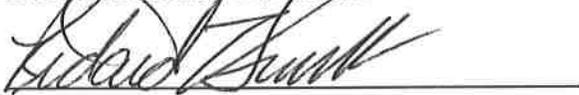
FOR UNIVERSITY HOSPITAL:



Patricia Scully
Admin. Compensation and Labor Relations



Eva M. Serruto, Esq.
Director Labor Relations



Richard Tunnell
Chief Information Officer



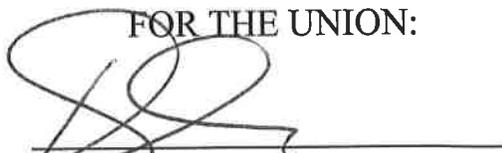
Gerard Garcia,
Chief Human Resources Officer



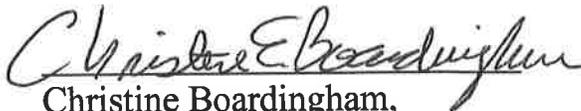
Andre Emont
Director Pharmacy

Shereef Elnahal, M.D.
President and Chief Executive Officer

FOR THE UNION:



Dawn Baker,
HPAE 5094 Staff
Representative



Christine Boardingham,
HPAE Local 5094 UH Chair



Jacques Lherisson

Judy Vincenty



Jacob Luftman



UNIVERSITY HOSPITAL

Newark, New Jersey

For UH
Date:

UMA
11/6/2020

For HPAE 5094

Date:

[Signature]
CEB
JJ

FINAL AGREEMENT FOR HPAE 5094

Amended January 6, 2020 December 17, 2019

University Hospital (UH) reserves the right to add, delete, change or modify any of prior or future proposals during the course of the negotiations. Any contract section (including all side letters and appendices) not referenced shall remain the same.

AGREEMENT

BETWEEN

LOCAL 5094

**Health Professionals and Allied Employees
AFT/AFL-CIO**

And

UNIVERSITY HOSPITAL

Professional Staff

October 1, 2018 ~~17~~ – September 30, 2021 ~~18~~

TABLE OF CONTENTS

	Page
1. AGREEMENT SCOPE	1
2. UNION STATUS	
2.01 Recognition	1
2.02 Union Dues.....	1
2.03 Transmission of Dues	2
2.04 Agency Fee	2
2.05 Union Representatives, Rights and Limitations.....	4
2.06 Union Bulletin Boards and Mail	5
2.07 Union Business.....	5
2.08 Information and Data.....	6
3. PROFESSIONAL PRACTITIONER STATUS	
3.01 Appointment to Position.....	6
3.02 Work Outside of Job Classification	7
3.03 Promotions and Transfers.....	7
3.04 Reassignment.....	8
3.05 Evaluations.....	9
4. EMPLOYEE STATUS	
4.01 Classification	9
4.02 Regular Full Time Staff Member	9
4.03 Regular Part Time Staff Member	10
4.04 Regular Versus Temporary, <u>Casual and Per Diem</u> Employment.....	10
4.05 Probationary Period.....	10
4.06 Personnel Files	11
4.07 Seniority	11
Bumping & Vacancies.....	11
Special Categories	13
Notice of Layoff & Information	13
Recall Rights.....	14
Continuity of Services.....	14
4.08 J-Visa and H-Visa	14
4.09 Confidential Employees	14
5. WORK TIME	
5.01 Normal Workday.....	14
5.02 Normal Workweek	15
5.03 Work Schedules	15
5.04 Overtime Work-Compensatory Time Off.....	15
5.05 Weekend Defined	15
5.06 Inclement Weather	15
6. MONETARY BENEFITS: TIME WORKED	
6.01 Base Pay	17
6.02 Premium Compensation Rate-Overtime Work.....	17
6.03 Pay Period	17
6.04 Salary Increase Date.....	18
6.05 Daylight Saving Time.....	18
7. MONETARY BENEFITS: TIME NOT WORKED	
7.01 Standard Day.....	18

7.02 Holiday Designation	18
7.03 Holiday Entitlement	19
7.04 Holiday Pay.....	19
7.05 Holidays for Twelve Hour Shift Employees.....	19
7.06 Vacation Amount	20
7.07 Vacation Accruals.....	20
7.08 Vacation Entitlement	21
7.09 Vacation Scheduling.....	21
7.10 Sick Leave; Entitlement and Amount.....	22
7.11 Sick Leave; Notice and Pay.....	23
7.12 Leave for Death or Serious Illness in Immediate Family.....	23
7.13 Jury Duty Leave Amount	24
7.14 Jury Duty Leave Procedure	24
7.15 Court Appearance	24
7.16 Rest Periods	24
7.17 Meal Periods	24
8. LEAVES OF ABSENCE	
8.01 Basis and Amount	25
8.02 Procedure.....	25
Family & Medical Leave.....	25
Military Leave	25
Workers' Compensation.....	25
Personal Leave.....	26
Return from Leave.....	26
8.03 Leave of Absence, Limitations	26
9. MONETARY BENEFITS: HEALTH BENEFITS, PRESCRIPTION DRUG PROGRAM, DENTAL CARE PROGRAM, LIFE INSURANCE AND PENSION	
9.01 Health Benefits.....	26
9.02 Prescription Drug Program	26
9.03 Dental Plan.....	27
9.04 Life Insurance Program	27
9.05 Pension.....	27
10. MONETARY BENEFITS MISCELLANEOUS	
10.01 Terminal Benefits.....	27
10.02 Resignation	27
10.03 Shift Differential.....	28
10.04 Experience-Rehire.....	28
10.05 Continuing Education.....	28
10.06 Tuition Refund	30
10.07 Uniform Allowance	31
10.08 On-Call.....	31
10.09 Charge Differential.....	32
10.10 Travel Pay.....	32
10.11 Cell Phone	32
11. HEALTH AND SAFETY	
11.01 Health Examination.....	32
11.02 Employer Obligation	32
12. EMPLOYEE FACILITIES	
12.01 Parking	33

13. NO STRIKE/NO LOCKOUT	33
14. DISCIPLINE	
14.01 Definition	33
14.02 Grievance Procedure	35
15. NON-DISCRIMINATION	37
16. MANAGEMENT RIGHTS.....	38
17. SUB-CONTRACTING SERVICES.....	38
18. SUCCESSORSHIP	38
19. LABOR MANAGEMENT COMMITTEE	38
20. WAGES	
Compensation Plan.....	39
Wage Program.....	39
21. CRIMINAL BACKGROUND CHECK.....	39
22. DRUG & ALCOHOL TESTING	40
23. SAVINGS CLAUSE.....	42
24. EFFECTIVE DATE AND DURATION	42
APPENDIX A – JOB SERIES	46
SALARY TABLES	48
Salary Table – HPAE PH Scale – Effective <u>pay period closest to 10/1/2018 10/1/14</u>	
Salary Table – HPAE PH Scale – Effective <u>pay period closest to 1/1/2020 10/1/15</u>	
Salary Table – HPAE PH Scale – Effective <u>pay period closest to 10/1/202010/1/15</u>	
Salary Table – HPAE PS Scale – Effective <u>pay period closest to 10/1/2018 10/1/14</u>	
Salary Table – HPAE PS Scale – Effective <u>pay period closest to 1/1/2020 10/1/15</u>	
Salary Table – HPAE PS Scale – Effective <u>pay period closest to 10/1/2020 10/1/16</u>	
SIDE LETTERS	
#1 – Discipline of Exempt Staff	55
#2 – Vacation Carryover.....	56
#3 – Exempt Employees.....	57
#4 –Hiring & Promotional Opportunities for Internal Candidates	58
#5 – Helpline	59
#6 – Work From Home Program and Kitchen.....	60
#7 – Market Analysis.....	61
#6 - <u>Revocation of Dues</u>	
#7- <u>Non-Hostile Work Environment</u>	
#8 Inclement Weather	62
#9- <u>Market Analysis</u>	
HPAE PROFESSIONAL TITLE LISTING	63

PREAMBLE

This Agreement is effective October 1, 2018 ~~14~~ and is made between the University Hospital, 150 Bergen Street, Newark, New Jersey, 07107 (hereinafter called "University Hospital" or "Hospital") and the Health Professionals and Allied Employees, AFT, AFL/CIO, 110 Kinderkamack Road, Emerson, New Jersey, 07630 (hereinafter called the "Union").

The parties recognize that it is the responsibility of the Hospital to provide high quality educational programs, to encourage the development of new knowledge through research, and to provide patient care services to the larger community. The Hospital recognizes that due to their education and experience, the staff members covered by this Agreement have a unique contribution to make towards the advancement and execution of the missions of the Hospital.

This Agreement is intended to contribute to the fulfillment of those responsibilities. The parties recognize and declare that it is their mutual goal to maintain a harmonious relationship in determining terms and conditions of employment. To this end they mutually enter into this Agreement which sets forth the employment relationship between the Hospital and the staff members subject to this Agreement under applicable State and Federal law.

ARTICLE 1. AGREEMENT SCOPE

See attached TA

ARTICLE 2. UNION STATUS

2.01 Recognition:

See attached TA

2.02 Union Dues:

See attached TA

2.03 Transmission of Dues:

See attached TA

2.04 Agency Fee:

See attached TA

2.05 Union Representatives, Rights and Limitations:

No changes

2.06 Union Bulletin Boards and Mail:

No changes

2.07 Union Business:

No changes

2.08 Information and Data:

See attached TA

ARTICLE 3. PROFESSIONAL PRACTITIONER STATUS

3.01 Appointment to Position:

No changes

3.02 Work Outside of Job Classification:

No changes

3.03 Promotions and Transfers:

See attached TA

3.04 Reassignment:

No changes

3.05 Evaluations:

No changes

ARTICLE 4. EMPLOYEE STATUS

4.01 Classification:

No changes.

4.02 Regular Full Time Staff Member:

No changes.

4.03 Regular Part Time Staff Member:

No changes.

4.04 Regular Versus Temporary Employment:

See attached TA

4.05 Probationary Period:

See attached TA

4.06 Personnel Files:

No changes

4.07 Seniority:

See attached TA

4.08 J-Visa and H-Visa Employees:

No changes

4.09 Confidential Employees

No changes

ARTICLE 5. WORK TIME

5.01 Normal Workday:

No changes

5.02 Normal Workweek:

No changes

5.03 Work Schedules:

No changes

5.04 Overtime Work: Compensatory Time Off

No changes

5.05 Weekend Defined:

No changes

5.06 Inclement Weather:

No changes

ARTICLE 6. MONETARY BENEFITS: TIME WORKED

6.01 a. Base Pay:

No changes

6.02 Premium Compensation Rate - Overtime Work:

No changes

6.03 Pay Period:

No changes

6.04 Salary Increase Date:

No changes

6.05 Daylight Saving Time:

No changes

ARTICLE 7. MONETARY BENEFITS: TIME NOT WORKED

7.01 Standard Day

No changes

7.02 Holiday Designation:

No changes

7.03 Holiday Entitlement:

No changes

7.04 Holiday Pay:

No changes

7.05 Holidays for Twelve Hour Shift Employees:

No changes

7.06 Vacation Amount:

No changes

7.07 Vacation Accruals:

No changes

7.08 Vacation Entitlement:

No changes

7.09 Vacation Scheduling:

No changes

7.10 Sick Leave; Entitlement and Amount:

See attached TA

7.11 Sick Leave; Notice and Pay:

See attached TA

7.12 Leave for Death or Serious Illness in Immediate Family:

No changes

7.13 Jury Duty Leave Amount:

No changes

7.14 Jury Duty Leave Procedure:

No changes

7.15 Court Appearance:

No changes

7.16 Rest Periods:

No changes

7.17 Meal Period:

No changes

ARTICLE 8. LEAVES OF ABSENCE

8.01 Basis and Amount:

No changes

8.02 Procedure:

No changes

8.03 Leave of Absence, Limitations:

No changes

ARTICLE 9. MONETARY BENEFITS: HEALTH BENEFITS, PRESCRIPTION DRUG PROGRAM, DENTAL CARE PROGRAM, LIFE INSURANCE AND PENSION:

9.01 Health Benefits:

No changes

9.02 Prescription Drug Program:

No changes

9.03 Dental Plan:

No changes

9.04 Life Insurance Program:

No changes

9.05 Pension:

No changes

ARTICLE 10. MONETARY BENEFITS MISCELLANEOUS:

10.01 Terminal Benefits:

No changes

10.02 Resignation:

See attached TA

10.03. Shift Differential:

No changes

10.04 Experience - Rehire:

No changes

10.05 Continuing Education:

A staff member may request in writing to his/her supervisor, permission to participate in work-related educational workshops, seminars, conferences and/or conventions. The Hospital will make a reasonable effort to approve such participation.

The Hospital will grant time off without loss of pay to those staff members approved to attend Continuing Education conferences.

Every Full-Time bargaining unit member may request time off with pay in blocks of time equal to the standard day of their classification as defined in Article 7, Section 7.01 their regular work day for the purpose of attending three (3) days of Continuing Education Programs and/or to take certification exams. The request must be made, in writing, at least two (2) weeks prior to the Continuing Education Program for which release is sought or at least two (2) weeks prior to the scheduled examination. Courses for which release is sought must be related to the employee's current job duties. Part time bargaining unit members shall be entitled to time off with pay in a block equal to their regular work day for the purpose of attending one (1) day of Continuing Education Programs and/or certification exam.

With permission from his/her supervisor, exempt staff members shall be entitled to adjust his/her schedule to attend such conferences.

Staff members shall be allowed to complete mandatory, Hospital web-based courses, during regular work hours.

Night shift staff members may request time off on the day directly prior or the day directly after the Continuing Education program. However, the Hospital shall decide whether the employee receives the time off on the day before or the day after the Continuing Education program based on operational considerations. Staff members will receive a response to their request for participation within two (2) weeks of submission. All travel arrangements must be made in conformance with Hospital policy in order to be reimbursable.

The Hospital agrees to reimburse staff members for the tuition/registration fees associated with obtaining and/or maintaining "certifications" required by the Hospital or the State of New Jersey for the position in which they are currently employed by the Hospital. Such reimbursement shall be in accordance with Article 10.06 and charged to the employee's tuition reimbursement allowance. Within 90 days of completion of the seminar, the signed certificate/proof of attendance shall be submitted to Human Resources, and reimbursement will be paid within six (6) weeks of submission.

If the Hospital directs the employee to attend training session, certification class and/or continuing education program: (a) the Hospital will notify the Employee in advance of the program, (b) the Hospital will assume the cost of the training session, certification class and/or continuing education program, and (c) the employee shall be released from his normally scheduled shift in order to attend training sessions, certification classes and/or continuing education programs as directed by the Hospital.

Effective January 1, 2017, if an applicant or employee accepts a position, or promotion to a position, at University Hospital which requires the successful completion of training and/or achievement of certification in order to provide the employee with the skills necessary to perform the duties of that position, the applicant or employee shall commit to reimbursement of the Hospital for the training expenses, such as third party training costs, travel (up to a maximum of \$800 per trip for round-trip airfare), meals and lodging, etc., which have been incurred by the Hospital, if the employee voluntarily

separates from the Hospital within two (2) years of the training and/or achievement of certification (3 years for new hires as set forth below). This obligation shall also apply to employees that are in their existing positions when they receive training or certification on or after January 1, 2017 that provides them with the skills necessary to perform the duties of the position. This obligation to reimburse the Hospital shall not be applicable to an employee that is terminated for cause or laid off by the Hospital.

For new hires hired on or after October 1, 2016, the obligation to reimburse the Hospital shall be pro-rated as follows:

Separation within one (1) year of commencement of course: 100% reimbursement of costs
Separation within two (2) years of commencement of course: 75% reimbursement of costs
Separation within three (3) years of commencement of course: 50% reimbursement of costs

For employees hired before October 1, 2016, the obligation to reimburse the Hospital shall be pro-rated as follows:

Separation within one (1) year of commencement of the course: 100% reimbursement of costs
Separation within 18 months of commencement of the course: 50% reimbursement of costs
Separation within two (2) years of commencement of the course: 25% reimbursement of costs.

The employee will be provided with an individualized training agreement at the time he/she is sent for such education/training. The individualized training agreement will include an estimate of the cost of training expenses that the employee would have to reimburse in accordance with this Section, although it is understood that the reimbursement will be based upon the actual expenses.

Notwithstanding the foregoing, an employee that voluntarily separates from the Hospital due to unforeseen circumstances beyond the employee's control that required the employee to separate from the Hospital in less than two (2) years from completion of the training and/or achievement of the certification shall not be required to reimburse any amount under this Section, so long as the employee provided the Hospital with sufficient documentation in support of the unforeseen circumstance that was beyond the employee's control and provided as much notice of the separation as was practicable under the circumstances. It is understood that leaving for a higher paying job shall not be deemed to be an "unforeseen circumstance beyond the employee's control" under this Section.

For employees who have served six (6) consecutive years in the same position, immediately prior to the commencement of the training, the obligation to reimburse the Hospital shall be as follows:

Separation within one (1) year of commencement of course: 100% reimbursement of costs

10.06 Tuition Refund:

- A. Effective January 1, 2020, The the annual maximum reimbursement will be three thousand seven hundred dollars (~~\$3,000~~ \$3700) for courses successfully completed with a grade of "C" or better. ~~Effective for courses taken beginning on or after January 1, 2017, the annual maximum reimbursement will be three thousand seven hundred dollars (\$3,700) for courses successfully completed with a grade of "C" or better.~~ Full and part time employees must have been employed by the Hospital for at least one (1) year prior to be eligible for receipt of tuition reimbursement benefits. Employees who receive tuition reimbursement, and voluntarily separate their employment within twelve (12) months of the receipt of a reimbursement shall refund the Hospital the amount of the reimbursement received.

If a staff member takes a course at a school that allows for deferred tuition reimbursement, the staff member will not be required to pay the school first and then be reimbursed by the Hospital. Provided that the staff member successfully completes the course with a grade of "C" or better and submits an appropriate invoice, the Hospital shall issue a check to the staff member (within the maximum amounts set forth in this paragraph) and the staff member shall submit such check to the school. However, it is the responsibility of the staff member to make such payments and the Hospital shall be held harmless from any disputes between the staff member and the school regarding tuition payments.

- B. There will be no reimbursement for incidental fees incurred in the courses.
- C. The Hospital will reimburse staff members within six (6) weeks of submission of tuition receipts and grades by the staff member.
- D. There shall be no cap on the number of semesters for which a staff member can receive tuition refund.
- E. Staff members in the Mental Health and Social Work professions shall be eligible to receive tuition reimbursement for course work at post-Master's degree "institutes" or equivalent programs in their fields.
- F. If a staff member is laid off and has received tuition reimbursement, the staff member will not have to return such reimbursement.

10.07 Uniform Allowance:

No changes

10.08 On-Call:

See attached TA

10.09 Charge Differential:

No changes

10.10 Travel Pay:

No changes

10.11 Cell Phone:

No changes

ARTICLE 11. HEALTH AND SAFETY:

No changes

11.01 Health Examination:

No changes

11.02 Employer Obligation:

No changes

ARTICLE 12. EMPLOYEE FACILITIES:

12.01 Parking:

~~Beginning July 1, 1993 and for every fiscal year until a successor Agreement is concluded, Subject to the parking fee agreement with Rutgers University,~~ Subject to the parking fee agreement with Rutgers University, the parking fee for all bargaining unit members will be equal to .5% of the base salary as of the last pay period of the previous fiscal year. All staff members hired during any fiscal year shall pay a prorated fee for the remainder of the fiscal year based on their salary at time of hire.

Parking fee reimbursements shall be paid in pre-tax dollars.

ARTICLE 13. NO STRIKE/NO LOCKOUT:

No changes

ARTICLE 14. DISCIPLINE AND GRIEVANCES:

14.01 Discipline:

See attached TA

14.02 Grievance Procedure:

See attached TA

ARTICLE 15. NON-DISCRIMINATION:

No changes.

ARTICLE 16. MANAGEMENT RIGHTS:

~~The Hospital retains and may exercise all rights, powers, duties, authority and responsibilities conferred upon and vested in it by the laws and constitution of the State of New Jersey and the United States of America.~~

~~Except as specifically limited or modified by the terms of this Agreement, or by law, all the rights, powers, duties, authority, prerogatives of management and the responsibility to promulgate and enforce reasonable rules and regulations governing the conduct and activities of staff members are also retained by the Hospital, whether exercised or not, and are to remain exclusively with the Hospital.~~

The Hospital, except as limited or modified by the express terms of this Agreement, reserves and retains solely and exclusively all powers, rights, authority, duties and responsibilities conferred upon and vested in it by the Laws and Constitutions of the State of New Jersey and of the United States, to manage the operations of the Hospital. These rights, to the extent consistent with applicable law, shall include, but shall not be limited to, the right:

- a. To determine, make and enforce all reasonable rules, procedures and policies relating to the work, safety, the delivery of exceptional medical services, and the operations of the Hospital. This shall include the right to change or abolish such rules, procedures or policies;

- b. To continue, alter, make and enforce reasonable rules and procedures pertaining to employee conduct and standards of performance;
- c. To assign such work to employees in accordance with the requirements of exceptional medical care and the continuity of the Hospital's operations;
- d. To determine the management of each department in the Hospital by the efficient selection, utilization, deployment and disposition of equipment which necessarily includes determining the quantity, type and brand of equipment and other products to be utilized;
- e. To determine the number of hours per day and/or per week that operations in each department of the Hospital shall be carried on and/or to discontinue or relocate any portion or all of the operations;
- f. To take whatever means necessary to carry out the mission of University Hospital in emergency situations.
- g. HPAE does not waive its rights to meet with and bargain over the terms and conditions of employment as determined by this contract, as well as those not specifically set forth in this agreement.

ARTICLE 17. SUB-CONTRACTING SERVICES:

No changes

ARTICLE 18. SUCCESSORSHIP:

No changes

ARTICLE 19. LABOR MANAGEMENT COMMITTEE:

No changes

ARTICLE 20. WAGES:

A) Compensation Plan:

No changes

Wage Program

Effective retroactive to first full pay period following December 1, 2017:

For all employees who were employed as of the date of ratification of this agreement, the wage program shall be as follows:

Effective ~~December 1, 2017~~ the pay period closest to October 1, 2018, the steps of -PS and PH salary tables shall be increased by ~~2.5~~ 2.0%. Eligible employees will receive retroactive pay. There will be no Step movement.

Effective the pay period closest to January 1, 2020, the steps of PS and PH salary tables shall be increased by 3.00%. Eligible employees will receive retroactive pay. There will be no Step movement.

Effective the pay period closest to October 1, 2020, the steps of PS and PH salary tables shall be increased by 3.00%. There will be no Step movement.

ARTICLE 21. CRIMINAL BACKGROUND CHECKS:

No changes

ARTICLE 22. DRUG AND ALCOHOL TESTING:

See attached TA

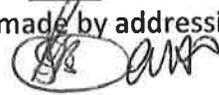
ARTICLE 23. SAVINGS CLAUSE:

No changes

ARTICLE 24. EFFECTIVE DATE AND DURATION:

This Agreement, except as otherwise stated shall be effective on October 1, ~~2018~~ 2017 and shall remain in effect through September 30, ~~2021~~ 2018.

This Agreement shall remain in full force and effect from the date of execution thereof through September 30, ~~2021~~2018. The Agreement shall automatically be renewed from year to year thereafter, unless either party shall give to the other party written notice of its desire to terminate, modify or amend this Agreement. Such notice shall be given to the other party in writing no later than March 1, ~~2021~~ 2018, or March of any subsequent year for which this Agreement was automatically renewed. Official notice to the Hospital shall be made by addressing the ~~Chief Vice President for Human Resources~~ Officer of his/her designee. Official notice to HPAE shall be made by addressing the President of HPAE.

A handwritten signature in black ink, appearing to be "AM", is written over the text "Chief Vice President for Human Resources" in the previous block.

APPENDIX A

JOB SERIES

No change.

Side Letter #1

**Health Professionals and
Allied Employees** AFT
AFL-CIO

110 Kinnickinnick Road
Barron, NJ 07630
201-262-5005
1 (800) 801-5005
FAX 201-262-4335

March 25, 1997

Howard J. Pripas, Esq.
University of Medicine and Dentistry of New Jersey
Office of Labor Relations
65 Bergen St.
12th Floor - Suite 1237
Newark, NJ 07107



Re: **Letter of Understanding
Discipline of Exempt Staff Members**

Dear Mr. Pripas:

It is hereby agreed and acknowledged by both the University and the Union that the University has changed its disciplinary policy with respect to exempt staff so that such staff shall not be suspended without pay for less than five (5) days except for infractions of safety rules of major significance relating to the prevention of serious danger to the University and other staff members.

Both parties further recognize that the Union's position on disciplinary policy toward exempt staff is that such staff should not receive a suspension except for an infraction of safety provisions of major significance and that, where the University would, with just cause, otherwise issue a suspension, such staff should be given a "Written Warning in Lieu of a Suspension."

The Union reserves its right to litigate any matter arising out of the University's revised disciplinary policy with respect to exempt staff members.

Please indicate your agreement by your signature below. The signature of the University acknowledges the Union's position, but does not indicate agreement to the position.

Very truly yours,

Ann Twomey
President

AT:jg

Howard J. Pripas, Esq.
Director of Labor Relations
University of Medicine & Dentistry of New Jersey

Side Letter #2

Ann Twomey, President
Health Professionals and Allied Employees
AFT, AFL-CIO
110 Kindarumuck Road
Emerson, NJ 07630

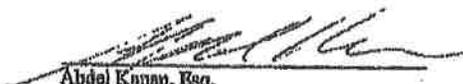
Re: Vacation Carryover

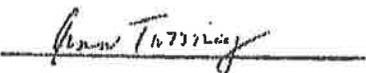
Dear Ms Twomey:

If the union believes the employee is required to carry over vacation accruals in excess of one year because they are not being allowed by the Department to schedule vacation time, they should bring this to the attention of Labor Relations and the matter will be investigated. Labor Relations will discuss the issue with the department and inform them that they must approve excess vacation carryover within the 6-month carryover period. Should the staff member not request vacation, the department may schedule the employee for vacation within the 6-month period.

Please indicate your agreement by signature below.

Very truly yours,


Abdel Kanan, Esq.
Director of Labor Relations


Ann Twomey, President
Health Professionals and Allied Employees
AFT, AFL-CIO

Side Letter #3



November 5, 2011

Ann Twomey, President
Health Professionals and Allied Employees
APT, AFL-CIO
110 Kluderkamack Road
Emerson, NJ 07630

Re: Exempt Employees

Dear Ms. Twomey:

If the Union believes an exempt employee is regularly and routinely required to work excessive hours, they should bring this to the attention of Labor Relations and the situation will be investigated with the Office of Compensation Services in conjunction with the appropriate senior management of the unit. A summary of the findings of the investigation and any remedial action taken will be supplied to the union within sixty (60) days. The findings of the investigation are subject to the grievance procedure through Step 2.

Annually, in the month of September, the Vice President of Human Resources will send a communication to the UMDNJ schools and units stating that there should be a reasonable approach taken with regards to flexibility of scheduling exempt employees.

Please indicate your agreement by signature below.

Very truly yours,

A handwritten signature in cursive script, appearing to read "Abdel Kanan".

Abdel Kanan, Esq.
Director of Labor Relations

A handwritten signature in cursive script, appearing to read "Ann Twomey".

Ann Twomey, President
Health Professionals & Allied Employees
APT, AFL-CIO

Side Letter #4



November 5, 2011

Ann Twomey, President
Health Professionals and Allied Employees
AFT, AFL-CIO
110 Kluderkamaack Road
Emerson, NJ 07630

Re: Hiring and Promotional Opportunities for Internal Candidates

Dear Ms. Twomey:

The University is sensitive to issues presented regarding the hiring and promotional opportunities for internal candidates. Provided that internal candidates meet the requirements for a job posting, it is preferred and strongly encouraged that interviews be granted for the internal candidates who applied within the first five (5) days the position was posted.

Provided qualifications are substantially equal between an internal and external candidate, the appointment of the internal candidate is preferred and encouraged. Provided qualifications and work experience are substantially equal between internal candidates, the appointment of the senior internal candidate is preferred and encouraged. Qualifications are deemed to include, but are not limited to, consideration of work performance, time and attendance and demonstrated attributes consistent with the University's Code of Ethics and Conduct. This side letter is not subject to the grievance procedure.

Please indicate your agreement by signature below.

Very truly yours,

A handwritten signature in black ink, appearing to read 'Abdel Kanan', is written over a horizontal line.

Abdel Kanan, Esq.
Director of Labor Relations

A handwritten signature in black ink, appearing to read 'Ann Twomey', is written in a cursive style.

Ann Twomey, President
Health Professionals & Allied Employees
AFT, AFL-CIO

Side Letter #5



November 5, 2011

Ann Twomey, President
Health Professionals and Allied Employees
AFT, AFL-CIO
110 Kinderkamack Road
Emerson, NJ 07630

Re: Helpline

Dear Ms. Twomey:

A staff member may file a complaint with the University's Helpline if she/he believes that she/he has been discriminated against or subjected to harassment and/or a hostile work environment. Such complaints will be triaged and forwarded to the appropriate party for further review and resolution.

Please indicate your agreement by signature below.

Very truly yours,

A handwritten signature in black ink, appearing to read "Abdel Kanan".

Abdel Kanan, Esq.
Director of Labor Relations

A handwritten signature in black ink, appearing to read "Ann Twomey".

Ann Twomey, President
Health Professionals and Allied Employees
AFT, AFL-CIO

Side Letter #6 and 7 Deleted-See attached TA

Side Letter of Agreement # 6

January 6, 2020

Deborah White

Health Professionals and Allied Employees

110 Kinderkamack Road

Emerson, New Jersey 07630

Re: Revocation of Dues

Dear Ms. White:

So as not to unduly delay the settlement of this contract, through October 1, 2018 to September 30, 2021, HPAE and University Hospital agree to continue to negotiate over termination of payroll deduction for union dues when employees present revocation of dues deduction to HPAE and HPAE presents such revocation to University Hospital for processing. Until an agreement is reached, employees will follow the provisions negotiated, agreed to and incorporated into this contract for revocation of dues deduction.

Very truly yours,

Eva M. Serruto, Esq.

Director of Labor Relations

Deborah White, President

Health Professionals and Allied

Employees



UNIVERSITY HOSPITAL
Newark, New Jersey

Side Letter #8

September 14, 2017

Corrado Coturnaccio
HPAB Local 5094
110 Kinderkamack Road
Emerson, NJ 07630

RE: Incident Weather

The parties agree that in the event that an employee has not been advised by the applicable Department of their assigned Category (red or Blue) in writing, the employee may make a written request to the Department Head as to whether they are a Category Red or Category Blue employee. The Department Head shall respond to such written requests in writing within 14 days.

Please indicate your agreement by signature below.

Very truly yours,

Eva M. Serruto, Esq.
Director of Labor Relations

Ann Twomey, President
Health Professionals & Allied Employees,
AFT, AFL-CIO

Side Letter of Agreement # 7

January 6, 2020

Deborah White
Health Professionals and Allied Employees
110 Kinderkamack Road
Emerson, New Jersey 07630

Re: Non-Hostile Work Environment

Dear Ms. White:

University Hospital and HPAE agree that the working environment shall be characterized by mutual respect for the common dignity to which all individuals are entitled. Repeated, unreasonable conduct will not be tolerated.

Any claims of a violation of this provision shall first be addressed at the request of either the hospital or the Union through a conference with Labor Relations, attended by the employee, manager or departmental representative, a representative or representatives of the union and labor relations, to discuss, and if possible resolve alleged violations. The intent of this meeting shall be to address issues before the imposition of discipline by the hospital upon an employee, or the filing of a grievance against the hospital by the union, becomes necessary. Utilization of this process shall not be mandatory for either party. A full and fair investigation into any alleged violations of this provision shall be the joint duty of the hospital and the union. Any mutual agreements reached at the meeting will be reduced to writing. University Hospital and HPAE jointly commit to support of a healthy and professional work environment and to appropriate interventions with any individual, be they management or staff, whose behavior undermines achievement of this goal.

Very truly yours,

Eva M. Serruto, Esq.
Director of Labor Relations

Deborah White, President
Health Professionals and Allied
Employees

Side Letter of Agreement # 9

January 6, 2020

Deborah White
Health Professionals and Allied Employees
110 Kinderkamack Road
Emerson, New Jersey 07630

Re: Market Analysis

AB ems
Interface

Dear Ms. White:

The Hospital agrees that it will conduct a market rate analysis for each of the following job titles: (1) Social Worker; (2) Registered Dietitian; (3) Physician Assistant; (4) CITRIX Team; (5); EPIC Team; (6) Pharmacist; and, (7) Clinical Care Coordinator. The market rate analysis will commence as soon as practicable following April 1, 2020 and will be finalized by no later than December 31, 2020. Each time a report is final, a copy of the final report will be provided to the Union.

Please indicate your agreement by signature below.

Very truly yours,

Eva M. Serruto, Esq.
Director of Labor Relations

Deborah White, President
Health Professionals and Allied
Employees

PENDING GRIEVANCE WITHDRAWN

Grievance Number	Department/Title	Reason for Grievance	Date Filed
02-15-17CNK	All Depts	Class Action (Continuing Education Days)	2/27/2017

HPAE LOCAL 5094 Titles & Grade

Effective 12/19/19

<u>Title</u>	<u>Gd</u>
<u>ACCOUNTANT</u>	<u>18</u>
<u>ADMIN ANAL III</u>	<u>21</u>
<u>ADMIN ANAL IV</u>	<u>19</u>
<u>ADMIN ANAL V</u>	<u>17</u>
<u>ADMIN COOR II</u>	<u>19</u>
<u>ADMIN RES ASSOC</u>	<u>25</u>
<u>ADMIN SPECIALIST</u>	<u>22</u>
<u>APPEALS COOR</u>	<u>27</u>
<u>APPEALS SPECIALIST</u>	<u>22</u>
<u>APPLICATIONS SPEC</u>	<u>19</u>
<u>ARCHITECTURAL DESIGNER</u>	<u>25</u>
<u>ARCHITECTURAL SUPPORT SPEC</u>	<u>27</u>
<u>ASSISTANT BUYER</u>	<u>17</u>
<u>ASSISTANT STATISTICIAN</u>	<u>23</u>
<u>ASST COOR</u>	<u>22</u>
<u>ASST RES COOR</u>	<u>21</u>
<u>ASST TRAUMA REGISTRY COOR</u>	<u>25</u>
<u>BILLING & CODING ANALYST</u>	<u>24</u>
<u>BIOINFORMATICS SPECIALIST</u>	<u>30</u>
<u>BIOMEDICAL EQUIP TECH I</u>	<u>21</u>
<u>BIOMEDICAL EQUIP TECH II</u>	<u>19</u>
<u>BIOSAFETY OFFICER</u>	<u>30</u>
<u>BLOOD BANK TECHNOLOGIST</u>	<u>23</u>
<u>BUDGET ANAL I</u>	<u>26</u>
<u>BUDGET ANAL II</u>	<u>22</u>
<u>BUDGET ANAL III</u>	<u>18</u>
<u>BUDGET REIM ASST</u>	<u>23</u>
<u>BUDGETARY ADMIN ANALYST</u>	<u>20</u>
<u>BUDGETARY ADMIN ANALYST I</u>	<u>22</u>
<u>BUSINESS SERVICES COOR</u>	<u>22</u>
<u>BUSINESS SYS ANALYST</u>	<u>26</u>
<u>BUSINESS SYS COOR</u>	<u>24</u>
<u>BUYER</u>	<u>19</u>
<u>CAMPUS SPACE PLANNER</u>	<u>25</u>
<u>CANCER REGISTRY INFO SPEC I</u>	<u>26</u>
<u>CANCER REGISTRY INFO SPEC II</u>	<u>22</u>
<u>CANCER REGISTRY INFO SPEC III</u>	<u>20</u>
<u>CARE COOR SPECIALIST II</u>	<u>26</u>
<u>CARE COORDINATION SPECIALIST</u>	<u>25</u>
<u>CHILD LIFE SPECIALIST</u>	<u>22</u>
<u>CHILD SEX/TRAUMA ABUSE PSYCH</u>	<u>28</u>

<u>CLIN CARE COOR</u>	<u>29</u>
<u>CLIN COOR</u>	<u>29</u>
<u>CLIN COOR TRANSPLANT PROG</u>	<u>29</u>
<u>CLIN PHARMACIST SPEC</u>	<u>34</u>
<u>CLIN PROCESS IMPROVEMENT ENGINEER</u>	<u>32</u>
<u>CLIN RESEARCH ASSOC</u>	<u>24</u>
<u>CLINICAL AUDIOLOGIST</u>	<u>25</u>
<u>CLINICAL LAB FACILITATOR</u>	<u>25</u>
<u>CODING AND BILLING AUDITOR</u>	<u>24</u>
<u>COMM PROG SPEC</u>	<u>22</u>
<u>COMMUNITY SERVICES COOR</u>	<u>23</u>
<u>CONTENT SPECIALIST I</u>	<u>21</u>
<u>CONTENT SPECIALIST II</u>	<u>24</u>
<u>CONTINUING EDUC ASST</u>	<u>18</u>
<u>CONTRACT ADMINISTRATOR</u>	<u>27</u>
<u>CONTRACT ASST</u>	<u>20</u>
<u>COOR BUDGET SVCS</u>	<u>27</u>
<u>COOR CLINICAL SVCS</u>	<u>27</u>
<u>COOR DATA SVCS</u>	<u>25</u>
<u>COOR DATA SYSTEMS</u>	<u>25</u>
<u>COOR ENERGY UTILITIES</u>	<u>24</u>
<u>COOR FACILITIES & LABS</u>	<u>21</u>
<u>COOR GRANT DEV COMMUNICATIONS</u>	<u>26</u>
<u>COOR HIV QUALITY MGNT</u>	<u>27</u>
<u>COOR MULTIMEDIA DESIGN</u>	<u>28</u>
<u>COOR PUB HLTH ED & RESEARCH</u>	<u>29</u>
<u>COOR RES COMPLIANCE</u>	<u>29</u>
<u>COOR SPEC VENDOR PROG</u>	<u>22</u>
<u>COMMUNITY HEALTHCARE CHAPLAIN</u>	<u>24</u>
<u>CYTOGENETIC RES TECH III</u>	<u>16</u>
<u>CYTOGENETIC RES TECHN I</u>	<u>21</u>
<u>CYTOGENETIC RES TECHN II</u>	<u>18</u>
<u>CYTOTECHNOLOGT</u>	<u>23</u>
<u>DATA ARCHITECT I</u>	<u>24</u>
<u>DATA ARCHITECT II</u>	<u>28</u>
<u>DATA BASE ANAL</u>	<u>28</u>
<u>DATA QUALITY SPEC RN</u>	<u>30</u>
<u>DATA SCIENTIST</u>	<u>28</u>
<u>DATA UNIFORMITY SPECIALIST</u>	<u>28</u>
<u>DECISION SUPPORT ANALYST</u>	<u>28</u>
<u>DEPT LIAISON</u>	<u>24</u>
<u>DIETETIC TECH I</u>	<u>18</u>
<u>DIETICIAN</u>	<u>22</u>
<u>DOC, CODING & PAY SPEC</u>	<u>17</u>
<u>EDITOR</u>	<u>25</u>

<u>EDITORIAL ASST</u>	<u>21</u>
<u>EDUCATION TRNG SPEC</u>	<u>24</u>
<u>ELECTROPHYSIOLOGY SPECIALIST</u>	<u>33</u>
<u>ENVIRONMENTAL ANALYST</u>	<u>27</u>
<u>ENVIRONMENTAL SPEC</u>	<u>26</u>
<u>EXERCISE PHYSIOLOGIST</u>	<u>22</u>
<u>EXERCISE SPEC</u>	<u>17</u>
<u>FACILITIES COOR</u>	<u>23</u>
<u>FIELD SERVICE ENGINEER III</u>	<u>24</u>
<u>FIELD SERVICE ENGINEER IV</u>	<u>26</u>
<u>FIN ANAL</u>	<u>24</u>
<u>FINANCIAL COORDINATOR</u>	<u>20</u>
<u>GENETIC COUNSELOR</u>	<u>24</u>
<u>GENETICS COUNSELOR COOR</u>	<u>25</u>
<u>GRANT WRITER</u>	<u>28</u>
<u>GRANTS & CONTRACTS ANAL I</u>	<u>27</u>
<u>GRANTS & CONTRACTS ANAL II</u>	<u>24</u>
<u>GRANTS & CONTRACTS ANAL III</u>	<u>21</u>
<u>GRANTS COOR</u>	<u>24</u>
<u>HEALTH EDUC SPEC</u>	<u>25</u>
<u>HEALTH PHYSICIST</u>	<u>26</u>
<u>HISTOTECHNOLOGIST</u>	<u>22</u>
<u>HLTH CARE INTERPRETER PROG REP</u>	<u>16</u>
<u>HLTH EDUCATOR II</u>	<u>23</u>
<u>HLTH EDUCATOR III</u>	<u>20</u>
<u>HLTH PROGRAM ANALYST</u>	<u>21</u>
<u>HOSPITAL APPLIC ANALYST</u>	<u>25</u>
<u>HOSPITAL LIBRARIAN</u>	<u>27</u>
<u>HUMAN SUBJ PROT ANALYST</u>	<u>25</u>
<u>INFECTION CONTROL PRAC/PREVENT</u>	<u>27</u>
<u>INFORMATICS PHARMACIST</u>	<u>33</u>
<u>INFORMATICS SPEC</u>	<u>28</u>
<u>INFORMATION SYSTEMS SPECIALIST</u>	<u>30</u>
<u>INPAT COD DATA QUAL AUD/EDCTR</u>	<u>28</u>
<u>IST ANAL II</u>	<u>28</u>
<u>IST COMMUNICATION SPECIALIST</u>	<u>24</u>
<u>IST CUSTOMER SUPPORT ANAL I</u>	<u>28</u>
<u>IST CUSTOMER SUPPORT ANAL II</u>	<u>26</u>
<u>IST CUSTOMER SUPPORT ANAL III</u>	<u>22</u>
<u>IST CUSTOMER SUPPORT ANAL IV</u>	<u>20</u>
<u>IST SECURITY ANALYST II</u>	<u>29</u>
<u>IST SECURITY ANALYST III</u>	<u>25</u>
<u>IST TRAINER</u>	<u>25</u>
<u>LAB SAFETY SPEC</u>	<u>27</u>
<u>LABORATORY QUALITY COOR</u>	<u>28</u>

<u>LACTATION CONSULTANT (NON-RN)</u>	<u>22</u>
<u>LEAD PHYSICIAN ASSISTANT</u>	<u>37</u>
<u>LICENSING ASSOC</u>	<u>27</u>
<u>LOW VISION THERAPIST</u>	<u>26</u>
<u>MANAGED CARE COOR</u>	<u>26</u>
<u>MARKETING & COMMUNICATIONS COOR</u>	<u>23</u>
<u>MARKETING ASST</u>	<u>23</u>
<u>MARKETING REP</u>	<u>25</u>
<u>MED TECH/POINT OF CARE COOR</u>	<u>22</u>
<u>MEDIA RELATIONS SPECIALIST</u>	<u>23</u>
<u>MEDICAL DOSIMETRIST</u>	<u>32</u>
<u>MEDICAL INTERPRETER</u>	<u>20</u>
<u>MEDICAL INTERPRETER-ASL/TRILINGUAL</u>	<u>23</u>
<u>MEDICAL PHOTOGRAPHER</u>	<u>19</u>
<u>MEDICAL PHYSICIST</u>	<u>42</u>
<u>MEDICAL TECHNOLOGIST</u>	<u>22</u>
<u>MEDICAL WRITER</u>	<u>28</u>
<u>MEDICAL WRITER ONCOLOGY</u>	<u>30</u>
<u>MGMNT ASST</u>	<u>20</u>
<u>MKTG COOR</u>	<u>22</u>
<u>MKTG COOR/WEB EDITOR</u>	<u>22</u>
<u>MKTG INFO ASST</u>	<u>19</u>
<u>MNTL HLTH CLINICIAN II</u>	<u>25</u>
<u>MNTL HLTH CLINICIAN III</u>	<u>22</u>
<u>MULTIMEDIA SPEC</u>	<u>22</u>
<u>MULTIMEDIA SPEC II</u>	<u>18</u>
<u>NUCLEAR MED TECHN</u>	<u>30</u>
<u>NURSING INFORMATICS SPEC</u>	<u>30</u>
<u>NUTRITIONIST I</u>	<u>24</u>
<u>NUTRITIONIST II</u>	<u>22</u>
<u>NUTRITIONIST III</u>	<u>20</u>
<u>OCCUPATIONAL THER</u>	<u>29</u>
<u>ONCOLOGY CLIN RES COOR I</u>	<u>25</u>
<u>ONCOLOGY CLIN RES COOR II</u>	<u>22</u>
<u>ONCOLOGY CLIN RES COOR III</u>	<u>18</u>
<u>OPERATIONAL SUPPORT ANAL I</u>	<u>28</u>
<u>OPERATIONAL SUPPORT ANAL II</u>	<u>25</u>
<u>OPERATIONAL SUPPORT ANAL III</u>	<u>18</u>
<u>OPERATIONS PROCESS IMPROVEMENT ENG</u>	<u>32</u>
<u>OPTOMETRIST</u>	<u>31</u>
<u>OPTOMETRIST I</u>	<u>38</u>
<u>ORTHOPTIST CERTIFIED</u>	<u>25</u>
<u>OUTPT CODING DATA QLTY AUD/ED</u>	<u>28</u>
<u>PARALEGAL</u>	<u>24</u>
<u>PATHOLOGIST'S ASST</u>	<u>27</u>

<u>PATHOLOGIST'S ASST II</u>	<u>25</u>
<u>PATIENT NAVIGATOR</u>	<u>22</u>
<u>PATIENT REPRESENTATIVE</u>	<u>18</u>
<u>PATIENT SAFETY ANALYST</u>	<u>30</u>
<u>PHYSICAL THER UH</u>	<u>29</u>
<u>PHYSICIAN ASST</u>	<u>33</u>
<u>PHYSICIAN ASST-SURGICAL</u>	<u>35</u>
<u>PHYSICIAN LIAISON</u>	<u>25</u>
<u>POPULATION HEALTH NAVIGATOR</u>	<u>24</u>
<u>PRIN BUDGET & REIMB ANALYST</u>	<u>31</u>
<u>PRIN BUSINESS SYS ANALYST</u>	<u>32</u>
<u>PRIN CLAIM/LOSS CONTROL REP</u>	<u>27</u>
<u>PRIN CLAIMS INVSTGR</u>	<u>23</u>
<u>PRIN CLIN INFORMATICS ANALYST</u>	<u>35</u>
<u>PRIN HOSP APPLIC SPEC</u>	<u>32</u>
<u>PRIN INDUSTRIAL HYG</u>	<u>26</u>
<u>PRIN INFORMATICS PHARMACIST</u>	<u>35</u>
<u>PRIN PUB INFO ASST</u>	<u>24</u>
<u>PRIN PUBLIC RELATIONS SPEC</u>	<u>28</u>
<u>PRIN STATISTICIAN</u>	<u>25</u>
<u>PRIN SYSTEMS SECURITY COOR</u>	<u>35S</u>
<u>PROCEDURES ANAL</u>	<u>19</u>
<u>PROCUREMENT SPEC</u>	<u>24</u>
<u>PRODUCTION MGR</u>	<u>26</u>
<u>PROG ASST</u>	<u>17, 18, 19, 20, 21</u>
<u>PROG COOR</u>	<u>23</u>
<u>PROG DEV ANAL</u>	<u>24</u>
<u>PROG DEV SPEC II</u>	<u>21</u>
<u>PROG DEV SPEC III</u>	<u>18</u>
<u>PROG DEV SPEC IV</u>	<u>17</u>
<u>PROG SUPPORT COOR</u>	<u>26</u>
<u>PROG SUPPORT SPEC</u>	<u>22</u>
<u>PROGRAM ANALYST</u>	<u>30</u>
<u>PROGRAMMER ANAL I</u>	<u>30</u>
<u>PROGRAMMER ANAL II</u>	<u>28</u>
<u>PROGRAMMER ANAL III</u>	<u>25</u>
<u>PROJ MGR I</u>	<u>27</u>
<u>PROJ MGR II</u>	<u>31</u>
<u>PUBLIC HLTH REP II</u>	<u>21</u>
<u>PUBLIC HLTH REP III</u>	<u>18</u>
<u>PUBLICATIONS/WRIT ASST EDITOR</u>	<u>24</u>
<u>QA TECHNOLOGIST</u>	<u>23</u>
<u>QAPI COOR</u>	<u>34S</u>
<u>QAPI COOR II</u>	<u>30</u>
<u>QA/PI TRAINING COOR</u>	<u>24</u>

<u>QI SPEC</u>	<u>30</u>
<u>QUAL CONTROL TECHNOLOGIST</u>	<u>26</u>
<u>QUAL SPECIALIST</u>	<u>26</u>
<u>RADIATION SAFETY TECH</u>	<u>20</u>
<u>RADIATION THERAPIST</u>	<u>31</u>
<u>RADIOGRAPHIC SVC ENG</u>	<u>28</u>
<u>RADIOLOGICAL SAFETY SPEC</u>	<u>23</u>
<u>RECREATIONAL THER</u>	<u>22</u>
<u>REG DIETITIAN</u>	<u>24</u>
<u>REIMB BUDGET ANAL</u>	<u>26</u>
<u>RES ANAL</u>	<u>21</u>
<u>RES COOR</u>	<u>25</u>
<u>RES STUDY COOR</u>	<u>18</u>
<u>RES SUPPORT SPEC</u>	<u>18</u>
<u>RESOURCE COOR</u>	<u>23</u>
<u>SCIENTIFIC PROGRAMMER</u>	<u>30</u>
<u>SEPSIS COOR</u>	<u>30</u>
<u>SOCIAL WORKER I</u>	<u>24</u>
<u>SOCIAL WORKER I - UH</u>	<u>24</u>
<u>SOCIAL WORKER II</u>	<u>18</u>
<u>SOURCING ADMINISTRATOR</u>	<u>27</u>
<u>SPEC EDUC TEACHER</u>	<u>21</u>
<u>SPECIAL PROJECTS SPEC</u>	<u>20</u>
<u>SPEECH THER I</u>	<u>29</u>
<u>SPEECH THER II</u>	<u>28</u>
<u>SR ACCOUNTANT</u>	<u>22</u>
<u>SR APPEALS COORD</u>	<u>31</u>
<u>SR APPLICATIONS SPECIALIST</u>	<u>30</u>
<u>SR BILLING & COLL ASST</u>	<u>20</u>
<u>SR BIO MEDICAL TECH</u>	<u>23</u>
<u>SR BIOSAFETY OFFICER</u>	<u>31</u>
<u>SR BUDGET & REIMB ANALYST</u>	<u>29</u>
<u>SR BUSINESS SYS ANAL</u>	<u>28</u>
<u>SR BUYER</u>	<u>22</u>
<u>SR CANCER REGISTRY INFO SPEC</u>	<u>30</u>
<u>SR CARE COORDINATION SPEC</u>	<u>29</u>
<u>SR CLIN AUDIOLOGIST</u>	<u>27</u>
<u>SR DATA BASE ANAL</u>	<u>30</u>
<u>SR DATABASE ARCHITECT</u>	<u>32</u>
<u>SR ELECTRON MICROSCOPIST</u>	<u>27</u>
<u>SR ENVIRONMENTAL ANALYST</u>	<u>28</u>
<u>SR FIN ANAL</u>	<u>27</u>
<u>SR FIN ANAL I</u>	<u>28</u>
<u>SR FIN COOR</u>	<u>22</u>
<u>SR FINANCIAL CONTROL COOR</u>	<u>33</u>

<u>SR HOSPITAL APPLIC ANALYST</u>	<u>30</u>
<u>SR HUMAN SUBJ PROT ANAL</u>	<u>32</u>
<u>SR INDUSTRIAL HYG</u>	<u>27</u>
<u>SR INFEC CTRL PRACTITIONER</u>	<u>28</u>
<u>SR INJURY PREVENTION & OUTREACH COORDINATOR</u>	<u>28</u>
<u>SR INPAT CODER</u>	<u>25</u>
<u>SR IRB ANALYST</u>	<u>24</u>
<u>SR MEDICAL CODER</u>	<u>25</u>
<u>SR NETWORK ENGINEER</u>	<u>32</u>
<u>SR NETWORK SECURITY ENGINEER</u>	<u>35</u>
<u>SR OCCUPATIONAL THER</u>	<u>29</u>
<u>SR OCCUPATIONAL THER - UH</u>	<u>30</u>
<u>SR OUTCOMES EVAL SPEC</u>	<u>30</u>
<u>SR PATHOLOGIST'S ASST</u>	<u>29</u>
<u>SR PHYSICAL THER</u>	<u>29</u>
<u>SR PROCEDURES ANAL</u>	<u>22</u>
<u>SR PROJ MGMNT ANAL</u>	<u>28</u>
<u>SR RADIATION THER</u>	<u>32</u>
<u>SR RECREATIONAL THER</u>	<u>23</u>
<u>SR RES ASSOC</u>	<u>32</u>
<u>SR RESP THER</u>	<u>25</u>
<u>SR REVENUE CYCLE ANALYST</u>	<u>30</u>
<u>SR STATISTICIAN</u>	<u>22</u>
<u>SR SYS PROGRAMMER</u>	<u>30</u>
<u>SR TECHNOLOGIST</u>	<u>32</u>
<u>SR TRAINING & CONSULT SPEC</u>	<u>26</u>
<u>SR WEB APPLICATIONS DEVELOPER</u>	<u>32</u>
<u>SR WORKERS COMP INVEST</u>	<u>20</u>
<u>STAFF ASST</u>	<u>17, 18, 19, 20, 21</u>
<u>STAFF PHARMACIST</u>	<u>33</u>
<u>STRATEGIC INITIATIVES ANALYST</u>	<u>26</u>
<u>SUPPLY CHAIN ANALYST</u>	<u>28</u>
<u>SYS PROGRAMMER II</u>	<u>28</u>
<u>SYS PROGRAMMER iii</u>	<u>26</u>
<u>SYSTEM ARCHITECT</u>	<u>29</u>
<u>SYSTEMS ADMINISTRATOR</u>	<u>29</u>
<u>TECH HW SUPPORT II</u>	<u>25</u>
<u>TECH HW SUPPORT III</u>	<u>21</u>
<u>TELECOMMUNICATIONS PROJ COOR</u>	<u>28</u>
<u>TELECOMMUNICATIONS VOICE SPEC</u>	<u>24</u>
<u>TRAINING & CONSULTATION SPEC</u>	<u>25</u>
<u>TRAUMA REGISTRY COOR</u>	<u>29</u>
<u>TREASURY ANAL</u>	<u>26</u>
<u>USER SUPPORT SPEC II</u>	<u>28</u>
<u>USER SUPPORT SPEC III</u>	<u>24</u>

<u>UTILIZATION MGMT COORD</u>	<u>25</u>
<u>WEB DESIGNER</u>	<u>26</u>
<u>WEB SOFTWARE DEVELOPER</u>	<u>27</u>
<u>WEB SUPPORT SPEC</u>	<u>22</u>