

Agreement

between



**Health Professionals
and Allied Employees**
HPAE/AFT-AFLCIO

And

Llanfair House

November 1, 2022 - May 31, 2025

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PREAMBLE

Whereas, the HEALTH PROFESSIONALS AND ALLIED EMPLOYEES, AFT/AFL-CIO (hereinafter, the "Union") and LLANFAIR HOUSE (hereinafter, the "Employer") recognize that it is in their mutual interest to promote and attain the highest level of satisfaction for all residents, family members and visitors of Llanfair House, the parties hereby agree to cooperate to achieve these goals and to meet the needs of all residents, to address all resident needs in a timely manner and to continue to create new programs and services to enhance resident satisfaction. The parties further agree that a working environment that fosters mutual respect and professional development facilitates a high quality of patient care and thus enhances resident satisfaction.

1. AGREEMENT SCOPE

This is an Agreement between the HEALTH PROFESSIONALS AND ALLIED EMPLOYEES, AFT/AFL-CIO and LLANFAIR HOUSE.

2. RECOGNITION

- 2.1** The Employer recognizes the Union as the sole and exclusive collective bargaining representative of every employee in every description and job classification as certified by the National Labor Relations Board ("NLRB") on June 12, 1980.
- 2.2** At the time of execution of this Agreement and every March 1 thereafter, the Employer will provide the Union with an alphabetical list of bargaining unit employees which will include names, addresses, employee ID, status, and classification for regular full time employees.
- 2.3** Within thirty (30) calendar days after the date of employment of a new employee who is covered by this Agreement, the employee's name, address, employee ID, status, classification, unit of full time employees, and date of employment will be forwarded electronically to the Union. Not less than once each month the Employer will provide the Union with any employee address change of which it was informed during the prior month. The Employer will notify the Union of the names of any employees who resign and any changes in status or employee classification.

3. UNION SECURITY

- 3.1** It shall be a condition of employment that every full time employee within the classification covered under the certification of the NLRB shall, within sixty (60) calendar days, become and remain a member in good standing of the Union.

It shall be a condition of employment that every part-time and per diem employee within the classification covered by the certification of the NLRB, within ninety (90) calendar days, become and remain a member in good standing of the Union.

- 3.2** The Union shall notify the Employer in writing of any employee who has failed to become or remain a member in good standing of the Union as required and shall request that the Employer terminate the employment of said employee.

Whenever the Union shall charge that an employee has failed to become and remain a member in good standing of the Union, the Employer shall have fifteen (15) work days following receipt of such notification to take action on the charge. If by the end of the fifteen (15) day period the employee fails to take such steps as required by the Union, the Employer shall terminate the employee.

- 3.3** The Employer assumes no obligation, financial or otherwise, arising out of the provisions of this Article, save those obligations specifically imposed upon the Employer by this Article. The Union shall hold the Employer harmless from any and all claims, grievances, arbitration awards, suits or other proceedings arising out of, or by reason of, any action taken by the Employer for the purpose of complying with any of the provisions of this Article. The Union shall reimburse defense costs, indemnify and hold the Employer harmless from any costs or damages sustained by reason of any action taken under this Article.

4. DEDUCTION OF UNION DUES

- 4.1** An employee covered by this Agreement desiring to become a member of the Union shall execute a written authorization as provided by the Union. Upon receipt of such an authorization from an employee, the Employer shall, pursuant to the authorization, deduct from the wages due the employee in the next pay period and each pay period thereafter and remit to the Union each month the dues fixed by the Union.
- 4.2** The Employer shall provide an electronic list of names of employees, with social security number and employee ID, from whom dues were deducted, the amount deducted along with the amount of each employee's gross pay.
- 4.3** The Employer shall remit the dues deducted to the Union by the fifteenth (15) day of each month.
- 4.4** The employer shall be relieved from making such "check-off" deductions upon:
- A) Termination of employment
 - B) Layoff from work
 - C) Unpaid leave of absence
 - D) Transfer to a status other than one covered by the agreement scope.

- 4.5 Notwithstanding the foregoing, upon the return of an employee from (a) layoff, (b) unpaid leave of absence, the Employer will immediately resume the obligation of making such decisions.
- 4.6 Deductions for employees rehired by the Employer or reinstated in the Union shall require a new written authorization.
- 4.7 The Employer assumes no obligation, financial or otherwise, arising out of the provisions of this Article, save those obligations specifically imposed upon the Employer by this Article. The Union shall hold the Employer harmless from any and all claims, grievances, arbitration awards, suits or other proceedings arising out of, or by reason of, any action taken by the Employer for the purpose of complying with any of the provisions of this Article. The Union shall reimburse defense costs, indemnify and hold the Employer harmless from any costs or damages sustained by reason of any action taken under this Article.

5. UNION BUSINESS

- 5.1 The Union will notify the Employer of its representatives, who are Llanfair House employees not more than four (4) in number, who are authorized to deal with the Employer concerning terms and conditions of employment and adjustments of any problems arising under this Agreement. The Union will notify the Employer of any change in designation.
- 5.2 Representatives shall be permitted to attend all meetings and/or conferences involving members of the bargaining unit at the request of the representative or employee, without loss of pay or benefits during their regular shifts, however, not more than one (1) representative to be excused from work at any one time.
- 5.3 The Union and employee shall be immediately notified in writing of any disciplinary procedure involving an employee and shall have the right to appoint a representative to be present at any meeting and the Union shall have the right to act as a representative on behalf of any employee or in the event that the employee does not seek representation, shall have the right to act as an observer at any proceeding, unless the employee specifically requests that the Union representative not be present.
- 5.4 The Employer will provide a bulletin board for the exclusive use of the Union. Such bulletin board will be located in the vicinity of the employees' time clock.
- 5.5 The President, as designated by the Union, shall receive full time off with pay for the conducting of Union business. The rate of pay shall be the rate that said employee earned under this Agreement and shall be computed on a straight

time basis and include all other benefits to which such employee would otherwise be entitled to as provided by this Agreement.

- 5.6 The President and the Union representatives shall each be granted a maximum of two (2) paid days each year to attend Union meetings and/or conferences.

**6. BARGAINING UNIT WORK; STAFF DEVELOPMENT PROGRAM;
POSITION APPOINTMENT**

- 6.1 Employees covered by this Agreement shall not be responsible for any duty or service beyond the specific scope of their job description, as described in Appendix A. Employees will not be responsible for the following duties:

- a) Housekeeping duties, including but not limited to, cleaning of vacated patient rooms, except for emergencies due to safety.
- b) Transporting of patients to or from other departments or units, with the exception of emergencies.
- c) (i) Internal patient transfers will require a nurse to make one phone call to the business office to notify them of the completion of the transfer. Transfers for medical problems or to home will require the nurse to make appropriate calls to family or doctor.
(ii) Chart deletion shall be the duty of the 11:00 p.m. to 7:00 a.m. nurse for each respective floor.
- d) Orientation of agency staff will be the prime responsibility of the nursing office. Nurses may be asked to assist in the orientation which shall be structured by the Nursing Office. The Employer shall supplement such orientation with the use of audio means.
- e) Nurses will continue to participate in supplying information to appropriate supervisors to assist the supervisors in evaluations of non bargaining unit employees. Any signature of a nurse shall be countersigned by a supervisor.

- 6.2 Employees covered by this Agreement shall be invited to be included on the following nursing committees at Llanfair House: Recruitment and Retention and Wound Care. Employees will be invited to attend licensure exit interviews provided it is allowed by the licensure authority. Each committee member will be afforded the same rights as any other committee member.

6.3 Staff Development Program

The Employer shall provide for all employees covered by this Agreement:

- 1) An orientation under the direction and guidance of the In-Service Director shall be provided. Such functional orientation of a minimum of three (3) working days covering the job duties and responsibilities of floor nursing duties and medication administration shall be provided by the In-Service Director. By mutual agreement with the Employer and employee involved,

the orientation may be reduced if the new employee involved has had prior working experience at Llanfair House.

An additional full day of orientation covering the duties and responsibilities of the desk shall be provided by the charge nurse on the floor.

A written outline of the orientation and job responsibilities will be provided to the employee prior to the orientation. The orientee will not be counted in the staffing numbers during the orientation period.

The orientation period shall be extended at the request of the orientee or upon the recommendation of the In-Service Director or Charge Nurse. Employees may share in the orientation of a new employee.

- 2) There shall be a Labor-Management Committee composed of an equal number of representatives for the Employer and the Union that will meet on a bi-monthly basis throughout the calendar year for the purpose of discussing and resolving problems that develop during the course of the contractual term, including staffing and other clinical practice issues.

Employees shall be compensated at their regular compensation rate of pay for all time spent in such meetings and shall be guaranteed a minimum of one (1) hour's pay.

- 3) The Employer will post an announcement of special educational institutes, workshops, or other educational meetings which it believes to be beneficial to the facility and to the employee. Any employee may apply to the Employer to attend any posted institute, workshop or meeting. Any employee selected by the Employer to attend such institute, workshop or meeting shall be permitted time off without loss of regular pay to attend such meeting, and the Employer will pay the tuition or fees for the employee's attendance. The Employer will endeavor to distribute its approval of attendance at outside institutes, workshops or meetings equitably amongst all eligible employees. In the event an employee wishes to attend an institute, workshop or meeting which the Employer has not posted, the Employer may pay for the employee's tuition or fees for the employee's attendance at any such institute, workshop or meeting approved by the Employer and may permit the employees time off without loss of regular pay for the employee's attendance at such institute, workshop or meeting. An employee who attends an educational institute, workshop or other educational meetings at the Employer's expense will educate the staff regarding information acquired.

In addition, the Employer will make its best efforts to offer accredited CE courses to nurses. However, in the event such courses are offered, the

monetary benefits and time off referenced in the above paragraph will not be applicable.

The Employer will provide at least twenty four (24) hours notice to employees if a mandatory, in-service education program that is provided by an outside company, consultant, or trainer is held.

Employees who attend mandatory trainings for CPR and IV (re)certification outside of their scheduled work hours shall be paid at their regular rate for the time spent in training.

- 4) All employees, after the completion of their probationary period and annually thereafter, shall be reviewed on their work performance. A copy of all such reviews will be given to the employee and inaccuracies or errors contained therein will be subject to the grievance procedure. Annual evaluations shall be given on or about the employee's anniversary date of hire.
- 5) The Employer will hold meetings with staff no less than two (2) times a year for a discussion of policies and procedures. There shall be no negotiations of mandatory subjects of bargaining.

6.4 Appointment To Position

All vacant bargaining unit positions in Llanfair House shall be filled from existing staff applications, provided the employee has the qualifications. Such positions shall be posted at least seven (7) calendar days on the Union bulletin board. Those applying for available positions will be notified, in writing, prior to the position being filled.

A copy of Llanfair House personnel policies, complete and existing, shall be provided to all new employees at the time of hire.

7. EMPLOYEE STATUS

7.1 Classification — An employee shall be classified as:

- a) Full Time
- b) Part Time
- c) Per Diem

7.2 Full Time

An employee who is employed on a regular basis to work forty (40) hours per week. Such hours are guaranteed hours of work.

Part Time

An employee who is employed on a regular basis to work twenty (20) hours or more per week. Such hours are guaranteed hours of work.

Per Diem

- a) Per Diem: An employee who works on a day-to-day basis as needed by the employer and who does not fall under the classification of Full Time or Part Time. Such employee's hours will be scheduled based upon the Per Diem employee's availability to work. There will be no guaranteed hours of work per week.
- b) Weekend Per Diem: The Employer shall establish a new category of per diem called the "weekend per diem." Upon hire or change of classification by an employee to the weekend per diem classification, the employee and the employer will agree on the weekend work obligation. Such weekend work shall be guaranteed hours of work. A weekend per diem employee will receive the weekend per diem rate of pay for all hours worked on the weekend. Unlike the per diem in paragraph (a), a weekend per diem is not eligible for the premium rate of pay for any weekends worked as outlined in article 9.4. A weekend per diem who works hours on weekdays shall receive the regular per diem rate of pay. All available time, including holidays, will be assigned to the most senior of all per diems who requests such time.

7.3 Classification of Employee and Application of Benefits

- a) Full Time and Part Time employees shall receive all benefits as stated in this Agreement.
- b) Per diem employees shall be entitled to the following:
 - i. Overtime pay
 - ii. Shift differential
 - iii. Time and half (1 and 1/2) pay holidays worked
 - iv. Charge pay differential
- c) An employee who changes from one classification to another shall earn and accrue benefits on a monthly basis at the level of classification the employee is now in from time of change of classification based on seniority.

7.4 Probationary Period

All Full time employees will be on probation until such employee has worked a ninety (90) calendar day period following employment. All Part Time and Per Diem employees will be on probation until such employee has worked a ninety (90) calendar day period following employment. However, if the Employer has reason to extend the probationary period for thirty (30) days, the Union shall be notified of the reason and extension.

7.5 Discipline

The employer has the right to discipline an employee for just cause only. Should the Employer intend to take disciplinary action against an employee, the Employer will notify the employee involved that the conference may lead

to discipline. The employee has the right to have a Union representative present at any such meeting.

The Employer will immediately notify the Union, the Local Officer/Union representative and the employee in writing, of any disciplinary action taken against an employee. The employee and/or Union shall have the right to grieve such action.

Any disciplinary action or investigation shall be done in private, whenever possible.

7.6 Personnel Files

Upon reasonable request, an employee shall have access to all his/her personnel files within twenty-four (24) hours and on the next business day. All materials in an employee's file may be subject to grievance for inaccuracies and errors contained therein. Nothing shall be removed from these files without the consent of the employee and the facility.

When administering discipline, Employer will not consider an Employee's disciplinary record beyond 18 (eighteen) months from the infraction at issue.

8. SENIORITY

8.1 Seniority Definition

Seniority shall be defined as the length of service in years, months and days exclusive of overtime while the employee has been continuously employed in any capacity in the bargaining unit at Llanfair House and shall be computed retroactive to the date of his/her last hire at Llanfair House.

Per Diem employees shall be eligible for seniority as computed above, however, application of such seniority shall be limited to time requests and scheduling in relation to other Per Diems only.

Should a Per Diem employee become a Full time or Part Time employee, then his/her seniority shall be computed according to the above paragraph for layoff, recall, salary compensation and benefit accrual.

An employee who has resigned in good standing may be rehired within thirty (30) calendar days from date of resignation without loss of seniority.

8.2 Seniority shall be maintained at the level accrued on the last working day prior to a continuous authorized leave of absence.

8.3 Seniority shall be accrued up to two (2) months of a continuous layoff or authorized leave of absence.

- 8.4** Seniority shall be lost when an employee terminates employment voluntarily or is discharged for just cause. Voluntary termination of employment shall be defined as follows as a failure to report pursuant to the following guidelines:
- a) After seven (7) calendar days of receipt of a recall notice being sent to the employees address of record which shall be sent registered mail, return receipt requested.
 - b) Failure to report for work within three (3) working days of the termination of an authorized leave of absence.
 - c) Absence from work for one (1) working day without notification to the Employer.
 - d) The absence time limits may be modified in exceptional circumstances which shall be supported with verification when an employee is unable to give notice or report.

8.5 Application

- a) Seniority shall apply to the computation and determination of eligibility for all benefits where length of service is a factor pursuant to this Agreement. Layoff, recall, vacation scheduling and authorized leaves of absence will be determined by seniority.
- b) Emergency leaves of absence will be granted priority over elective requests regardless of seniority.

8.6 Seniority Lists

At the time of execution of this Agreement and every twelve (12) months thereafter, the Employer will submit to the Union a list containing the names of employees of that unit or department in order of seniority.

Such list will be accurate in determining the level of seniority as of two (2) weeks prior to posted list.

The Employer will mail a copy of such list to the Union as well as post a copy on the Union bulletin boards on date due. The dated, posted list will reflect the relative seniority of employees pursuant to Section 8.1.

8.7 Layoff and Recall

The Employer will not arbitrarily lay off bargaining unit employees. In the event layoffs are to be implemented, the Employer will notify the Union of any such decision at least one (1) week in advance of the time the Employer gives notice to the affected employee, absent exigent circumstances. Exigent circumstances shall be defined as circumstances such as fire, flood, explosion, equipment failure, pandemic, war, act of God or other disaster which render the Employer, without advanced notice, unable to operate in whole or in part.

- a) Traditional principles of seniority (last in, first out) shall apply and more particularly that the employees with the least number of hours shall be first to be laid off and in the event of rehiring that the employee

who is not working and who has the greatest number of hours worked shall be recalled, subject to the employee's ability to do the job. Certain emergent circumstances may exist which require deviation from above procedure. In such event, the matter will be submitted to the Employer and Union for mutual resolution. If no agreement is reached, it shall be submitted to Step Three (3) of Grievance Procedure.

- b) In the event of a layoff, the affected employee will be given thirty (30) calendar days' notice or compensation to the extent such notice is deficient.

8.8 Super-Seniority

Super-seniority shall be accorded to the representatives as defined in Section 5.1.

An employee possessed of such super-seniority shall be preferred over other employees for the purpose of layoff and recall, provided those Llanfair House employees with super-seniority are qualified to perform duties required of Charge Nurse.

8.9 Lateral Transfer

The Employer shall notify all employees of vacancies in a staff position by a notice which shall be posted on Union bulletin boards for at least seven (7) calendar days. First consideration to fill position vacancies will be given to existing staff members, provided the employee is qualified to do the job.

Where two (2) or more employees request such transfer and are of equal ability, the Employer will transfer the employee with the greatest seniority. An employee's request shall be acknowledged, in writing, within one (1) week period.

8.10 Transfer and Floating

All Full Time employees hired before December 1, 1999, will be permanently assigned to a particular floor and will not be required to float, except in cases of an unforeseeable, emergent situation. Full time employees hired on or after December 1, 1999 and any Part Time employee will float to other floors only when necessary. Per Diem employees will float as assigned. Floating assignments shall be done on a fair and equitable basis. Full Time Charge Nurses will be excluded from floating, except in cases of an unforeseeable, emergent situation.

The Employer may hire full time and/or part time nurses who do not have a permanent assignment and are required to float. The Employer will post notices of vacant positions that identify whether the position is permanently assigned to a floor or requires floating.

9. WORK TIME

9.1 Normal Workday

For the purposes of determining application of employee's regular compensation rate, the normal workday will be eight (8) hours, inclusive of rest periods and exclusive of meal periods. Each employee shall be given a one-half (1/2) hour unpaid meal period during each shift.

9.2 Normal Work Week

For the purposes of determining application of employee's regular compensation rate, the employee's normal work week will be forty (40) hours including paid rest and unpaid meal periods, in five (5) work days and the employee will have two (2) days off in each week.

The work week begins with the shift starting at 7:00 a.m. on Sunday and ends with the shift beginning 11:00 p.m. Saturday.

9.3 Work Schedules

The Employer will post a schedule of each employee's assignment one (1) week in advance of the start of the schedule and maintain such schedule until it is superseded by a new schedule or changed by agreement between the Employer and the employee concerned. Each schedule shall contain four (4) weeks of an employee's assignment. Changes in posted time schedule will not be unreasonably denied and when possible, the employee requesting the time change will seek to swap schedule with another employee. A list of the vacant, available time on the posted time schedules shall be posted next to the time schedule. The need will be specified R.N. or R.N./L.P.N. for the entire four week segment. The employees shall have the right to fill such time vacancies no less than five days prior to the effective date of the new schedule before such time can be filled by an outside agency nurse.

No swapping without express prior approval by Management, which will not be unreasonably denied.

If adequate staff does not exist and the employee has provided a reasonable amount of notice of request, the request shall be granted provided the employee agrees to work on the alternate weekend in the same number of days that was granted off

Employee's requests or preferences for the upcoming four (4) week schedule shall be submitted by the posted cut-off date. These requests will be answered within five (5) days after the cut-off date and will be granted by the Employer whenever possible. Any request not answered within ten (10) days will be deemed to be approved. Vacation and/or holiday requests shall be submitted in accordance with Article 11.

Employee's request or preferences for future unposted time schedules will be answered within four (4) weeks of submission of the request and will be

granted whenever possible. If the request is not answered within four (4) weeks, the request will be deemed to be approved.

The cut off day for requests and preferences is ten (10) calendar days before the posting date of the new time schedule. The off date shall be clearly posted above the time schedule.

Preferences in time requests, available overtime and anticipated time vacancies will be granted to Full Time and Part Time employees over Per Diem employees, whenever practical.

9.4 Weekend Rotation

The Employer will guarantee all regular full time and part time employees every other weekend off. An employee who agrees to work greater than every other weekend will be compensated at the rate of one and one-half (1 and $\frac{1}{2}$) times, except for switched shifts.

A weekend for the purposes of defining a weekend off is defined as Saturday and Sunday for all shift nurses.

For those employees not permanently assigned to work the 11:00 p.m. to 7:30 a.m. shift, and who are temporarily assigned to work such shift, the weekend shall be defined as Saturday and Sunday.

9.5 Shift Hours

Shift time will be:

7:00 a.m. to 3:30 p.m. for the day shift
3:00 p.m. to 11:30 p.m. for the evening shift
11:00 p.m. to 7:30 a.m. for the night shift

There will be no rotation of shifts. Variations of these shifts may be made by mutual agreement between the Employer and Union. Each shift shall contain a one-half ($\frac{1}{2}$) hour unpaid meal period.

9.6. Non-continuous Overtime

Non-continuous overtime shall be assigned on a rotating basis according to seniority. This shall be reviewed by the parties within 30 days and then subsequently as needed to maintain a fair and equitable rotating overtime procedure.

10. COMPENSATION — MONETARY

10.1 Regular Compensation Rate

An employee's hourly rate as stated in this Agreement will apply to all work time up to forty (40) hours in a work week. An Employee's regular compensation rate shall include such hourly rate plus any differential to which the employee is entitled.

10.2 Premium Compensation Rate — Overtime

All employees shall be entitled to time and one-half (1 1/2) for all time worked in excess of forty (40) hours in a work week. For the purpose of this paragraph, rest periods will be considered as time worked. Missed rest periods or missed meal periods will be compensated at premium compensation rate (time and one-half) as long as that time is over forty (40) hours in a week. Paid time off shall not be counted toward overtime.

10.3 Pay Period

The frequency of payment shall be every two (2) weeks on a Thursday. If payday falls on a holiday, paychecks will be distributed the day before. The employer will make every reasonable effort to have paychecks available by 11:00 a.m. on payday in a sealed envelope.

10.4 Salary Increase Date

Salary increases which may be delayed by the payroll cycle will be paid retroactively to the scheduled effective date and included in the next pay check.

11. PAID LEAVE

11.1 Holiday Designation

All full time employees will be entitled to the following holidays upon the completion of sixty (60) days of employment and ninety (90) days of employment for part time employees.

HOLIDAYS	2021	2022	2023	2024	2025
New Year's Day		1/1	1/1	1/1	1/1
President's Day		2/21	2/20	2/19	2/17
Memorial Day		5/30	5/29	5/27	5/26
Independence Day	7/4	7/4	7/4	7/4	7/4
Labor Day	9/6	9/5	9/4	9/2	9/1
Thanksgiving Day	11/25	11/24	11/23	11/28	11/27
Christmas Day	12/25	12/25	12/25	12/25	12/25
Hanukkah	11/28	12/18	12/7	12/25	12/14
Employee's Birthday					
Good Friday		4/15	4/7	3/29	4/18
EMPLOYEE'S CHOICE:					
Martin Luther King Day		1/17	1/16	1/15	1/20
Yom Kippur	9/15	10/4	9/24	10/11	10/1
Columbus Day	10/11	10/10	10/9	10/14	10/13

For employees working the 7-3 or 3-11 shifts, the holiday is celebrated on the actual date of the holiday. For employees working the 11-7 shift, the holiday will be celebrated starting the 11:00 p.m. shift preceding the actual date of the holiday. (For example: Christmas will be observed on 12/24 11:00 p.m. to 12/25 7:00 a.m. for the 11-7 employees.)

Since Hanukkah is generally celebrated on the evening preceding the first day, Hanukkah will be observed starting with the 3:00 p.m. to 11:00 p.m. shift on the eve of the date noted above and conclude with the 7:00 a.m. to 3:00 p.m. shift on the above date.

The Employer will use its best efforts to provide that employees regularly assigned to the 3-11 p.m. shift will not be required to work both Christmas Eve and New Year's Eve within an eight (8) day period.

Part Time employees will receive prorated pay of every holiday.

11.2 Holiday Entitlement

The Employer will distribute holidays off on an equitable basis and consult with the employee as to her/his preference. If a holiday falls on an employee's scheduled day off, the employee shall receive regular pay for the day.

All holiday requests shall be submitted in writing five (5) weeks prior to the posting of the schedules containing the holiday. These requests shall be answered within ten (10) calendar days of the deadline for submitting holiday requests.

If a holiday falls during an employee's vacation, at mutual consent of the Employer and employee, the vacation may be extended by one day or the employee will be granted a compensatory day off at regular pay within sixty (60) calendar days.

In holiday time selection, the Employer will grant the request of the employee on the basis of:

- a) If two (2) or more employees request the same day to be scheduled as holiday time and staffing permits two (2) or more absences, it shall be granted to employees requesting such time.
- b) If two (2) or more employees request the same day to be scheduled as holiday time and staffing permits limited absences, the employee having worked the holiday the previous year shall be granted the holiday.
- c) Seniority shall prevail when employees received the same holiday off the previous year. An employee may waive rights for the benefit of another employee by expressed wish.
- d) The selection process shall be based upon seniority except as otherwise stated in this Agreement. In cases of equal seniority a

Full Time employee shall receive preference over Part Time employees.

Per Diem employees shall be required to be available to work one (1) of each of the following groups of holidays. Total availability requirement shall equal two (2) holidays per year.

<u>Group #1</u>	<u>Group #2</u>
Thanksgiving Day	Memorial Day
	Independence Day
New Year's Day	Labor day

All Per Diem employees must work four (4) hours on the shift they normally work on Christmas Day for 7: a.m. — 3:00 p.m. or 3:00 p.m. — 11:00 p.m. shift employees, except as provided by Section 11.4. In addition, the Per Diem must be available to work either Thanksgiving Day or New Year's Day.

If a Per Diem employee volunteers and is scheduled to work a full eight (8) hour shift on Christmas Day, the employee shall be entitled to have both Thanksgiving Day and New Year's Day off.

11.3 Holidays: Pay or Equivalent Time Off

An employee who works on any of the holidays listed in this Agreement shall be paid for work performed on that day at the rate of time and one-half (1 and 1/2) of the employee's regular compensation rate and in addition shall receive a substitute day off at the employee's regular compensation rate. The day on which the holiday is celebrated shall be the day on which the holiday pay is paid to the entitled employees.

A Per Diem employee who works on any of the holidays listed in the Agreement shall be paid for work performed on that day at the rate of time and one-half (1 and 1/2) of the employee's regular compensation rate but will not be entitled to an additional day off.

11.4 Personal Days

All Full Time employees shall be entitled to three (3) personal days each year of employment and all Part Time employees shall be entitled to two (2) personal days for each year of employment. Personal days shall be compensated at the employee's regular compensation rate of pay.

Employees' shall make their best efforts to schedule personal days as far in advance as possible. At a minimum, the following notice shall be given:

Full Time employees shall be required to give advance notice before the start of his or her shift as follows,

- For two of the three personal days, at least three (3) days,
- For one of the three personal days, regardless of shift, 24 hours notice, but under no circumstances, less than three (3) hours of notice, absent exigent circumstances*. An employee who cannot provide three (3) hours of notice must provide Management the general exigent circumstances which prevented the employee from reporting for his or her shift.

Part Time employees shall be required to give advance notice before the start of his or her shift as follows,

- For one of the two personal days, at least three (3) days,
- For one of the two personal days, regardless of shift, 24 hours notice, but under no circumstances, less than three (3) hours of notice, absent exigent circumstances*. An employee who cannot provide three (3) hours of notice must provide Management the general exigent circumstances which prevented the employee from reporting for his or her shift.

Scheduling of personal days shall be done in accordance with the employee's preference. Personal days not taken will be paid upon request on the anniversary date or will be lost.

* Exigent circumstances for purposes of Article 11.4 shall be defined as: emergencies related to weather, employee's transportation, housing, health and health of family member's under the immediate care of employee.

11.5 Vacation

Full Time employees will receive the following vacation amounts:

<u>Length of Service</u>	<u>Number of Work Days of Entitled Vacation</u>
After 1 year	15 paid work days
After 5 years	20 paid work days
After 12 years	25 paid work days

Full Time employees hired on or after June 1, 2013 will receive the following vacation amounts:

1 to 3 years	2 weeks
3 to 9 years	3 weeks
9 to 20 years	4 weeks
20+ years	5 weeks

Part Time employees will receive pro-rated benefits (pro-rated pay for equal time off) under this clause, but not less than fifty (50%) percent of minimum amount outlined. Those employees who are presently receiving a higher rate of vacation will continue such benefit and will receive added days as provided in this clause.

11.6 Vacation Pay

An employee will be paid for vacation at the employee's regular compensation rate. Advancement of vacation pay will be granted provided the employee request is submitted seven (7) days before the next pay cycle in which the vacation occurs. Vacation pay will include shift differential rate for employees permanently scheduled for such shifts.

Upon request, Full Time and Part Time employees shall receive accrued vacation pay, up to a maximum of two (2) weeks. However, employees who choose to receive accrued vacation pay in lieu of using their vacation days shall not be eligible to receive additional days off without pay during the year.

Vacation time must be utilized in the year in which it is earned. One (1) week may be carried over into the next anniversary year. Eighteen (18) months after ratification of the agreement, any accrued time over six (6) weeks will be forfeited.

11.7 Vacation Scheduling

The available vacation period will be the entire year. The employee shall have her/his choice of vacation time, as staffing permits.

Vacation time may be taken in full weeks or as single days as requested, in writing, by the employees.

Employee is to submit a request with advance notice of two (2) months of the vacation dates requested. Such requests submitted during the above period shall take precedence over requests submitted after January 31.

11.8 Vacation Scheduling Procedures

A. Vacation Scheduling Generally

In determining which employee is entitled to a particular vacation period for a request outside of the prime vacation period or for a request for leave during the prime vacation period that is submitted after January 31st, the following rules shall apply:

- a) If an employee submits a request and no other employee submits a request within five (5) calendar days of the first submission, then the employee who first submitted shall be entitled to the selected period, seniority notwithstanding.
- b) If an employee submits and another employee or employees submit a request for the same vacation period, and all submissions are made within the same five (5) calendar days of the first submission, then the employee with the greatest seniority shall be granted the period in question, if staffing does not permit the granting of all requests.
- c) In any event, each employee who has submitted a vacation request within ten (10) days of said submission, shall be advised in writing if the request has been granted or denied.

Vacation requests received after January 31 of the current year will be granted on a first come, first serve basis. Priority of requests received on the same day from two (2) or more employees after January 31 will be determined by seniority if staffing does not permit the granting of all requests.

B. Prime Vacation Time Scheduling

Prime vacation period shall be from May 1st through October 31st. For employees who request time off during prime vacation time, the following rules shall apply:

- a) All vacation requests for the time period May 1st through October 31st will be submitted by the employee no earlier than January 1 and no later than January 31 of the year in which the vacation is to be taken.
- b) No requests will be approved until after all requests have been submitted.
- c) Approval will be based upon seniority.
- d) Management will notify employees of approval of vacation requests no later than February 21st.
- e) No employee will be granted a second week until everyone that requested a week has been approved on a given shift.
- f) In the event that the employer can only approve one-week, the week shall include the weekend before and after the requested time off.

- g) No requests will be unreasonably denied.

11.9 Sick Leave — Entitlement and Amount

A Full Time employee shall earn eight (8) sick days per year. A Part Time employee shall earn a pro-rated amount. Sick leave not used shall be accrued without limit.

An employee may elect to continue to accrue the unused sick time for use in the future or may elect to be reimbursed for up to one hundred (100%) percent of all accrued sick days on their anniversary date, so long as the employee gives at least two weeks notice. The balance of the sick days not reimbursed shall continue to be accrued. Reimbursement shall be at the employee's current rate of pay, including differentials.

If an employee terminates employment prior to reaching his/her anniversary date, the employee will be entitled to all accrued unused sick leave earned from prior years of employment plus the pro-rated number of sick days for that past year of work. If employee terminates employment prior to reaching his/her anniversary date and has been advanced a greater number of sick days than has been earned on a pro-rated basis, the employee may be subject to repayment of the difference.

The Employer reserves the right to request reasonable proof of illness if there is any question of abuse of this benefit.

11.10 Sick Leave Pay

An employee will be paid for sick leave at the employee's regular compensation rate. The employee will notify the Employer,
- ninety (90) minutes before the start of the 7 a.m. — 3 p.m. shift; and
- three (3) hours before the start of the 3 p.m. — 11 p.m. or 11 p.m. — 7 a.m. shift.

If an employee reports to work but is sent home sick, the employee will be paid for all hours worked and the remainder of the hours shall be charged to sick time.

11.11 Leave For Death In Family

All employees shall be paid for three (3) work days absence in the event of death of his/her parents, grandparents, spouse, child, brother, sister, father-in-law or mother-in-law. The employee will be granted the day of the funeral off with pay for the death of grandparents-in-law. An employee will be compensated for such days at the employee's regular compensation rate. The use of benefit days or an emergency leave of absence will not be unreasonably denied.

11.12 Jury Duty

An employee who serves on jury duty shall receive his/her regular compensation minus the amount of jury duty pay received during such two (2) week leave. Receipt of subpoena or notice to report for jury duty shall be reported to the Employer upon receipt.

11.13 Rest Periods

An employee working a full shift shall be entitled to two (2) fifteen (15) minute rest periods in each shift worked. An employee who is scheduled at least four (4) consecutive hours shall be entitled to one (1) fifteen (15) minute rest period. Every effort shall be made to provide the employee the opportunity for rest periods as provided for in this Agreement.

11.14 Meal Period

An employee shall be entitled to an unpaid thirty (30) minute meal period. Employees working through their regularly scheduled meal period will be paid premium compensation rate time and one-half (1 ½).

12. UNPAID LEAVE

12.1 Unpaid Leave Definition:

An employee shall be eligible for a leave for the following reasons:

- a) Personal Business
- b) Illness/Injury
- c) Military
- d) Maternity
- e) Adoption
- f) Education

The aforementioned leaves will not be unreasonably withheld for up to six (6) months or longer subject to applicable law or in the case of maternity leave, subject to State and Federal laws and may be extended by request of the employee.

Employer will maintain health insurance payments based on the applicable law.

Anniversary date of hire will not be altered during a leave up to two (2) months but will be adjusted for extension of leave beyond two (2) months. At the end of a leave of absence no greater than four (4) months, the employee will be entitled to return to work in the same title and shift the employee had filled prior to the leave of absence or other position that is available at the employee's option.

If the leave is greater than four (4) months, employee will be entitled to

return to a position and if such position is not the same as the one previously held by the employee, the employee will be on a preferential list to assume the same job position. There will be no loss of previous accrued seniority.

12.2 Unpaid Leave Procedure:

Except in cases of emergency or illness an employee will apply for a leave of absence no later than one (1) month prior to the commencement of such leave. Written reply to such application will be given in one (1) week. An employee desiring an extension of any leave of absence will submit an application in writing **no later than ten (10) work days**.

12.3 Family Leave Act:

In addition to Article 12, an employee may request a leave in accordance with either the Family Leave Act, N.J.S.A. 34:11B-16 or the Federal Family and Medical Leave Act.

13. INSURANCE AND BENEFITS

13.1 Health Insurance

- A. The Employer shall provide full time and part time employees with the current health benefits plan provided by the Employer. Employees' share of the premium costs, per pay period, shall be as follows:

The parties acknowledge that a dispute exists between the parties with respect to Health Insurance benefits and that there is both a pending Demand for Arbitration and ULP Charge in this matter. The parties were unable to reach an agreement regarding health insurance and have agreed to proceed with the pending grievance/arbitration and ULP. The Union withdrew its proposal without prejudice to its position in the pending litigation and the parties agree that the outcome of the litigation shall determine the Health Insurance benefits for the term of the new CBA.

- B. In the event an employee chooses not to be covered by the Employer's health insurance coverage, the employee shall be eligible for a waiver payment of \$100 per month.
- C. In the event the employer intends to terminate and change any existing program of insurance to an equivalent program of insurance, the Union will be given prior notice of said intent and will be given an adequate opportunity to negotiate concerning the termination or change.
- D. In the event of an increase in health insurance, dental insurance or prescription premiums, the Employer shall provide notice to the affected employees within fourteen (14) days from the Employer's

receipt of such notice.

13.2 Prescription Plan

The following prescription benefits shall be provided: The Employer shall provide and pay for the full cost of a prescription plan for all full time employees and fifty (50%) percent of the prevailing premium for eligible dependents. The Employer shall provide and pay for fifty (50%) percent of the prevailing premium for eligible part time employees and eligible dependent coverage can be purchased at one-hundred (100%) percent of the prevailing premium paid by the employee.

13.3 401k Retirement Savings Plan

The Employer shall provide the current 401(k) Retirement Savings Plan for the employees that satisfy the eligibility requirements of the plan. It is understood that there is no Employer match in the plan.

13.4 Dental Insurance

The Employer shall pay twenty five (25%) percent of the cost of the premium for dental insurance for employees, effective the third year of the contract.

14. MONETARY BENEFITS

14.1 Terminal Benefits

An employee who terminates employment by resignation will give the Employer written notice based on their vacation eligibility. Failure to provide said notice will result in forfeiture of earned and accrued benefits. Upon request, the Employer will provide verification of employment. Any employee who terminates for any reason, other than discharge for cause, including but not limited to retirement or death shall receive his earned and accrued benefits as follows:

- A. Accrued but unpaid vacation pay, holiday pay, personal days and sick days.
- B. Rate of pay for items listed in (A) will be at the employee's regular compensation rate of pay (including all appropriate allowances, entitlements and differentials) which the employee received on the last day of employment.
- C. In the event of the employee's death, all payments shall be made to the employee's estate, or beneficiary.
- D. Eighteen (18) months after ratification of the agreement, the maximum payout of accrued vacation time upon resignation is six (6) weeks. Any remaining accrued vacation over six (6) weeks will be forfeited upon resignation.

14.2 Shift Differential

The shift differential shall be two dollars fifty cents (\$2.50) per hour. Said

differential shall be paid to all employees who are either permanently or temporarily assigned to work the evening or night shift. Shift differential payment when received on a permanent basis is considered part of regular pay and is included in the calculation of premium overtime payments. Shift differential will be paid for any time worked into the 3-11 or 11-7 shift. An employee who works into a shift which pays the differential must work a minimum of one (1) hour into said shift in order to be entitled to said differential.

14.3 Charge Nurse Differential

A Full Time, Part time or Per Diem employee who is assigned the responsibility of Charge Nurse of a floor will be compensated by an additional one dollar (\$1) per hour as Charge Nurse differential. Said differential shall be paid for each completed hour actually worked as Charge Nurse regardless of the presence of a supervisor on the floor.

Employees will not be assigned Charge Nurse responsibilities during their probationary period unless that employee is the only one assigned to the floor.

In the absence of the regular Charge Nurse, classification seniority shall be used in determining Charge Nurse assignments, with priority given to an RN in making such assignments. That is, an RN with less seniority will have priority in a Charge Nurse assignment over an LPN with greater seniority. However, LPNs that are currently assigned to be a regular Charge Nurse shall maintain their Charge Nurse assignment. An employee may waive such seniority rights and defer the charge responsibilities to another. Assignment of charge shall be noted on the assignment sheet for every shift.

14.4 Uniform Allowance

The Employer will determine a reasonable dress code. If uniforms are required by the Employer for the performance of job responsibilities, each Full Time employee will receive one-hundred fifty (\$150.00) dollars after the completion of six (6) calendar months of employment and will receive one-hundred fifty (\$150.00) dollars every six (6) calendar months thereafter.

A Part Time employee shall receive one hundred (\$100.00) dollars after the completion of six (6) calendar months of employment and shall receive one hundred (\$100.00) dollars every six (6) calendar months thereafter.

15. EMPLOYEE FACILITIES

15.1 Fans and Air-Conditioning

The patient care areas and work areas shall have air-conditioning as provided for as past practice. Fans will also be available for use in the first and second floor nurses' station.

15.2 Parking

The Employer will provide adequate free parking for employees. Such areas will be well-lit.

16. MANAGEMENT RIGHTS

16.1 Except to the extent expressly limited by a specific provision of this Agreement, the Employer shall be free to fully exercise its rights of management without any interference and to direct its entire work force as it in its sole discretion deems appropriate and/or as the operation of its business may warrant or require. These management rights of the Employer include, but are not limited to, the right to hire new employees and direct the working forces; the right to discipline, suspend or discharge employees with just cause; lay off and recall employees; the right to require overtime work when deemed necessary in the Employer's sole judgment; the right to transfer; the right to make, promulgate, change and require Employees to observe Employer's reasonable rules, regulations, policies and practices, including those policies and procedures set forth in the Employee Handbook; the right to plan, direct, control, modify, continue or discontinue operations; the right to determine the method and manner of operations and the number of employees necessary to perform any and all of its operations, the right to establish the standards of work performance for employees; the right to introduce new or improved methods; the right to change existing business practices; as well as the absolute right to subcontract out to agencies or others any of its work as it, in its sole discretion, deems necessary, as long as the subcontractor agrees to assume this agreement and continue to employ the class of bargaining unit employees at issue for the subcontracted work; the right to hire new Employees from any source; to discharge Employees; to promote; to demote for just cause; to schedule; to reprimand; the right to direct Employees in their work; to assign or reassign work; to direct and schedule Employees' workweeks and working hours thereof; to change or alter Employees' scheduled workweeks or the working hours thereof; to classify Employees; to reclassify Employees; to control all Employer property and require the assignment of additional duties.

17. STAFFING

A. The current staffing levels shall be maintained:

Floor	7-3	3-11	11 -7
Ground	2	2	2
First	2	2	1

Second	2	2	1
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Management reserves the right to increase and decrease staffing ratios based on census and acuity.

<i>Floor</i>	<i>Staffing Ratios (staff to residents)</i>
Ground	1:20
First	1:30
Second	1:30

A week shall be defined as a payroll week. If two (2) persons are scheduled for the third day and one (1) person is pulled to provide coverage on another floor, the Employer will make every effort to replace the person who has been pulled. If a nurse is not available as the second nurse on the third day, the time will be posted as available work time as per Article 9.3.

- B. In the event that staffing falls below Paragraph A levels:
 - 1) The employer shall use Per Diem employees, when available. If a Per Diem employee is not available, then;
 - 2) Employer shall seek a volunteer to work the time from the bargaining unit personnel; if no volunteers are available, then;
 - 3) The remaining employee(s) shall be compensated at the time and one-half (1 and 1/2) rate for all such time worked in the short staffed situation.
 - 4) A nurse will not be required to cover more than one floor. In the event a nurse volunteers to cover more than one floor, such nurse will receive the double time rate of pay for all such hours.
- C. The Employer shall make every effort to seek to upgrade levels of care when possible (levels of care are defined as skilled, Intermediate A and Intermediate B). The Union shall cooperate in these efforts.
- D. This Article shall be subject to applicable laws and regulations relative to staffing requirements.
- E. When the Employer requests an off duty employee to work and such request is made in less than one (1) hour prior to the start of the shift and such employee reports to work within the first hour of the shift, the employee shall be paid from the start of the shift.

18. GRIEVANCE PROCEDURE

18.1 Scope

Except as otherwise provided in this Agreement, every grievance an employee may have arising from the application, interpretation, claimed violation of any clause of this Agreement or existing rule, regulation,

standard administrative decision or past practice, will be adjusted as stated in the following steps.

18.2 Step One

The grievance shall first be the subject of discussion between the supervisor and employee(s) within thirty (30) days of the time that the employee gained actual knowledge of the circumstance or act being grieved. The employee(s) shall have a Union representative present. If satisfactory settlement is not reached within five (5) calendar working days from the day the grievance was submitted to the supervisor and the employee(s) wishes to pursue the grievance further, the grievance may be taken to Step Two.

18.3 Step Two

The employee(s) or Union shall present the grievance to the Administrator, in writing, within fifteen (15) calendar days after receipt of the Step One decision.

A discussion will take place within ten (10) calendar days of receipt of the Step One appeal. For the purposes of resolving the grievance, the Administrator will give a written decision within five (5) calendar days following discussions. If a satisfactory settlement is not reached, then the grieving party may progress to Step Three.

18.4 Step Three

The grievance may be submitted for Arbitration by the Union. If the request for arbitration is made, it must be submitted to the American Arbitration Association within sixty (60) calendar days of the Step Two decision.

18.5 The decision of the Arbitrator shall be final and binding.

18.6 Expenses incurred in payment of fees to an impartial arbitrator shall be divided equally between the parties to this Agreement. The Employer shall provide release time for any employee called as a witness in any arbitration hearing.

18.7 If the grieving party fails to abide by the time limits set forth in this procedure, the grievance shall be considered null and void. Failure by the party who is the subject of the grievance to abide by the time limits set forth in this procedure shall give the grieving party the right to submit the grievance to the next step.

18.8 The meetings requiring the attendance of a representative will be scheduled at a time convenient to all involved whether or not during working times.

18.9 The day of occurrence of the act or the failure to act that causes a

grievance shall not count as a day in the time limits. Also the day of the reply in any given step shall not count as a day used in the time limits specified for the next step in the procedure.

19. SEPARABILITY

19.1 This Agreement and its component provisions are subject to New Jersey State and Federal laws and regulations. If any Federal or New Jersey State law or regulation, or the final decision of any federal or state court or administrative agency affects any provisions of this Agreement, each such provision will be deemed amended to the extent necessary to comply with such law, regulation or decision but otherwise this Agreement will not be affected.

20. NON-DISCRIMINATION

20.1 Neither the Employer or the Union will discriminate against any employee or applicant for employment as an employee, in any matter relating to employment because the employee is a member of the Union, or because of race, color, creed, marital status, education, sex, national origin, political beliefs or because the employee has filed any complaints or grievances with the Employer.

Selective enforcement of rules, regulations against any employee shall be deemed to establish a prima facie use of discrimination under this clause.

21. NO STRIKE/NO LOCK-OUT

21.1 During the term of this Agreement, the Union shall not call or authorize any strike, walkouts, sympathy strikes, refusal to cross picket lines, slow-downs, picketing or other interruptions of work, for any reason, at Llanfair House. The Employer agrees that during the term of this Agreement, it shall not effect any lock-out.

In the event of an alleged breach of Article 21, either the Union or the Nursing Home may, in addition to exercising any or all other legal rights, invoke the expedited arbitration procedure provided in this Section for the resolution of said breach. Any claim of a breach of Article 21 shall be asserted by notice in writing, either by certified mail, telegram or by fax, given to the other party, with a copy to the person designated as permanent arbitrator. The arbitrator shall hold a hearing as expeditiously as possible, but in no event later than 24 hours after receipt of said notice. The decision of the arbitrator shall issue forthwith, and in no event later than three (3) hours after the conclusion of the hearing, unless the grieving party agrees to waive this time limitation with respect to all or part of the relief suggested. The arbitrators appointed by the parties for the purpose of this expedited arbitration procedure set forth in Section 1 above are Robert Light, James Mastriani and Joel Weisblatt. The first available arbitrator shall hear the

matter.

No continuance of the hearing shall be allowed without consent of the party filing the claim. Absence from/or nonparticipation in the hearing by any party shall not prevent the issuance of an award. The sole issue of the said hearing shall be whether the provisions of Article 21 have been violated. The arbitrator may close the hearing in his sole discretion when he decides he has heard sufficient evidence to satisfy issuance of an award. The decision of the arbitrator shall be final and binding upon the parties.

In the event the arbitrator finds a violation of Article 21 of the Agreement, he shall as part of his decision specifically order that all normal operations be resumed at once, and that any offenders cease and desist from any then current, continued or prospective violations of Article 21 of the Agreement. The arbitrator shall have no authority to add to, subtract from or modify this Agreement.

All costs for the services of the arbitrator designated herein or for any other person selected pursuant to the aforementioned procedure, and cost related to holding the arbitration, shall be borne equally by the parties. This article does not apply to recognitional strikes or recognitional picketing or safety strikes as defined in Section 502 of the National Labor Relations Act.

22. CONTRACT TERM

22.1 This Agreement will be effective November 1, 2022, through May 31, 2025.

23. WAGES

23.1 Minimum Rates

A) REGISTERED NURSES: Full Time and Part Time - \$37.25 effective November 1, 2022

B) LICENSED PRACTICAL NURSE: Full Time and Part Time - \$34.00 effective November 1, 2022

23.2 Wage Increase:

- i. Full time, part time, and Per Diem Registered Nurses and Licensed Practical Nurses will receive a 2.75% wage increase effective on November 1, 2022. Nurses who receive a larger increase moving to the new minimum do not get this increase.

- ii. Full time, part time, and Per Diem Registered Nurses and Licensed Practical Nurses will receive a 2.50% wage increase effective on June 1, 2023.
- iii. Full time, part time, and Per Diem Registered Nurses and Licensed Practical Nurses will receive a 2.75% wage increase effective on June 1, 2024.

Effective in the first pay period after ratification by bargaining unit, all unit members at the time of ratification shall receive a one-time signing bonus as follows:

- i. \$350 for Full time
- ii. \$300 for Part time
- iii. \$300 for Per Diem

23.3 Per Diem Rates retroactive to November 1, 2022

A) REGISTERED NURSES

11/1/22
 Per Diem \$ 45.25
 Weekend Per Diem \$ 49.25

B) LICENSED PRACTICAL NURSES

11/1/22
 Per Diem \$ 37.25
 Weekend Per Diem \$ 40.25

LLANFAIR HOUSE

HEALTH PROFESSIONALS AND
 ALLIED EMPLOYEES, AFT/AFL-CIO

John Chao
 Date: 2/27/2023

Debbie White
 Debbie White HPAE President
 Date: _____
Lorri Bowlby
 Lorri Bowlby
 Date: 3-2-23
Marvei Misa
 Marvei Misa
 Date: 3-2-23