

**Home Health Physical, Occupational and Speech Therapists
Employer Proposal
October 16, 2019**

WAGES

Current Employees

Current employees will be mapped into the step in the below wage structure that is equal to or next above their wage rate.

Wage Structure

	Start Step 1	After 1 yr Step 2	After 2 yrs Step 3	After 3 yrs Step 4	After 4 yrs Step 5
Home Health Physical Therapists, Occupational Therapists and Speech Therapists	\$59.79	\$61.46	\$63.11	\$64.78	\$66.44

Effective on the first day of the pay period after October 1, 2019, the above wage structure will be increased by 3%. Below wage structure reflects this increase.

	Start Step 1	After 1 yr Step 2	After 2 yrs Step 3	After 3 yrs Step 4	After 4 yrs Step 5
Home Health Physical Therapists, Occupational Therapists and Speech Therapists	\$61.58	\$63.30	\$65.00	\$66.72	\$68.43

Current employees whose wage rate falls above Step 5 after the 3% wage increase will receive increases as indicated in the attachment A.

Longevity Differential

Employees with 7 years of continuous service with the Employer, shall receive \$2.00 differential for all compensated hours; Employees with 10 years of continuous service with the Employer, shall receive \$3.00 differential for all compensated hours; Employees with 15 years of continuous service with the Employer, shall receive \$4.00 differential for all compensated hours.

Examples:

Scenario 1:

Employee's current wage rate is \$59.00. The employee has been employed with Kaiser since December 2018. The employee will be mapped to Step 1 of the initial wage structure and his new wage rate will be \$59.79. The wage structure will then be increased by 3%, so the employee's new wage rate will be \$61.58.

Scenario 2:

Employee's current wage rate is \$60.75. The employee has been employed with Kaiser since July 2009. The employee will be mapped to Step 2 of the initial wage structure and his new wage rate will be \$61.46. The wage structure will then be increased by 3%, so the employee's new wage rate will be \$63.30. The employee has been employed with Kaiser for 10 years, so the employee will also receive \$3.00 longevity differential. Based on the new wage rate and longevity differential, the employee would be compensated at \$66.30.

Scenario 3:

Employee's current wage rate is \$65.57. The employee has been employed with Kaiser since March 2002. The employee will be mapped to Step 5 of the initial wage structure and his new wage rate will be \$66.44. The wage structure will then be increased by 3%, so the employee's new wage rate will be \$68.43. The employee has been employed with Kaiser for 16 years, so the employee will also receive \$4.00 longevity differential. Based on the new wage rate and longevity differential, the employee would be compensated at \$72.43.

New Employees

- Except as noted below, new employees will be hired at Step 1 of the wage structure.
- Newly employed Therapists shall receive one (1) year tenure credit for salary purposes only for every two (2) years of previous experience within their respective classification within the last ten (10) years prior to the date of employment. For the purpose of this Section, any previous part-time experience, which has been on a basis of twenty (20) hour per week or more, shall be considered as if it were full-time experience.



ATTACHMENT A

Current employees whose wage rate falls above Step 5 after the 3% wage increase will receive increases as follows*:

Employee	Current Rate	2019	2020	2021	2022
██████████	\$66.47	3% = \$68.46	Place at step 5 (~2.95% increase)	3%	3%
██████████	\$66.54	3% = \$68.54	Place at step 5 (~2.83% increase)	3%	3%
██████████	\$66.66	3% = \$68.66	Place at step 5 (~2.65% increase)	3%	3%
██████████	\$66.66	3% = \$68.66	Place at step 5 (~2.65% increase)	3%	3%
██████████	\$67.23	3% = \$69.25	2% = \$70.64	Place at step 5 (~2.78% increase)	3%
██████████	\$67.28	3% = \$69.30	2% = \$70.67	Place at step 5 (~2.71% increase)	3%
██████████	\$68.00	3% = \$70.04	2% = \$71.44	Place at step 5 (~1.6% increase)	3%

Above employees would receive appropriate longevity differential in addition to the indicated wage rate. For example, ██████ has been employed by Kaiser since ██████████. ██████ would receive \$2 longevity differential. Based on ██████ 2019 wage rate and longevity differential, ██████ would be compensated at \$72.04.

Note: names redacted for confidentiality. All employees are longevity eligible and will receive full entitlement to longevity pay

*The system rounds wage rates to four decimal points