

Within thirty (30) days after PAMF/PAD hires a new employee, PAMF/PAD will inform the Union in writing of the name, address, and classification of said individual. Said notification shall be in electronic format and forwarded to the Union via email to a representative designated by the Union.

Indemnification

The Union shall indemnify PAMF/PAD and hold it harmless against any and all suits, claims, grievances, demands and liabilities that arise out or by reason of any action or omission of the employer in complying with the parties' agreement on union membership and service fee.

SECTION 4. COMPENSATION

(A) Basic Hourly Rates

A. RN I & II classifications will receive the following wage adjustments:

1. ATB equal to 3%, effective the start of the first full pay period following ratification of this agreement.

Job Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7 (7 yr)	Step 8 (10 yr)	Step 9 (15 Yr)	Step 10 (20 yr)	Step 11 (25 yr)
RNI	58.19										
RNII	61.09	63.34	65.61	67.88	70.13	72.43	74.42	76.46	78.57	80.73	82.94

2. ATB equal to 3%, effective the start of the first full pay period following one year after ratification of this agreement.

Job Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7 (7 yr)	Step 8 (10 yr)	Step 9 (15 Yr)	Step 10 (20 yr)	Step 11 (25 yr)
RNI	59.94										
RNII	62.92	65.24	67.58	69.92	72.24	74.60	76.65	78.75	80.93	83.15	85.43

3. ATB equal to 3%, effective the start of the first full pay period following two years after ratification of this agreement.

Job Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7 (7 yr)	Step 8 (10 yr)	Step 9 (15 Yr)	Step 10 (20 yr)	Step 11 (25 yr)
RNI	61.74										
RNII	64.81	67.20	69.61	72.02	74.41	76.84	78.95	81.11	83.36	85.65	87.99

B. RN IV classifications will receive the following wage adjustments:

1. Effective the start of the first full pay period following ratification of this agreement the wage grid will be as follows:

Job Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7 (7 yr)	Step 8 (10 yr)	Step 9 (15 Yr)	Step 10 (20 yr)	Step 11 (25 yr)
RNIV	67.02	68.89	70.83	72.81	75.26	77.67	79.81	81.99	84.26	86.57	88.34

2. A one-time lump sum bonus payment of the employee's base compensation, including all regular hours paid and PTO paid, for the preceding 26 pay periods. Excluded from the base compensation for calculation of the payment is overtime, PTO payout, ESL, standby, callback and other premium pays. The payment will be subject to applicable withholdings and deductions equal to 3%, effective the start of the first full pay period following one year after ratification of this agreement.
3. ATB equal to 3%, effective the start of the first full pay period following two years after ratification of this agreement.

Job Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7 (7 yr)	Step 8 (10 yr)	Step 9 (15 Yr)	Step 10 (20 yr)	Step 11 (25 yr)
RNIV	69.03	70.96	72.96	75.00	77.52	80.00	82.21	84.45	86.79	89.17	90.99

C. RN III Classifications:

The RN III Classification is set at 5% above the RN II classification rate. Where the RN III wages exceed the rate for RN IV classification at the same step, the RN III shall instead be paid at the RN IV wage rate in lieu of a 5% differential.

D. Short hour and Per Diem employees:

Short hour and Per Diem rates shall be set at 10% above the corresponding step. Per Diem employees shall advance every two years through steps 1-6, and thereafter shall be progress through steps 7-11 based on tenure requirements, with a minimum of 2 years spent at the prior step, irrespective of tenure. Current Per Diem employees shall be placed at Step 6 when the first ATB is processed.

E. RN Classifications

On the first full pay period that begins 1 year after ratification of this agreement, Fertility and Cardiology shall be added to the RNIV departments in Section 5(G) of the CBA, and RNs working in these units shall be reclassified as RNIV consistent with that section.