

**COLLECTIVE BARGAINING AGREEMENT  
BETWEEN  
SEIU LOCAL 1021 – PLANNED PARENTHOOD NORTHERN CALIFORNIA  
WORKERS UNITED**

**&**

**PLANNED PARENTHOOD NORTHERN CALIFORNIA**

**Effective June 30, 2025 through July 1, 2028**

**TABLE OF CONTENTS**

	<b><u>Page</u></b>
ARTICLE 1 – RECOGNITION .....	3
ARTICLE 2 - MANAGEMENT RIGHTS.....	5
ARTICLE 3 - UNION RIGHTS.....	5
ARTICLE 4 - UNION SECURITY .....	8
ARTICLE 5 - NO DISCRIMINATION .....	10
ARTICLE 6 - PROBATIONARY PERIOD.....	11
ARTICLE 7 - SENIORITY .....	11
ARTICLE 8 - SCHEDULING AND HOURS OF WORK.....	11
ARTICLE 9 - POSITION POSTING AND FILLING OF VACANCIES .....	14
ARTICLE 10 - JOB DESCRIPTIONS .....	14
ARTICLE 11 - FLOAT EMPLOYEES.....	15
ARTICLE 12 - PARKING EXPENSES.....	18
ARTICLE 13 - TRAVEL PAY .....	18
ARTICLE 14 - REMOTE WORK .....	18
ARTICLE 15 - DRESS CODE.....	19
ARTICLE 16 - COMPENSATION .....	19
ARTICLE 17 - EARNED TIME OFF .....	22
ARTICLE 18 - SICK LEAVE .....	25
ARTICLE 19 - PAID HOLIDAYS.....	26
ARTICLE 20 - HEALTH BENEFITS .....	27
ARTICLE 21 - PROFESSIONAL DEVELOPMENT AND EDUCATIONAL ADVANCEMENT.....	28
ARTICLE 22 - RETIREMENT .....	30
ARTICLE 23 - EMERGENCY CLOSURES .....	30
ARTICLE 24 - LAYOFF, REDUCTION IN FORCE, SEVERANCE PAY .....	31
ARTICLE 25 - LEAVES OF ABSENCE.....	32
ARTICLE 26 - HEALTH & SAFETY.....	37
ARTICLE 27 - TEMPORARY EMPLOYEES PERFORMING WORK IN A BARGAINING UNIT POSITION .....	39
ARTICLE 28 - SUBCONTRACTING .....	39
ARTICLE 29 - LABOR-MANAGEMENT COMMITTEE.....	40

ARTICLE 30 - DISCIPLINE AND DISCHARGE.....	41
ARTICLE 31 - PERSONNEL FILES.....	41
ARTICLE 32 - GRIEVANCE & ARBITRATION.....	42
ARTICLE 33 - SEVERABILITY.....	45
ARTICLE 34 - NO-STRIKE NO-LOCKOUT.....	45
ARTICLE 35 - TERM.....	45

## ARTICLE 1 – RECOGNITION

Planned Parenthood of Shasta-Diablo, dba Planned Parenthood of Northern California (hereafter “the Employer”) recognizes the Services Employees International Union Local 1021 (hereafter “the Union”) as the sole and exclusive collective bargaining representative for the bargaining unit for the classifications listed in this Article.

Included: All full-time, regular part-time, and on-call employees in the classifications of Abortion and Sedation Program Manager; Administrative Assistant II; Associate Clinician Trainer/Clinician; Behavioral Health Specialist- Unlicensed; Billing Clerk; Billing Specialist; Certified Medical Coding Biller; Clinical Lab Assistant I; Clinical Laboratory Scientist; Clinical Operations Specialist; Clinical Training Manager; Clinician; Clinician-Care Coordination; Clinician-Provider Builder; Community Health Program Coordinator; Community Health Worker I; Contact Center Representative I; Contact Center Representative II; CSE (Comprehensive Sex Education) Health Education Specialist; Data and Analytics Junior Developer; Development Associate; Development Coordinator; Development Specialist; EHR (Electronic Health Records) Site Specialist; Epic Reporting Analyst; Event and Stewardship Specialist; Facilities Administrative Assistant; Facilities Administrative Coordinator; Fiscal Grants Manager; Gender Affirming Hormone Therapy Program Director; Help Desk Technician; Institutional Development Specialist; IT Technician; Lead Clinician-Associate Clinician Trainer; Lead Clinician - Bay Area; Lead Clinician - NC; Lead Clinician- Care Coordination; Lead Clinician-Telehealth, Lead Clinician, Training Department; Lead Contact Center Representative Medical Assistant I; Online Advocacy Specialist; Patient Access Specialist; Patient Navigator; Procurement Specialist; Quality Assurance Clinician; Quality Assurance Manager; Quality Assurance Manager II; Registered Nurse - Bay Area; Registered Nurse – NC; Registered Nurse- Care Coordination; Registration Coordinator; Registration Specialist; Registration Training Specialist; Reproductive Health Specialist II – CCM; Reproductive Health Specialist II – NC; Reproductive Health Specialist II – NSS; Reproductive Health Specialist II – SF; Reproductive Health Specialist III – CCM; Reproductive Health Specialist III – NC; Reproductive Health Specialist III – NSS; Reproductive Health Specialist III – SF; Reproductive Health Specialist III – Telehealth; Reproductive Health Specialist IV/ Training Mentor; Reproductive Health Specialist IV/AB Coordinator (Abortion Coordinator); Reproductive Health Specialist IV/Billing Coordinator; Reproductive Health Specialist IV/Flow Coordinator; Reproductive Health Specialist IV/Vasectomy Coordinator; Revenue Cycle Management Coordinator; RHS IV Care Coordination Specialist; RHS IV-Care Coordination; Senior Accountant; Senior Accounts Payable Clerk; Senior External Relations Officer; Senior Government Relations Officer; Senior Individual Philanthropy Officer; Senior Registration Specialist; Sr. Payment Poster Billing Specialist; Staff Accountant; Staff Accountant II;; TCPC (Team Center Patient Care) Lead Clinician/Trainer; Telehealth Clinician; Telehealth Reproductive Health Specialist II; Telehealth Reproductive Health Specialist III; Telehealth RHS IV Flow Coordinator; Training Coordinator – NC; Training Specialist – CCM; Volunteer Coordinator, employed by the Employer in and out of its Health Centers in Northern California.

Excluded: All other employees, officers, administrators, managers, confidential employees, security guards, and supervisors as defined by the National Labor Relations Act.

## **New Positions**

The Parties agree that bargaining unit work consists of work customarily performed by employees in the classifications listed in the Recognition article of this Agreement.

Should the Employer wish to create any new non-supervisory, non-managerial, and/or non-confidential classification who are not administrators, the Employer shall notify the Union in writing at least thirty (30) calendar days before the new classification is established. The Notice shall include the Employer's proposal on whether the new classification should be included in the bargaining unit and the Employer's proposed terms of employment for the new classification.

The Notice will be clearly marked: NEW CLASSIFICATION NOTICE.

The Union will have thirty (30) calendar days from receipt of Notice from Employer to request to bargain if the Employer's proposal is that the new classification should not be included in the bargaining unit and/or to request to bargain over Employer's proposed wages, benefits and other terms and conditions of employment applicable to the new classification.

If the Union does not request to bargain within thirty (30) calendar days from receipt of Notice, the Union will be deemed to have assented to the Employer's proposal.

If a dispute over inclusion of a new classification remains after the Parties have an opportunity to bargain for a period of no longer than thirty (30) calendar days after the Union's request, the dispute may be grieved directly at Step 3 and submitted to arbitration, provided that if the Union fails to grieve within sixty (60) calendar days after its request to bargain, the Union will be deemed to have assented to the Employer's proposal.

Any arbitration over inclusion of a new classification shall be limited to the following issues and the Employer shall have the burden of persuasion:

1. What are the job functions of the proposed new classification?
2. Is the new classification supervisory, managerial, and/or confidential or an administrator?
3. If the answer to #2 is no, the new classification will be deemed to be included in the bargaining unit.
4. If the answer to #2 is yes, the new classification shall not be subject to further review under this Agreement or under any procedures before the National Labor Relations Board.

## **ARTICLE 2 - MANAGEMENT RIGHTS**

Except as modified or restricted by this Agreement, all statutory and inherent managerial rights, and functions are retained and vested exclusively in the Employer, including, but not limited to, the rights: to manage and direct Planned Parenthood Northern California; to manage, direct and maintain the efficiency of its business and personnel; to manage and control its departments, buildings, facilities and operations; to create, change, combine or abolish jobs, departments and facilities in whole or in part; to subcontract or discontinue work; to direct the work force; to increase or decrease the work force and determine the number of employees needed; to hire, transfer, promote, demote, suspend, discharge, and maintain the discipline and efficiency of its employees; to determine and recognize meritorious performance; to lay off employees; to establish work standards, schedules of operation and workloads; to specify or assign work requirements and require overtime, to assign work and decide which employees are qualified to perform work; to schedule and change working hours, shifts and days off; to adopt rules of conduct and safety rules, and penalties for violation thereof; to determine the type and scope of work to be performed and the services to be provided; to determine the methods, processes, means and places of providing services; to determine the location and relocation of facilities; and to effect technological changes.

The Employer's failure to exercise any right hereby reserved to it, or the Employer's exercise of any such right in a particular way, shall not be considered a waiver of the Employer's right to exercise such right or preclude it from exercising the same in some other way not in conflict with the provisions of this Agreement.

In the event of the exercise of a management right that materially affects the wages, hours or other terms and conditions of employment of the bargaining unit, the Employer shall provide the Union with thirty (30) calendar days written notice, and if not, as much notice as possible, and provide the Union the opportunity to bargain over the identified effects of the decision. Any such written request to bargain over effects must be made within fourteen (14) calendar days of the Employer's 30-day notice or within a reasonable time if less than 30 days' notice is provided.

## **ARTICLE 3 - UNION RIGHTS**

### **Access –Authorized Union Representatives**

The Union will furnish accurate and updated names of authorized Union Representatives to the VP of Human Resources or designee. The Employer will provide the Union with the names and contact information for all Center Directors for purposes of requesting access to the work sites. Union Representatives who will be present in work sites shall be appropriately oriented to PPNorCal access policies.

Authorized Union representatives, union officers, and shop stewards shall be able to access the work site for the purposes of conferring with the Employer and ensuring compliance with the Agreement. When the authorized Union Representative wants to visit a work site, the authorized Union Representative shall notify the VP of Human Resources or their designee by email, requesting access

to the work site with the specific dates and specific times, as far in advance of such visit as is practicable, but in no event will the authorized Union Representative attempt to enter the Employer's premises without first communicating with the VP of Human Resources, Chief Administrative Officer, or designee and receiving acknowledgement of the visit. The VP of Human Resources, Chief Administrative Officer, or designee shall acknowledge the union visit notification in a timely manner. The authorized Union Representative shall have reasonable access to the work site when bargaining unit employees are present for the purpose of administering the Agreement, communicating with bargaining unit employees, and to investigate and assist in the processing of grievances under the Agreement.

Upon entering the work site, the authorized Union Representative shall sign in and notify the Center Director or Accountable Manager or their designee of the representative's presence in the work site. Such authorized Union representative shall confer with employees during the employee's non-working time in non-work areas, such as an employee break room, or an available room or office in a non-patient care area if a confidential meeting is necessary. Union representatives will not interfere with the work of employees or interrupt normal business operations and shall comply with HIPAA.

### **Shop Stewards**

For the purpose of representation, the Union shall be entitled to up to a maximum of ten (10) Shop Stewards, who shall restrict their activities to informing employees of their rights under this Agreement, administering the Agreement, represent employees in investigatory interviews, and to investigate and assist in the processing of grievances under the Agreement. The Union will notify the Employer in writing when Shop Stewards are designated. The Shop Steward may request paid release time to attend grievance, disciplinary, or investigatory meetings with management, which shall not be unreasonably denied. When such meetings are scheduled during the Shop Steward's regularly scheduled workday, the Shop Steward will seek approval of their immediate supervisor, providing as much notice as possible. The parties will make good faith efforts to schedule meetings under this Article in a manner that does not unreasonably disrupt patient care. Approval will not be unreasonably denied.

Should the Employer wish to meet an Employee for the purpose of an investigation that the Employee reasonably believes could lead to discipline of that Employee, it will honor their right to have a Shop Steward or Union Field Representative at the meeting upon request of the Employee. The parties will endeavor to schedule the investigatory meeting at a time that works for all involved, subject to business needs. Both Employee and Shop Steward shall be given time off with pay to attend meetings with the Employer to take part in an investigatory meeting when an investigatory meeting occurs during an employee's scheduled workday.

### **Shop Steward Training**

Each Shop Steward shall be allowed up to eight hours paid release time per year to attend Union training conducted by SEIU. Training time does not count as hours worked for purposes of computing overtime. The Employer must be notified at least thirty (30) days in advance of any release time. Shop Stewards must get prior approval to be released for training, which shall not be unreasonably withheld. The Employer shall not release more than five (5) Shop Stewards for any training per occurrence.

## **New Hire Orientation**

Shop Stewards shall receive timely notice of and shall be permitted to conduct a New Employee Orientation session with new Employees to discuss Employee rights and obligations under the Agreement. The Employer shall allow the Shop Steward or Union Field Representative up to thirty (30) minutes to do the presentation with new Employee(s) twice per month, consistent with the Employer's normally scheduled orientation sessions. The presentation may either be one-on-one with the Employee or part of an orientation session with multiple Employees, provided it aligns with the Employer's normally scheduled orientation sessions. The Employer will provide the Union with a list of all newly-hired employees and the date and time of the Employer-sponsored orientation session not less than every month.

## **Bulletin Boards and ADP Portal**

The Employer will allow the Union to furnish and place the following in the employee break room or employee common area of each work site, as space permits.

One (1) bulletin board, approximate size of two (2) feet by two (2) feet, for posting of official Union notices pertaining to the bargaining unit. The Employer will determine the location of the bulletin board.

The Employer will provide space on its ADP portal or similar designated platform for employees to access Union membership forms, information, and updates.

Physical notices shall be signed by a Union Field Representative, Authorized Union Representative, Union Official or designated Shop Steward.

No information that disparages the Employer nor political material shall be posted.

Materials must be submitted to the VP of Human Resources or designee prior to posting.

## **Leave of Absence to Participate in Union Internship Program**

Upon written request with four (4) weeks' notice from the Union and subject to the Employer's sole discretion and operational and patient needs based on the job classification, up to two (2) bargaining unit employees, per year, shall be granted an unpaid leave of absence of up to three (3) months to work for Local 1021 and participate in the Union's internship program. Any employee seeking a leave of absence longer than the provided three (3) months, shall be required to take a personal leave of absence, subject to the provisions in Article 25. The start and end date of the leave will be contained in the notice. During the leave, the Employee will continue to accrue seniority and all benefits to which they are normally entitled for up to three (3) months.

SEIU Local 1021 will reimburse the Employer for all employee salaries, accruals, benefit costs payroll costs, etc., during the leave. The Employer will submit invoices to the Union, and the Union will remit payment to the Employer within thirty (30) days of receipt of the invoice.

## **Negotiations**

The Union bargaining team will receive reasonable release time for participation in the collective bargaining process, including necessary caucus time. Sixty days prior to the commencement of successor collective bargaining sessions, the Union will provide the Employer with the names of bargaining unit employees who are a part of the Union's bargaining team. The Parties agree that the Union bargaining team will not exceed eight (8) employees except by mutual agreement. SEIU Local 1021 will reimburse the employer for all costs of employee compensation, benefits, paid to employees during agreed-upon bargaining and caucus dates. The Employer will submit invoices to the Union, and the Union will remit payment to the Employer within thirty (30) days of receipt of the invoice.

## **ARTICLE 4 - UNION SECURITY**

### **Union Membership Definition**

Unless prohibited by law, all employees of the Employer who are subject to this Agreement shall be required as a condition of employment to become members in the Union or pay an equivalent amount in Agency Fees consistent with applicable law within thirty-one (31) days of the effective date of this Agreement or within thirty-one (31) days following the beginning of employment, whichever is later.

### **Notification**

The Employer shall provide the Union a monthly report identifying all Employees with each Employee's name, work address, home address, work phone number, phone number (home or cell), work email address, personal email address, date of hire, job title, department, work location, FTE or hours worked, and salary or hourly rate of pay.

The Union will maintain the confidentiality of each employee's personal information.

If the Union does not receive or believes the report is incorrect or incomplete, the Union will give notice to the Employer within five (5) working days (non-weekend days and holidays). The Union and Employer agree to work together in good faith to resolve any remaining discrepancy.

### **Dues and Fees Deduction**

Employees shall express authorization for payroll deduction of the periodic dues, or Agency Fees by submitting to the Union a written authorization allowable under state and federal law. The Union will submit copies of all documentation of employee authorizations of payroll deduction for dues, or Agency Fees in the alternative to dues to the Employer.

The Employer agrees to check-off for payments of the amounts described above and to deduct such payments from the wages of employees (base salary only) and remit those amounts to the Union.

All sums deducted in accordance with this section shall be remitted to the Union on a monthly basis, but not later than the twenty fifth (25th) day of the month after which such deductions are made.

### **COPE Deduction**

The Employer will deduct, during the period of this Agreement, contributions to the Committee on Political Education (COPE) for each employee who submits an appropriate payroll deduction authorization in writing, on a form provided to the Employer by the Union. It is understood by all parties that such COPE contributions will be on an voluntary basis. Any payment of contributions to COPE shall not be a condition of employment.

All sums deducted in accordance with this section shall be remitted to the Union on a monthly basis, but not later than the twenty fifth (25th) day of the month after which such deductions are made.

### **Dues Delinquency**

The Employer, upon written request by certified mail of the Union, shall, within seven (7) calendar days after receipt of such notice, discharge any Employee who fails to pay the dues required by the Union as a condition of acquiring or retaining membership in the Union.

If the Union does not receive dues or fees on behalf of any employee or believes the amount of such dues or fees remitted is incorrect, the Union will give notice to the Employer within five (5) working days. If the Union and the Employer agree that the Employer has made a clerical error in the deduction for dues or fees, the error will be corrected and the amount will be adjusted by the Employer during the next pay period, if necessary.

### **Indemnification**

The Union shall indemnify and hold the Employer, its officers, and employees, harmless from any and all claims, demands, suits, or any other action including all court or arbitration costs arising from the provisions herein.

Requests to authorize the start of or changes to dues or other deductions covered in this section, or to change status regarding such dues or other deductions, shall be directed to the Union designee rather than to the Employer. The Employer shall not process any dues, COPE or other change requests that may come directly from an employee in the bargaining unit but agrees to forward such request to the Union designee.

## **ARTICLE 5 - NO DISCRIMINATION**

### **A. Discrimination**

The Employer agrees that conduct which constitutes unlawful harassment or discrimination on the basis of race, color, creed, gender identity and expression, religion (including religious dress or grooming practices), marital status, registered domestic partner status, age (40 and over), national origin or ancestry, physical or mental disability, medical condition (including cancer or a record or history of cancer, genetic characteristics and AIDS/HIV status), sex (including pregnancy, perceived pregnancy, childbirth, breastfeeding, or related medical conditions), genetic information, sexual orientation, immigration status, political affiliation, family structure, language use, military, or veteran status, driver's licenses issues under section 12801.9 of the Vehicle Code and any other protected characteristics under applicable federal, state or local laws or because of membership in the Union or activities on behalf of the Union will not be tolerated. It is understood that the Employer is an equal opportunity employer, consistent with all applicable laws. Claims of unfair labor practices under the NLRA are arbitrable and subject to administrative deferral by the NLRB.

### **B. Workplace Courtesy and Behavior**

The Employer and the Union agree to encourage everyone, regardless of position or profession, to perform in a courteous and dignified manner when such individuals interact with PPNorCal employees, patients, and visitors. The Employer and Union agree that all work site employees, managers, and Union representatives will treat each other with dignity, respect, and courtesy. The foregoing principles shall also apply in providing service to patients and visitors.

### **C. Union Representation in Cases of Workplace Harassment**

In a meeting where management is investigating a formal complaint made by an Employee over workplace harassment based on a category listed in this Article, the Employee making the complaint may bring a Shop Steward or Union Field Representative as a support person to the initial meeting, during which the employee is making the formal complaint, as long as that individual is not a witness regarding the complaint and agrees to be bound by any confidentiality instructions intended to maintain the integrity of any investigation. If an Employee making the complaint wishes to bring a Shop Steward or Union Field Representative as a support person to the meeting with management, the Employee must first notify management at least 24-hours in advance of the meeting of who the support person attending the meeting will be, in order for management to grant access to the work site for the limited purpose of attending the meeting as a support person only.

Shop Stewards and Union Field Representatives who wish to access the work site for any purposes other than the limited purpose of attendance at the meeting as a support person must abide by the notice requirements and procedures for obtaining access to the work site in Article 3 in addition or alternatively to the procedures outlined in this Article.

## **ARTICLE 6 - PROBATIONARY PERIOD**

- A. All employees hired for positions in the bargaining unit, whether or not previously employed by the Employer shall have a 90-day probationary period.
- B. The Employer shall have the right to discipline and discharge employees during their probationary period for non-discriminatory and lawful reasons, with or without cause, and such discharge and/or discipline shall not be subject to the grievance and arbitration procedure provided in this Agreement.
- C. The Employer has the sole good faith discretion to extend an employee's probationary period for up to an additional 30 to 90 calendar days based on any performance issues identified. If the Employer extends the probationary period of a bargaining unit employee, the Employer will notify the Union by email of the new end date of the probationary period.

## **ARTICLE 7 - SENIORITY**

Seniority shall be based on the first date of hire in a bargaining unit position with the Employer. An Employee who takes a non-bargaining unit position with the Employer or who leaves PPNorCal employment voluntarily for six months or less and returns to a bargaining unit position, shall have their prior seniority restored. A Bargaining Unit Employee's seniority shall be broken in the event of a discharge for cause, a voluntary resignation or retirement of more than six months, or a layoff equal to or in excess of twelve (12) months.

## **ARTICLE 8 - SCHEDULING AND HOURS OF WORK**

### **Workweek / Work Day**

The workweek begins on Monday at 12:00AM PT and ends on Sunday at 11:59PM PT. The work day is any 24-hour period beginning at 12:00AM PT and ending at 11:59PM PT.

### **Regular Scheduled Hours Assignment**

All Full-Time and Regular Part-Time, non-exempt bargaining unit employees shall have a Regular Scheduled Hours Assignment.

### **Work Schedules**

An employee's regular work schedule will not be changed without seven (7) days' notice, unless operational exigencies and emergencies require otherwise. Scheduling changes may be considered by the supervisor and changed by mutual agreement with the employee and supervisor. Regular Scheduled Hours Assignments will be posted with four (4) weeks' prior notice in four-week scheduling blocks.

If shifts become available in a department, those shifts will be posted at the discretion of the Employer and awarded in seniority order among qualified employees in that department. If schedules become vacant in a department, those schedules will be posted at the discretion of the Employer and awarded in seniority order among qualified employees in that department in accordance with the procedures for vacancies in Article 9.

### **Meal & Rest Periods**

In accordance with State and Local law, the employer shall provide meal periods, and permit and allow employees to take rest periods. Non-exempt employees will be entitled to an unpaid 30-minute meal period for any shift longer than six hours, and a paid 10-minute rest period for every four hours worked or major fraction thereof. Employees who work no more than a total of six (6) hours in one day may waive their meal period by executing a written meal period waiver form, in accordance with the Employer's policies. Employees working more than ten (10) hours, but less than twelve (12) hours in one day will receive a second meal period, but may waive the second meal period by executing a written meal period waiver form, in accordance with the Employer's policies. Employees must begin their meal period no later than the end of the fifth hour of work. Rest periods should be scheduled as close to the middle of each half of an employee's shift as practicable.

In accordance with State and Local law, employees who do not receive an uninterrupted rest or meal period or if the Employer fails to provide an employee with the opportunity to take a meal or rest period for which they are entitled will receive one hour of pay for each missed meal or rest period paid at the regular rate of pay, up to a maximum of two per shift.

### **Overtime Rate**

The overtime rate for non-exempt hourly employees shall be one and one-half (1½) times the regular rate of pay for work performed in excess of eight (8) hours in the Employer defined 24-hour workday for payroll purposes, or over forty (40) hours in the Employer defined workweek, unless on an approved alternate schedule (e.g., 4/10, 3/12 AWWs).

Non-exempt hourly employees will receive overtime pay for all time worked on the seventh consecutive day of the Employer defined workweek, unless on an approved alternate schedule (e.g., 4/10s, 3/12s).

### **Double-time Overtime Pay**

Non-exempt hourly employees will receive double time pay for work performed in excess of twelve hours per day in the Employer defined 24-hour work day, unless on an approved alternate schedule. They will also receive double-time pay for hours worked beyond eight on the seventh consecutive day of the Employer defined workweek. Double time overtime pay is two times the employee's regular hourly rate of pay.

### **Assignment of Overtime**

Prior to assigning mandatory overtime, the Employer will endeavor to offer overtime hours to qualified employees who have volunteered to work the overtime in the department requiring overtime. The Employer shall be the sole judge as to qualifications. All overtime must be approved in advance by management and shall be subject to business needs.

### **Days and Weekends Off**

The parties agree to work together at the Labor-Management Committee to establish work schedules by January 1, 2026 that provide for two consecutive days off and no more than two required weekend shifts per month as part of employees' regular work schedules.

### **After Hours Work**

Employees who work after hours call shifts will have 25% of the time of the after hours call shift applied to their Regular Scheduled Hours Assignment (FTE) for purposes of accruals.

### **Reporting Pay**

The Employer will pay employees for half of their regularly scheduled workday if employees report to work as scheduled but no work is available or the employee is sent home early without working at least one half of the usual or regularly scheduled hours. The amount will never be less than two hours pay and never more than four hours pay, except in cases of emergency closure in which case the procedure in Article 23 will be followed.

Where an employee is required to attend a meeting on a day they are not scheduled to work, reporting time pay will be paid at a minimum of two hours.

Hours that are not worked for which reporting pay is provided will not be included as hours worked. Rather, overtime compensation will be based on actual hours worked by the employee.

### **Shift Swaps – Health Center Employees**

Provided that patient care is not adversely affected, Health Center employees within the same job classification may request to cover each other's shifts within the same work week or same pay period ("shift swap") with a minimum of seven (7) days' notice in writing along with written approval of the Center Directors or their designee. The Center Directors have the discretion to deny such requests based on operational needs.

### **Shift Swaps – Administrative Employees**

Administrative employees may be eligible to trade shifts with other administrative employees within their same job classification based on operational needs of the organization, and subject to approval of the employee's immediate supervisor.

### **Voluntary Pick Ups of Extra Shifts – Health Center Employees**

Health Center employees may be given opportunities to pick up extra shifts within their same job classification at any health center location. Employees shall not abandon scheduled shifts, whether at their home site or another location, to pick up an extra shift. The Center Directors have the discretion to deny such requests based on operational needs.

### **Voluntary Pick Ups of Extra Shifts – Administrative Employees**

Administrative employees may be eligible to pick up extra shifts within their same job classification based on the operational needs of the organization, and subject to the approval of the employee's immediate supervisor. Employees will be selected based on skills needed for the shift, financial impact, and seniority.

## **ARTICLE 9 - POSITION POSTING AND FILLING OF VACANCIES**

### **A. Position Vacancies**

If the Employer determines the need to post a bargaining unit position, the Employer will follow the below procedures. Vacant positions in the bargaining unit will be posted on the ADP portal (or subsequent replacement system(s)). Postings shall include job title, home location, scheduled hours, and compensation range. Positions shall be posted for five (5) business days. The Employer will not consider external applicants for any vacancy during the posting period identified above.

### **B. Selection and Awarding of Positions**

All applicants who meet the minimum qualifications of the position description will be eligible to be considered for the position and will be included in the selection process. If the qualifications are met by two or more internal applicants, the applicant with the earliest seniority date will be granted the position. If two or more such applicants share the same last date of hire, then the employee who first submitted an application for the posted position will be granted the position.

An applicant will not be considered to meet the minimum qualifications of the position description if they are unable to work the anticipated schedule for the vacant position and/or they are currently not in good standing (i.e., no final warning or suspension within the 6 month period prior to applying and/or on a performance improvement plan at the time of the application).

## **ARTICLE 10 - JOB DESCRIPTIONS**

Each newly hired bargaining unit member shall receive a copy of their job description if it was not provided during the hiring and onboarding process. Incumbent staff members may review their job descriptions through the ADP Portal and the Union may request a copy of a unit member's job

description by requesting a copy in writing from HR. Staff members may request a meeting with Human Resources to discuss any part of their job description that they believe to be inaccurate. The meeting shall take place within thirty (30) days.

The parties understand that the Employer may make changes to job titles, roles, responsibilities and descriptions, consistent with Employer operational needs. If the Employer changes a job description, they will provide the new job description to all employees in that role through the ADP Portal. If the changes result in a material change to terms and conditions of employment of the position, the Union has the right to request to bargain over the impact on the affected employee.

## **ARTICLE 11 - FLOAT EMPLOYEES**

Float staff are an essential component of staffing for its health centers, allowing the Employer to provide flexibility and ensure coverage where needed. Employees who float are subject to the below:

### **A. Coverage and Assignments.**

1. **Required Float Locations for Float APCs:** Antioch, Concord, El Cerrito, Fairfield, Hilltop, Napa, San Francisco, San Rafael, San Ramon, Santa Rosa, Vallejo, Walnut Creek
2. **Optional Float Locations for Float APCs:** Clearlake, Ukiah, Chico, Eureka, and Redding.
3. **RHS Float Locations:** RHS Float Staff are hired to provide coverage either to the Bay Area Health Centers or the Northern Health Centers. The current health centers are as follows:
  - (a) **Bay Area Health Centers:** Antioch, Concord, El Cerrito, Fairfield, Hilltop, Napa, San Francisco, San Rafael, San Ramon, Santa Rosa, Vallejo, Walnut Creek
  - (b) **Northern Health Centers:** Clearlake, Ukiah, Chico, Eureka, Redding

### **B. "Location Float" Differential.** Staff assigned to work a shift at a location other than their home site will receive a \$5/hour Location Float Differential.

1. The Location Float Differential is applied in ADP for all eligible shifts.
2. The Location Float Differential does not apply to travel time.
3. Float APCs should bill their travel time and hours worked at the health center they are floating at to **Clinician Float (Location Code 128000)**.
4. Float RHS staff should bill their travel time and hours worked at the health center they are floating at to **RHS Float (Location Code 228000)**.

5. If an employee who is not a Float APC nor a Float RHS works a shift at a location other than their home site, the department at the shift location should be used for billing travel and recording hours worked.
- C. **Home Site.** All float staff are assigned a home site, which serves as the basis for travel and mileage calculations.
- D. **Scheduling.** Schedules and location assignments for float staff are published by the 7<sup>th</sup> business day of the preceding month.
1. Float staff assignments are determined based on business needs and scheduling limitations:
    - (a) Examples of business needs: Single-provider clinics (to prevent closures), high patient demand health center measured by Third Next Available Appointments (TNAA), full-day vs. half-day requests, hard-to-fill roles (e.g., PAB APC, Colpo Clinic, Integrated PAB clinic).
    - (b) Examples of scheduling limitations: Home site staff meetings, not exceeding their weekly scheduled hours and pre-scheduled evening clinics.
  2. If a work assignment is not available for a float employee on a given day, they may choose to take an unpaid day off, use ETO, or offer to work the shift of a non-float employee in the classification to give the non-float employee the opportunity to use ETO for that day.
  3. Float employees can give their scheduler their assignment preferences and such requests will be granted in seniority order among the float employees in that classification.
- E. **Unfilled Shifts.** A list of unfilled shifts will be shared with all APCs and Center Management after the schedule is published.
- F. **Late Notice Reassignments.** Shift changes may occur due to unexpected ETO or other last-minute operational needs. Late Notice Reassignment is defined as a change with seven days or less notice. Float staff may not decline a Late Notice Reassignment if the new shift is within 40 miles of their home site (see table below). An employee may request accommodations for Late Notice Reassignments involving a change with seven days or less notice. The Employer has the discretion to deny such requests based on operational needs and such requests will not be unreasonably denied.

Health Center	Address	Health Centers Within 40 Miles
Antioch	3670 Delta Fair Blvd, Antioch, CA 94509	Concord, El Cerrito, Fairfield, Hilltop, San Ramon, Vallejo, Walnut Creek
Concord	2185 Pacheco St, Concord, CA 94520	Antioch, El Cerrito, Fairfield, Hilltop, Napa, San Francisco, San Rafael, San Ramon, Vallejo, Walnut Creek
El Cerrito	280 El Cerrito Plaza, El Cerrito, CA 94530	Antioch, Concord, Fairfield, Hilltop, Napa, San Francisco, San Rafael, San Ramon, Vallejo, Walnut Creek
Fairfield	1325 Travis Blvd, Suite C, Fairfield, CA 94533	Antioch, Concord, El Cerrito, Hilltop, Napa, Vallejo, Walnut Creek
Hilltop	2970 Hilltop Mall Rd, Suite 307, Richmond, CA 94806	Antioch, Concord, El Cerrito, Fairfield, Napa, San Francisco, San Rafael, San Ramon, Vallejo, Walnut Creek
Napa	935 Trancas Street, Unit 4D, Napa, CA 94558	Concord, El Cerrito, Fairfield, Hilltop, San Rafael, Vallejo
San Francisco	1522 Bush St, San Francisco, CA 94109	Concord, El Cerrito, Hilltop, San Rafael, San Ramon, Vallejo, Walnut Creek
San Rafael	2 H St, San Rafael, CA 94901	Concord, El Cerrito, Hilltop, Napa, San Francisco, Santa Rosa, Vallejo, Walnut Creek
San Ramon	200 Porter Dr, Suite 200, San Ramon, CA 94583	Antioch, Concord, El Cerrito, Hilltop, San Francisco, Vallejo, Walnut Creek
Santa Rosa	1140 Sonoma Ave, Bldg 3, Santa Rosa, CA 95405	San Rafael
Vallejo	303 Sacramento St, Vallejo, CA 94590	Antioch, Concord, El Cerrito, Fairfield, Hilltop, Napa, San Francisco, San Rafael, San Ramon, Walnut Creek
Walnut Creek	1357 Oakland Blvd, Walnut Creek, CA 94596	Antioch, Concord, El Cerrito, Fairfield, Hilltop, San Francisco, San Rafael, San Ramon, Vallejo

- G. **Work Expectations.** All float staff are expected to work 8 patient-facing hours per shift. The expectation of 8 patient-facing hours does not include travel time.

## **H. Travel and Reimbursement Guidelines.**

1. Float staff will be compensated for travel time in accordance with travel time pay as described in Article 13, Travel Pay.
2. Float staff will be reimbursed for travel in accordance with Article 13, Travel Pay.
3. Float staff may request overnight lodging in accordance with PPNorCal policy for travel and expenses if all of the following conditions are met:
  - (a) The location is 70+ miles from the employee's home site; and
  - (b) Travel time would exceed 2 hours round trip.

## **ARTICLE 12 - PARKING EXPENSES**

The Employer shall make commercially reasonable efforts to provide 25 fully paid parking spaces within a reasonable walking distance from 1522 Bush Street, San Francisco for employees who are reporting to work at their home site of San Francisco Health Center.

If, during the life of this Agreement, the Employer opens a new worksite without access to fully paid parking spaces within a reasonable walking distance from the health center, upon request, the Employer will provide the Union with the opportunity to discuss the impact of parking at that location.

## **ARTICLE 13 - TRAVEL PAY**

Employees who are assigned to work at a location other than their home site will be reimbursed for travel-related expenses including public transit fees, parking fees, tolls, and mileage in excess of their normal commute at IRS-determined rates in effect at the time the mileage was incurred.

All employees who are currently assigned to Clearlake or Ukiah Health Centers as their home site will receive mileage reimbursement of 108.6 miles for any day they are assigned to the location that is not their home site.

Employees who are assigned to work at a location other than their home site will be paid for time in excess of their normal commute at their regular hourly rate of pay.

## **ARTICLE 14 - REMOTE WORK**

Positions will be posted as fully in-person, fully remote, or hybrid options. If a position is designated as a hybrid position, employees may request a specific hybrid work schedule (i.e., a specific number of days remote and a specific number of days physically present, or a specific short-term or

temporary remote schedule), and such requests will be granted to the extent operationally feasible and consistent with the needs of the department.

The Employer maintains the right to modify both the schedule and the designation of the position (i.e. remote/hybrid/in person), based on operational needs. In the event that a current remote/hybrid/in-person work schedule or designation is altered by the Employer, the Employee will receive at least two weeks' notice of the change in schedule prior to implementation. The Employer will reimburse employees for remote work in accordance with PPNorCal policy.

## **ARTICLE 15 - DRESS CODE**

The parties acknowledge PPNorCal's need to maintain a dress code policy for all employees of the organization and that the purpose of the dress code, in alignment with job classification is to ensure that all employees are appropriately attired in alignment with the performance of their role (clinical and non-clinical) and in compliance with applicable safety and infection control standards, and to uplift and represent the organization.

The parties agree that the Employer will maintain a dress code policy that will not unreasonably prevent Employees from wearing SEIU-branded insignia that do not violate the Employer's compliance with safety and infection control standards, applicable regulatory requirements and limitations, and the National Labor Relations Act.

## **ARTICLE 16 - COMPENSATION**

1. Effective the first full pay period in July 2025, each bargaining unit employee shall receive a 4 % increase to their base hourly wage rate or be paid at \$25/hour, whichever is greater.

2. The Employer shall establish a step wage scale, attached in Appendix A with ten steps with 2.0% in between each step. After application of the increases stated in paragraph 1, effective the first full pay period in July 2025, each bargaining unit employee will be placed into a step in their classification based on their years of relevant work experience credited at PPNorCal and/or another employer. (For example, an employee with five years of experience in their current position at PPNorCal will be placed at the 5-year step. Alternately, an employee with three years of experience as an RN at PPNorCal and two years of experience as an RN at another employer will also be placed at the 5-year step.) After application of the increase in paragraph 1, any employee paid at a level above what their experience would make them eligible for based on the rates in Appendix A will be "red circled" at their current rate and maintain the same rate of pay until the wage scale and step they are on increases to or exceeds their red circled rate, at which point the employee will get increases according to the rates appropriate to their scale and longevity.

3. Effective the first full pay period in July 2026, the rate of pay for bargaining unit positions will be increased by 3% (subject to paragraph 2).

4. Effective the first full pay period in July 2027, the rate of pay for bargaining unit positions will be increased by 4% (subject to paragraph 2).

### **Step Progression**

Steps 1-5 represent 1 year each, steps 6-8 each represent 2 years, and steps 9 and 10 each represent 3 years. An Employee's advancement to the next step occurs on the applicable anniversary date of their original date of hire in a bargaining unit position with the Employer. Employees will advance to the next step when they have worked the amount of time between the steps at the Employer, until they reach the top step for their classification at which point they will only receive across-the-board increases.

### **Step Placement for External Hires and Internal Transfers/Promotions**

New bargaining unit employees and existing bargaining unit employees transferring or promoting to a new job classification will be placed on the step equal to their years of relevant work experience. The appropriate step is based on full years of service in the relevant job classification(s).

### **DIFFERENTIALS**

Below are the differentials and stipends that employees may be eligible for. Differentials may be added together, and paid in addition to applicable overtime or holiday pay on PPNorCal recognized holidays.

#### **Evening & Weekend Differential**

For evening shifts scheduled to include time after 5pm and shifts on Saturday or Sunday, non-exempt Employees will receive a \$5/hour differential for the duration of such shifts.

#### **Bilingual Differential**

For purposes of this differential, "bilingual" means the ability to interpret and/or translate non-English languages including sign language for the hearing impaired and Braille for the visually impaired.

Employees who have completed a language assessment approved by the VP of Human Resources, and received a passing score of 75%, will receive an additional \$1.00 per hour as bilingual pay if the employee is required to use those language skills in the accomplishment of their job duties. This policy applies to employees who are patient-facing or use their language skills to perform translations or other communication in support of patient care. This includes all employees who work in a Health Center, Telehealth, Care Coordination, Community Health, Behavioral Health, and the Contact Center. Select staff in the administrative departments may also be eligible with Director-level approval.

Employees who pass more than one language assessment, will receive the bilingual differential pay based on one (1) language in addition to English.

The Employer may require an employee to recertify not more than once every two years to continue receiving a bilingual differential.

## **Training Differential for Clinical Employees**

Employees who are asked by the Employer to formally train other bargaining unit employees shall be paid a differential of \$5/hour in increments of at least one hour for pre-approved time spent training, mentoring, as well as observing and signing off on required skills. Job classifications not eligible for this differential because performing training is an essential function of their roles are: Reproductive Health Specialist IV/Training Mentor; Registration Training Specialist; Training Coordinator; and Training Specialist.

## **Hard to Fill Shift Incentive Pay**

When the Employer is unable to successfully fill a shift, the Employer may offer a Hard to Fill Shift Incentive pay of no less than \$250 per shift to APCs employees who agree to fill that shift or an alternative amount for other employees in other positions who are offered a Hard to Fill Shift Incentive pay.

## **Aspirations**

Employees who perform aspirations will be paid \$30 per aspiration.

## **After Hours On-Call Shift Pay**

Clinical employees who are assigned to work an after hours on-call shift will be paid 25% for each after hours on-call shift. If an employee takes calls, charts, or consults on patient care during their after hours on-call shift, they will be paid straight time for all work performed during the after hours on-call shift. Evening and weekend differentials only apply for work performed during an after hours on-call shift.

Employees who are assigned to be on-call on PPNorCal recognized holidays will be paid 50% for each shift on-call. If an employee on call takes calls during their on-call shift on a holiday, they will be paid time and one half for all work performed related to the call.

## **Bonuses/Special Incentives**

The Employer reserves the right to determine and provide additional compensation to employees, including retention bonuses, hiring bonuses, special bonuses, incentives, special awards, and to exercise discretion as to the granting, timing, amount, distribution and frequency of such adjustments.

### **One-time bonus as below:**

Employees who will receive a cumulative raise of less than 9% over the three years of the contract will receive a \$2400 one-time bonus to be paid by May 1, 2028.

To be eligible for these bonuses, the employee will need to still be employed at Planned Parenthood Northern California as of the date the bonus is paid, and in a classification with the same rate of pay as the one they held as of the date of ratification of this agreement.

## ARTICLE 17 - EARNED TIME OFF

PPNorCal recognizes the importance of providing employees with time away from work and the importance of employees maintaining a good work life balance. In recognition of this, regular full time and regular part time bargaining unit members whose regularly scheduled hours are or exceed 20 hours per week will be eligible to accrue and use Earned Time Off (“ETO”) according to this Article.

Eligible employees accrue ETO based on years of service and scheduled hours. The ETO step-up table below illustrates ETO earned per year based on 40 scheduled hours. Total ETO earned per year is pro-rated if scheduled hours are less than 40 hours per week. HR and Payroll utilize the employee’s current Change of Status form on file to determine the number of scheduled hours.

Annual ETO accrual for 40-hour per week employees:

0- End of the 1st Year:	15 working days earned at the rate of 1 1/4 days per month.
Beginning of the 2nd Year:	20 working days earned at the rate of 1 2/3 days per month.
Beginning of the 3rd- end of 4th Year	25 working days earned at the rate of 2 1/12 days per month.
Beginning of the 5th & Subsequent Year	30 working days earned at the rate of 2 1/2 days per month.

The maximum amount of ETO that may be in an employee’s ETO balance at any time is 240 hours unless the CEO approves additional hours due to special circumstances. An employee’s ETO balance will carry over from year-to-year but may not exceed 240 hours. If the cap of 240 hours is reached, the employee will not accrue additional ETO until the employee takes time off and utilizes a portion of their ETO balance. It is the employee’s responsibility to monitor their ETO balance.

The table below provides the rate of ETO accrual per pay period based on years of service and regularly scheduled hours.

**Earned Time Off (ETO) Per Pay Period**

	Year 1 3 Weeks	Year 2 4 Weeks	Year 3/4 5 Weeks	Year 5+ 6 Weeks
Scheduled Hours/Week	Hours Accrued Per Pay Period:			
20	2.50	3.33	4.17	5.00
21	2.63	3.50	4.38	5.25
22	2.75	3.67	4.58	5.50
23	2.88	3.83	4.79	5.75
24	3.00	4.00	5.00	6.00
25	3.13	4.17	5.21	6.25
26	3.25	4.33	5.42	6.50
27	3.38	4.50	5.63	6.75
28	3.50	4.67	5.83	7.00
29	3.63	4.83	6.04	7.25
30	3.75	5.00	6.25	7.50
31	3.88	5.17	6.46	7.75
32	4.00	5.33	6.67	8.00
33	4.13	5.50	6.88	8.25
34	4.25	5.67	7.08	8.50
35	4.38	5.83	7.29	8.75
36	4.50	6.00	7.50	9.00
37	4.63	6.17	7.71	9.25
38	4.75	6.33	7.92	9.50
39	4.88	6.50	8.13	9.75
40	5.00	6.67	8.33	10.00

Utilization of ETO is required to provide regular base pay for vacations, non-PPNorCal paid holidays, and personal days. An employee may also utilize ETO for the injury/illness or medical/dental appointment for the employee, or the employee’s spouse, registered domestic partner, child, stepchild, parent, stepparent, parent-in-law, sibling, grandparent or grandchild or another designated person, such as a person who is loco parentis if they have exhausted their paid sick leave bank.

Employees are required to follow their department’s process for requesting ETO in advance for vacations, and personal days, as outlined below.

Employees may not take unpaid time off in lieu of utilizing accrued, but unused ETO, except in special circumstances as outlined in Article 25, Leaves of Absences.

Exempt staff are expected to work a full 40 hours per week. With supervisory approval, exempt staff may flex their work hours, within reason, and take partial day absences of two hours or less without the use of ETO, as long as the overall requirements of the position are met, and hours are made up on another day.

**Cash Out ETO**

Employees may cash out a portion of their ETO balance two times per calendar year. The maximum number of hours that may be cashed out in a calendar year is 80 hours and cash-out requests will be processed on regular pay dates. Exceptions may be made on a case-by-case basis as approved by the CAO. An employee must leave a minimum of 80 hours in their ETO

balance after receiving a cash out.

### **Accrued, but unused ETO**

All accrued, but unused ETO hours, will be paid out to the employee upon separation of employment and/or if an employee's scheduled hours are reduced below 20 hours per week.

### **Donating ETO**

Consistent with IRS regulations, PPNorCal sponsors an ETO-sharing program, allowing employees to donate up to 16 hours of their ETO only to co-workers who are experiencing a medical or family emergency or catastrophic illness that requires a prolonged absence from work and the employee has exhausted their own ETO balance. ETO time may be donated anonymously into an ETO "bank" for the employee in need to a maximum of 120 hours in the bank. Employees may donate in as little as two-hour increments and must leave a minimum of 80 hours in their ETO balance after donating.

To avoid any conflict of interest, no employee may donate time to their immediate supervisor, manager, or members of senior management. There are no tax consequences to the employee who donates accrued ETO. The employee who receives donated ETO will pay regular income taxes.

### **ETO Requests**

Use of ETO for vacation or personal time off must be requested a minimum of two weeks in advance for non-clinicians. Clinician staff must request vacation or personal time off a minimum of two months in advance in order to minimize disruption to the organization and patient care. Managers must respond to vacation requests submitted in advance within ten business days or the request will be deemed approved, except in the case of vacation requests of five or more days made in the specific windows outlined below for summer, Thanksgiving, Christmas, and New Year's. Employees may request vacation or personal time off with less notice than provided in this paragraph, and the manager will consider such requests that meet patient care staffing needs. Management staff must ensure that there is coverage for their role and duties while they are on vacation.

Requests for vacations of five or more days during the summer (June, July, August) should be submitted by March 1 and will be granted in seniority order by March 20. Requests for vacations over Thanksgiving, Christmas, and New Year's should be submitted by September 1 and will be granted in seniority order by September 20. Vacation requests made in the windows outlined in this paragraph are not subject to automatic approval should a manager fail to respond to the request within ten days that the request was made. Requests for time off for shorter durations and submitted after March 1 or September 1 respectively will be considered using the process in the preceding paragraph.

## **ARTICLE 18 - SICK LEAVE**

It is the policy of PPNorCal to provide paid time off for absences due to illness, injury, or medical/dental appointments for the employee and immediate family members in compliance with this Agreement. Employees may not be discriminated or retaliated against for utilizing ETO or paid sick leave for absences due to illness, injury, or medically related appointments.

Beginning the first full pay period in July 2025, bargaining unit employees will begin to accrue Paid Sick Leave at the rate of 1 hour of sick leave for every 30 hours worked up to a maximum sick leave bank/accrual cap of 40 hours for employees regularly-scheduled to work more than 20 hours per week. Accrued but unused Paid Sick Leave will carry over year to year subject to the accrual cap of 40 hours. If an employee reaches the 40 hour cap, paid sick leave will not accrue until the employee utilizes accrued sick time.

Employees whose regular scheduled hours are less than 20 hours per week and who do not accrue ETO will continue to accrue paid sick leave at the rate of 1 hour of sick leave for every 30 hours worked up to a maximum of 72 hours. If an employee reaches the 72-hour cap, no additional paid sick leave will accrue until some, or all the sick time is utilized.

Unused sick leave accrued under the Act is not payable to employees at the time of separation. Employees who are rehired within one year of the separation of employment are eligible for reinstatement of their prior sick leave balance at the time of separation.

Employees may utilize ETO or paid sick leave for the illness, injury, or medical/dental appointment for themselves, spouse, registered domestic partner, child(ren) or a child for whom the employee is acting in the role of a parent, parent, step-parent, parent-in-law, grandparent, grandchild, or sibling or other individuals of personal significance to the employee. ETO or paid sick leave may also be utilized when the employee is a victim of domestic violence, sexual assault, or stalking.

Paid sick leave or ETO utilized for the purposes of paid sick leave may be taken in as little as 15-minute increments.

If the need for sick leave or ETO utilized for the purposes of paid sick leave is foreseeable, such as a medical or dental appointment, the sick leave must be requested in advance following the employee's department procedure for requesting sick leave. If the need for sick leave is not foreseeable, such as illness or injury, the employee must provide notice to their supervisor in a timely manner, generally, a minimum of one hour prior to the start of their shift. The employee must speak or text directly with their supervisor and must call/text each day of absence following their department's procedure.

The Employer retains discretion to request a medical certification for illnesses lasting three days or more.

Employees who are taking an approved leave of absence for medical reasons may voluntarily utilize their ETO or paid sick leave in accordance with applicable Federal and State law.

This Article shall operate to waive any provisions of California Labor Code Section 246 *et. seq.* and the San Francisco Paid Sick Leave Ordinance. Through this Article, the Parties agree that the

Employer has fulfilled all obligations for paid sick leave under state and said local Ordinance as presently written, and or amended during the life of this Agreement.

## **ARTICLE 19 - PAID HOLIDAYS**

Regular full-time or part-time employees whose regularly scheduled hours are or exceed 20 hours per week are entitled to ten (10) paid holidays during the fiscal year, plus two (2) floating holidays provided each calendar year. Employees with a regular schedule of fewer than 30 hours per week but greater than 20 hours per week who do not work on a recognized holiday will be paid six hours of holiday pay at their base hourly rate; employees with a regular schedule of 30 or greater hours per week who do not work on a recognized holiday will be paid eight hours of holiday pay at their base hourly rate.

All PPNorCal Health Centers and offices are closed on paid holidays, however, some staff may work on holidays to support patient care. Employees who are assigned to work on a holiday will receive pay for hours worked, plus 6 or 8 hours of holiday pay based on the employee's regular scheduled hours.

Paid holidays will be observed on the legally designated day, should a paid holiday fall on a weekend, the Employer retains discretion to determine whether it will be observed on the preceding Friday or on the following Monday. When possible, due to lack of patient demand, the Employer may close evening clinics the evening before an observed holiday. The Employer retains discretion to determine whether evening clinics will be closed the evening before an observed holiday, based on operational and patient needs.

If a holiday falls during an employee's vacation, the employee will receive holiday pay for that day in lieu of their ETO hours. If a holiday falls on an employee's regularly scheduled day off, they will receive holiday pay for that day.

PPNorCal paid holidays are selected each fiscal year in March by PPNorCal employees. Employees will be given the opportunity to submit additions to a list of Federal, State, cultural and religious holidays, and then employees will be asked to vote for the ten holidays they wish to receive as paid holidays via an anonymous survey. The ten holidays with the highest number of votes are chosen as paid holidays for the coming fiscal year.

Employees who wish to take other Federal, State, cultural or religious holidays off, may request to do so utilizing their floating holiday or ETO.

Employees whose regularly scheduled hours are or exceed 20 hours per week will receive one (1) floating holiday on January 1 of each year and one on July 1. An employee must be employed with PPNorCal as of the first day of the quarter to be eligible for the floating holidays for that quarter.

Employees with a regular schedule of 30 – 40 hours will receive 16 hours of floating holidays.  
Employees with a regular schedule of 20 – 29 hours will receive 12 hours of floating holidays.

Employees must follow the same time off requests process for ETO in order to request and utilize floating holidays.

Employees may carry over Floating Holiday time for one year, but may not have more than 24 hours of Floating Holiday time in their Time Off balances. Employees who have 24 hours in their Floating time off balance will not accrue additional floating holidays until they use half of their available balance.

Floating Holiday hours may not be cashed out with ETO hours. Employees will be paid for the earned, but unused Floating Holiday hours at the time of separation. Floating Holidays are paid at an employee's regular base payrate and are not counted toward the accumulation of overtime hours.

## **ARTICLE 20 - HEALTH BENEFITS**

### **Medical Insurance**

The Employer will offer medical insurance to employees who are regularly scheduled to work 20 hours or more per week. The Employer may modify the medical benefits it provides to employees so long as: such modifications comply with the first sentence of this paragraph; employee's contribution levels do not increase; and the level of benefits provided is at least equivalent to what is provided by the current medical benefit plans.

For health benefit purposes, employees working 30+ hours per week are considered full-time; employees working 20-29 hours per week are considered part-time.

Effective July 1, 2025, or as soon as practicable after ratification of this Agreement, whichever is later, the contribution levels to the cost of medical benefits coverage for full-time Bay Area employees will be:

<b>Selection</b>	<b>Employer Contribution</b>	<b>Employee Contribution</b>
Employee Only Coverage	100%	0%
Spouse Coverage	25%	75%
Dependents Coverage	75%	25%

Part-time employees will pay 50% of the employee-only premium for medical insurance. Part-time employees will contribute the same dependent or spousal coverage monthly premium cost as full-time employees.

The above referenced contribution levels to the cost of medical benefits coverage for Northern Counties employees will be effective January 1, 2026.

Benefit-eligible full-time employees who decline employer-provided health program coverage will receive up to two thousand dollars (\$2000) per year as an opt-out benefit (\$166.66 monthly), provided that the employee provides proof of group coverage elsewhere.

The parties agree to continue discussions in the Labor-Management Committee about the feasibility of a comparable health plan for Northern County employees. Until such a comparable health plan can be implemented for Northern County employees, the Employer will make best efforts to implement a Health Reimbursement Account (“HRA”) or similar plan to reimburse employees for out-of-pocket health care expenses effective January 1, 2026. Starting January 1, 2026, the Employer will contribute \$1200 per year to a reimbursement plan for benefit-eligible Northern County employees who enroll in the employer-provided Northern Counties health plan.

**Dental and Vision Plans**

All employees with a regular schedule of 20 hours or more per week are eligible to enroll in dental and vision coverage. The existing dental and vision coverage provided by the Employer, or comparable coverage, shall be maintained by the Employer for the term of this agreement.

**Flexible Spending Accounts**

The Employer allows employees to elect to spend a certain amount of money on health care, dependent care and eligible commute expenses on a pre-tax basis from a flexible spending account (FSA). All employees with a regular schedule of 20 hours or more per week are eligible for this program. There is no waiting period.

The benefits offered by the Employer to employees will be governed by the terms and conditions set forth in the applicable policies and plans. Any disputes concerning such policies or plans, including coverage under them, will be resolved in accordance with the terms and conditions set forth in said policies or plans and not subject to the grievance and arbitration procedures in this Agreement.

**ARTICLE 21 - PROFESSIONAL DEVELOPMENT AND EDUCATIONAL ADVANCEMENT**

The Employer recognizes the importance of professional development and educational advancement of its employees. In an effort to support the professional development and educational advancement of bargaining unit employees, all bargaining unit employees who are regularly scheduled to work at least 20 hours per week and have at least 90 days of service with the organization are eligible for reimbursements up to, the amounts outlined below based on their job classifications, and subject to the additional guidelines below. Licensed employees who work less than 20 hours per week are eligible to receive a pro-rata amount based on their regularly scheduled hours. Reimbursement amounts do not accrue and do not carry over from year to year.

Nothing in this Article precludes a department or program from offering or maintaining a more generous policy.

<b>Scheduled Hours (per week)</b>	<b>RN</b>	<b>APCs</b>
30-40	\$500 per year	\$1,000 per year
20-29	\$300 per year	\$800 per year
Less than 20	\$200 per year	\$400 per year

Scheduled Hours (per week)	All Non-Licensed Staff
30-40	\$200 per year
20-29	\$100 per year
Less than 20	\$0

### Reimbursement for Licensed Staff

Bargaining unit employees who must maintain professional licensure are eligible to utilize this reimbursement benefit for any of the following:

- **Continuing education** in order to maintain their professional license which includes in-person or online courses, conferences, practical training, or other educational activities that are directly related to the licensed employees' clinical work. Conference attendance is limited to conferences that are held in states where abortion services remain legal and available to patients without significant restrictions;
- **Professional licensure fees:** RN, APC, MD, furnishing license, etc.;
- **CPR Certification:** Clinicians and RNs must maintain their Basic Life Support (BLS) certification. An employee may choose to use this benefit for reimbursement of a CPR course;
- **DEA License:** a DEA license is not required for employment with PPNorCal, but APCs whose job requires a DEA license will receive reimbursement in the following circumstances: APCs who provide uterine aspiration; APCs who conduct initial GAHT visits; APCs who work in a PAB clinic at least once per month; lead clinicians who order controlled medications for their clinics; Care Coordination APCs; APCs who need a DEA license for GAHT access at CMO/Medical Director Discretion;
- **Travel expenses** for conferences or other off-site training are included in this reimbursement benefit.

If the Employer requires attendance at a specific course or in-service training, employees are reimbursed for the registration expense, mileage, and for their time attending the course or in-service training outside of this reimbursement allotment.

Additionally, licensed employees whose position requires continuing education to maintain their professional license and who have been employed with the Employer for a minimum of three months will be eligible for forty hours of paid educational leave per year, pro-rata for employees with a regular schedule of less than forty hours per week.

Licensed employees must obtain prior management approval for continuing education activities and dates in advance of the activity to ensure health center coverage.

## **Reimbursement for Non-Licensed Staff**

All non-licensed bargaining unit employees who meet the criteria listed above are eligible to use this benefit for tuition and related expenses (lab fees, textbooks, registration fees) for courses and certifications in order to continue their education related to their position with the Employer. In order to receive reimbursement, the employee must: complete the coursework outside of the employee's regular work hours, remain employed with PPNorCal for the duration of the course and pass the certification and/or course with a letter grade of "C" or better.

Non-licensed bargaining unit employees may use this benefit for CPR training. In addition, non-training employees will be paid a \$100 one-time bonus upon passing the MA certification exam. RHS trainers will be paid a one-time bonus of a minimum of \$500 upon passing the MA certification exam in addition to reimbursement for exam costs.

All courses or programs must be approved in advance by the employee's direct manager and Human Resources (HR) and must be taken at an accredited community college, university, or trade school.

Employees must submit requests for tuition reimbursement in advance of course registration to HR for approval. Reimbursement will be made at the end of the course upon the employee presenting the official transcript to HR, which must be submitted within 45-days of the end of the course. Employees must be employed with PPNorCal for reimbursement to be paid. Employees will not receive reimbursement for any course that is not completed and no partial payments will be made.

## **ARTICLE 22 - RETIREMENT**

The Employer will continue to provide bargaining unit employees the ability to participate in a 403(b) plan under the same terms and eligibility requirements that currently exist.

## **ARTICLE 23 - EMERGENCY CLOSURES**

When a bargaining unit employee receives notification of an emergency closure, the Employer will transfer the employee to another facility within 40 miles of their home site for their scheduled shift or assign remote work (where practicable).

1. If the Employer does not transfer the employee to another facility or assign remote work (where practicable), the employee will be paid for that shifts' scheduled hours.
2. In case of inclement weather events requiring the facility to close early or open late, the Employer will notify employees as soon as the decision is made. Bargaining unit employees will be paid for their scheduled hours in the event the facility closes or reduces hours due to inclement weather.
3. In case of emergencies such as facility issues or natural disasters that require the facility to close early or open late, the Employer will notify employees as soon as the decision is

made. The Employer will transfer employees to another facility within 40 miles of their home site for the scheduled shift or assign remote work (where practicable).

4. If the Employer does not offer to transfer the employee to another facility location or assign remote work (where practicable), the employee will be paid for their scheduled hours for up to two (2) days after closure, at which point they will be allowed to use their ETO leave, but will not be required to. Following the two (2) days after closure, Employees will have the option to take the time off without pay.

5. Prior to transferring an Employee to another facility on an emergency basis, the Employer will verify that there is work to be done at the other location.

6. If an employee declines the transfer to another facility or assigned remote work (where practicable) during an emergency closure, the employee will not be paid for their scheduled hours. The employee may elect to use their ETO to cover the missed days or may go unpaid.

## **ARTICLE 24 - LAYOFF, REDUCTION IN FORCE, SEVERANCE PAY**

When the Employer determines that it is necessary to reduce or eliminate bargaining unit positions that will result in permanent layoffs or reductions in the number of represented positions or hours worked, it shall proceed in accordance with this Article:

1. **Notice to Union:** The Employer shall provide notice to the Union thirty (30) calendar days in advance of any layoffs. The notice to the Union shall identify the names and job titles of Bargaining Unit Employees subject to layoff, as well as the individual's department and date of hire. In the event where a layoff is the result of an emergency such as a natural disaster, or any other event or circumstance not within the Employer's control, the Employer shall notify the Union as soon as possible simultaneous to providing notice to Bargaining Unit Employees.

All employees who are scheduled to be laid off shall receive at least thirty (30) calendar days advance written notification from the Employer, by personal delivery by email to the employee's work and personal email addresses, except where the layoffs are a result of emergencies as outlined above.

The Union shall meet with the Employer within fourteen (14) days after notification to the Union to begin bargaining about the effects of the layoff decision. Such bargaining may include consideration of alternatives to involuntary layoffs.

2. **Seniority:** Selection for involuntary layoff will be in reverse order of seniority among those employed within the same department, classification and/or health center (as determined by the Employer). Seniority will be applied according to Article 7, Seniority.

3. **Recall:** Employees who are laid off shall be placed on an offer of recall list for 6 months from the effective date of layoff. Selection for recall shall be in order of seniority among those on a recall list from the same department, assuming all have comparable skills and job performance in their former position. Employees who are offered recall will be notified by email and are required to respond to the Employer within five (5) calendar days of the date of notification. It is the employee's

responsibility to notify Employer HR of any change of email address and of home address. Failure to respond by email to accept the recall shall result in removal from the recall list.

**4. Severance Pay:**

Regular full-time employees who have completed their probationary period who are laid off will receive severance pay equivalent to one (1) week of severance for each year of service worked with the Employer or portion thereof, plus the monetary equivalent of two (2) months of COBRA coverage at the benefit election of the employee in effect immediately prior to notice of layoff provided above. Severance is capped at 14 weeks. If a regular full-time employee has less than two (2) years of service, they shall receive a minimum of two (2) weeks of severance pay. Part-time employees who have completed their probationary period shall receive severance pay on a pro rata basis. Severance payments are predicated on the employee signing a general release agreement.

**5. Changes in Federal Funding:** Paragraph 4 shall not apply if the layoffs are based on the Federal Government instituting a material elimination of Medicare or Medicaid funding.

## **ARTICLE 25 - LEAVES OF ABSENCE**

### **BEREAVEMENT LEAVE**

PPNorCal provides both paid time off and unpaid time off for Bereavement due to the death of a family member as defined in this policy and to comply with California's Bereavement law. Employees may receive both paid and unpaid time off for bereavement in the event of the death of a family member defined as:

- an employee's spouse or registered domestic partner;
- parent, stepparent, or sibling;
- child, stepchild, or foster-child;
- parent-in-law, sibling-in-law, child-in-law;
- grandparent or grandchild;
- reproductive loss (as defined by California law); or
- another person that the employee lives with.

All regular full-time and part-time employees may take up to five (5) days to attend to memorial service arrangements, attend a memorial service and/or handle other activities associated with the passing of a family member defined above. The first three (3) days off for Bereavement leave will be paid by PPNorCal, for the remaining two (2) days, the employee may elect to utilize ETO balance, floating holiday balance, or elect to take the remaining two (2) days unpaid. The days taken for Bereavement leave, either paid or unpaid, do not need to be taken consecutively, but an employee must complete bereavement leave during the three months after the death of the person for whom the employee is taking leave.

Additional time off may be allowed if the employee needs additional days off due to out-of-state/out-of-country travel or other extenuating circumstances. Employees may take additional time off after the five (5) days are exhausted by utilizing their Earned Time Off balance, floating holiday balance, or may take additional unpaid days off with supervisor approval.

Employees may also utilize their Earned Time Off balance or floating holiday balance for Bereavement leave for relatives not defined above or for other individuals.

Employees may take one day off with pay to attend the funeral of a PPNorCal colleague, subject to business needs.

Employees must notify their immediate supervisor of the need for bereavement time off as soon as practical, given the circumstances and provide documentation of the passing of a family member defined above, such as an obituary or funeral/service program.

In the event of abuse of this policy, PPNorCal may require additional documentation from the employee requesting Bereavement leave.

## **JURY DUTY**

PPNorCal employees may be summoned for jury duty. PPNorCal supports the jury service process and will provide up to 5 paid days for employees who are summoned or selected for jury service. Employees must request the time off to report for jury duty as soon as possible after receiving the jury summons.

In general, the jury process requires employees to call the night prior to determine if they will be required to report for service. This generally occurs for two nights in a row for most jury service. Employees must notify their direct manager the night before if they do have to report for jury service. If the employee is not required to report for jury service, they must report to work as scheduled. If the employee reports for service and is excused from service within the first two hours, they must report to work for the remainder of the day. If an employee is selected to serve on a jury, they must report to work on any days where the court is not in session.

Employees who are selected to serve on a jury will receive up to 5 paid days of jury duty pay based on their regular scheduled hours. To be paid for jury duty under this Article, the employee must show the jury summons to their direct manager as part of the request for time off. Additional time off for jury service beyond the 5 days may be unpaid or the employee may elect to use their accrued ETO.

## **LEGAL PROCEEDINGS**

PPNorCal employees may be subpoenaed and required to report to testify. PPNorCal will provide up to 5 paid days for employees who are complying with an order to appear. Employees must request the time off for attending legal proceedings as soon as possible after receiving the subpoena.

If an employee completes their testimony within the first two hours, they must report to work for the remainder of the day. Employees will be paid up to the 5 paid days off based on their regular scheduled hours.

Employees will be required to provide certification of the need for leave under this Article, such as a subpoena or court order certifying that the employee is required to report to testify and the days that they are ordered to testify.

## **CRIME VICTIM**

Crime victims are defined as PPNorCal employees, their immediate family, registered domestic partner or the child(ren) of a registered domestic partner. If the employee or a family member defined above is the victim of a qualifying act of violence as defined in Cal. Gov. Code §12945.8(j)(5) or crime, they will receive up to 5 paid days of time off to attend to matters directly related to the qualifying act of violence or crime. Employees who are victims of a qualifying act of violence or crime may take an unpaid leave of 12 weeks to attend to matters directly related to the qualifying act of violence or crime. This may include physical or emotional recovery, repairs to the place of residence, obtain a restraining order, or attend court proceedings as a result of a qualifying act of violence or crime.

Leave taken by an employee pursuant to this Article shall run concurrently with leave taken pursuant to FMLA/CFRA leave, if the employee is eligible for that leave.

For all proceedings described in this policy, the cumulative total is up to the 5 paid days off based on regular scheduled hours, not 5 days per proceeding.

Employees needing additional time off may utilize their ETO or go unpaid. A leave of absence may also be available to the employee based on individual circumstances. Employees will be required to provide certification of the need for leave under this Article, such as a police report, a court order, or documentation certifying that the employee or family member of employee was undergoing treatment or seeking or receiving services directly related to the qualifying act of violence.

Employees who are victims of a qualifying act of violence or crime and need a reasonable accommodation for their safety at work must provide notice and written request to the Employer of the need for such an accommodation. Employees must submit written certification that the accommodation is for the purpose of the employee's safety at work. The Employer will engage in the interactive process with the requesting employee to identify possible accommodations, if any, and will provide reasonable accommodations unless an undue hardship will result. Employees must submit certification of an employee's status or family member's status as a victim, or ongoing circumstances related to the qualifying act of violence. The Employer may request recertification of an employee's or family member's status as a victim or ongoing circumstances related to the qualifying act of violence every six (6) months after the date of the previous certification.

The Employer will, to the extent allowed by law, maintain the confidentiality of an employee requesting leave or accommodation under these provisions.

The Employer will not discriminate or retaliate against an employee who takes leave or requires an accommodation pursuant to this Article.

## **OTHER LEAVES**

### **Family and Medical Leave, California Family Leave, and Pregnancy Disability Leave**

The Employer will comply with the provisions of the California Family Rights Act (“CFRA”), as amended, and with the provisions of the Federal Family and Medical Leave Act (“FMLA”), as amended, the Americans with Disabilities Act (“ADA”), as amended, and the California Fair Employment and Housing Act (“FEHA”), as amended.

FMLA shall be recorded in accordance with the twelve (12) month rolling period.

Employees do not receive paid holidays and do not accrue ETO while they are taking a continuous leave of absence.

### **Benefits**

During job protected leave, the employee’s health insurance will be maintained for the duration of the protected leave. Employees who cover dependents on their health insurance will be required to pay PPNorCal directly for the cost-share of the health insurance premium. This may be paid in advance or monthly during the leave.

Upon return from protected leave, the employee will be restored to their original or equivalent position with equal pay and benefits, except in circumstances outside the employer’s control such as a business interruption, restructuring or closure. Use of protected leave will not result in the loss of any benefit that accrued prior to the start of an employee’s leave.

### **TIME OFF TO VOTE**

PPNorCal strongly supports an employee’s right to vote and encourages all employees to exercise their right to vote in each election. As we are keenly aware, elections matter.

If an employee is scheduled to be at work during poll hours (in California 7:00am to 8:00pm), the employee is entitled to up to 2 hours of paid time off in order to exercise their right to vote in local and state elections under California law, if they do not have sufficient time to vote outside of working hours. Employees must be allowed to take off enough working time that, when added to the voting time available outside of working hours, they are able to vote.

Employees may elect to use ETO or may go unpaid for additional hours needed to vote in addition to the 2 paid hours. PPNorCal requires that the time off to vote be taken at the beginning or the end of the employee's shift, unless another time is mutually agreed upon. Employees are required to request the time off to vote in advance with their direct manager so as to minimize impact to patient care.

### **PERSONAL LEAVES**

PPNorCal employees may be eligible for a Personal Leave of Absence under certain circumstances as approved by Human Resources in conjunction with the employee’s Director or Vice President.

Personal leaves are available to employees if an employee is not eligible for other leave of absence types or has exhausted other leave options. Personal leaves are not guaranteed and do not guarantee job protection.

Personal leaves of up to 12 weeks in a 12-month period may be granted under the following circumstances:

1. Medical leave when an employee does not qualify for FMLA/CFRA. Personal Medical leave may be extended for a second 12-week period for a total of 24 weeks of Personal Leave.
2. To extend medical leave after an employee has exhausted leave under FMLA/CFRA/PDL and is unable to return to work.
3. To extend time off for Bereavement.
4. To extend time off for extended travel outside of the USA if ETO is exhausted.
5. Other individual circumstances that may warrant the need for Personal Leave.

The following criteria will be considered when approving or declining a Personal Leave request: reason for leave, tenure, job performance, and the ability to cover the employee's position.

PROCESS: Employees must submit a written request for Personal Leave to their immediate supervisor and Human Resources and provide the circumstances for which a leave is necessary. Employees are asked to request Personal Leave time 30 days in advance when the need for a leave of absence is foreseeable. When the leave is not foreseeable, notice should be provided as soon as possible. The employee must notify their immediate supervisor and Human Resources as soon as they know that a leave of absence is needed.

The HR staff working in conjunction with the immediate supervisor will review the request and request additional information if needed. For Personal Medical leave, the employee must provide a doctor's certification verifying the need for leave. With approval of the department Director or VP, the Personal Leave will be granted and the employee will be notified and provided the expected return-to-work date. Employees on Personal Leave are required to provide updates every 30 days to HR regarding their status and/or periodic doctor's certification if the Personal Leave is for medical reasons.

While on Personal Leave, employees will be required to utilize their accrued ETO and Floating holiday, unless they are currently collecting Paid Family Leave benefits. Employees will not accrue ETO or be paid company holidays while on Personal Leave.

Human Resources will also provide employees with information regarding State Disability Insurance (SDI) and Paid Family Leave (PFL) benefits. State Disability benefits are paid to disabled workers by the state of CA during any period of disability certified by a physician. The amount will vary based on income. PFL benefits are paid to employees who are caring for a family member with a serious health condition or for parents who are taking a leave of absence to care for their newborn, adopted, or foster child. The amount will vary based on income.

## **Benefits**

During Personal Leave for medical reasons, the employee's health insurance will be maintained for the first 12 weeks of Personal Leave. If the Personal Leave for medical reasons extends, PPNorCal will maintain health insurance for up to a total of 24 weeks. Employees who cover dependents on their health insurance will be required to pay PPNorCal directly for the cost-share of the health insurance premium. This may be paid in advance or monthly during the leave. For Personal Leaves that are not medically related, PPNorCal will maintain health insurance for 30 days, after which the employee will be responsible for the health insurance premium until their return to work.

## **ARTICLE 26 - HEALTH & SAFETY**

The Employer is responsible for providing safe, healthy work environments for employees and visitors. Every employee has the right to safe and healthy working conditions, including the right to functioning and effective heating, cooling, and ventilation systems in indoor workspaces. The Employer agrees to continue its safety training program to ensure, to the maximum extent possible, safe, violence-free worksites. The Employer will obtain the active involvement of employees in designing and implementing training. The Employer will comply with all applicable federal, state, and local health and safety regulations.

The Employer will promote worker safety by addressing workplace hazards using the hierarchy of controls as defined by OSHA, and will take whatever action is necessary to address the hazard at the highest level that is feasible. When a workplace hazard is identified, the Employer will eliminate the hazard wherever possible. When that is not possible, the Employer will adopt substitution or engineering controls to reduce or eliminate the exposure to the hazard for employees. If those steps are not possible, the Employer will adopt administrative controls such as training or reassignment. Finally, if nothing else is possible, the Employer will provide sufficient PPE.

When the Employer becomes aware of a safety hazard which the Employer considers an imminent physical danger to the workers at a worksite, the Employer shall remove the employees from the affected area.

Upon request of the Union, the VP of Human Resources or designee shall meet with the Union to discuss safety concerns relating to facilities or other spaces where employees are assigned to work. The VP of Human Resources or their designee will respond to any concerns as soon as feasible.

### **Right To Refuse Work Assignment Posing Imminent Hazard**

Where the employee has a good faith belief that a work assignment will cause imminent danger (i.e., death or serious physical harm) or violates an applicable safety rule, regulation, or policy, the employee may refuse to begin or continue a work assignment. When in such a case an employee declines to begin or continue a work assignment, the employee shall immediately notify the local manager of the situation. The local manager shall promptly investigate the complaint. While the employee is awaiting the arrival of the local manager, and until the Employer has made a determination of the safety, the employee shall not be required to perform the disputed assignment. The Employer shall post in all areas where notices are regularly posted the name and contact

information of the designated Human Resources Representative and update as necessary via e-mail if the designated Human Resources Representative changes.

Employees shall not be subject to discipline or retaliation for exercising any rights under this Article unless the employee's complaint was made or pursued in bad faith or for ulterior motives unrelated to the merits of the dispute.

### **Health and Safety Plan**

The Employer will provide a copy of any Injury and Illness Prevention Program, Emergency Procedures Booklet, Refusal of Service, Workplace Violence Prevention Plan, or any other plan or policy document dealing with workplace safety, provide a copy of evacuation plans and trainings, and any schedule of training related to the implementation of such plans to the Union on an annual basis. The Union will designate bargaining unit employees to give feedback on the safety plans during regular work hours.

### **Temperatures**

The Employer will ensure adequate heating, cooling, and ventilation in worksites to ensure that worksites do not get too hot or cold or expose staff to unhealthy air due to wildfire smoke. All worksites will include thermometers and AQI sensors. The Employer will monitor the Air Quality Index of airborne PM2.5 that is 151 or greater.

### **Workplace Violence**

In accordance with Employer's Workplace Violence Prevention Plan and the Employer's Refusal of Service Policy, staff have the right to request that dangerous or assaultive patients be banned from getting care from the Employer. All patient-facing staff will be provided with annual de-escalation training as part of Employer's annual workplace violence prevention training.

### **Personal Protective Equipment**

Where necessary, the Employer will provide Personal Protective Equipment to staff, and not unreasonably deny requests for materials deemed necessary for work.

### **Gender Neutral Bathrooms**

The Employer will continue to provide gender-neutral bathrooms at all work locations, and to ensure that any location where PPNorCal employees are assigned to work has gender neutral bathrooms available.

In addition, PPNorCal will make best efforts to provide a gender neutral bathroom(s) at all events hosted by the Employer as well as make best efforts to provide a gender neutral bathroom(s) at events where PPNorCal is participating/ tabling.

## **ARTICLE 27 - TEMPORARY EMPLOYEES PERFORMING WORK IN A BARGAINING UNIT POSITION**

Temporary Employees (staffing agency employees or direct hire temporary employees) may be hired to perform work in a bargaining unit position where the Employer reasonably perceives that the work will be of a temporary nature, or to replace Bargaining Unit employees on a leave of absence.

Temporary Employees may be hired to perform work in a bargaining unit position for up to 180 days worked, except when the employee is hired for coverage of leave, which cannot exceed twelve (12) months, regardless of hours worked. The Union should be notified when Temporary Employees are hired to work in a bargaining unit position. If a Temporary Employee is hired to replace an employee on a leave of absence, the twelve (12) months worked period (regardless of hours worked) may be extended for the length of the approved leave of absence.

Non-paid volunteers and non-paid interns earning school credits shall not be considered Bargaining Unit Employees, temporary or otherwise, and shall not be subject to this Agreement. Any Temporary Employee still performing work in a bargaining unit position after the periods set forth above shall automatically become a member of the bargaining unit.

Temporary Employees performing work in a bargaining unit position shall not be covered by any of the terms of this Agreement and shall be treated for all purposes as outside of the Bargaining Unit. If a Temporary Employee is hired into a bargaining unit position or becomes a member of the bargaining unit, their seniority shall be retroactive to their date of hire as a Temporary Employee, provided there is no break in service during the work period as a temporary employee.

## **ARTICLE 28 - SUBCONTRACTING**

The Employer may contract bargaining unit work only in the following circumstances:

- A. For the duration of any emergency such as fire, epidemic or pandemic, power failure, war, major catastrophe and the like that creates an immediate need for staffing that cannot be filled by existing bargaining unit Employees; or
- B. With respect to any technical, diagnostic, specialized medical service and/or laboratory services, if in the Employer's opinion and judgment, it cannot operate in a manner consistent with legal or regulatory requirements or in a manner that adequately protects the health, safety and welfare of its patients or clients; or
- C. In the event of vacancies in a specific position or title despite good faith efforts to recruit for the positions in question; or
- D. Where the work already has been subcontracted prior to the certification of the Union.

In addition, subcontracting will not be used with the intent of reducing bargaining unit work or displacing bargaining unit employees.

The use of temporary or staffing agency employees to perform bargaining unit work shall not be deemed subcontracting provided said use is in accordance with the provisions of this Agreement regarding the use of temporary or staffing agency employees.

Where the Employer has made a determination under A or B above, that subcontracting is appropriate, the Employer and the Union shall meet to discuss whether additional training would permit bargaining unit Employees to continue performing the work.

Supervisory personnel who have performed bargaining unit work as part of their regular duties prior to the certification of the Union may continue to do so to the same extent as past practice.

In the event of emergency or when no bargaining unit employees are available due to sickness, leaves of absence or other such reasons, non-bargaining union employees may step in to perform bargaining unit work.

## **ARTICLE 29 - LABOR-MANAGEMENT COMMITTEE**

The Employer and the Union agree that effective and ongoing communication is fundamental to supporting healthy working relationships and a strong collective bargaining relationship.

To that end, a Labor-Management Committee shall be established and shall be composed of up to four (4) Management representatives of the Employer and of up to four (4) Employee representatives of the bargaining unit. Representatives for each side will be selected and/or appointed by the respective parties. The Union Field Representative may also attend as determined by the Bargaining Unit and Management may bring a note-taker. (Neither the Union Field Representative nor Management note-taker shall count as one of the 4 for each party.) Should the items to be discussed require the attendance of additional representatives from either side, either side may propose additional representatives and the side desiring the attendance of additional representatives at a committee meeting will provide prior written notice to the other side at least 7 days prior to the meeting, identifying the additional representative who will be in attendance and the purpose for their attendance. Attendance of additional representatives shall be subject to mutual agreement of the parties.

Meetings will be held every two months for the first year after ratification and then quarterly thereafter, or as agreed to by the parties unless canceled by mutual agreement. Meetings will be held virtually unless mutually agreed otherwise. The Committee shall meet on paid time at a mutually agreed upon time and place to address topics of mutual interest and concern, including but not limited to: health and safety, policies and procedures, diversity equity and inclusion initiatives, creation of subcommittees, other staffing issues, and other topics by mutual agreement, provided that the committee shall not address individual employee and personnel matters. The parties may designate members of subcommittees other than the four regular committee members. The meetings will not last more than two (2) hours unless mutually agreed to by the parties. Agenda items for each meeting should be provided at least two (2) weeks before each scheduled meeting to allow all participants time to prepare.

Upon mutual agreement, the parties may schedule additional meetings of the committee to discuss emergent matters and issues. The party requesting the additional meeting shall do so by written request with at least two (2) weeks advanced notice, providing an agenda of the matters and issues to be discussed.

Committee meetings shall be for the purpose of discussion and its activities are advisory in nature. The committee's activities are not for the purpose of initiating or continuing collective bargaining, nor shall the committee have the authority to in any way modify, add to, or subtract from the provisions of this Agreement.

The Committee will not handle or process grievances and committee discussions will have no bearing on the timelines of the grievance procedure. Neither party shall waive its right to grieve or arbitrate issues that are otherwise grievable or arbitrable pursuant to the terms of this Agreement by raising such issues to the Committee.

## **ARTICLE 30 - DISCIPLINE AND DISCHARGE**

### **A. Just Cause**

The Employer shall have the right to discharge, suspend, or discipline any employee for just cause.

### **B. Notification of Rights**

Employees shall be provided notice of any discipline or termination. The notice shall provide the Employee the facts upon which the discipline or termination is based.

### **C. Progressive Discipline and Performance Management**

When the Employer determines that an Employee's performance does not meet the Employer's minimum standards of conduct or the Employee has otherwise engaged in prohibited conduct, progressive discipline will generally be followed. The Employer utilizes a system of progressive discipline that depending on the severity of the infraction includes: formal coaching, verbal warning, written warning, final written warning, and/or termination of employment. Steps in the progressive discipline process may be skipped based on the severity of the violation or conduct consistent with the principle of just cause.

### **D. Performance Improvement Plans**

Performance Improvement Plans may be utilized in certain circumstances where an employee's performance is repeatedly unsatisfactory or needs additional training time and support to improve job performance. The duration of the PIP will be stated and clearly communicated to the employee. PIP's may be extended beyond the norm, of 30-60 days depending upon individual performance improvement and appropriate notice will be provided. PIPs are not subject to the grievance procedure unless they result in termination of employment.

## **ARTICLE 31 - PERSONNEL FILES**

The Employer shall maintain the official personnel file for each bargaining unit employee accessible in electronic format through the ADP Portal under My Profile. Employees shall have the right to

inspect and review any documents in their official personnel files. Copies of written reprimands, performance improvement plans, or performance evaluations pertaining to an employee's unsatisfactory performance which are to be placed in the employee's personnel file shall be emailed to the employee who shall have the right to respond in writing to said documents within twenty (20) business days of receipt of such documents.

Employees shall be provided an opportunity to respond in writing to any information that is in the employee's personnel file about which they disagree. Such response shall become a permanent part of the employee's personnel record. The employee shall be responsible for providing the written responses to be included as part of the employee's permanent personnel record, within twenty (20) business days of inclusion in the personnel file.

Employees may authorize, in writing, their Union representative to inspect, review and obtain copies of their personnel records in their official personnel file.

## **ARTICLE 32 - GRIEVANCE & ARBITRATION**

### **Grievance Definition**

The purpose of the procedure set forth below is to provide the Employer and the Union an orderly means of resolving disputes that may arise between them. The Union agrees this procedure shall be the exclusive means for the resolution of employees' and Union grievances or claims against the Employer under this Agreement.

A grievance is a written claim by one or more bargaining unit employees or the Union against the Employer concerning the interpretation or application of any provision of this Agreement. A grievance regarding discipline, suspension or discharge must be filed within twenty-one (21) business days. All other grievances must be filed within thirty (30) business days of the date the employee reasonably should have been aware of the problem. All grievances shall be handled in accordance with the procedure that follows. Failure of the Employer to respond to the grievance at any step within the timelines below allows the Union to advance the grievance to the next step in the process. All timelines under this Article may be extended by mutual written agreement.

### **Representation**

The employee shall have the right to a union steward representative at any step of the grievance procedure. The employee shall also have the right to representation by Union staff at any step of the grievance procedure. Union stewards or representatives must be designated to the employer in accordance with Article 3, Union Rights.

### **Procedure**

#### **Step 1**

All grievances must be filed in writing, and should include a summary of the incident at issue (including dates of the actions and list of affected individuals known at the time of filing), any

relevant facts, the alleged contract violations giving rise to the grievance, and the remedy requested. The first step to address grievances is for the employee to contact their direct manager with a statement of the grievance who will make every effort to arrive at a prompt resolution of the grievance by investigating the issue and responding within ten (10) business days of the receipt of the grievance. If the grievance directly involves the grievant's direct manager, and the employee believes they may not reasonably demonstrate objectivity in the situation, the employee may immediately proceed to Step 2.

## **Step 2**

Upon the completion of Step 1, defined as a response provided or failure to respond within the given time frame, if the grievance is not satisfactorily resolved in Step 1, the grievant, or their representative may appeal the decision in writing to the VP of Human Resources or designee within seven (7) business days of receipt of the Step 1 answer. The VP of Human Resources or designee shall schedule a meeting with the grievant and Union Field Representative and any shop stewards designated for the grievance to hear the grievance within fourteen (14) business days of receipt of the grievance. The VP of Human Resources or designee shall reply in writing to the grievance within seven (7) business days following such meeting.

Grievances over discharge or suspension may be filed directly at Step 2.

## **Step 3 – Mediation**

A grievance not resolved at Step 2 may proceed to mediation by written notice by the Union to the Employer within twenty-one (21) business days or within seven (7) business days for termination cases of the Step 2 response from the Employer. In such a case, the parties agree to use the Federal Mediation and Conciliation Service and its procedures. Once appointed, the mediator and the parties shall mutually agree upon a date for mediation to be scheduled no later than forty-five (45) calendar days after the mediator's appointment and the parties will endeavor to resolve the grievance at that meeting. The Union has the right to select and request scheduling of an Arbitrator under Step 4 concurrently during the Step 3 process, provided that the mediation is held more than forty-five (45) days prior to the arbitration date selected.

## **Step 4 – Arbitration**

If the mediation is not successful, or the Union and the Employer mutually agree to waive mediation, within twenty-five (25) business days after mediation, the Union may advance the grievance to arbitration. Only the Union (not an individual Bargaining Unit member) may move a grievance to arbitration. The appeal to arbitration must be emailed to the VP of Human Resources. Appeals to arbitration shall not prohibit efforts by the Employer and the Union to resolve the grievance during the time the appeal is pending and until such time that an arbitration has rendered their decision.

**A. Selection of Arbitrator.**

Within fourteen (14) business days of the notice to move the grievance to final and binding arbitration, the Union and the Employer shall select an arbitrator on a rotating basis using the list below.

Trudi Ferguson  
John LaRocco  
Greg Lim  
Yuval Miller  
Cheryl Stevens

The first arbitration shall utilize the first arbitrator on the list and each arbitrator will be used in succession until each arbitrator on the list has been utilized, at which point the next arbitration will be heard by the first arbitrator on the list.

Once a matter has been appealed to arbitration, the parties will notify the arbitrator next in line on the list. The selected arbitrator shall offer five (5) or more hearing dates within six (6) months of the date of selection. Each party shall endeavor to make themselves available for at least one (1) of the hearing dates offered by the arbitrator.

**B. Proceedings.** The parties will attempt to agree on a location for the arbitration hearing. The arbitration hearing shall be closed to anyone other than the Parties in the arbitration hearing, unless the parties otherwise agree in writing. Settlement offers made any time during the grievance and/or arbitration procedure shall not be introduced as evidence in the arbitration hearing.

**C. Briefing.** Either or both parties may elect to file written closing briefs with the arbitrator. The order and time limits of briefing shall, on a case by case basis be as agreed upon by the parties or specified by the arbitrator. Briefing time limits shall be extended by the arbitrator upon agreement of both parties.

**D. Expenses.** The costs, including expenses of the arbitrator, if any, shall be shared equally by the parties and the parties shall bear the cost of their own representation and witnesses. If the parties mutually agree to use a court reporter, the cost will be shared between the parties. If an employee gives testimony as a witness in connection with the grievance procedure during work hours, the employee will suffer no loss in pay for the day(s) they are required to attend the hearing. Other arbitration expenses shall be borne by the party that incurred them.

**E. Authority of Arbitrator.** The arbitrator selected shall not have the jurisdiction to add to, subtract from, change, alter or modify any of the terms of this Agreement. Decisions of the arbitrator on issues properly before them are final and binding on the parties. All arbitrability disputes, substantive or procedural shall be subject to arbitration under this Article, including disputes arising from Employer claims that the Union has lost the right to pursue arbitration of a pending grievance because of untimely processing and/or that said untimely processing shall be factored into the requested remedy.

### **ARTICLE 33 - SEVERABILITY**

1. In the event that any provision of this Agreement shall, at any time, be declared invalid or void by any court of competent jurisdiction or by any legislative enactment or by federal, state, or local statute enacted subsequent to the effective date of this Agreement, such decision, legislative enactment or statute shall not invalidate the entire Agreement, it being the express intention of the parties hereto that all other provisions not declared invalid or void shall remain in full force and effect.

2. In the event that any decision, legislative enactment or statute shall have the effect of invalidating or voiding any provision of this Agreement, the parties hereto shall meet solely for the purpose of negotiating with respect to the matter covered by the provision which may have been so declared invalid or void.

### **ARTICLE 34 - NO-STRIKE NO-LOCKOUT**

1. The Union, its members and representatives agree not to engage in, authorize, or sanction any strikes, stoppages of work, withdrawal of services, picketing, boycotts, or other economic action against the Employer during the term of this Agreement.

2. During the term of this agreement, there shall be no lockouts by the Employer.

### **ARTICLE 35 - TERM**

Wage adjustments outlined in paragraphs 1-2 of Article 16, Compensation shall be effective the first full pay period in July 2025. Changes to Medical Insurance, Dental and Vision Plans, and Flexible Spending Accounts, as outlined in Article 20 shall be effective July 1, 2025. All other points of this Agreement shall be effective as of June 30, 2025 unless otherwise noted and shall remain in full force and effect until July 1, 2028 unless the Employer and Union mutually and in writing agree to extend any or all of the terms and conditions of this Agreement.

The parties recognize the benefit of completing collective bargaining negotiations prior to the end term of the 2025-2028 agreement. Therefore, the parties agree to endeavor to begin bargaining for a successor contract on or before February 1, 2028 and that the parties will endeavor to reach a new contract in good faith on or before June 15, 2028.

IN WITNESS WHEREOF, the duly authorized undersigned parties have hereunto fixed their signatures.

**For the Employer:  
PLANNED PARENTHOOD OF  
SHASTA-DIABLO, DBA PLANNED  
PARENTHOOD OF NORTHERN  
CALIFORNIA**

Signed by:  
*Robert Benavides*  
0E29363C9CB94FE...

DocuSigned by:  
*Micole Barnett*  
5C1B225E408449A...

**For the Union:  
SEIU LOCAL 1021 – PLANNED  
PARENTHOOD NORTHERN  
CALIFORNIA WORKERS UNITED**

DocuSigned by:  
*Nato Green*  
048C90994567464...

Signed by:  
*Ronald Collins*  
1D191D859ADD48F...

DocuSigned by:  
*Julia Lowenthal*  
516CD7F8EDEC42C...

Signed by:  
*[Signature]*  
F513CA81CCBF4E9...

DocuSigned by:  
*Caitlin Grinn*  
68A1B302D4D04AD...

DocuSigned by:  
*Debbie Nguyen*  
13B246813B464EE...

Signed by:  
*[Signature]*  
0ECC80DF7F6C424...

Signed by:  
*[Signature]*  
E6163F4B890F466...

Signed by:  
*[Signature]*  
E53713985C44413...

## APPENDIX A

CBA Year	JobTitle	PayType	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
YR1	ABORTION AND SEDATION PROGRAM MANAGER	Salary	33.94	34.62	35.31	36.02	36.74	37.47	38.22	38.98	39.76	40.56
YR1	ADMINISTRATIVE ASSISTANT II	Hourly	25.00	25.50	26.01	26.53	27.06	27.60	28.15	28.71	29.28	29.87
YR1	ASSOCIATE CLINICIAN TRAINER/CLINICIAN	Hourly	71.00	72.42	73.87	75.35	76.86	78.40	79.97	81.57	83.20	84.86
YR1	ASSOCIATE CLINICIAN TRAINER/LEAD CLINICIAN	Hourly	78.00	79.56	81.15	82.77	84.43	86.12	87.84	89.60	91.39	93.22
YR1	BEHAVIORAL HEALTH SPECIALIST	Hourly	25.00	25.50	26.01	26.53	27.06	27.60	28.15	28.71	29.28	29.87
YR1	BILLING CLERK	Hourly	25.00	25.50	26.01	26.53	27.06	27.60	28.15	28.71	29.28	29.87
YR1	BILLING SPECIALIST	Hourly	26.00	26.52	27.05	27.59	28.14	28.70	29.27	29.86	30.46	31.07
YR1	CERTIFIED MEDICAL CODING BILLER	Hourly	36.48	37.21	37.95	38.71	39.48	40.27	41.08	41.90	42.74	43.59
YR1	CLINICAL LAB ASSISTANT I	Hourly	30.66	31.27	31.90	32.54	33.19	33.85	34.53	35.22	35.92	36.64
YR1	CLINICAL LABORATORY SCIENTIST	Hourly	63.57	64.84	66.14	67.46	68.81	70.19	71.59	73.02	74.48	75.97
YR1	CLINICAL OPERATIONS SPECIALIST	Salary	33.00	33.66	34.33	35.02	35.72	36.43	37.16	37.90	38.66	39.43
YR1	CLINICIAN	Hourly	71.00	72.42	73.87	75.35	76.86	78.40	79.97	81.57	83.20	84.86
YR1	CLINICIAN - CARE COORDINATION	Hourly	71.00	72.42	73.87	75.35	76.86	78.40	79.97	81.57	83.20	84.86
YR1	CLINICIAN - PROVIDER BUILDER	Hourly	78.00	79.56	81.15	82.77	84.43	86.12	87.84	89.60	91.39	93.22
YR1	COMMUNITY HEALTH PROGRAM COORDINATOR	Hourly	28.50	29.07	29.65	30.24	30.84	31.46	32.09	32.73	33.38	34.05
YR1	COMMUNITY HEALTH WORKER I	Hourly	26.75	27.28	27.83	28.39	28.96	29.54	30.13	30.73	31.34	31.97
YR1	CONTACT CENTER REPRESENTATIVE I	Hourly	25.55	26.06	26.58	27.11	27.65	28.20	28.76	29.34	29.93	30.53
YR1	CONTACT CENTER REPRESENTATIVE II	Hourly	26.57	27.10	27.64	28.20	28.76	29.34	29.92	30.52	31.13	31.75
YR1	CSE HEALTH EDUCATION SPECIALIST	Hourly	28.50	29.07	29.65	30.24	30.84	31.46	32.09	32.73	33.38	34.05
YR1	DATA AND ANALYTICS JUNIOR DEVELOPER	Salary	45.67	46.58	47.51	48.46	49.43	50.42	51.43	52.46	53.51	54.58
YR1	DEVELOPMENT COORDINATOR	Hourly	29.50	30.09	30.69	31.30	31.93	32.57	33.22	33.88	34.56	35.25
YR1	DEVELOPMENT SPECIALIST	Salary	33.00	33.66	34.33	35.02	35.72	36.43	37.16	37.90	38.66	39.43
YR1	EHR SITE SPECIALIST	Salary	44.65	45.54	46.45	47.38	48.33	49.30	50.29	51.30	52.33	53.38
YR1	EPIC REPORTING ANALYST	Salary	52.88	53.94	55.02	56.12	57.24	58.38	59.55	60.74	61.95	63.19
YR1	EVENT AND STEWARDSHIP SPECIALIST	Salary	33.00	33.66	34.33	35.02	35.72	36.43	37.16	37.90	38.66	39.43
YR1	FACILITIES ADMINISTRATIVE ASSISTANT	Hourly	28.50	29.07	29.65	30.24	30.84	31.46	32.09	32.73	33.38	34.05
YR1	FACILITIES ADMINISTRATIVE COORDINATOR	Hourly	34.28	34.97	35.67	36.38	37.11	37.85	38.61	39.38	40.17	40.97
YR1	FISCAL GRANTS MANAGER	Salary	33.71	34.38	35.07	35.77	36.49	37.22	37.96	38.72	39.49	40.28
YR1	GENDER AFFIRMING HORMONE THERAPY PROGRAM DIR	Hourly	82.72	84.37	86.06	87.78	89.54	91.33	93.16	95.02	96.92	98.86
YR1	INSTITUTIONAL DEVELOPMENT SPECIALIST	Salary	33.00	33.66	34.33	35.02	35.72	36.43	37.16	37.90	38.66	39.43
YR1	IT TECHNICIAN	Hourly	32.00	32.64	33.29	33.96	34.64	35.33	36.04	36.76	37.50	38.25
YR1	LEAD CLINICIAN - BAY AREA	Hourly	78.00	79.56	81.15	82.77	84.43	86.12	87.84	89.60	91.39	93.22
YR1	LEAD CLINICIAN - NC	Hourly	78.00	79.56	81.15	82.77	84.43	86.12	87.84	89.60	91.39	93.22
YR1	LEAD CLINICIAN - CARE COORDINATION	Hourly	78.00	79.56	81.15	82.77	84.43	86.12	87.84	89.60	91.39	93.22
YR1	LEAD CLINICIAN, TRAINING DEPARTMENT	Hourly	78.00	79.56	81.15	82.77	84.43	86.12	87.84	89.60	91.39	93.22
YR1	LEAD CONTACT CENTER REPRESENTATIVE	Hourly	31.61	32.24	32.88	33.54	34.21	34.89	35.59	36.30	37.03	37.77
YR1	ONLINE ADVOCACY SPECIALIST	Salary	35.82	36.54	37.27	38.02	38.78	39.56	40.35	41.16	41.98	42.82
YR1	PATIENT ACCESS SPECIALIST	Salary	33.00	33.66	34.33	35.02	35.72	36.43	37.16	37.90	38.66	39.43
YR1	PATIENT NAVIGATOR	Hourly	31.63	32.26	32.91	33.57	34.24	34.92	35.62	36.33	37.06	37.80
YR1	PROCUREMENT SPECIALIST	Salary	33.00	33.66	34.33	35.02	35.72	36.43	37.16	37.90	38.66	39.43
YR1	QUALITY ASSURANCE CLINICIAN	Hourly	81.10	82.72	84.37	86.06	87.78	89.54	91.33	93.16	95.02	96.92
YR1	QUALITY ASSURANCE MANAGER	Salary	35.37	36.08	36.80	37.54	38.29	39.06	39.84	40.64	41.45	42.28
YR1	QUALITY ASSURANCE MANAGER II	Salary	39.97	40.77	41.59	42.42	43.27	44.14	45.02	45.92	46.84	47.78
YR1	REGISTERED NURSE - BAY AREA	Hourly	53.00	54.06	55.14	56.24	57.36	58.51	59.68	60.87	62.09	63.33
YR1	REGISTERED NURSE - CARE COORDINATION	Hourly	53.00	54.06	55.14	56.24	57.36	58.51	59.68	60.87	62.09	63.33
YR1	REGISTERED NURSE - NC	Hourly	53.00	54.06	55.14	56.24	57.36	58.51	59.68	60.87	62.09	63.33
YR1	REGISTRATION COORDINATOR	Hourly	27.15	27.69	28.24	28.80	29.38	29.97	30.57	31.18	31.80	32.44
YR1	REGISTRATION SPECIALIST	Hourly	25.00	25.50	26.01	26.53	27.06	27.60	28.15	28.71	29.28	29.87
YR1	REGISTRATION TRAINING SPECIALIST	Hourly	31.00	31.62	32.25	32.90	33.56	34.23	34.91	35.61	36.32	37.05
YR1	REPRODUCTIVE HEALTH SPECIALIST II - CCM	Hourly	25.00	25.50	26.01	26.53	27.06	27.60	28.15	28.71	29.28	29.87
YR1	REPRODUCTIVE HEALTH SPECIALIST II - NC	Hourly	25.00	25.50	26.01	26.53	27.06	27.60	28.15	28.71	29.28	29.87
YR1	REPRODUCTIVE HEALTH SPECIALIST II - NSS	Hourly	25.00	25.50	26.01	26.53	27.06	27.60	28.15	28.71	29.28	29.87
YR1	REPRODUCTIVE HEALTH SPECIALIST II - SF	Hourly	25.00	25.50	26.01	26.53	27.06	27.60	28.15	28.71	29.28	29.87
YR1	REPRODUCTIVE HEALTH SPECIALIST III - CCM	Hourly	26.00	26.52	27.05	27.59	28.14	28.70	29.27	29.86	30.46	31.07
YR1	REPRODUCTIVE HEALTH SPECIALIST III - NC	Hourly	26.00	26.52	27.05	27.59	28.14	28.70	29.27	29.86	30.46	31.07
YR1	REPRODUCTIVE HEALTH SPECIALIST III - NSS	Hourly	26.00	26.52	27.05	27.59	28.14	28.70	29.27	29.86	30.46	31.07
YR1	REPRODUCTIVE HEALTH SPECIALIST III - SF	Hourly	26.00	26.52	27.05	27.59	28.14	28.70	29.27	29.86	30.46	31.07
YR1	REPRODUCTIVE HEALTH SPECIALIST III - TELEHEAL	Hourly	26.00	26.52	27.05	27.59	28.14	28.70	29.27	29.86	30.46	31.07
YR1	REPRODUCTIVE HEALTH SPECIALIST IV/ TRAINING M	Hourly	28.35	28.92	29.50	30.09	30.69	31.30	31.93	32.57	33.22	33.88
YR1	REPRODUCTIVE HEALTH SPECIALIST IV/AB COORDINA	Hourly	28.35	28.92	29.50	30.09	30.69	31.30	31.93	32.57	33.22	33.88
YR1	REPRODUCTIVE HEALTH SPECIALIST IV/BILLING COO	Hourly	28.35	28.92	29.50	30.09	30.69	31.30	31.93	32.57	33.22	33.88
YR1	REPRODUCTIVE HEALTH SPECIALIST IV/FLOW COORDI	Hourly	28.35	28.92	29.50	30.09	30.69	31.30	31.93	32.57	33.22	33.88
YR1	REPRODUCTIVE HEALTH SPECIALIST IV/TRAINING ME	Hourly	28.35	28.92	29.50	30.09	30.69	31.30	31.93	32.57	33.22	33.88
YR1	REPRODUCTIVE HEALTH SPECIALIST IV/VASECTOMY C	Hourly	28.35	28.92	29.50	30.09	30.69	31.30	31.93	32.57	33.22	33.88
YR1	REVENUE CYCLE MANAGEMENT COORDINATOR	Hourly	28.50	29.07	29.65	30.24	30.84	31.46	32.09	32.73	33.38	34.05
YR1	RHS IV CARE COORDINATION SPECIALIST	Hourly	28.35	28.92	29.50	30.09	30.69	31.30	31.93	32.57	33.22	33.88
YR1	RHS IV/TELEHEALTH TRAINING MENTOR	Hourly	28.35	28.92	29.50	30.09	30.69	31.30	31.93	32.57	33.22	33.88
YR1	RHS IV-CARE COORDINATION	Hourly	28.35	28.92	29.50	30.09	30.69	31.30	31.93	32.57	33.22	33.88
YR1	SENIOR ACCOUNTANT	Salary	46.05	46.97	47.91	48.87	49.85	50.85	51.87	52.91	53.97	55.05
YR1	SENIOR ACCOUNTS PAYABLE CLERK	Hourly	27.00	27.54	28.09	28.65	29.22	29.80	30.40	31.01	31.63	32.26
YR1	SENIOR EXTERNAL RELATIONS OFFICER	Salary	33.71	34.38	35.07	35.77	36.49	37.22	37.96	38.72	39.49	40.28
YR1	SENIOR INDIVIDUAL PHILANTHROPY OFFICER	Salary	36.99	37.73	38.48	39.25	40.04	40.84	41.66	42.49	43.34	44.21
YR1	SENIOR REGISTRATION SPECIALIST	Hourly	27.05	27.59	28.14	28.70	29.27	29.86	30.46	31.07	31.69	32.32
YR1	STAFF ACCOUNTANT	Salary	36.48	37.21	37.95	38.71	39.48	40.27	41.08	41.90	42.74	43.59
YR1	STAFF ACCOUNTANT II	Salary	35.82	36.54	37.27	38.02	38.78	39.56	40.35	41.16	41.98	42.82
YR1	TOPC LEAD CLINICIAN/TRAINER	Hourly	78.00	79.56	81.15	82.77	84.43	86.12	87.84	89.60	91.39	93.22
YR1	TELEHEALTH CLINICIAN	Hourly	71.00	72.42	73.87	75.35	76.86	78.40	79.97	81.57	83.20	84.86
YR1	TELEHEALTH LEAD CLINICIAN	Hourly	78.00	79.56	81.15	82.77	84.43	86.12	87.84	89.60	91.39	93.22
YR1	TELEHEALTH REPRODUCTIVE HEALTH SPECIALIST II	Hourly	25.00	25.50	26.01	26.53	27.06	27.60	28.15	28.71	29.28	29.87
YR1	TELEHEALTH REPRODUCTIVE HEALTH SPECIALIST III	Hourly	26.00	26.52	27.05	27.59	28.14	28.70	29.27	29.86	30.46	31.07
YR1	TELEHEALTH RHS IV FLOW COORDINATOR	Hourly	28.35	28.92	29.50	30.09	30.69	31.30	31.93	32.57	33.22	33.88
YR1	TRAINING COORDINATOR - NC	Salary	33.00	33.66	34.33	35.02	35.72	36.43	37.16	37.90	38.66	39.43
YR1	TRAINING SPECIALIST - CCM	Hourly	31.00	31.62	32.25	32.90	33.56	34.23	34.91	35.61	36.32	37.05
YR1	TRAINING SPECIALIST - NC	Hourly	31.00	31.62	32.25	32.90	33.56	34.23	34.91	35.61	36.32	37.05
YR1	VOLUNTEER COORDINATOR	Salary	33.00	33.66	34.33	35.02	35.72	36.43	37.16	37.90	38.66	39.43

CBA_Year	JobTitle	PayType	STEP_1	STEP_2	STEP_3	STEP_4	STEP_5	STEP_6	STEP_7	STEP_8	STEP_9	STEP_10
YR2	ABORTION	Salary	34.96	35.66	36.37	37.10	37.84	38.60	39.37	40.16	40.96	41.78
YR2	ADMINISTRATIVE	Hourly	25.75	26.26	26.79	27.33	27.88	28.44	29.01	29.59	30.18	30.78
YR2	ASSOCIATE	Hourly	73.13	74.59	76.08	77.60	79.15	80.73	82.34	83.99	85.67	87.38
YR2	ASSOCIATE	Hourly	80.34	81.95	83.59	85.26	86.97	88.71	90.48	92.29	94.14	96.02
YR2	BEHAVIORAL	Hourly	25.75	26.26	26.79	27.33	27.88	28.44	29.01	29.59	30.18	30.78
YR2	BILLING CENTER	Hourly	25.75	26.26	26.79	27.33	27.88	28.44	29.01	29.59	30.18	30.78
YR2	BILLING SPECIALIST	Hourly	26.78	27.32	27.87	28.43	29.00	29.58	30.17	30.77	31.39	32.02
YR2	CERTIFIED	Hourly	37.57	38.32	39.09	39.87	40.67	41.48	42.31	43.16	44.02	44.90
YR2	CLINICAL	Hourly	31.58	32.21	32.85	33.51	34.18	34.86	35.56	36.27	37.00	37.74
YR2	CLINICAL	Hourly	65.48	66.79	68.13	69.49	70.88	72.30	73.75	75.22	76.72	78.25
YR2	CLINICAL	Salary	33.99	34.67	35.36	36.07	36.79	37.53	38.28	39.05	39.83	40.63
YR2	CLINICIAN	Hourly	73.13	74.59	76.08	77.60	79.15	80.73	82.34	83.99	85.67	87.38
YR2	CLINICIAN	Hourly	73.13	74.59	76.08	77.60	79.15	80.73	82.34	83.99	85.67	87.38
YR2	CLINICIAN	Hourly	80.34	81.95	83.59	85.26	86.97	88.71	90.48	92.29	94.14	96.02
YR2	COMMUNITY	Hourly	29.36	29.95	30.55	31.16	31.78	32.42	33.07	33.73	34.40	35.09
YR2	COMMUNITY	Hourly	27.55	28.10	28.66	29.23	29.81	30.41	31.02	31.64	32.27	32.92
YR2	CONTACT	Hourly	26.32	26.85	27.39	27.94	28.50	29.07	29.65	30.24	30.84	31.46
YR2	CONTACT	Hourly	27.37	27.91	28.47	29.04	29.62	30.22	30.82	31.44	32.06	32.71
YR2	CSE HEALTH	Hourly	29.36	29.95	30.55	31.16	31.78	32.42	33.07	33.73	34.40	35.09
YR2	DATA ANALYST	Salary	47.04	47.98	48.94	49.92	50.92	51.94	52.98	54.04	55.12	56.22
YR2	DEVELOPMENT	Hourly	30.38	30.99	31.61	32.24	32.88	33.54	34.21	34.89	35.59	36.30
YR2	DEVELOPMENT	Hourly	33.99	34.67	35.36	36.07	36.79	37.53	38.28	39.05	39.83	40.63
YR2	EHR SITE	Salary	45.99	46.91	47.85	48.81	49.79	50.79	51.81	52.85	53.91	54.99
YR2	EPIC REPC	Salary	54.47	55.56	56.67	57.80	58.96	60.14	61.34	62.57	63.82	65.10
YR2	EVENT AN	Salary	33.99	34.67	35.36	36.07	36.79	37.53	38.28	39.05	39.83	40.63
YR2	FACILITIES	Hourly	29.36	29.95	30.55	31.16	31.78	32.42	33.07	33.73	34.40	35.09
YR2	FACILITIES	Hourly	35.31	36.02	36.74	37.47	38.22	38.98	39.76	40.56	41.37	42.20
YR2	FISCAL GR	Salary	34.72	35.41	36.12	36.84	37.58	38.33	39.10	39.88	40.68	41.49
YR2	GENDER A	Hourly	85.20	86.90	88.64	90.41	92.22	94.06	95.94	97.86	99.82	101.82
YR2	INSTITUTE	Salary	33.99	34.67	35.36	36.07	36.79	37.53	38.28	39.05	39.83	40.63
YR2	IT TECHN	Hourly	32.96	33.62	34.29	34.98	35.68	36.39	37.12	37.86	38.62	39.39
YR2	LEAD CLIN	Hourly	80.34	81.95	83.59	85.26	86.97	88.71	90.48	92.29	94.14	96.02
YR2	LEAD CLIN	Hourly	80.34	81.95	83.59	85.26	86.97	88.71	90.48	92.29	94.14	96.02
YR2	LEAD CLIN	Hourly	80.34	81.95	83.59	85.26	86.97	88.71	90.48	92.29	94.14	96.02
YR2	LEAD CLIN	Hourly	80.34	81.95	83.59	85.26	86.97	88.71	90.48	92.29	94.14	96.02
YR2	LEAD CON	Hourly	32.56	33.21	33.87	34.55	35.24	35.94	36.66	37.39	38.14	38.90
YR2	ONLINE AI	Salary	36.89	37.63	38.38	39.15	39.93	40.73	41.54	42.37	43.22	44.08
YR2	PATIENT #	Salary	33.99	34.67	35.36	36.07	36.79	37.53	38.28	39.05	39.83	40.63
YR2	PATIENT #	Hourly	32.58	33.23	33.89	34.57	35.26	35.97	36.69	37.42	38.17	38.93
YR2	PROCURE	Salary	33.99	34.67	35.36	36.07	36.79	37.53	38.28	39.05	39.83	40.63
YR2	QUALITY #	Hourly	83.53	85.20	86.90	88.64	90.41	92.22	94.06	95.94	97.86	99.82
YR2	QUALITY #	Salary	36.43	37.16	37.90	38.66	39.43	40.22	41.02	41.84	42.68	43.53
YR2	QUALITY #	Salary	41.17	41.99	42.83	43.69	44.56	45.45	46.36	47.29	48.24	49.20
YR2	REGISTER	Hourly	54.59	55.68	56.79	57.93	59.09	60.27	61.48	62.71	63.96	65.24
YR2	REGISTER	Hourly	54.59	55.68	56.79	57.93	59.09	60.27	61.48	62.71	63.96	65.24
YR2	REGISTER	Hourly	54.59	55.68	56.79	57.93	59.09	60.27	61.48	62.71	63.96	65.24
YR2	REGISTER	Hourly	27.96	28.52	29.09	29.67	30.26	30.87	31.49	32.12	32.76	33.42
YR2	REGISTER	Hourly	25.75	26.26	26.79	27.33	27.88	28.44	29.01	29.59	30.18	30.78
YR2	REGISTER	Hourly	31.93	32.57	33.22	33.88	34.56	35.25	35.96	36.68	37.41	38.16
YR2	REPRODU	Hourly	25.75	26.26	26.79	27.33	27.88	28.44	29.01	29.59	30.18	30.78
YR2	REPRODU	Hourly	25.75	26.26	26.79	27.33	27.88	28.44	29.01	29.59	30.18	30.78
YR2	REPRODU	Hourly	25.75	26.26	26.79	27.33	27.88	28.44	29.01	29.59	30.18	30.78
YR2	REPRODU	Hourly	26.78	27.32	27.87	28.43	29.00	29.58	30.17	30.77	31.39	32.02
YR2	REPRODU	Hourly	26.78	27.32	27.87	28.43	29.00	29.58	30.17	30.77	31.39	32.02
YR2	REPRODU	Hourly	26.78	27.32	27.87	28.43	29.00	29.58	30.17	30.77	31.39	32.02
YR2	REPRODU	Hourly	26.78	27.32	27.87	28.43	29.00	29.58	30.17	30.77	31.39	32.02
YR2	REPRODU	Hourly	26.78	27.32	27.87	28.43	29.00	29.58	30.17	30.77	31.39	32.02
YR2	REPRODU	Hourly	29.20	29.78	30.38	30.99	31.61	32.24	32.88	33.54	34.21	34.89
YR2	REPRODU	Hourly	29.20	29.78	30.38	30.99	31.61	32.24	32.88	33.54	34.21	34.89
YR2	REPRODU	Hourly	29.20	29.78	30.38	30.99	31.61	32.24	32.88	33.54	34.21	34.89
YR2	REPRODU	Hourly	29.20	29.78	30.38	30.99	31.61	32.24	32.88	33.54	34.21	34.89
YR2	REPRODU	Hourly	29.20	29.78	30.38	30.99	31.61	32.24	32.88	33.54	34.21	34.89
YR2	REVENUE	Hourly	29.36	29.95	30.55	31.16	31.78	32.42	33.07	33.73	34.40	35.09
YR2	RHS IV CA	Hourly	29.20	29.78	30.38	30.99	31.61	32.24	32.88	33.54	34.21	34.89
YR2	RHS IV-CA	Hourly	29.20	29.78	30.38	30.99	31.61	32.24	32.88	33.54	34.21	34.89
YR2	RHS IV/TE	Hourly	29.20	29.78	30.38	30.99	31.61	32.24	32.88	33.54	34.21	34.89
YR2	SENIOR A	Salary	47.43	48.38	49.35	50.34	51.35	52.38	53.43	54.50	55.59	56.70
YR2	SENIOR A	Hourly	27.81	28.37	28.94	29.52	30.11	30.71	31.32	31.95	32.59	33.24
YR2	SENIOR B	Salary	34.72	35.41	36.12	36.84	37.58	38.33	39.10	39.88	40.68	41.49
YR2	SENIOR B	Salary	38.10	38.86	39.64	40.43	41.24	42.06	42.90	43.76	44.64	45.53
YR2	SENIOR B	Hourly	27.86	28.42	28.99	29.57	30.16	30.76	31.38	32.01	32.65	33.30
YR2	STAFF AC	Salary	37.57	38.32	39.09	39.87	40.67	41.48	42.31	43.16	44.02	44.90
YR2	STAFF AC	Salary	36.89	37.63	38.38	39.15	39.93	40.73	41.54	42.37	43.22	44.08
YR2	TOPC LEA	Hourly	80.34	81.95	83.59	85.26	86.97	88.71	90.48	92.29	94.14	96.02
YR2	TELEHEAL	Hourly	73.13	74.59	76.08	77.60	79.15	80.73	82.34	83.99	85.67	87.38
YR2	TELEHEAL	Hourly	80.34	81.95	83.59	85.26	86.97	88.71	90.48	92.29	94.14	96.02
YR2	TELEHEAL	Hourly	25.75	26.26	26.79	27.33	27.88	28.44	29.01	29.59	30.18	30.78
YR2	TELEHEAL	Hourly	26.78	27.32	27.87	28.43	29.00	29.58	30.17	30.77	31.39	32.02
YR2	TELEHEAL	Hourly	29.20	29.78	30.38	30.99	31.61	32.24	32.88	33.54	34.21	34.89
YR2	TRAINING	Salary	33.99	34.67	35.36	36.07	36.79	37.53	38.28	39.05	39.83	40.63
YR2	TRAINING	Hourly	31.93	32.57	33.22	33.88	34.56	35.25	35.96	36.68	37.41	38.16
YR2	TRAINING	Hourly	31.93	32.57	33.22	33.88	34.56	35.25	35.96	36.68	37.41	38.16
YR2	VOLUNTEER	Salary	33.99	34.67	35.36	36.07	36.79	37.53	38.28	39.05	39.83	40.63

CBA_Year	JobTitle	PayType	STEP_1	STEP_2	STEP_3	STEP_4	STEP_5	STEP_6	STEP_7	STEP_8	STEP_9	STEP_10
YR3	ABORTION AND SEDATION PROGRAM MANAGER	Salary	36.36	37.09	37.83	38.59	39.36	40.15	40.95	41.77	42.61	43.46
YR3	ADMINISTRATIVE ASSISTANT II	Hourly	26.78	27.32	27.87	28.43	29.00	29.58	30.17	30.77	31.39	32.02
YR3	ASSOCIATE CLINICIAN TRAINER/CLINICIAN	Hourly	76.06	77.58	79.13	80.71	82.32	83.97	85.65	87.36	89.11	90.89
YR3	ASSOCIATE CLINICIAN TRAINER/LEAD CLINICIAN	Hourly	83.55	85.22	86.92	88.66	90.43	92.24	94.08	95.96	97.88	99.84
YR3	BEHAVIORAL HEALTH SPECIALIST	Hourly	26.78	27.32	27.87	28.43	29.00	29.58	30.17	30.77	31.39	32.02
YR3	BILLING CLERK	Hourly	26.78	27.32	27.87	28.43	29.00	29.58	30.17	30.77	31.39	32.02
YR3	BILLING SPECIALIST	Hourly	27.85	28.41	28.98	29.56	30.15	30.75	31.36	31.99	32.63	33.28
YR3	CERTIFIED MEDICAL CODING BILLER	Hourly	39.07	39.85	40.65	41.46	42.29	43.14	44.00	44.88	45.78	46.70
YR3	CLINICAL LAB ASSISTANT I	Hourly	32.84	33.50	34.17	34.85	35.55	36.26	36.99	37.73	38.48	39.25
YR3	CLINICAL LABORATORY SCIENTIST	Hourly	68.10	69.46	70.85	72.27	73.72	75.19	76.69	78.22	79.78	81.38
YR3	CLINICAL OPERATIONS SPECIALIST	Salary	35.35	36.06	36.78	37.52	38.27	39.04	39.82	40.62	41.43	42.26
YR3	CLINICIAN	Hourly	76.06	77.58	79.13	80.71	82.32	83.97	85.65	87.36	89.11	90.89
YR3	CLINICIAN - CARE COORDINATION	Hourly	76.06	77.58	79.13	80.71	82.32	83.97	85.65	87.36	89.11	90.89
YR3	CLINICIAN - PROVIDER BUILDER	Hourly	83.55	85.22	86.92	88.66	90.43	92.24	94.08	95.96	97.88	99.84
YR3	COMMUNITY HEALTH PROGRAM COORDINATOR	Hourly	30.53	31.14	31.76	32.40	33.05	33.71	34.38	35.07	35.77	36.49
YR3	COMMUNITY HEALTH WORKER I	Hourly	28.65	29.22	29.80	30.40	31.01	31.63	32.26	32.91	33.57	34.24
YR3	CONTACT CENTER REPRESENTATIVE I	Hourly	27.37	27.92	28.48	29.05	29.63	30.22	30.82	31.44	32.07	32.71
YR3	CONTACT CENTER REPRESENTATIVE II	Hourly	28.46	29.03	29.61	30.20	30.81	31.42	32.05	32.69	33.35	34.01
YR3	CSE HEALTH EDUCATION SPECIALIST	Hourly	30.53	31.14	31.76	32.40	33.05	33.71	34.38	35.07	35.77	36.49
YR3	DATA AND ANALYTICS JUNIOR DEVELOPER	Salary	48.92	49.90	50.90	51.92	52.96	54.02	55.10	56.20	57.32	58.47
YR3	DEVELOPMENT COORDINATOR	Hourly	31.60	32.23	32.87	33.53	34.20	34.88	35.58	36.29	37.02	37.76
YR3	DEVELOPMENT SPECIALIST	Salary	35.35	36.06	36.78	37.52	38.27	39.04	39.82	40.62	41.43	42.26
YR3	EHR SITE SPECIALIST	Salary	47.83	48.79	49.77	50.77	51.79	52.83	53.89	54.97	56.07	57.19
YR3	EPIC REPORTING ANALYST	Salary	56.65	57.78	58.94	60.12	61.32	62.55	63.80	65.08	66.38	67.71
YR3	EVENT AND STEWARDSHIP SPECIALIST	Salary	35.35	36.06	36.78	37.52	38.27	39.04	39.82	40.62	41.43	42.26
YR3	FACILITIES ADMINISTRATIVE ASSISTANT	Hourly	30.53	31.14	31.76	32.40	33.05	33.71	34.38	35.07	35.77	36.49
YR3	FACILITIES ADMINISTRATIVE COORDINATOR	Hourly	36.72	37.45	38.20	38.96	39.74	40.53	41.34	42.17	43.01	43.87
YR3	FISCAL GRANTS MANAGER	Salary	36.11	36.83	37.57	38.32	39.09	39.87	40.67	41.48	42.31	43.16
YR3	GENDER AFFIRMING HORMONE THERAPY PROGRAM DIR	Hourly	88.61	90.38	92.19	94.03	95.91	97.83	99.79	101.79	103.83	105.91
YR3	INSTITUTIONAL DEVELOPMENT SPECIALIST	Salary	35.35	36.06	36.78	37.52	38.27	39.04	39.82	40.62	41.43	42.26
YR3	IT TECHNICIAN	Hourly	34.28	34.97	35.67	36.38	37.11	37.85	38.61	39.38	40.17	40.97
YR3	LEAD CLINICIAN - BAY AREA	Hourly	83.55	85.22	86.92	88.66	90.43	92.24	94.08	95.96	97.88	99.84
YR3	LEAD CLINICIAN - NC	Hourly	83.55	85.22	86.92	88.66	90.43	92.24	94.08	95.96	97.88	99.84
YR3	LEAD CLINICIAN, TRAINING DEPARTMENT	Hourly	83.55	85.22	86.92	88.66	90.43	92.24	94.08	95.96	97.88	99.84
YR3	LEAD CLINICIAN - CARE COORDINATION	Hourly	83.55	85.22	86.92	88.66	90.43	92.24	94.08	95.96	97.88	99.84
YR3	LEAD CONTACT CENTER REPRESENTATIVE	Hourly	33.86	34.54	35.23	35.93	36.65	37.38	38.13	38.89	39.67	40.46
YR3	ONLINE ADVOCACY SPECIALIST	Salary	38.37	39.14	39.92	40.72	41.53	42.36	43.21	44.07	44.95	45.85
YR3	PATIENT ACCESS SPECIALIST	Salary	35.35	36.06	36.78	37.52	38.27	39.04	39.82	40.62	41.43	42.26
YR3	PATIENT NAVIGATOR	Hourly	33.88	34.56	35.25	35.96	36.68	37.41	38.16	38.92	39.70	40.49
YR3	PROCUREMENT SPECIALIST	Salary	35.35	36.06	36.78	37.52	38.27	39.04	39.82	40.62	41.43	42.26
YR3	QUALITY ASSURANCE CLINICIAN	Hourly	86.87	88.61	90.38	92.19	94.03	95.91	97.83	99.79	101.79	103.83
YR3	QUALITY ASSURANCE MANAGER	Salary	37.89	38.65	39.42	40.21	41.01	41.83	42.67	43.52	44.39	45.28
YR3	QUALITY ASSURANCE MANAGER II	Salary	42.82	43.68	44.55	45.44	46.35	47.28	48.23	49.19	50.17	51.17
YR3	REGISTERED NURSE - BAY AREA	Hourly	56.77	57.91	59.07	60.25	61.46	62.69	63.94	65.22	66.52	67.85
YR3	REGISTERED NURSE - CARE COORDINATION	Hourly	56.77	57.91	59.07	60.25	61.46	62.69	63.94	65.22	66.52	67.85
YR3	REGISTERED NURSE - NC	Hourly	56.77	57.91	59.07	60.25	61.46	62.69	63.94	65.22	66.52	67.85
YR3	REGISTRATION COORDINATOR	Hourly	29.08	29.66	30.25	30.86	31.48	32.11	32.75	33.40	34.07	34.75
YR3	REGISTRATION SPECIALIST	Hourly	26.78	27.32	27.87	28.43	29.00	29.58	30.17	30.77	31.39	32.02
YR3	REGISTRATION TRAINING SPECIALIST	Hourly	33.21	33.87	34.55	35.24	35.94	36.66	37.39	38.14	38.90	39.68
YR3	REPRODUCTIVE HEALTH SPECIALIST II - CCM	Hourly	26.78	27.32	27.87	28.43	29.00	29.58	30.17	30.77	31.39	32.02
YR3	REPRODUCTIVE HEALTH SPECIALIST II - NC	Hourly	26.78	27.32	27.87	28.43	29.00	29.58	30.17	30.77	31.39	32.02
YR3	REPRODUCTIVE HEALTH SPECIALIST II - NSS	Hourly	26.78	27.32	27.87	28.43	29.00	29.58	30.17	30.77	31.39	32.02
YR3	REPRODUCTIVE HEALTH SPECIALIST II - SF	Hourly	26.78	27.32	27.87	28.43	29.00	29.58	30.17	30.77	31.39	32.02
YR3	REPRODUCTIVE HEALTH SPECIALIST III - CCM	Hourly	27.85	28.41	28.98	29.56	30.15	30.75	31.36	31.99	32.63	33.28
YR3	REPRODUCTIVE HEALTH SPECIALIST III - NC	Hourly	27.85	28.41	28.98	29.56	30.15	30.75	31.36	31.99	32.63	33.28
YR3	REPRODUCTIVE HEALTH SPECIALIST III - NSS	Hourly	27.85	28.41	28.98	29.56	30.15	30.75	31.36	31.99	32.63	33.28
YR3	REPRODUCTIVE HEALTH SPECIALIST III - SF	Hourly	27.85	28.41	28.98	29.56	30.15	30.75	31.36	31.99	32.63	33.28
YR3	REPRODUCTIVE HEALTH SPECIALIST III - TELEHEAL	Hourly	27.85	28.41	28.98	29.56	30.15	30.75	31.36	31.99	32.63	33.28
YR3	REPRODUCTIVE HEALTH SPECIALIST IV/ TRAINING M	Hourly	30.37	30.98	31.60	32.23	32.87	33.53	34.20	34.88	35.58	36.29
YR3	REPRODUCTIVE HEALTH SPECIALIST IV/AB COORDINA	Hourly	30.37	30.98	31.60	32.23	32.87	33.53	34.20	34.88	35.58	36.29
YR3	REPRODUCTIVE HEALTH SPECIALIST IV/BILLING COO	Hourly	30.37	30.98	31.60	32.23	32.87	33.53	34.20	34.88	35.58	36.29
YR3	REPRODUCTIVE HEALTH SPECIALIST IV/FLOW COORDI	Hourly	30.37	30.98	31.60	32.23	32.87	33.53	34.20	34.88	35.58	36.29
YR3	REPRODUCTIVE HEALTH SPECIALIST IV/TRAINING ME	Hourly	30.37	30.98	31.60	32.23	32.87	33.53	34.20	34.88	35.58	36.29
YR3	REPRODUCTIVE HEALTH SPECIALIST IV/VASECTOMY C	Hourly	30.37	30.98	31.60	32.23	32.87	33.53	34.20	34.88	35.58	36.29
YR3	REVENUE CYCLE MANAGEMENT COORDINATOR	Hourly	30.53	31.14	31.76	32.40	33.05	33.71	34.38	35.07	35.77	36.49
YR3	RHS IV CARE COORDINATION SPECIALIST	Hourly	30.37	30.98	31.60	32.23	32.87	33.53	34.20	34.88	35.58	36.29
YR3	RHS IV-CARE COORDINATION	Hourly	30.37	30.98	31.60	32.23	32.87	33.53	34.20	34.88	35.58	36.29
YR3	RHS IV/TELEHEALTH TRAINING MENTOR	Hourly	30.37	30.98	31.60	32.23	32.87	33.53	34.20	34.88	35.58	36.29
YR3	SENIOR ACCOUNTANT	Salary	49.33	50.32	51.33	52.36	53.41	54.48	55.57	56.68	57.81	58.97
YR3	SENIOR ACCOUNTS PAYABLE CLERK	Hourly	28.92	29.50	30.09	30.69	31.30	31.93	32.57	33.22	33.88	34.56
YR3	SENIOR EXTERNAL RELATIONS OFFICER	Salary	36.11	36.83	37.57	38.32	39.09	39.87	40.67	41.48	42.31	43.16
YR3	SENIOR INDIVIDUAL PHILANTHROPY OFFICER	Salary	39.62	40.41	41.22	42.04	42.88	43.74	44.61	45.50	46.41	47.34
YR3	SENIOR REGISTRATION SPECIALIST	Hourly	28.97	29.55	30.14	30.74	31.35	31.98	32.62	33.27	33.94	34.62
YR3	STAFF ACCOUNTANT	Salary	39.07	39.85	40.65	41.46	42.29	43.14	44.00	44.88	45.78	46.70
YR3	STAFF ACCOUNTANT II	Salary	38.37	39.14	39.92	40.72	41.53	42.36	43.21	44.07	44.95	45.85
YR3	TOPC LEAD CLINICIAN/TRAINER	Hourly	83.55	85.22	86.92	88.66	90.43	92.24	94.08	95.96	97.88	99.84
YR3	TELEHEALTH CLINICIAN	Hourly	76.06	77.58	79.13	80.71	82.32	83.97	85.65	87.36	89.11	90.89
YR3	TELEHEALTH LEAD CLINICIAN	Hourly	83.55	85.22	86.92	88.66	90.43	92.24	94.08	95.96	97.88	99.84
YR3	TELEHEALTH REPRODUCTIVE HEALTH SPECIALIST II	Hourly	26.78	27.32	27.87	28.43	29.00	29.58	30.17	30.77	31.39	32.02
YR3	TELEHEALTH REPRODUCTIVE HEALTH SPECIALIST III	Hourly	27.85	28.41	28.98	29.56	30.15	30.75	31.36	31.99	32.63	33.28
YR3	TELEHEALTH RHS IV FLOW COORDINATOR	Hourly	30.37	30.98	31.60	32.23	32.87	33.53	34.20	34.88	35.58	36.29
YR3	TRAINING COORDINATOR - NC	Salary	35.35	36.06	36.78	37.52	38.27	39.04	39.82	40.62	41.43	42.26
YR3	TRAINING SPECIALIST - CCM	Hourly	33.21	33.87	34.55	35.24	35.94	36.66	37.39	38.14	38.90	39.68
YR3	TRAINING SPECIALIST - NC	Hourly	33.21	33.87	34.55	35.24	35.94	36.66	37.39	38.14	38.90	39.68
YR3	VOLUNTEER COORDINATOR	Salary	35.35	36.06	36.78	37.52	38.27	39.04	39.82	40.62	41.43	42.26