

Attachment: Pay Table Parity

Additional action items in relation to Pay Table Parity MOU: WFSE and SEIU 925

1. To WFSE table BV, add a new top auto step, R, and the CEGP steps will change from R and S to S and T to create parity with SEIU 925 B8.

Employees who were at the current top step Q for 12 months or longer will be moved to the new top incremental step, R.

Employees on current CEGP step R will be moved to CEGP step S, employees on CEGP step S will be moved to CEGP step T.

Job	Job Title	Representative Group	FROM		TO		Headcount
			Table/Range	Top Step	Table/Range	Top Step	
18718	CLINICAL LABORATORY TECHNICIAN 1-HMC	WFSE HMC	BV/30	Q	BV/30	R	6
18719	CLINICAL LABORATORY TECHNICIAN 2-HMC	WFSE HMC	BV/36	Q	BV/36	R	0
18720	CLINICAL LABORATORY TECHNICIAN LEAD-HMC	WFSE HMC	BV/46	Q	BV/46	R	1

2. To SEIU 925 table B7BX, add a new top auto step, R, and the CEGP steps will change from R and S to S and T to create parity with WFSE B0.

Employees who were at the current top step Q for 12 months or longer will be moved to the new top incremental step, R.

Employees on current CEGP step R will be moved to CEGP step S, employees on CEGP step S will be moved to CEGP step T.

Job	Job Title	Representative Group	FROM		TO		Headcount
			Table/Range	Top Step	Table/Range	Top Step	
18343	ADVANCED CARDIAC TECHNOLOGIST SUPERVISOR	SEIU LOCAL 925 SUPERVISORY	B7BX-R108	Q	B7BX-R108	R	1
18391	CLINICAL LABORATORY ASSISTANT	SEIU LOCAL 925 NONSUPERVISORY	B7BX-R012	Q	B7BX-R012	R	2
18212	CODING SPECIALIST 2	SEIU LOCAL 925 NONSUPERVISORY	B7BX-R060	Q	B7BX-R060	R	1
				S		T	1
18213	CODING SPECIALIST 3	SEIU LOCAL 925 NONSUPERVISORY	B7BX-R068	Q	B7BX-R068	R	8
				R		S	5
18214	CODING SPECIALIST LEAD	SEIU LOCAL 925 NONSUPERVISORY	B7BX-R075	Q	B7BX-R075	R	1
				R		S	1
18470	DENTAL ASSISTANT 1	SEIU LOCAL 925 NONSUPERVISORY	B7BX-R005	Q	B7BX-R005	R	1
18471	DENTAL ASSISTANT 2	SEIU LOCAL 925 NONSUPERVISORY	B7BX-R023	Q	B7BX-R023	R	17
				R		S	5
				S		T	3
18476	DENTAL XRAY TECHNICIAN 2	SEIU LOCAL 925 NONSUPERVISORY	B7BX-R023	Q	B7BX-R023	R	1
18004	DIETARY UNIT CLERK	SEIU LOCAL 925 NONSUPERVISORY	B7BX-R002	Q	B7BX-R002	R	3
18380	HISTOLOGIC TECHNICIAN 1	SEIU LOCAL 925 RESEARCH TECH BU	B7BX-R040	Q	B7BX-R040	R	1
18381	HISTOLOGIC TECHNICIAN 2	SEIU LOCAL 925 RESEARCH TECH BU	B7BX-R049	Q	B7BX-R049	R	1
18379	HISTOTECHNOLOGIST	SEIU LOCAL 925 RESEARCH TECH BU	B7BX-R059	Q	B7BX-R059	R	3
				R		S	1
				S		T	1
18474	HOSPITAL DENTISTRY ASSISTANT SPECIALIST	SEIU LOCAL 925 NONSUPERVISORY	B7BX-R050	Q	B7BX-R050	R	1
				S		T	1
18022	MEDICAL TRANSCRIPTIONIST 2	SEIU LOCAL 925 NONSUPERVISORY	B7BX-R021	Q	B7BX-R021	R	8
				R		S	1
18023	MEDICAL TRANSCRIPTIONIST LEAD	SEIU LOCAL 925 NONSUPERVISORY	B7BX-R028	Q	B7BX-R028	R	4
18024	MEDICAL TRANSCRIPTION SUPV	SEIU LOCAL 925 SUPERVISORY	B7BX-R038	R	B7BX-R038	S	1
17281	TELEPHONE COMMUNICATIONS OPERATOR-HOSP	SEIU LOCAL 925 NONSUPERVISORY	B7BX-R000	Q	B7BX-R000	R	4

17285	TELEPHONE COMMUNICATIONS OPR LEAD-HOSP	SEIU LOCAL 925 NONSUPERVISORY	B7BX- R007	Q	B7BX- R007	R	4
17286	TELEPHONE COMMUNICATIONS SUPERVISOR	SEIU LOCAL 925 SUPERVISORY	B7BX- R018	Q	B7BX- R018	R	1

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3. To SEIU 925 pay table BG, add a second CEGP step, U, to create pay table parity with WFSE pay table BABB.

Note: Movement from 1st CEGP step to 2nd CEGP step is not automatic.

Job	Job Title	Representative Group	FROM		TO		Headcount
			Table/ Range	Top Step	Table/ Range	Top Step	
18336	CYTOTECHNOLOGIST 2	SEIU LOCAL 925-HMC TECHNICAL	BG/93	T	BG/93	U	1
18465	DENTAL HYGIENIST	SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	BG/96	T	BG/96	U	1
18400	MEDICAL LABORATORY SCIENTIST 1	SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	BG/70	T	BG/70	U	4
18403	MEDICAL LABORATORY SCIENTIST 2	SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	BG/77	T	BG/77	U	6
18401	MEDICAL LABORATORY SCIENTIST LEAD	SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	BG/84	T	BG/84	U	9
18430	SURGICAL TECHNOLOGIST	SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	BG/47	T	BG/47	U	1

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4. Reassign four WFSE-HMC job titles to higher pay ranges in order to match SEIU 925 counterparts.

Place employees on the new range at the value closest to, but not less than, their current rate of pay.

Job	Job Title	Representative Group	FROM		TO		Headcount
			Table	Range	Table	Range	
18711	ANESTHESIOLOGY TECHNICIAN 1	WFSE HMC	BABB	10	BABB	12	1
18678	DIETARY UNIT CLERK	WFSE HMC	B0	1	B0	2	31
18717	HOSPITAL DENTISTRY ASSISTANT SPECIALIST	WFSE HMC	B0	49	B0	50	2
18681	MEDICAL TRANSCRIPTIONIST 1	WFSE HMC	B0	13	B0	14	0

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5. Reassign six WFSE-HMC job titles from pay table B0 to pay table BV; WFSE BV aligns with SEIU 925 B8.

Place employees on the new range at the value closest to, but not less than, their current rate of pay.

Job	Job Title	Representative Group	FROM		TO		Headcount
			Table	Range	Table	Range	
18703	ORTHOPAEDIC TECHNICIAN I	WFSE HMC	B0	39	BV	40	5
18704	ORTHOPAEDIC TECHNICIAN II	WFSE HMC	B0	46	BV	47	6
18686	SPECIMEN PROCESSING TECHNICIAN	WFSE HMC	B0	13	BV	14	0
18687	SPECIMEN PROCESSING TECHNICIAN LEAD	WFSE HMC	B0	25	BV	26	0

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6. Reassign one WFSE-HMC job title from pay table BK to pay table B0; WFSE B0 aligns with SEIU 925 B7BX.

Place employees on the new range at the value closest to, but not less than, their current rate of pay.

Job	Job Title	Representative Group	FROM		TO		Headcount
			Table	Range	Table	Range	
18632	TELEPHONE COMMUNICATIONS OPERATOR-HOSP	WFSE HMC	BK	3	B0	0	13

7. One job represented by WFSE is on pay table BI; parallel job represented by SEIU 925 is on table B5. Move BOTH jobs in tables that have parity.

Place employees on the new range at the value closest to, but not less than, their current rate of pay.

Job	Job Title	Representative Group	FROM		TO		Headcount
			Table	Range	Table	Range	
18290	CARDIAC MONITOR TECHNICIAN	SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	B5	36	B8	20	9
18712	CARDIAC MONITOR TECHNICIAN	WFSE HMC	BI	36	BV	20	9

8. One job represented by WFSE is on pay table BABB; parallel job represented by SEIU 925 is on table BT.

Move the SEIU 925 job to another table that aligns with WFSE BABB table values.

Place employees on the new range at the value closest to, but not less than, their current rate of pay.

Job	Job Title	Representative Group	FROM		TO		Headcount
			Table	Range	Table	Range	
18153	RESPIRATORY CARE ASSISTANT	SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	BT	6	BG	30	7
18702	RESPIRATORY CARE ASSISTANT	WFSE HMC	BABB	25	BABB	30	1

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9. One job represented by WFSE is on pay table BABB; parallel job represented by SEIU 925 is on table BD

Move the SEIU 925 job to another table that aligns with WFSE BABB table values.

Job	Job Title	Representative Group	FROM		TO		Headcount
			Table	Range	Table	Range	
18111	SOCIAL WORK ASSISTANT 1	SEIU LOCAL 925 HEALTHCARE PROF/LAB TECH	BD	1	BG	51	0
18693	SOCIAL WORK ASSISTANT 1	WFSE HMC	BABB	38	BABB	51	0

Note: Only salaried job codes are listed above. Hourly counterparts are similarly impacted and will move accordingly.

prepared by MedCntrs Comp 09/20/2018