

**COLLECTIVE BARGAINING
AGREEMENT
BETWEEN
GREATER REGIONAL MEDICAL CENTER
AND
SEIU LOCAL 199**

**CONTRACT TERM
JULY 1, 2018 – JUNE 30, 2020**

AGREEMENT

This Agreement is made and entered into this 1st day of July, 2018 at Creston, Iowa, pursuant to the provisions of Chapter 20 of the Iowa Code, by and between the Greater Regional Medical Center (hereinafter referred to as the Employer) and the Service Employees International Union Local 199 (hereinafter referred to as the Union), as representatives of Employees employed by the Greater Regional Medical Center, as set forth specifically in the Recognition Clause.

ARTICLE 1 WAGES

A. Schedule of Wages

The minimum straight-time hourly rates of pay for the term of this Agreement shall be as set forth in the appendix attached hereto. The Appendix shows the market increase for each job category:

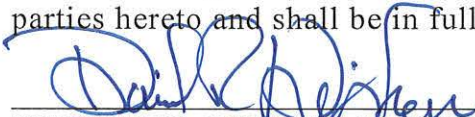
1. Effective July 1, 2018 and July 1, 2019, all employees will receive a 3% increase to their base wage.
2. Employees who are at the maximum for their classification will receive a one time Top of Scale bonus of 3% of their annual salary each year of the contract.
3. All increases in wages shall be paid as follows: If the effective date falls in the first week of the two-week pay period, the wage increase shall be paid on the effective date or at the beginning of the pay period in which the effective date falls. If the effective date falls in the second week of the two-week pay period, the wage increase shall be paid at the beginning of the pay period immediately following the effective date.
4. If an employee is absent from work for medical or work comp leave their increase will not be effective until the first pay period following their return to work.

B. Payday

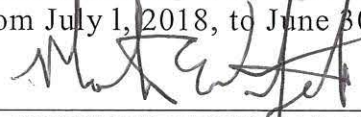
The Hospital shall pay on the Thursday immediately following the two-week pay period in which the wages were earned. If the payday falls on a scheduled holiday, payroll will be available on the Wednesday immediately preceding the normal payday. Any substantial errors of the employer or the employee shall be immediately corrected. All other errors shall be corrected on the next paycheck.

ARTICLE 9
TERM OF AGREEMENT

This agreement constitutes the complete understanding and agreement between the parties hereto and shall be in full force and effect from July 1, 2018, to June 30, 2020




PRESIDENT, GREATER REGIONAL MEDICAL CENTER EMPLOYEES ASSOCIATION,
SEIU LOCAL 199




CEO, GREATER REGIONAL MEDICAL CENTER

Secretary

Treasurer



Negotiating Team Member



Negotiating Team Member



Negotiating Team Member



Chief Negotiator



President, SEIU Local 199

APPENDIX – WAGE SCALES

Title	IHA Min	IHA Mid	IHA Max
ATHLETIC TRAINER	17.24	20.70	24.16
C N A	11.03	13.24	15.45
C M A - MEDICAL ASSISTANT	13.74	16.50	19.26
CLINIC LPN	15.72	18.87	22.02
CLINIC RECEPTIONIST	11.60	13.93	16.26
CLINIC RN	19.80	23.77	27.74
COTA	20.49	24.60	28.71
DEPT SECRETARY	12.88	15.46	18.04
DIETARY - COOK	10.92	13.11	15.30
DIETARY - FOOD SVC WORKER	10.00	12.00	14.00
DIETITIAN	25.24	30.30	35.36
EMT - PARAMEDIC	15.18	18.22	21.26
EMT-B	10.00	12.00	14.00
ENVIRONMENTAL SVC WORKER	10.00	12.00	14.00
FINANCIAL COUNSELOR	14.02	16.83	19.64
FLOOR FINISHER	10.90	13.08	15.26
HIMS - TECHNICIAN	13.52	16.23	18.94
HIMS - CREDENTIALLED CODER	17.64	21.18	24.71
HIMS - TRANSCRIPTION/CODER	14.28	17.14	20.00
INS CLERK	13.29	15.95	18.61
LAB - MT	22.21	26.66	31.11
LABORATORY ASSISTANT	12.98	15.58	18.18
LPN MOD 2	15.72	18.87	22.02
MAINTENANCE ENGINEER	18.26	21.92	25.58
MEDICAL LAB TECH	18.28	21.94	25.60
MEDICAL SOCIAL WORKER (BSW)	20.29	24.36	28.43
MEDICAL SOCIAL WORKER (MSW)	21.57	25.90	30.23
MRI TECH	24.54	29.46	34.38
NUCLEAR MED TECH	30.39	36.48	42.57
OCCUPATIONAL THERAPIST	30.52	36.64	42.76
ORT - CERTIFIED	19.06	22.88	26.70
ORT & CST	15.24	18.30	21.36
PARAMEDIC SPECIALIST	16.20	19.45	22.70
PATIENT ACCESS REP	11.41	13.70	15.99
PHARMACY TECH - CERT	13.23	15.88	18.53
PHYS THERAPY ASST - PTA	18.52	22.23	25.94
PHYSICAL THERAPIST	34.32	41.20	48.08
POLYSOMNOGRAPHY TECH	22.08	26.51	30.94
PURCHASING - BUYER	14.92	17.91	20.89
PURCHASING CLERK	11.64	13.97	16.30
RADIATION THERAPIST	29.04	34.86	40.68
RADIOLOGY TECH MOD 1	19.13	22.97	26.81
RADIOLOGY TECH MOD 2	19.71	23.66	27.61
RADIOLOGY TECH MOD 3	20.30	24.37	28.44
REHAB THERAPY TECH	12.19	14.63	17.07
REHAB THERAPY TECH MOD	13.16	15.80	18.44
RESP - CERT RT	19.41	23.30	27.19
RESP THERAPIST - REG	21.69	26.04	30.39

Title	IHA Min	IHA Mid	IHA Max
RN	22.72	27.27	31.82
RN - OR	23.52	28.23	32.94
SPEECH THERAPIST	30.29	36.36	42.43
ULTRASOUND TECH REGISTERED	27.06	32.48	37.90
VOLUNTEER SVCS COORD	16.83	20.20	23.57
WARD CLERK	11.69	14.03	16.37

