

1 **Article 29**

2 **Compensation**

3 **29.1 Classifications**

4 The Employer will provide the Union, on an annual basis, with a complete job
5 description for all classifications covered by this Agreement. The description will
6 accurately reflect duties currently assigned to each classification. Employees will perform
7 tasks appropriate for their job classification. Should an employee be required to perform
8 tasks typically assigned to a higher paid classification, the employee will be compensated
9 at a higher pay rate for the duration of the higher-level assignment. The Employer shall
10 only assign an employee the duties of a higher classification if the employee has first
11 received the requisite training for that classification.

12 **29.2 Wages**

13 A. Employees will be compensated for all hours worked.

14 ~~B. Effective July 1, 2025, employees will receive a general wage increase of four~~
15 ~~percent (4%). This increase will be based on the employee's wage as of June 30,~~
16 ~~2025.~~

17 ~~C. Effective July 1, 2025, after B. above, employees with two (2) or more years of~~
18 ~~service will receive a twenty five cent per hour (\$.25/hr.) wage increase.~~

19 ~~D. New employee starting wages are as follows:~~

20 B. Progression - Effective July 1, 2026.

21 1. Implementation: Upon implementation, employees will be placed at the
22 step that corresponds with their total years of continuous service with
23 ABHS. Employees whose rate of pay exceeds the established steps of the
24 salary range at the time of implementation shall retain their current rate of
25 pay. Employees whose rate of pay falls below the established steps of the
26 salary range at the time of implementation shall move to the correct step

27 and the corresponding rate of pay. Under no circumstances shall the
 28 implementation of this Agreement result in a reduction of compensation or
 29 the loss of previously earned wages. All employees shall remain eligible
 30 for future step progression consistent with this Agreement.

31 2. New employees will be placed at Step A, B, C or D of the range for their
 32 classification depending on skills, experience and abilities, determined by
 33 the Employer. The date of hire will serve as the employee's anniversary
 34 date.

35 3. Employees will progress to Step B in the range for their classification
 36 following completion of one (1) year of continuous service. Thereafter,
 37 employees will receive a step increase on their anniversary date to Step C
 38 following three (3) years of continuous service and to Step D following six
 39 (6) years of continuous service.

40 4. Employees hired at Step B, C, or D shall progress through the salary range
 41 in accordance with the same step progression schedule; however, they will
 42 be credited with the corresponding years of service associated with the
 43 step at which they are hired at for purposes of future step progression.

44 5. Employees promoted to a position in a class whose salary range maximum
 45 is higher than the salary range maximum of the former class will be
 46 advanced to a step of the range for the new class that is higher than the
 47 pre-promotional step. The Employer may approve an increase beyond this
 48 minimum requirement, not to exceed the maximum of the salary range.

<u>Classification</u>	<u>Step A (Minimum Starting Wage)</u>	<u>Step B (Year 1)</u>	<u>Step C (Year 3)</u>	<u>Step D (Year 6)</u>
Admissions Screener	\$20.00	\$21.50	\$23.00	\$24.25
Behavioral Health Tech	\$19.50	\$20	\$20.50	\$24.25
Behavioral Health Tech II	\$20.00	\$20.50	\$21.00	\$24.75

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PWR TC Coordinator	\$24.00	\$25.00	\$25.70	\$26.21
Quality Assurance	\$20.00	\$22.75	\$25.00	\$28.28
Receptionist	\$19.00	\$19.50	\$21.00	\$24.86
Registered Nurse	\$50.18	\$52.50	\$55.00	\$57.28
SUDP	\$31.0000	\$31.75	\$32.50	\$37.25
SUDPT	\$24.5026.5 0	\$27.50	\$28.50	\$30.95
Van Driver	\$19.50	\$20.00	\$20.80	\$24.25
PSA (<i>Parkside & Detox only</i>)	\$21.00	\$21.50	\$23.40	\$24.83

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~~E. Reopener~~

~~The parties agree to meet and negotiate compensation for the second year of this Agreement beginning no earlier than April 2026 and no later than May 2026. Agreements reached shall take effect July 1, 2026, unless otherwise agreed to by the parties.~~

29.3 Assignment Pay

A. Hazard Pay

Employees working in the COVID Isolation Unit will receive an additional four dollars (\$4.00) per hour for the entirety of the shift.

B. Medication Cart Pay

Employees, including Leads, who are assigned to the medication cart will receive additional pay of two dollars (\$2.00) per hour for all hours worked on the day the employee is assigned to work the medication cart. The Employer will ensure all employees assigned to the medication cart are properly trained prior to being assigned.

65 C. Employees will receive all assignment pays for which they qualify.

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67 **29.4 Shift Differential**

68 A. Employees who work evening shifts will be paid a shift differential of one
69 dollar and fifty cents (\$1.50) per hour for all hours worked.

70 B. Employees who work night shifts will be paid a shift differential of two
71 dollars and fifty cents (\$2.50) per hour for all hours worked.

72 C. Day shift employees will receive evening shift differential for all hours
73 worked between 4:00 p.m. and 11:59 p.m. and night shift differential for
74 all hours worked between 12:00 a.m. and 8:29 a.m.

75 Day Shift – 8:30 a.m. to 3:59 p.m.

76 Evening Shift – 4:00 p.m. to 11:59 p.m.

77 Night Shift - 12:00 a.m. to 8:29 a.m.

78 D. Evening shift employees will receive night shift differential for all hours
79 worked after 11:59 p.m.

80 E. Employees who work the weekend will be paid the following shift
81 differentials as outlined below:

82 Saturday-Sunday Day Shift- 8:30 am to 3:59 pm- \$2.50/hr. differential

83 Saturday-Sunday Evening Shift 4:00 pm to 11:59 pm \$3.00/hr. differential

84 Saturday-Sunday Night Shift- 12:00 am to 8:29 am- \$3.50/hr. differential

85 ~~Employees who work on the weekends will be paid a shift differential of two dollars and fifty~~
86 ~~cents (\$2.50) for each hour worked on the weekend. The weekend is~~
87 ~~defined as 12 a.m. on Saturday through Sunday at 11:59 p.m.~~

88 ~~F. Employees will receive all differentials for which they qualify.~~

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92 **29.5 Call-Back**

93 Employees who are contacted outside of their normally scheduled work hours and
94 requested to report to work will receive four (4) hours of compensation at their
95 regular salary rate in addition to all other compensation due.

96 **29.6 Pre-Tax Health Premiums**

97 The Employer agrees to provide employees with the option to pay the employee
98 portion of health care premiums on a pre-tax basis as permitted by federal and tax law
99 or regulations.

100 **29.7 Pay Dates**

101 Employees' compensation, including wages, leave taken, overtime or any other
102 moneys owed will be paid to the employee as follows:

- 103 A. All compensation earned or money owed to the employee for the period
104 from the first (1st) through the fifteenth (15th) of the month will be paid to
105 the employee on the twenty-fifth (25th) of the same month.
- 106 B. All compensation earned or money owed to the employee for the period
107 from the sixteenth (16th) through the last day of the month will be paid to
108 the employee on the tenth (10th) of the following month.
- 109 C. When pay dates fall on a weekend or a Holiday, the day prior to the
110 weekend or Holiday will be considered the pay date.

111 **29.8 Salary Overpayment Recovery**

- 112 A. When the Employer has determined that an employee has been overpaid
113 wages, the Employer will provide written notice to the employee which
114 will include the following:

- 115 1. The amount of the overpayment,
116 2. The basis for the overpayment,
117 3. Verification of the overpayment, and
118 4. The employee's rights under the terms of this Agreement.
- 119 B. Within thirty (30) days of receipt of the notice of salary overpayment, the
120 employee may authorize a voluntary wage deduction schedule for
121 repayment, provided that full repayment of any salary overpayment shall
122 be made within sixty (60) days of receipt of notice.
- 123 C. Should repayment within sixty (60) days present a hardship for the
124 employee, a request may be made to the Chief Executive Officer to waive
125 the overpayment or repay it over a longer period of time.
- 126 D. Any dispute concerning the validity of a salary overpayment will be
127 resolved through the process outlined in Article 25, Grievance Procedure.

128 **29.9** When a supervisor and/or co-worker calls, texts, or emails an employee for work
129 related purposes (excluding "Call Back") during their non-work hours, and the
130 employee answers / responds to the supervisor/co-worker, the employee shall be paid
131 their regular hourly wage rate in 15-minute increments. Once an employee reaches 40
132 hours in a week, then they shall be paid one and a half times (1.5x) their regular
133 hourly wage rate in 15- minute increments.

134 **29.10 Longevity Awards**

135 Lump sum longevity awards will be paid to all represented employees on the pay date
136 closest to, but not earlier than, the anniversary date of their original hire as follows:

Anniversary Year	Award
1 and 2	\$250.00
3 and 4 2	\$300.00

5 through 93-9	\$500.00
10 years and each year thereafter	\$1,000.00

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Tentative Agreement Reached

An electronic signature to this Agreement shall be given effect as if it were an original signature.

For the Employer

For the Union

Tony Prentice 05/20/2026

Tony Prentice, CEO

Tyler Wright 05-20-2026

Tyler Wright, Labor Negotiator

American Behavioral Health Systems

WFSE/AFSCME Council 28

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