EMPLOYMENT AGREEMENT

BETWEEN

ASSOCIATION

OF

DIAGNOSTIC IMAGING TECHNOLOGISTS

and

PARK NICOLLET METHODIST HOSPITAL

(September 1, 2025- August 31, 2028)

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EMPLOYMENT AGREEMENT

This is an Agreement made and entered in to the day and year hereinafter written by and between Park Nicollet Methodist Hospital, hereinafter referred to as the "Hospital," and the Association of Diagnostic Imaging Technologists, hereinafter referred to as the "Association," as follows:

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1. DEFINITIONS

1.1 Full-time Technologist means a Technologist regularly scheduled to work 80 hours per two-week pay period.

1.2 Part-time Technologist means a Technologist regularly scheduled to work less than 80 hours per two-week pay period.

1.3 Casual Technologist means a Technologist who does not work regularly scheduled hours, per Hospital practice.

1.4 Temporary Technologist means a Technologist who is hired to fill a vacancy because of a leave of absence, vacation, or other reasons.

1.5 Agency employee means a Technologist employed by an outside employment agency and who is not an employee of the Hospital.

1.6 Per Diem Technologist means a Technologist hired under a specific agreement between the Hospital and the Association who is paid a fixed wage rate per hour and will not be entitled to any benefits.

2. RECOGNITION

The Hospital recognizes the Association as the exclusive bargaining representative for all regularly scheduled Full-time, Part-time and Casual Radiologic/Imaging Technologists who are employed by the Hospital, excluding Chief Radiologic Technologists, Assistant Chief Radiologic Technologists, and all other employees.

3. MANAGEMENT RIGHTS

Except as specifically limited by the express provisions of this Agreement, the management of the Hospital, including but not limited to the right to hire, lay off, promote, demote, transfer, discharge for cause, maintain discipline, require observance of Hospital rules and regulations, maintain efficiency of Technologists, direct the working forces, schedule Technologists and determine the methods and type of service provided will be deemed the sole and exclusive functions of management.

4. EMPLOYING RADIOLOGIC TECHNOLOGISTS

The Hospital agrees to employ only those Radiologic Technologists who are graduates of a training program approved by a recognized accrediting body and are certified as a Radiologic Technologist by the American Registry of Radiologic Technologists ("ARRT"). A Technologist must be certified with ARRT as a Radiologic Technologist upon hire and maintain such certification throughout employment. Failure to maintain ARRT certification will result in termination of employment. Anyone terminated from employment under this provision will not lose any earned benefits.

5. WAGES

5.1 **Minimum Hourly Rates of Pay.** The minimum hourly rates of pay for the classifications covered by this Agreement will be as follows:
Effective at the start of the pay period closest to the date listed.

DIAGNOSTIC IMAGING TECHNOLOGIST

Rad Tech: 224-020

	9/1/2025	9/1/2026	9/1/2027
First Year	$36.56	$37.74	$38.87
After 1 Year	$37.84	$39.07	$40.24
After 2 Years	$38.85	$40.10	$41.31
After 3 Years	$39.94	$41.24	$42.48
After 4 Years	$41.15	$42.48	$43.76
After 5 Years	$42.40	$43.78	$45.09
After 6 Years	$43.77	$45.19	$46.55
After 7 Years	$45.53	$47.01	$48.42
After 8 Years	$46.76	$48.28	$49.73
After 9 Years	$48.08	$49.64	$51.13
After 10 Years	$48.84	$50.42	$51.93
After 12 Years	$50.00	$51.63	$53.18
After 15 Years	$51.39	$53.06	$54.65
After 20 Years	$52.09	$53.78	$55.39

COMPUTED TOMOGRAPHY TECHNOLOGIST

CT Tech: 222-030

	9/1/2025	9/1/2026	9/1/2027
First Year	$40.70	$42.02	$43.28
After 1 Year	$41.86	$43.22	$44.51
After 2 Years	$42.88	$44.26	$45.59
After 3 Years	$44.14	$45.57	$46.94
After 4 Years	$45.46	$46.94	$48.35
After 5 Years	$46.80	$48.32	$49.77
After 6 Years	$48.20	$49.77	$51.27
After 7 Years	$49.38	$50.99	$52.52
After 8 Years	$50.60	$52.24	$53.80
After 9 Years	$52.07	$53.76	$55.37
After 10 Years	$53.16	$54.89	$56.54
After 12 Years	$54.50	$56.28	$57.96
After 15 Years	$55.59	$57.40	$59.12
After 20 Years	$56.68	$58.52	$60.27

CATH LAB TECHNOLOGIST

Cath Lab: 222-060

	9/1/2025	9/1/2026	9/1/2027
First Year	$40.70	$42.02	$43.28
After 1 Year	$41.86	$43.22	$44.51
After 2 Years	$42.88	$44.26	$45.59
After 3 Years	$44.14	$45.57	$46.94
After 4 Years	$45.46	$46.94	$48.35
After 5 Years	$46.80	$48.32	$49.77
After 6 Years	$48.20	$49.77	$51.27
After 7 Years	$49.38	$50.99	$52.52
After 8 Years	$50.60	$52.24	$53.80
After 9 Years	$52.07	$53.76	$55.37
After 10 Years	$53.16	$54.89	$56.54
After 12 Years	$54.50	$56.28	$57.96
After 15 Years	$55.59	$57.40	$59.12
After 20 Years	$56.68	$58.52	$60.27

MAGNETIC RESONANCE IMAGING TECHNOLOGIST

MRI: 222-040

	9/1/2025	9/1/2026	9/1/2027
First Year	$41.51	$42.86	$44.15
After 1 Year	$42.69	$44.08	$45.40
After 2 Years	$43.74	$45.16	$46.51
After 3 Years	$45.02	$46.49	$47.88
After 4 Years	$46.37	$47.88	$49.31
After 5 Years	$47.74	$49.29	$50.77
After 6 Years	$49.16	$50.76	$52.28
After 7 Years	$50.37	$52.01	$53.57
After 8 Years	$51.61	$53.29	$54.89
After 9 Years	$53.11	$54.85	$56.49
After 10 Years	$54.23	$55.99	$57.67
After 12 Years	$55.58	$57.39	$59.11
After 15 Years	$56.70	$58.54	$60.30
After 20 Years	$57.82	$59.70	$61.49

COMPUTED TOMOGRAPHY and MAGNETIC RESONANCE IMAGING TECHNOLOGIST

Multi-Modality: 220-060

	9/1/2025	9/1/2026	9/1/2027
First Year	$44.27	$45.70	$47.07
After 1 Year	$45.68	$47.16	$48.58
After 2 Years	$47.26	$48.80	$50.27
After 3 Years	$48.12	$49.68	$51.17
After 4 Years	$50.30	$51.93	$53.49
After 5 Years	$51.28	$52.95	$54.54
After 6 Years	$52.55	$54.25	$55.88
After 7 Years	$52.61	$54.32	$55.94
After 8 Years	$53.40	$55.15	$56.80
After 9 Years	$53.99	$55.73	$57.41
After 10 Years	$55.31	$57.11	$58.82
After 12 Years	$55.93	$57.75	$59.48
After 15 Years	$57.62	$59.50	$61.28
After 20 Years	$60.50	$62.47	$64.34

5.2 **Computed Tomography and Magnetic Resonance Imaging Technologist.** For the purposes of this Section, Computed Tomography and Magnetic Resonance Imaging Technologist will mean a Technologist who is regularly scheduled to work in both Computed Tomography (CT) and Magnetic Resonance Imaging (MRI).

5.3 **Work Flow Coordinator.** A Technologist designated by the Hospital to act temporarily in the capacity as a Work Flow Coordinator will be paid an additional $2.00 per hour for all hours worked as a Work Flow Coordinator. A Technologist scheduled 100% of their authorized hours as a Work Flow Coordinator will receive $2.00 per hour for all compensated hours.

Areas	Hourly Rate – Without a Manager	Hourly Rate – Without a Supervisor	Hourly Rate – With a Supervisor
CT, Diagnostic, and MRI, Surgery	Not Applicable	$3.25	$2.00
Cath Lab	$3.25	$2.00	$2.00

A Technologist who rotates into the Work Flow Coordinator capacity will be paid $2.00 per hour for all hours worked in that capacity.

5.4 **Recognition of a 25-Year Employee.** A Full-time or Part-time Technologist who has worked with the Hospital for 25 years or more, if a majority of all hours worked by the Technologist has been as an ADIT Member, will receive the following (a-e):

a. The Technologist will receive annually at the beginning of each contract year a day off with pay on a day mutually agreed upon.

b. The Technologist will not be required to work any of the Holidays as recognized in Section 11. If the Technologist volunteers to work any of the recognized Holidays they will be paid an additional $50 bonus for each Holiday shift worked. This applies to a Technologist who is scheduled for on-call duty.

c. A Technologist will not be scheduled to work any weekends. However if a Technologist works a weekend shift they will be paid two times the amount of the weekend bonus as provided for in Section 9. This applies to a Technologist who is scheduled for on-call duty.

d. A Technologist will be paid at the rate of 1½ times the hourly rate of pay as provided for in Section 10 for on-call hours, which are not worked.

e. The provisions of this Section are contingent on the Department's ability to meet safe staffing requirements.

5.5 **Advanced Certifications.** The Hospital will pay a bonus of $1,000 annually at the beginning of each contract year to a regularly scheduled Technologist holding an advanced certification by examination through ARRT when such advanced certification is not a requirement of their current position. A Technologist may only receive a maximum of $1,000 annually. The bonus will only be paid in the area the Technologist is regularly scheduled to work in.

The Hospital will pay a one-time bonus of $1000 to any new Technologist who is hired with the condition of obtaining an advanced certification in a certain timeframe in order to retain employment. Payment of such bonus will be made immediately after proper documentation has been provided to the Hospital reflecting the advanced certification has been obtained.

The Hospital will pay a one-time bonus of $1000 in any event where the Hospital requires current Technologists to obtain a new advanced certification as a condition of continued employment. Payment of such bonus will be made immediately after proper documentation has been provided to the Hospital reflecting the advanced certification has been obtained.

5.6 **Preceptor Pay.** A technologist designed by the hospital to act as a preceptor to employees in training for four (4) or more hours during a shift will be paid an additional $2.00 per hour for all hours worked in a preceptor capacity.

5.7 **Part-time Rate of Pay.** A Part-time Technologist will receive the hourly rates of pay as provided for in Section 5. In addition, a Part-time Technologist will receive hourly increases as provided for in Section 5 to be credited on the basis of one year's credit for each 2,080 compensated hours. However, if a Part-time Technologist is working at another ADIT represented hospital who shows a pay receipt verifying their rate of pay at a higher point of the salary scale reflected at another ADIT represented hospital, then the points of the two salary scales will be compared for years of experience at the rate usually paid for the classification worked by the Part-time Technologist at the Hospital. The Hospital will make this pay adjustment beginning on the first pay period after receiving a pay receipt from the affected Part-time Technologist.

6. MINIMUM STANDARDS

The provisions in this Agreement represent minimum standards or conditions of employment and no provisions(s) in this Agreement will prohibit the Hospital from granting wages or salaries higher than those set forth in this Agreement. Any Technologist employed by the Hospital on the effective date of this Agreement who was receiving greater benefits than the minimums set forth herein, will not have such benefits reduced as long as they remain in the employ of the Hospital in a classification covered by this Agreement. A Technologist employed after the effective date of this Agreement will receive benefits to the extent set forth herein.

7. HOURS OF WORK AND OVERTIME

7.1 **Hours of Work and Overtime.** The basic work period will be 80 hours to be worked during a period of two weeks (14 consecutive days). The regular workday will be eight hours. If a Technologist is required to work in excess of 80 hours during the two week period, or in excess of eight hours in a workday, then they will be paid at 1½ times their hourly rate of pay for all excess time so worked. Time worked in excess of 12 consecutive hours will be paid at the rate of two times their hourly rate of pay for all excess time worked. Overtime payments will not be duplicated for hours worked in excess of eight in a regular workday and in excess of 80 in a two-week work period. Sick leave, unworked Holiday hours, and vacation hours, which are paid by the Hospital, will be considered as hours of work for overtime purposes.

7.2 **Forty Hour Workweek.** In lieu of the provisions of the preceding paragraph, the Hospital, at its discretion may make overtime payments at the rate set forth above on the basis of time worked in excess of 40 hours during any one week (seven consecutive days). If such method of payment is used, no overtime will be paid for time worked in excess of eight hours during a workday.

7.3 **Flexible Scheduling.** The Technologist and the Hospital may agree that the Technologist will work a flexible schedule of more than eight hours a shift. A Technologist working a flexible schedule will be entitled to pay at the rate of 1½ times their hourly rate of pay for hours worked above their scheduled shift and less than 12, and two times their hourly rate of pay for all consecutive hours worked thereafter in excess of 12 hours.

7.4 **Schedules and Postings.** The following terms for schedules and postings will apply:

a. Workweek schedules will be posted at least 14 calendar days prior to the effective date of the schedule.

b. There will be no split shifts unless it is mutually agreed upon between the Technologist and the Hospital.

c. Normally there will be at least 12 hours between assigned shifts.

d. Technologists working rotating shifts normally will not be scheduled to work the night shift preceding a weekend off.

e. Technologists will not be mandated for previously assigned weekends, holidays, on/off premise call, or call shifts most recently assigned to an RN, except by mutual agreement.

7.5 **Assigning Overtime.** Before assigning overtime, the Hospital will first seek volunteers from Technologists working on the shift where the overtime is needed. If insufficient volunteers exist, overtime will be assigned in a manner that will attempt, to the extent feasible, to equalize overtime assignments. The Hospital will give the Technologist assigned to work overtime advance notice to the extent feasible.

7.6 **Open Shifts – Process to Fill.** Open shifts, will be posted prior to and following the posting of the final schedule and will be filled by qualified Technologists who have made themselves available by the process utilized in their department in the following order by seniority:

i) Part-time Technologist (non-overtime)
ii) Casual Technologist (non-overtime)
iii) Regularly Scheduled Technologist (overtime)
iv) Part-time Technologist (overtime)
v) Casual Technologist (overtime)
vi) Agency employee

7.7 **Alternative Weekend.** The Hospital may establish alternative weekend scheduling plans providing work schedules of two 12-hour shifts every weekend. In addition, a Technologist may be required to work one 8-hour non-weekend shift per pay period, this requirement may only be changed by mutual agreement between the employee and Hospital during an employee's employment. Plans established under this Section will be subject to the following conditions (a-j):

a. Alternative weekend schedules developed will be within a 60 consecutive hour period between 7:00 p.m. Friday and 7:00 a.m. Monday.

b. A Technologist electing this program will be scheduled to work two 12-hour shifts on consecutive days during the 60-hour period on every weekend. The Technologist will receive 36 hours of pay at the Technologist's hourly rate of pay for these 24 hours of work.

c. A Technologist working two 12-hour weekend shifts on an alternative weekend schedule will be credited with 36 hours per weekend (72 hours per pay period) toward accumulation of all contractually provided benefits, including pension, seniority, and calculation of overtime pay. A Technologist will receive one hour of credit toward benefits for each additional hour the Technologist agrees to work.

d. Vacation and sick leave used will be paid and be deducted from the Technologist's accumulated vacation and sick leave at the same rate as it is accrued. A Technologist will, therefore, receive 18 hours of pay for each 12-hour weekend shift taken as vacation or sick leave.

e. A Technologist electing an alternative weekend schedule may be scheduled to work on each Holiday falling on a weekend.

f. Holiday pay will be based on the number of hours regularly scheduled under the alternative weekend schedule.

g. Section 9, relating to the weekend differential and weekend bonus and in Section 8 relating to shift differential will not apply to the two 12-hour shifts for which a Technologist is regularly scheduled; but will apply to any additional weekend shifts a Technologist agrees to work.

h. The basic workweek for a Technologist on the alternative weekend schedule will be 80 hours per two-week pay period. A Technologist will be paid at 1½ times their hourly rate of pay for all hours worked in excess of 80 hours per two-week pay period. A Technologist working in excess of thier scheduled work day hours will be paid at 1½ times their hourly rate of pay for all excess hours worked except that hours worked in excess of 12 consecutive hours in a work day will be paid at the rate of two times their hourly rate of pay. For purposes of this Section all compensated hours will be considered hours worked.

i. A Technologist who voluntarily revokes consent to an alternative weekend schedule by giving at least a 30-day written notice will be able to apply for open available positions for which the Technologist is qualified. The Hospital will give the Technologist at least a 30-day written notice when an alternative weekend schedule will be discontinued. When such positions are eliminated by the Hospital, the impacted Technologist's full-time equivalent (FTE) status will be based on their designated FTE status in the Alternative Weekend Schedule position for layoff purposes as outlined in Section 38.6.

j. A Technologist participating in this alternative weekend schedule may, with Hospital approval, trade hours with a Technologist who is not on an alternative weekend schedule. Each Technologist involved in the trade will be paid at that Technologist's hourly rate of pay excluding the alternative weekend schedule premium and in accordance with that Technologist's standard for overtime eligibility. A Technologist on an alternative weekend schedule who trades hours with another Technologist scheduled to work a 12-hour shift between 7:00 p.m. Friday and 7:00 a.m. Monday will continue to receive pay as set forth in this Section. In the event of a continuous Leave of Absence or an unforeseen long term need for an alternative weekend schedule position/schedule, a person volunteering to temporarily fill that position for a minimum of four weeks will receive the alternative weekend schedule pay premium associated with that position/schedule. A Technologist voluntarily trading shifts or covering for a short term need (i.e. sick calls, vacations) with someone in an alternative weekend position/schedule will continue to receive their regular rate of pay for the hours worked and will not receive the alternative weekend schedule premium pay. Trades will not receive the weekend bonus. If a Casual Technologist works two 12-hour weekend shifts on consecutive days replacing the Technologist who usually works an alternative weekend schedule, they will receive the weekend bonus for both shifts as provided for in Section 9.

7.8 **Part Time Employees Working at a greater FTE** A Technologist who works hours greater than they would be regularly scheduled for 6 (six) consecutive pay periods may be offered an increase in FTE to the least number of hours they worked in that period. This does not apply to Technologists working a defined temporary position, or travelers. The increase in FTE will not negatively affect any other regularly scheduled Technologist.

8. SHIFT DIFFERENTIAL

8.1 **Evening Shift**. In addition to the hourly rates of pay as provided for in Section 5, a Technologist who is permanently scheduled to work the evening shift will receive a shift differential at the rate of $4.00 per hour for all compensated hours and a Technologist not permanently working the evening shift who works the evening shift will receive $3.00 per hour for all hours worked on the evening shift.

8.2 **Night Shift.** In addition to the hourly rates of pay as provided for in Section 5, a Technologist who is permanently scheduled to work the night shift will receive a shift differential at the rate of $5.00 per hour for all compensated hours and a Technologist not permanently working the night shift who works the night shift will receive $4.00 per hour for all hours worked on the night shift.

8.3 **Shift Differential Rate.** The shift in which the majority of hours fall will determine which rate will apply for shift differential purposes. If the majority of a Technologist's scheduled hours are worked during the evening or night shift, then the shift differential will be paid to the Technologist for the entire shift. If the shift is split exactly in half the greater differential will apply to the whole shift.

9. WEEKEND PREMIUMS

9.1 **Weekend Differential.** A Technologist working any hours between 11:00 p.m. Friday and 11:30 p.m. Sunday will be paid a weekend differential of $.75 per hour for all hours worked in addition to the hourly rates of pay as provided for in Section 5.

9.2 **Weekend Bonus.** A regularly scheduled Technologist who works more weekend shifts than regularly scheduled will be paid $50 for a non-scheduled weekend shift of four hours but less than eight hours. A regularly scheduled Technologist who works more weekend shifts than regularly scheduled will be paid $100 for each eight-hour full non-scheduled weekend shift worked. A regularly scheduled Technologist who has worked with the Hospital for 25 years or more will be paid two times the amount of the weekend bonus as provided for in this Section. The provisions of this Section will apply to all shifts worked between 3 p.m. Friday and 7 a.m. Monday. A weekend bonus will not be paid if additional shifts are worked as a result of voluntary exchange of hours.

10. ON-CALL PAYMENTS

10.1 **Off Premises.** Payment to the Technologist for on-call hours, where the Technologist is not required to remain on Hospital premises, will be as follows:

a. Effective September 1, 2025 an hourly rate of $10.00 will be paid to the Technologists in CV/IR for on-call hours, which are not worked. All other technologists will be paid $8.00 for on call hours, which are not worked. A regularly scheduled Technologist who has worked with the Hospital for 25 years or more will be paid at the rate of 1 ½ times the hourly rate of pay as provided for in this Section for on-call hours that are not worked. On-call compensation will not be paid for hours actually worked during the period of on-call duty.

b. On-call hours will not be considered hours worked, and no overtime payments will be made for on-call hours.

c. The minimum pay for any period of on-call duty will be for a time period of four hours. The minimum payments may result from on-call hours only or from a combination of on-call hours and hours actually worked.

d. A Technologist called to work while on-call will be guaranteed a minimum of four hours pay or the Hospital's existing practice, whichever is greater.

e. A Technologist called to work while on-call will be paid a minimum of four hours pay in addition to any regularly scheduled hours worked. If the Technologist is called to work less than 30 minutes before the start of a regularly scheduled shift and the call in period extends into the regularly scheduled shift, then the Technologist will be paid only for the remaining hours up to the start of their scheduled shift for the call back.

f. A Technologist who returns to work pursuant to Section 10.1 d. will be paid the shift differential set forth in Section 8 and/or the weekend differential set forth in Section 9 for a minimum of four hours or the hours actually worked, whichever is greater.

g. A Technologist on-call for MRI or Cath Lab may, from time to time, need to do a variety of preparatory work by phone before leaving to respond to the call. The preparatory work may or may not result in cancellation of the call response. In cases where the phone call or other preparatory work takes more than ten minutes, the Technologist will be compensated one hour at their hourly rate of pay in addition to the hours actually worked. This circumstance may occur more than once in a 24-hour call period, but the Technologist will not be compensated for more than two hours at their hourly rate of pay for such preparatory work in a 24-hour call period. It will be the responsibility of the on-call Technologist to document the work performed.

10.2 **On Premises.** Payment to the Technologist for on-call on premises hours, where the Technologist is required to remain on Hospital premises, will be as follows (a-c):

a. On-call on premises compensation will be paid at the state or federal minimum wage rate, whichever is greater.

b. If on-call hours occur after the Technologist has completed eight hours of work in a day, overtime for the on-call period will be based on 1½ the on-call rate.

c. On-call hours which occur on days off will be treated as overtime hours to the extent that all of the hours worked during the applicable pay period (including the on-call time) exceed 80 hours or 40 hours, as the case may be. Payment of on-call hours, as provided in the preceding sentence, will be based on 1½ times the on-call rate regardless of whether said on-call hours fall during or at the end of the pay period.

10.3 **Compensation for Hours Worked.** Hours actually worked by the Technologist during a period of on-call duty will be paid for at straight time or overtime rates of pay, whichever is applicable.

11. HOLIDAYS

11.1 **Full-time Technologist.** A Full-time Technologist will be granted the following six holidays with pay: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Christmas Day ("Holiday(s)"). For purposes of this Section, New Year's Day or Christmas Day will be deemed to extend over a 32 hours period beginning from the start of the relief shift prior to the designated day. A Full-time Technologist working on New Year's Day or Christmas Day will be paid at the rate of 1½ times their hourly rate of pay for all hours worked on such days up to a maximum of 16 hours. A Full-time Technologist working on any of the other Holidays recognized in this Agreement will be paid at their hourly rate of pay for work performed on such Holidays up to a maximum of 16 hours. In addition to the applicable hourly rate of pay or 1½ times their hourly rate of pay for all hours worked as provided in this Section, any Full-time Technologist working on any of such Holidays will be paid eight hours at their hourly rate of pay as Holiday pay or will be given eight hours of compensatory straight time off, with the Full-time Technologist to choose the method of reimbursement. If a Holiday falls during a Full-time Technologist's vacation, an extra day will be added to their vacation.

11.2 **Part-time Technologist.** The recognized holidays for the purpose of determining holiday pay for a Part-time Technologist are the following: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day ("Holiday(s)"). A Part-time Technologist will receive, in addition to their hourly rate of pay for hours worked on such Holidays, one additional hour of straight time pay as Holiday pay for each hour worked up to a maximum of 16 hours Holiday pay on any Holiday. A Part-time Technologist working on New Year's Day or Christmas Day will be paid at the rate of 1½ times their hourly rate of pay for all hours worked in addition to each hour of straight pay on such days. For purposes of this Section, New Year's Day or Christmas Day will be deemed to extend over a 32 hours period beginning from the start of the relief shift prior to the designated day. A Part-time Technologist regularly scheduled to work 40 hours or more per pay period who does not work on a Holiday as provided for in this Section 11.2 will receive pro-rated Holiday pay based on their recorded full-time equivalent (FTE) status.

11.3 **Casual Technologist.** The recognized holidays for the purpose of determining holiday pay for a Casual Technologist are the following: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day ("Holiday(s)"). A Casual Technologist will receive, in addition to the hourly rate of pay for hours worked on such Holidays, one additional hour of straight time pay as Holiday pay for each hour worked up to a maximum of 16 hours Holiday pay on any Holiday. A Casual Technologist working on New Year's Day or Christmas Day will be paid at the rate of 1½ times their hourly rate of pay for all hours worked in addition to each hour of straight pay on such days. For purposes of this Section, New Year's Day or Christmas Day will be deemed to extend over a 32 hours period beginning from the start of the relief shift prior to the designated day.

11.4 **Working an Additional Holiday Shift.** A Technologist working an additional shift (four or eight hours) on any Holiday will receive the rate of pay as provided for in this Section for that Holiday up to a maximum of 16 hours. This Section 11.4 will not be applicable to a Technologist paid on-call off premises hours, a Technologist called to work for less than an additional shift while on-call or a Technologist who works overtime hours on that Holiday. This Section will not be applicable to a Technologist who volunteers to work additional Holiday shifts for another Technologist unless all hours on that particular shift are filled.

11.5 **Personal Days Off.** A Technologist regularly scheduled to work at least 40 hours per pay period will be granted three personal days off each contract year at a time mutually agreed upon between the Technologist and the Hospital. A Technologist will be entitled to take one personal day off immediately upon employment and two personal days off after six months of employment.

11.6 **Recognition of a 25-Year Employee.** A Technologist who has worked with the Hospital for 25 years or more will not be required to work any of the Holidays. If the Technologist volunteers to work any of the Holidays they will be paid an additional $50 bonus for each Holiday shift worked.

11.7 **Flexible Scheduling.** A Technologist regularly scheduled for shifts more than eight hours will be paid Holiday pay based upon their regularly scheduled hours. A Technologist working on the Holiday but working fewer hours than regularly scheduled will be paid Holiday pay based on the number of hours they are regularly scheduled to work.

11.8 **Holiday Pay.** In order to receive Holiday pay, a Technologist must have worked the regularly scheduled day before and after the holiday, except in cases of an excused absence, paid medical leave, paid bereavement leave, or jury duty.

12. VACATION

12.1 **Full-time Technologist.** Vacation Schedule. A Full-time Technologist who has been employed continuously in the Hospital will receive vacation benefits according to the following schedule:

Years	Annual Hours	Accrual Per Hour
After 1 year	80 hours	0.0385
After 3 years	120 hours	0.0577
After 4 years	128 hours	0.0615
After 5 years	136 hours	0.0654
After 6 years	144 hours	0.0692
After 7 years	152 hours	0.0731

Years	Annual Hours	Accrual Per Hour
After 8 years	160 hours	0.0769
After 12 years	168 hours	0.0808
After 14 years	176 hours	0.0846
After 16 years	184 hours	0.0885
After 18 years	192 hours	0.0923
After 20 years	200 hours	0.0962

The annual rate reflects working 2080 hours in a year and does not imply an accrual limit. Employees may carry up to 1 ½ time the Annual Hours rate listed.

12.2 **Part-time Technologist.** Vacation Schedule. A Part-time Technologist who has been employed continuously in the Hospital will receive vacation benefits according to the preceding schedule.

12.3 **Vacation Anniversary.** Eligibility for vacation will be determined as of the anniversary date of employment. Continuous service will be measured from the most recent date of hire.

12.4 **Prorated Vacation.** A Full-time Technologist who has been employed for six months will receive a prorated vacation with pay. A Part-time Technologist regularly scheduled to work 40 hours or more per pay period who has been employed continuously for six months will receive a prorated vacation based on the Technologist's average hours worked per pay period from the date of hire.

12.5 **Resignation Notice.** Vacations will be considered earned and will be paid on termination of employment after six months of continuous service. A Technologist who has completed six months or longer of continuous service in the Hospital including a Technologist on a leave of absence otherwise qualifying, who voluntarily terminates employment with the Hospital, will be paid terminal vacation pay prorated according to the above schedule provided that they give the Hospital a one month advanced written notice of termination.

12.6 **Vacation Carry-Over.** Effective September 1, 2011, a Technologist will be allowed to carry a balance of 1 ½ times their current annual vacation amount.

12.7 **Vacation Donation Plan.** Employees covered by this collective bargaining agreement may participate in the same vacation donation program that is available to non-contract employees as such plan exists from time to time.

13. SICK LEAVE

13.1 **Full-time and Part-time Technologist.** Sick Leave Accumulation. A Full-time and Part-time Technologist regularly scheduled to work 40 hours or more per pay period will earn sick leave at the rate of eight hours for each 173.3 hours worked a maximum of 720 hours of sick leave have been earned and accumulated. Sick leave will be paid to a Technologist during a period of illness up to the maximum provided herein.

13.2 **Verification of Illness.** A Technologist must furnish satisfactory proof of sickness, including a physician's certificate, when such proof is requested by the Hospital in advance of the Technologist returning to work.

13.3 **Department NotificationA** Technologist must notify their Manager, or other designated person, of their sickness at least two hours prior to the beginning of the Technologist's shift.

13.4 **Work-Related Illness.** A Technologist who does not have accumulated sick leave and who is directed by the Hospital to miss work because of an exposure to a work-related contagious disease will be paid by the Hospital for the first three calendar days of scheduled hours missed from work.

13.5 **Medical/Dental Appointments.** A Technologist, who has accumulated sick leave, may use sick leave for routine medical/dental appointments, subject to the following conditions:

a. A Technologist will when possible, notify their Manager/Supervisor of the appointment prior to the posting of the schedule.

13.6 **Primary Caregiver Leave.** A Technologist may access accumulated sick time hours to care for a qualified family member under the same terms and conditions offered to non-contract employees as outlined in the Hospital's Primary Caregiver Leave of Absence Policy, and Minnesota Earned Sick and Safe Time provisions

14. PAID TIME OFF

Negotiations for a paid time off program ("PTO Program") may take place during the term of this Agreement by mutual agreement between the Association and the Hospital. The PTO Program will be structured to substitute a specific number of days off in lieu of the existing vacation, holiday and sick leave provisions contained in this Agreement.

15. LEAVES OF ABSENCE

15.1 **Personal Illness.** A leave of absence without pay will be granted to a Technologist for their own medical condition, after the period of accumulated sick leave has expired, for up to 90 calendar days. Vacation benefits and length of service increments will continue to accrue. The Hospital will not permanently fill the Technologist's position during the period of leave of absence unless mutually agreeable between the Hospital and the Association.

15.2 **Critical Illness or Death in the Immediate Family.** A leave of absence without pay will be granted to a Technologist for critical illness or death in the immediate family (parents, brothers, sisters, sons, daughters, husbands, wives) for up to 90 calendar days. Length of service benefits will not accrue, but will remain the same as at the time of beginning the leave. The Hospital will not permanently fill the Technologist's position during the period of leave of absence.

15.3 **Bereavement.** A leave of absence of four (4) days without loss of pay will be granted to a Technologist who misses scheduled days of work in case of a death in the family (spouse, parents/step parents, siblings/step-siblings, children/step-children, parents-in-law, brother/sister in law, grandparents/great grandparent, grandchildren/great grandchildren, aunt/uncle, niece/nephew, or a person with whom there is a legal guardian relationship) for the purpose of attending the funeral or memorial service of the deceased. In those cases in which the death occurred during a Technologist's scheduled vacation, the Technologist may substitute bereavement leave for vacation hours.

15.4 **Maternity.** A leave of absence without pay will be granted to a Technologist for at least 90 days for maternity and for a period of up to one calendar year if mutually agreed upon between the Technologist and the Hospital. Vacation benefits and length of service increments will continue to accrue during the first 90 calendar days of the leave. Accumulated sick leave may be used during the leave commensurate with the Employee Occupational Health Guidelines, or as required by applicable law. Further, a Technologist who notifies the Hospital before they commence her maternity leave of absence that they do not intend to return to work after the leave, will be allowed to utilize those benefits available to them had they continued their employment. Returning to the Technologist's previous hours, shift, and classification will be guaranteed during the first 90 days of leave, unless they would have changed during the 90 days if the Technologist had remained on the job. After 90 days, and for a period up to one year, the Technologist will retain the right to return to the first available open position with the Hospital. If a position with the same hours does not become available, the Technologist will have the right to accept a lesser hours position and will retain the right to a position with greater hours if it becomes available during the first 12 months after the Technologist returns from the leave.

15.5 **Paternity and Adoption Leave.** A leave of absence without pay will be granted to a Technologist for paternity or adoption for a period of up to six calendar weeks as mutually agreed upon between the Technologist and the Hospital. Vacation benefits and length of service increments will continue to accrue during the leave. Upon returning from leave, the Technologist will be returned to their previous classification. In addition, a Technologist will be eligible to participate in the non-contract Adoption Reimbursement Benefit under the same terms and conditions as offered to the non-contract employees.

15.6 **Other Leaves of Absence.** The Hospital and the Technologist may mutually agree to a leave of absence for other reasons not set forth in this Section.

15.7 **Federal and State Laws.** If any federal or state laws provide for leaves of absence for periods greater than those as provided in Sections 15.1 through 15.5, then the periods provided by law will govern.

15.8 **Minnesota Paid Family and Medical Leave.** Effective January 2026 or as soon thereafter as the Minnesota Paid Family and Medical Leave Law (MNPFML) becomes effective, eligible employees covered by MNPFML will be granted leave consistent with the Employer's policies.

Effective January 1, 2026 (or as soon thereafter as the law goes into effect) the Employer will pay fifty percent (50%) of the premiums required by Minnesota Statute § 268B.14 subd. 3 and employees will pay fifty percent (50%) of the premiums through payroll deduction from their wages to the extent that any such premiums are payable due to work performed in MN, pursuant to Minnesota law.

15.9 **Leaves of Absence are Concurrent.** All leaves, whether paid or unpaid, and whether covered by FMLA, MNPFL, other state or federal statute, or as provided in the Agreement, will run concurrently to the extent permitted by law.

16. JURY DUTY

A Technologist will be granted a leave of absence with pay for jury duty. Pay for jury duty will be based on a Technologist's regular straight time rate of pay as provided for in Section 5.

17. REST PERIODS

A Technologist will be allowed one 15-minute rest period for each four hours of scheduled work without any loss of pay. In addition, the Technologist will be given one 30 minute unpaid work-free meal break for each scheduled shift over eight hours. If a Technologist does not receive this meal break, they will be paid for the additional 1/2 hour on work time as provided in Section 7.

18. EDUCATIONAL DEVELOPMENT

18.1 **Purpose.** A mutual purpose of the Association and the Hospital is to encourage each Technologist to continue and pursue professional interests and education in Radiologic Technology.

18.2 **Employer Required Education.** The Hospital will pay the cost of any postgraduate education or training programs required by the Hospital.

18.3 **Tuition Reimbursement.** The Hospital will pay a Technologist who is regularly scheduled for 40 hours or more per pay period, tuition reimbursement in the amount of 75% of tuition and required fees and books up to $1,500 per year for educational course work at an accredited institution. Payments to the Technologist under this Section will be subject to the following:

a. The Hospital's designated representative must approve the proposed course or sequence of studies as having a reasonable relation to the Technologist's professional employment.

b. The Technologist must sign an agreement that they will continue to work at the Hospital for at least one year after the completion of the course or sequence of studies at an accredited institution.

c. Payment will be made upon satisfactory completion of the approved course(s). However, the Technologist will repay the Hospital any tuition reimbursement that has been paid by the Hospital if the Technologist does not continue to make himself/herself available to work at the Hospital for at least one year after completion of the course(s).

18.4 **Continuing Education.** The Hospital will pay a Technologist for educational seminars, workshops, American Society of Radiologic Technologists membership dues, and advanced certification (including books, materials, and certification fees), which have been approved by the Hospital as having a reasonable relation to the Technologist's professional employment. This will apply to the following (a-e):

a. Upon hire, a Technologist who is regularly scheduled up to 39 hours per pay period may be reimbursed up to $150 per year for continuing education expenses as provided for in this Section. Payments will be 100% up to $150 for continuing education.

b. During the first four years of employment, a Technologist who is regularly scheduled for 40 hours or more per pay period may use up to $250 of the $1,500 per year allocated for tuition reimbursement under Section 18.3 for the continuing education reimbursement. The reimbursement payments will be 100% up to $250 for continuing education.

c. After completion of four years of employment (4th anniversary of hire date), a Technologist who is regularly scheduled to work 40 hours or more per pay period will be reimbursed for continuing education according to the following schedule:

Years	$ Amount Per Year	Years	$ Amount Per Year
After 4 years	$500/year	After 21 years	$900/year
After 7 years	$550/year	After 23 years	$950/year
After 9 years	$600/year	After 25 years	$1,000/year
After 11 years	$650/year	After 27 years	$1,050/year
After 13 years	$700/year	After 29 years	$1,100/year
After 15 years	$750/year	After 31 years	$1,150/year
After 17 years	$800/year	After 33 years	$1,200/year
After 19 years	$850/year	After 35 years	$1,250/year

d. A Technologist who is regularly scheduled up to 39 hours per pay period may use up to $150 per year. Payments will be 100% up to $150 for continuing education.

e. All seminars that are required by the Hospital and provide available training programs on new technology or equipment will be provided at no cost to the Technologist and will be paid as if the Technologist were scheduled to work each of these training days without any loss of scheduled hours. However, the Hospital reserves the right to determine which Technologist(s) will receive such training. The Hospital will endeavor to rotate training opportunities to the Technologists as appropriate.

19. HEALTH SERVICE

19.1 **Employment and Annual Physical.** A physical examination, including a Mantoux test and/or chest X-ray, if indicated, will be given to a Technologist prior to employment and repeated annually without cost to the Technologist. The Technologist will be given a report of the examination, and a confidential record will be kept by the Hospital.

19.2 **HIV Testing.** HIV testing will be performed according to the Centers for Disease Control and Prevention Guidelines plus such additional tests as may be mutually agreed upon between the Technologist and the Hospital.

20. INSURANCE BENEFITS

20.1 **Hospitalization Insurance.** The Hospital will provide Technologists the benefits contained in the Hospital's Group Hospitalization and Medical Insurance Program ("Hospitalization Plans") existing from time to time. The Hospital will provide and pay for a portion of the cost of Hospitalization Insurance for the Technologist who works 40 hours or more per pay period on the following basis (a-d):

a. The Hospital will pay the same amount provided for the non-contract employees of the Hospital for the Technologist who selects single coverage under the preferred Hospital health plan. The Technologist will pay the balance of the premium cost.

b. The Hospital will pay 80% of the monthly premium amount toward the cost of single coverage when the Technologist elects coverage under any of the other health plans provided by the Hospital. The Technologist will pay the balance of the premium cost.

c. The Hospital will pay the same amount provided for the non-contract employees of the Hospital for the Technologist who selects single plus one or family coverage under the preferred Hospital health plan. The Technologist will pay the balance of the premium cost.

d. The Hospital will pay 70% of the monthly premium amount toward the cost of single plus one or family coverage for the Technologist electing coverage under any of the other health plans provided by the Hospital. The Technologist will pay the balance of the premium cost.

20.2 **Life Insurance.** The Hospital will provide and pay the full cost of a group term life insurance program for a Technologist regularly scheduled to work 40 hours or more per pay period. The plan will include the following basic provisions:

a. The amount of life insurance benefits will be $50,000.
b. A Technologist will be covered by the plan effective the first of the month coinciding with, or immediately following the Technologist's hire date.

c. The Technologist's life insurance benefit of $50,000 will continue to age 70; however effective on the Technologist's 70th birthday the insurance benefit will be reduced by 50 %.

d. Eligibility for benefits and all payments hereunder will be subject to the terms and provisions of the insurance contract establishing the group term life insurance plan. Copies of the insurance contract will be furnished to the Association, and Summary Plan Descriptions will be provided to the Association and to all eligible Technologists.

20.3 **Long-Term Disability.** The Hospital will provide and pay the full cost of a long-term disability insurance program for a Technologist regularly scheduled to work 64 hours or more per pay period. The basic provisions of the plan will include the following (a-e):

a. A Technologist will receive 60% of covered monthly compensation, up to a maximum of $4,000 per month. Covered monthly compensation will be the Technologist's regular monthly rate of pay as set forth in Section 5. Monthly payments will be offset by any payments to the Technologist arising from the Technologist's employment, which is received by the Technologist or dependents under the Federal Social Security Act, under the Minnesota Worker's Compensation Act and under any employer-sponsored pension plan.

b. Benefits will be payable in the event of a Technologist's disability as defined in the insurance contract providing the benefits herein. Duration of disability benefits will be as follows:

Age (On Date of Disability)	Maximum Benefits Payment Period (Following Disability Qualifying Period)
Under 62	To Age 65
62	3 years - 6 months
63	3 years
64	2 years - 6 months
65	2 years
66	1 year - 9 months
67	1 year - 6 months
68	1 year- 3 months
69	1 year

c. A Technologist will be covered by the plan on the first day of the month following the completion of the first 60 calendar days of employment.

d. Benefit payments will commence after a qualifying period of 90 days of disability.

e. Eligibility for benefits and all payments hereunder will be subject to the terms and provisions of the insurance contract establishing the long-term disability plan. Copies of the insurance contract and any amendments will be furnished to the Association, and Summary Plan Description will be provided to the Association and to all eligible Technologists.

20.4 **Dental Insurance.** The Hospital will provide and pay the full cost of a group term dental insurance program for a Technologist regularly scheduled to work 40 hours or more per pay period. The basic provisions of the plan will be as follows:

a. The Technologist will be covered under the terms and provisions of the Hospital's non-contract employee dental insurance plan. It is recognized that the dental plan may change during the course of this Agreement. If any changes to the dental plan are considered by the Association to be a significant restructuring of the dental plan or a major change in the Technologist's benefits, the Hospital will re-negotiate the terms and provisions of the dental plan with the Association.

b. A Technologist is eligible to participate in the plan effective the first of the month coinciding with, or immediately following the Technologist's hire date.

c. Eligibility for benefits and all payments hereunder will be subject to the terms and provisions of the insurance contract establishing the group dental insurance plan. Copies of the insurance contract will be furnished to the Association, and Summary Plan Descriptions will be provided to the Association and to all eligible Technologists.

d. The Hospital will offer family coverage to the Technologist. If the Technologist elects family coverage, then the Technologist will pay the additional premium for this coverage.

20.5 **Annual Benefit Enrollment Information.** Annual benefit enrollment information will be furnished to the Association in the same time period and in the same format as it is provided to all eligible Technologists.

21. PENSION BENEFITS

21.1 **Terms and Provisions.** Effective September 1, 1980, an eligible Technologist will be covered under the terms and provisions of the Hospital's non-contract employee pension benefits plan (as defined by the Employee Retirement Income Security Act of 1974, as amended) as it may be amended from time-to-time in the sole discretion of the Hospital. There will be no obligation on the part of the Hospital to negotiate with respect to any changes that may take place in said plan, and the Association hereby waives any right to receive notice of changes or to negotiate regarding such changes providing that the Technologists receive the same benefits as the Hospital's non-contract employees. The Hospital will send a written notice to the Association of any changes which will be made to the pension benefits plan. No benefit credit for past service prior to September 1, 1980, will be given when Technologists are covered by the provisions of the Hospital's pension plan. Nothing in this Section will affect the rights or benefits of Technologists who were covered under the plan prior to this Agreement.

21.2 **Prior Service.** Service prior to September 1, 1980, will be recognized only for the purpose of determining eligibility to participate and the extent of vesting. Benefits or accrual of benefits under the plan will be based only on service on and after September 1, 1980, subject to the terms of the plan.

22. UNIFORM ALLOWANCE

If the Hospital requires wearing apparel of a particular color, pattern, design or material (uniform), then the Hospital will furnish the uniform without cost to the Technologist or pay to the Technologist a uniform allowance. All Technologists hired in classifications in which uniforms are required but not supplied will be paid an annual uniform allowance according to the following schedule at the beginning of each contract year:

a. A Technologist regularly scheduled to work more than 40 hours per pay period will receive $150.00 per contract year.

b. A Technologist regularly scheduled to work 40 hours per pay period or less will receive $75.00 per contract year.

c. A Casual or Per Diem Technologist will receive $40.00 per contract year.

23. CASUAL TECHNOLOGISTS

23.1 **Rate of Pay.** A Casual Technologist will receive the hourly rates of pay as provided for in Section 5. In addition, a Casual Technologist will receive hourly increases as provided for in Section 5 to be credited on the basis of one year's credit for each 2,080 hours worked. However if a Casual Technologist is working at another ADIT represented hospital who shows a pay receipt verifying their rate of pay at a higher point of the salary scale reflected at another ADIT represented hospital, then the points of the two salary scales will be compared for years of experience at the rate usually paid for the classification worked by the Casual Technologist at the Hospital. The Hospital will make this pay adjustment beginning on the first pay period after receiving a pay receipt from the affected Casual Technologist.

23.2 **Holiday Pay.** The recognized holidays for the purpose of determining holiday pay for a Casual Technologist are the following: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day ("Holiday(s)"). A Casual Technologist will receive, in addition to the hourly rate of pay for hours worked on such Holidays, one additional hour of straight time pay as Holiday pay for each hour worked up to a maximum of 16 hours Holiday pay on any Holiday. A Casual Technologist working on New Year's Day or Christmas Day will be paid at the rate of 1½ times their hourly rate of pay for all hours worked in addition to each hour of straight pay on such days. For purposes of this Section, New Year's Day or Christmas Day will be deemed to extend over a 32 hours period beginning from the start of the relief shift prior to the designated day.

23.3 **Working an Additional Holiday Shift.** A Casual Technologist working an additional shift (four or eight hours) on any Holiday in Section 23.2 will receive the hourly rate of pay as provided for in Section 24.2 for that Holiday up to a maximum of 16 hours. This Section will not be applicable to a Technologist paid on-call off premises hours, a Technologist called to work for less than an additional shift while on-call or a Technologist who works overtime hours on that Holiday. This Section will not be applicable to a Technologist who volunteers to work additional Holiday shifts for another Technologist unless all hours on that particular shift are filled.

23.4 **Alternative Weekend Scheduling/Weekend Bonus.** If a Casual Technologist works two 12-hour weekend shifts on consecutive days is replacing a Technologist who usually works an alternative weekend schedule, they will receive the weekend bonus for both shifts as provided for in Section 9.

23.5 **Other Benefits.** Except as otherwise provided, a Casual Technologist will not be entitled to any benefits.

23.6 **Maintaining Casual Status.** To maintain status as a Casual Technologist, the Technologist will be required to work a minimum of two shifts per month and one Holiday per year. The Hospital may terminate the Technologist if they have not fulfilled the required shifts over a three-month period. This Section will not apply if there were no available shifts open to the Casual Technologist.

24. TEMPORARY TECHNOLOGISTS

The Hospital may employ a Temporary Technologist to fill a vacancy caused by leave of absence, vacation or other reasons for a maximum of 90 calendar days. Any Technologist so employed will receive the applicable hourly rates of pay as provided for in this Agreement, but will not otherwise be covered by the terms of this Agreement or receive any fringe benefits provided herein. If a Temporary Technologist is hired by the Hospital as a permanent Employee, then the seniority and anniversary date will revert back to the original date of employment. The Technologist will receive credit for vacation purposes from the original date of employment and will be credited with the appropriate sick leave accumulation from the initial date of employment.

25. NON-BARGAINING UNIT TECHNOLOGISTS

25.1 **Program.** The Association and the Hospital agree that the program for floating non-bargaining unit technologists from Park Nicollet Health Services Imaging sites to bargaining unit positions will be as follows:

a. A non-bargaining unit technologist will not be allowed to float into a bargaining unit position unless available bargaining unit Technologists, including Casual Technologists, have been offered the opportunity to perform the required Imaging procedures, or to provide the required service.

b. A designated ADIT Member Representative will be notified each time a non-bargaining unit technologist is floated into a bargaining unit position.

c. A pattern of floating non-bargaining unit technologists into the bargaining unit will not be used to avoid hiring or replacing bargaining unit Technologists.

d. Non-bargaining unit technologists may not float into bargaining unit positions for more than 90 shifts per calendar year in each of the following designated classifications: (i) Diagnostic Imaging, including general radiography, Emergency Room, Surgery, and lithotripsy, and (ii) CT/MRI. Any hours worked by a non-bargaining unit technologist in a shift will be counted as a full shift. Training time, if the non-bargaining unit technologist is paired with a bargaining unit Technologist, will not count against the annual shift limitations.

e. ADIT and the Hospital will each have the right to renegotiate the terms of this Section or to terminate this Section by giving the other party ten days written notice.

25.2 **Amendments.** Amendments to this Section may be made only with the written agreement of the Hospital and the Association.

26. FLOATING TO NON-BARGAINING UNIT SITES

The Association and the Hospital agree that the program for floating Technologists to non-bargaining unit imaging sites within Park Nicollet Health Services will be as follows:

a. The program will be voluntary in nature. If a sufficient number of Technologists do not volunteer for float assignments, the Association and the Hospital will meet to negotiate the provisions of a program that will assure sufficient float personnel.

b. No Technologist will be asked to float to a site without adequate training and orientation at the alternate site.

c. Any Technologist floating to a non-bargaining unit site will receive the same pay and benefits they would have received while working at their home site. In addition, all hours worked by the Technologist will be counted toward benefits, salary level, and seniority accrual.

d. Travel time between sites, except for travel from the Technologist's home to an alternate site, will count as regular work time and the Technologist will be compensated accordingly.

e. Mileage reimbursement for travel between sites by the Technologist will be compensated at the Hospital's standard rate.

f. A Technologist will not be required to float to an alternate site and work beyond the Technologist's regularly scheduled hours for that shift.

g. A Technologist asked to float for one full shift or more will be given reasonable advance notice.

h. A Technologist trained and oriented to three alternate sites (such as Meadowbrook, St. Louis Park, and Hopkins for Diagnostic Imaging Technologists) will be paid an additional 5% of their hourly rate of pay for all hours worked floating at the alternate site. Hours worked will include the Technologist's travel time to and from the alternate site.

i. A Technologist will not be asked to float in disproportionate numbers relative to the float needs of the entire imaging department and the total number of Park Nicollet Health Services Imaging Technologists.

j. If a Technologist is asked and is willing to float, but does not have personal transportation to travel to the alternate site, the Hospital will assume responsibility for transporting the Technologist to the alternate site or for providing public transportation at the Hospital's expense.

27. SUCCESSORS AND ASSIGNS

This Agreement will be binding upon any successors or assigns of the Hospital, and no terms, obligations and provisions herein contained will be affected, modified or changed in any respect whatsoever by the whole or partial consolidation, merger, sale, transfer or assignment of the Hospital or affected, modified, altered or changed in any respect whatsoever by any change of any kind of the ownership or management of the Hospital.

28. LABOR-MANAGEMENT COMMITTEE

The Hospital and the Association agree to the formation of a joint Labor-Management Committee to discuss issues of mutual interest. Except as otherwise agreed between the parties, the Committee will consist of an equal number of representatives from both the Association and the Hospital, and will utilize the interest based bargaining and problem solving process to address the issues.

29. WAGES AND BENEFITS ASSESSMENT

29.1 **Assessment Process.** The Association and the Hospital believe that it is in their mutual interest to have a process in place to assess the wages and benefits being paid to the Technologists during the term of this Agreement (the "Assessment Process"). The purpose of the Assessment Process is to maintain Technologist's wages and benefits at levels that will enable the Hospital to be competitive in the marketplace and to recruit qualified Technologists.

29.2 **Assessment Triggers.** The Hospital and the Association agree that the Assessment Process will be undertaken by the Labor-Management Committee if the following occur:

a. The wages paid by the Hospital for any job classification are lower than the wages paid by other Metro hospitals and/or market by 1% or more.

b. There are substantial wage and economic gains to the Radiologic Technologists employed at other Metro hospitals that exceed the wages and economic benefits paid by the Hospital to the Technologists.

29.3 **Process.** If either of these events occurs, the Labor-Management Committee will meet to commence the Assessment Process. If the Labor-Management Committee is unable to agree on the action to be taken or the wage and salary adjustments to be made after the Assessment Process is completed, then the Hospital and the Association will attempt to resolve the disagreements using interest based mediation which will be conducted by and in accordance with the regulations of the Federal Mediation and Conciliation Service.

30. CONFIRMATION OF EMPLOYMENT

The Hospital will provide the Technologist with a written confirmation of employment at the time of hire, which will include the Technologist's starting classification, hourly rate of pay, increment level, credit assigned for prior experience, shift rotation, and full-time, part-time or casual status.

31. PROBATIONARY PERIOD

The first 90 calendar days of employment will be a probationary period, during which time a Technologist may be discharged at any time by the Hospital with or without cause.

32. BULLETIN BOARDS

The Hospital will provide bulletin board space to be used by the Technologist for posting meeting notices. For any other use of the bulletin board, permission must be obtained from the Hospital.

33. CHANGE OF STATUS

A Technologist who has changed from a full-time to a part-time status or vice versa will retain accumulated sick leave, vacation and length of service for determining salary increments. Credited vacation standing earned as a Part-time Technologist who has changed to a Full-time Technologist will be equal to one year of service for each 2,080 hours on duty.

34. PROMOTION TO A HIGHER-RATED CLASSIFICATION

34.1 **Posting and Selection.** All vacancies will be posted for a period of seven calendar days. The most senior applicant within the bargaining unit who meets the minimum qualifications and who applied for the job within the posting period will be awarded the position. A Technologist who has received a written warning or higher prior to the posting are not eligible to apply for a position for six months. If a vacancy occurs in a higher rated classification and the Hospital elects to train a Technologist to fill the vacancy, the position will be awarded to the most senior Technologist determined under Section 38.2 (Seniority Language) who most closely meets the minimum qualifications and has the aptitude and ability to learn the position.

34.2 **Promotion Denial.** A Technologist who is not selected for a promotion may request a verbal and/or written explanation from the Hospital for the reasons why the Technologist was not selected. The written and/or verbal explanation will include specific recommendations for the Technologist to improve skills for future promotion opportunities.

34.3 **Wage Increases.** A Technologist who is promoted from one classification to another will be paid the hourly rate of pay as provided for in Section 5 for the classification in which they have been promoted based upon their total length of service in the Hospital and thereafter the Technologist will receive the appropriate length of service increases for the classification in which they have been promoted on the Technologist's anniversary date of employment. A Part-time Technologist's wage increase will be based on total hours accumulated as provided for in Section 5.7.

34.4 **Previous Experience.** The provisions of this Section will not be applicable in the event the Hospital elects to fill a higher-rated classification opening with a qualified Technologist.

35. WORKING IN A HIGHER-RATED CLASSIFICATION

35.1 **Job Descriptions.** The Hospital and the Association have agreed to job descriptions covering the classifications of work included in this Agreement.

35.2 **Higher-Rated Classification Pay.** A Technologist who regularly and consistently works more than 50% of their time in a higher-rated classification will be classified in that higher-rated classification. The term "regularly and consistently employed" will not apply to instances when a Technologist temporarily performs work in a higher-rated classification either for vacation relief purposes, shortage of personnel or other reasons.

35.3 **Night Shift.** A Technologist working the night shift who is qualified to do work in a higher-rated classification will receive the hourly rate of pay in that higher-rated classification for the entire shift if they perform a Diagnostic/Imaging procedure that would otherwise have required the Hospital to call in another Technologist to perform the procedure.

36. RESIGNATION NOTICE

A Technologist who has completed six months or longer of continuous service in the Hospital including a Technologist on a leave of absence otherwise qualifying, who voluntarily terminates employment with the Hospital, will be paid terminal vacation pay prorated according to the schedule in Section 12.1 provided that they give the Hospital a one month advanced written notice of termination.

37. DISCIPLINE AND DISCHARGE

37.1 **Just Cause.** A Technologist will only be disciplined for just cause. Disciplinary action will include but is not limited to the following: verbal warning, written warning, final written warning, suspension, and termination. If a discharged or suspended Technologist is reinstated, it will be without loss of benefits. Copies of all written discipline actions by the Hospital will be provided to the Technologist.

37.2 **Notice to the Association.** The Hospital will notify the Association in writing within three days following the suspension or discharge of a Technologist.

38. SENIORITY AND LAYOFF

38.1 **Length of Service.** Seniority for determining the hourly rate of pay as provided for in Section 5 for a Full-time Technologist will mean continuous length of service with the Hospital, and no Technologist will lose seniority by reason of layoff or transfer to another classification of work covered by this Agreement. A Technologist who transfers from a bargaining unit to a non-bargaining unit position will retain all accumulated seniority up to the date of transfer if the Technologist subsequently returns to a bargaining unit position without a break in service at the Hospital.

38.2 **Seniority Hours.** Seniority for determining layoffs and for all other purposes under this Agreement except as provided for in Section 38.1, will be based on total compensated hours since the most recent date of employment with the Hospital up to a total of 2,080 hours for each year worked. On-premise on-call hours will be counted as compensated hours but on-call off-premise hours will not be counted. Voluntary low need hours will be counted as compensated hours. Overtime hours will be counted as a compensated hour for each hour of overtime worked.

38.3 **Separate Seniority Lists.** The Hospital will maintain a separate seniority list for each classification including Full-time and Part-time Technologists. Technologists changing from one classification to another will retain and carry over previously accrued compensated hours and will be placed in the appropriate position on the seniority list in the new classification.

38.4 **Re-Creating Seniority Lists.** In establishing initial seniority lists, Technologists will be credited with 2,080 hours for each year in which they worked all or any part thereof as a Full-time Technologist, and the actual compensated hours for each year in which they worked exclusively as a Part-time Technologist. If accurate records do not exist for Part-time Technologists, they will be credited with 1,040 hours for each year they work exclusively as a Part-time Technologist. Seniority lists will be prepared by the Hospital and posted for review by the Technologists.

38.5 **Seniority List.** Each calendar quarter, the Hospital will provide the Association with a seniority list of the Technologists employed by the Hospital. The seniority list will be posted at the Hospital by the Association.

38.6 **Layoff Procedure.** In making staff reductions, the Hospital will determine the area to be reduced and the number of positions affected. The Hospital and the Association will meet regarding such layoffs prior to the implementation. Layoffs will be in reverse order of seniority within the classification being reduced provided that the more senior Technologists have the necessary qualifications to perform the required work. For purposes of this Section, the term "qualified" means the ability to perform the work within a period of orientation of 14 calendar days. Technologists affected by a layoff may bump into a lower wage classification provided the impacted Technologist has greater seniority and is qualified. When bumping occurs, the impacted Technologist has the ability to bump the least senior Technologist with the same FTE; preference of shift cannot be used for bumping purposes. A Technologist who has had hours reduced as provided for in this Section, will be offered open available hours before other Technologist(s) up to one year from the date hours were reduced.

38.7 **Recall.** Technologists will be recalled to work in the reverse order of layoff. Technologists who are not recalled within one year after they have been laid off will lose all seniority rights.

38.8 **Notice of Layoff and Recall.** The Hospital will give the Association 14 calendar days written notice of a Technologist layoff. A Technologist will be given 14 calendar days written notice of a layoff or pay in lieu thereof. The Hospital will give the Association written notice within 14 calendar days after the Technologist is recalled.

38.9 **Merger or Consolidation.** If a layoff occurs after a merger or consolidation, the parties will meet and negotiate the seniority status of all the Technologists prior to any actual layoff. If no agreement is reached, the issue will be submitted to arbitration.

39. GRIEVANCE PROCEDURE

39.1 **Grievance Steps.** Any dispute relating to the interpretation of or adherence to the terms and provisions of this Agreement will be handled in accordance with the following procedures (a-d):

a **Step One.** The Technologist will informally discuss the grievance with the Technologist's immediate Supervisor, and/or Manager/Director

b **Step Two.** If the grievance is not resolved at the time of the Step One informal discussion, it will be reduced to writing, will specify in detail the alleged violation of the Agreement and will be submitted to the Hospital's Human Resources department. The written grievance must be submitted to the Hospital within 45 calendar days following the date of occurrence. A grievance relating to pay will be timely if received by the Hospital within 45 calendar days after the payday for the period during which the grievance occurred. Within 12 working days following receipt of the grievance by

the Hospital, representatives of the Hospital and the Association will meet in an attempt to resolve the grievance. The time for this meeting may be extended by mutual agreement by the Hospital and the Association.

c **Step Three.** If the grievance is not resolved in Step Two, then either party may request non-binding mediation to settle the grievance by giving written notice within ten calendar days following the Step Two Meeting date. If the other party does not agree to non-binding mediation within five days after receiving written notice, then the unresolved grievance may be referred to arbitration as provided for in Step Four. All mediation hearings will be conducted by and in accordance with the rules of either the Federal Mediation Conciliation Service or the Minnesota Bureau of Mediation Service.

d **Step Four.** If the grievance is not resolved in Step Two or Step Three, then either party may refer the matter to arbitration. Any demand for arbitration will be in writing and must be received by the other party (i) within 25 calendar days after the Step Two Meeting if the parties did not agree to mediate the grievance and (ii) within ten calendar days after the last date the parties met with the mediator, if the parties agreed to mediation.

39.2 **Arbitrator Selection.** The Hospital and the Association will attempt to agree on a neutral arbitrator, who will hear and determine the dispute. If no agreement is reached, the arbitrator will be selected from a list of nine neutral arbitrators to be submitted to the parties by the Federal Mediation and Conciliation Service.

39.3 **Arbitrator's Award.** The authority of the arbitrator will be limited to making an award relating to the interpretation of or adherence to the written provisions of this Agreement, and the arbitrator will have no authority to add to, subtract from or modify in any manner the terms and provisions of this Agreement. The award of the arbitrator will be confined to the issues raised in the written grievance, and the arbitrator will have no power to decide any other issues. The award of the arbitrator will be made within 30 calendar days following the close of the hearing. The fees and expenses of the neutral arbitrator will be divided equally between the Hospital and the Association. The award of the arbitrator will be final and binding upon the Association, the Hospital, and the individual Technologist filing the grievance.

39.4 **Time Limitations.** The time limitations set forth herein relating to the time filing a grievance and the demand for arbitration will be mandatory. Failure to follow said time limitations will result in the grievance being permanently barred, waived and forfeited, and it will not be submitted to arbitration. The time limitations provided herein may be extended by mutual written agreement by the Hospital and the Association.

40. NO STRIKES OR LOCKOUTS

There will be no strikes or lockouts, of any kind whatsoever, during the term of this Agreement. The prohibition against strikes and lockouts will be absolute and will apply regardless of whether the dispute is subject to arbitration under the grievance arbitration provisions of Section 39.

41. BREAKAGE

It is not the policy of the Hospital to charge Technologists for accidental breakage of Hospital property.

42. SERVICE FEE AND MONTHLY DEDUCTIONS

42.1 **Payment of Fees or Dues.** All Technologists covered by this Agreement will, as a condition of employment, pay to the Association a one-time initiation fee and a service fee in an amount determined by the Association which will be reasonably related to the actual costs incurred by the Association for the negotiation and administration of this Agreement. Deductions shall be based upon the amounts certified as correct from time to time by the Association and shall be made, continued, and terminated in accordance with the terms of said authorization card. Payments required under this Section will be due the first pay period of the month following the completion of the first 30 days of employment and on each pay period thereafter. Failure of a Technologist to pay the service fee will be grounds for immediate dismissal.

42.2 **Payroll Dues Deductions.** For the period from the execution of this collective bargaining agreement through the date of its expiration under Section 44 – Term of Agreement, the Employer agrees to deduct Association dues and initiation fees, or comparable enrollment and service fees for employees electing not to become Association members, from the wages of employees in the bargaining unit who voluntarily provide the Hospital with a written authorization to make such deductions. The Hospital's obligation to continue to deduct Association dues and initiation fees or comparable enrollment and service fees, as provided for above, shall terminate as of the stated expiration date of this collective bargaining agreement in Section 45 – Term of Agreement, unless the Association and the Hospital mutually agree in writing to extend the current collective bargaining agreement beyond that date. The "written authorization" described above shall not be irrevocable for a period of more than one year, or beyond the termination date of this Agreement, whichever occurs sooner. Withheld amounts will be forwarded to the designated Association office for each calendar month, by the 20th of the calendar month following the actual withholding, together with a record of the amount and those for whom deductions have been made. If a dispute occurs between the Association and a Technologist over this deduction, the Association will hold the Hospital harmless for the payments made and will handle the dispute without cost to the Hospital.

42.3 **Association Lists.** The Hospital will furnish the Association with a quarterly list of all the Technologists within the bargaining unit, which will include the Technologist's name, address, classification, scheduled hours per pay period, hire date, seniority hours, and seniority date, together with a monthly update of Technologists which will include new hires, terminations, status, scheduled hours per pay period, classification, name changes, and address changes.

43. DRUG AND ALCOHOL TESTING POLICY

Employees covered by this agreement will be subject to the drug and alcohol testing policy that applies to the Hospital's non contract employees as it may be amended from time-to time at the sole discretion of the Hospital.

44. TERM OF AGREEMENT

Except as otherwise provided, this Agreement will be effective as of September 1, 2025, and will be in full force and effect up to and including August 31, 2028 and will continue in full force and effect from year-to-year thereafter unless written notice of desire to change or modify this Agreement is given by either party no later than June 1, 2028.

IN WITNESS WHEREOF, the undersigned have caused this Agreement to become effective and duly be executed by their duly authorized representative effective September 1, 2025.

Association of Diagnostic Imaging Technologists

By _____
Brett Johnson
President and CEO

Association of Diagnostic Imaging Technologists
807 Broadway St NE Suite 127
Minneapolis, MN 55413

Park Nicollet Methodist Hospital

By _____
Jennifer Kuznia
Labor Relations, Human Resources

Park Nicollet Methodist Hospital
6500 Excelsior Boulevard
St. Louis Park, MN 55426

LETTER OF UNDERSTANDING #1

Magnetic Resonance Safety Officer

This letter of understanding is between ADIT and Methodist Hospital. The intention of this LOU is to define our interest in creating an addendum to the current MRI job classification to include additional job duties for a MRSO (Magnetic Resonance Safety Officer). The compensation for this position will include a $5.00/hour premium in addition to a person's base salary.
The duties and qualifications for this position are defined in the attached position description:
MRSO MRI Technologist

This position is intended to be an MRI technologist who will participate in the regular duties of the department, in addition to being responsible for the additional duties of the MRSO. This position shall not share in hiring, discipline, review, or scheduling duties as a part of this position to a greater extent than any other MRI technologist.

Association of Diagnostic Imaging Technologists

By _____
Brett Johnson
President and CEO

Association of Diagnostic Imaging Technologists
807 Broadway St NE Suite 127
Minneapolis, MN 55413

Park Nicollet Methodist Hospital

By _____
Jennifer Kuznia
Labor Relations, Human Resources

Park Nicollet Methodist Hospital
6500 Excelsior Boulevard
St. Louis Park, MN 55426

LETTER OF UNDERSTANDING #2

Off-Premise On-Call Pay for ADIT staff Assigned to the Catheterization Laboratory and Interventional Radiology

In order to resume the consideration of an on-call off-premises call shift to be work contiguous with the workday in which it starts Methodist Hospital and ADIT hereby agree as follows:

In the Catheterization Laboratory (CL) or Interventional Radiology (IR) while on-call off- premises, and the ADIT employee punched into work, the Hospital will provide four (4) hours of premium pay at the rate of time and one-half (1½) the employee's regular rate of pay or greater as appropriate, regardless of whether the call-back work extended past 12:00 a.m. the following day. This shall not result in duplication of overtime hours.

Association of Diagnostic Imaging Technologists

By _____
Brett Johnson
President and CEO

Association of Diagnostic Imaging Technologists
807 Broadway St NE Suite 127
Minneapolis, MN 55413

Park Nicollet Methodist Hospital

By _____
Jennifer Kuznia
Labor Relations, Human Resources

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