

Memorandum of Agreement

For UH: AMS

Date: 5/6/2026

For Union HPAE 5089

A Klebanowski
Barbara Morrison
Joelina Wladyslaw
E. DeBenedetto

Date: 5/6/2026

3/24/2026

4/29/2026- UH Counter Proposal to HPAE 5089 Counter Proposal

4/29/2026- HPAE 5089 Counter Proposal 2

5/6/2026- UH Counter Proposal to HPAE 5089 Counter Proposal 2

ARTICLE 21. CRNAS – WAGES AND BENEFITS

5/17/2026 RMA

Effective the pay period closest to 7/1/2026, the Nurse Anesthetist salary scale set forth in Article 21 of the collective negotiations agreement dated October 1, 2024 through September 30, 2027 for regular, full time and part time, Nurse Anesthetists shall be replaced with the following salary scale:

<u>Grade 07C</u>		
<u>Step</u>	<u>Years of Experience</u>	<u>Rate</u>
<u>1</u>	<u>0-1 years</u>	<u>\$125.00</u>
<u>2</u>	<u>2-3 years</u>	<u>\$126.44</u>
<u>3</u>	<u>4-5 years</u>	<u>\$127.88</u>
<u>4</u>	<u>6-7 years</u>	<u>\$129.33</u>
<u>5</u>	<u>8-9 years</u>	<u>\$130.77</u>
<u>6</u>	<u>10-11 years</u>	<u>\$132.21</u>
<u>7</u>	<u>12-13 years</u>	<u>\$133.65</u>
<u>8</u>	<u>14-15 years</u>	<u>\$135.10</u>

<u>9</u>	<u>15-16 years</u>	<u>\$136.54</u>
<u>10</u>	<u>17-18 years</u>	<u>\$137.98</u>
<u>11</u>	<u>19-20 Years</u>	<u>\$139.42</u>
<u>12</u>	<u>21+ Years</u>	<u>\$140.87</u>

<u>Grade 07D</u>		
<u>Step</u>	<u>Years of Experience</u>	<u>Rate</u>
<u>1</u>	<u>0-1 years</u>	<u>\$127.00</u>
<u>2</u>	<u>2-3 years</u>	<u>\$128.44</u>
<u>3</u>	<u>4-5 years</u>	<u>\$129.88</u>
<u>4</u>	<u>6-7 years</u>	<u>\$131.33</u>
<u>5</u>	<u>8-9 years</u>	<u>\$132.77</u>
<u>6</u>	<u>10-11 years</u>	<u>\$134.21</u>
<u>7</u>	<u>12-13 years</u>	<u>\$135.65</u>
<u>8</u>	<u>14-15 years</u>	<u>\$137.10</u>
<u>9</u>	<u>15-16 years</u>	<u>\$138.54</u>
<u>10</u>	<u>17-18 years</u>	<u>\$139.98</u>
<u>11</u>	<u>19-20 Years</u>	<u>\$141.42</u>
<u>12</u>	<u>21+ Years</u>	<u>\$142.87</u>

<u>Grade 07C</u>		
<u>Step</u>	<u>Years of Experience</u>	<u>Rate</u>
<u>1</u>	<u>0-1 years</u>	<u>\$123.00</u>
<u>2</u>	<u>2-3 years</u>	<u>\$124.44</u>
<u>3</u>	<u>4-5 years</u>	<u>\$125.88</u>
<u>4</u>	<u>6-7 years</u>	<u>\$127.32</u>

<u>5</u>	<u>8-9 years</u>	<u>\$128.76</u>
<u>6</u>	<u>10-11 years</u>	<u>\$130.20</u>
<u>7</u>	<u>12-13 years</u>	<u>\$131.64</u>
<u>8</u>	<u>14-15 years</u>	<u>\$133.08</u>
<u>9</u>	<u>15-16 years</u>	<u>\$134.52</u>
<u>10</u>	<u>17-18 years</u>	<u>\$135.96</u>
<u>11</u>	<u>19-20 Years</u>	<u>\$137.40</u>

<u>STEP</u>	<u>Band</u>	<u>07C</u>	<u>07D (CERT)</u>
<u>1</u>	<u>0-1 Years</u>	<u>\$125.00</u>	<u>\$127.00</u>
<u>2</u>	<u>2-3 Years</u>	<u>\$126.44</u>	<u>\$128.44</u>
<u>3</u>	<u>4-5 Years</u>	<u>\$127.88</u>	<u>\$129.88</u>
<u>4</u>	<u>6-7 Years</u>	<u>\$129.33</u>	<u>\$131.33</u>
<u>5</u>	<u>8-9 Years</u>	<u>\$130.77</u>	<u>\$132.77</u>
<u>6</u>	<u>10-11 Years</u>	<u>\$132.21</u>	<u>\$134.21</u>
<u>7</u>	<u>12-13 Years</u>	<u>\$133.65</u>	<u>\$135.65</u>
<u>8</u>	<u>14-15 Years</u>	<u>\$135.10</u>	<u>\$137.10</u>
<u>9</u>	<u>16-17 Years</u>	<u>\$136.54</u>	<u>\$138.54</u>
<u>10</u>	<u>18-19 Years</u>	<u>\$137.98</u>	<u>\$139.98</u>
<u>11</u>	<u>20-21 Years</u>	<u>\$139.42</u>	<u>\$141.42</u>
<u>12</u>	<u>22+ Years</u>	<u>\$140.87</u>	<u>\$142.87</u>

<u>Step</u>	<u>Experience</u>	<u>Rate</u>
<u>1</u>	<u>0-1 years</u>	<u>\$135.93</u>
<u>2</u>	<u>2-3 years</u>	<u>\$137.17</u>
<u>3</u>	<u>4-5 years</u>	<u>\$138.42</u>
<u>4</u>	<u>6-7 years</u>	<u>\$139.68</u>
<u>5</u>	<u>8-9 years</u>	<u>\$140.95</u>
<u>6</u>	<u>10-11 years</u>	<u>\$142.24</u>
<u>7</u>	<u>12-13 years</u>	<u>\$143.53</u>
<u>8</u>	<u>14-15 years</u>	<u>\$144.84</u>
<u>9</u>	<u>15-16 years</u>	<u>\$146.16</u>
<u>10</u>	<u>17-18 years</u>	<u>\$147.49</u>
<u>11</u>	<u>19-20 years</u>	<u>\$148.83</u>
<u>12</u>	<u>21+</u>	<u>\$150.19</u>

5/17/2026 ems
All active Nurse Anesthetists will be placed at the appropriate step of the above new range, as of the pay period closest to ~~10/1/25~~ 5/17/2026, based on credited years of experience as of ~~12/8/19~~ 9/30/25. One year of experience as a CRNA, whether at University Hospital or outside the Hospital, shall equal one (1) year of credit.

Placement on the new scale for incumbent CRNAs will be based on the information contained in each employee's Human Resources file in order to determine credited years of experience. For new hires, step placement will be based on verified experience information from their job application.

No Nurse Anesthetist will have their current wage rate reduced based on wage adjustments of this section. Nurse Anesthetists whose hourly rate is higher than the rate set forth in the above scale for their years of experience will be "red circled".

~~CRNAs (Regular Full Time and .9 FTE) who are at Step 12 as of 9/30/2025 will receive a one-time lump sum payment of 1% of their 9/30/2025 salary (not to be added to the base salary), prorated for part-time and less than .9 FTE CRNAs in lieu of a step move.~~

Effective the pay period closest to 10/1/26: Each CRNA who has attained the experience requirement associated with the steps of the UN salary scale as of September 30, 2026, shall move a step.

CRNAs (Regular Full Time and .9 FTE) who are at Step 12 as of 9/30/2026 will receive a one time lump sum payment of 1% of their 9/30/2026 salary (not to be added to the base salary), prorated for part-time and less than .9 FTE CRNAs in lieu of a step move.

Effective the pay period closest to 10/1/2026: There will be 1.5% increase to the value of each step.

D. Shift Differential: The shift differential for CRNAs shall be \$6.00 per hour.

E. Weekend Differential: ~~Effective January 1, 2007 the weekend differential for CRNAs shall be \$4.00/per hour. Effective July 1, 2007 the~~ The weekend differential will be \$6.00 per hour.

F. Continuing Education: The Hospital agrees to reimburse each CRNA up to one thousand seven hundred dollars (\$1,700) per year for Continuing Education Units (CEUs). This reimbursement is in addition to, and separate from any monies currently allocated for tuition reimbursement or other educational reimbursements for which CRNAs are currently eligible. CRNAs may use up to forty (40) hours per year (prorated for part timers) at their regular rate of pay for conferences/ continuing education.

G. Per Diem Rate – Nurse Anesthetist:

~~Weekday: \$175~~ \$200 \$185 per hour

~~Weekend: \$185~~ \$200 per hour

H. Sign-On Bonus

CRNA- new hires are eligible for \$65,000 Sign-On Bonus as follows:

- \$15,000 when employment begins
- \$10,000 upon completion of probation
- \$10,000 upon completion of one (1) year of employment as a CRNA at UH
- \$15,000 upon completion of two (2) years of employment as a CRNA at UH
- \$15,000 upon completion of three (3) years of employment as a CRNA at UH

Should an CRNA submit their resignation within eighteen (18) months of receiving a Sign-On Bonus payment, they will reimburse University Hospital as follows:

- Resignation within six (6) months of receiving the first (1st) and second (2nd) Sign-On Bonus payment, \$25,000.
- Resignation within twelve (12) months of receiving the third (3rd) Sign-On Bonus payment, \$20,000.
- Resignation within eighteen (18) months of receiving the fourth (4th) Sign-On Bonus installment payment, \$30,000.

Both 1.0 FTE and .9 FTE new hire CRNAs will be eligible for the full payouts per the guidelines above. An CRNA from .5 FTE up to .9 FTE, will be eligible for Sign-On Bonus payments which are pro-rated based on their FTE.

If an external new hire CRNA was previously employed at University Hospital in .5 or above FTE status within the last twelve (12) months prior to their re-hire date, they will not be eligible for the Sign-On Bonus. CRNAs hired into a Per Diem position are not eligible.

This program may be discontinued at the sole discretion of University Hospital at any time. University Hospital will provide timely written notice to the Union of discontinuation of the program. Employee participation in this program will not be discontinued for any eligibility period which has already commenced.

I. Student Loan Repayment Program

Eligibility:

Eligible CRNAs are those who:

1. Have completed at least eighteen (18) months of employment (i.e., time worked) as a CRNA,

at University Hospital prior to participation in the program.

2. Are in good standing. The term "good standing" shall be defined as both:

- a. no major discipline issued in the last six (6) months (not including any major discipline that is still pending in the grievance/arbitration process), and
- b. no discipline issued in the last six (6) months due to violations of the time and attendance policy.

3. Have performed at a level deemed at least satisfactory by management. Satisfactory performance is indicated by a rating of "2" and above in the three (3) point scale, on the CRNA's most recent Performance Evaluation.

4. Hold regular full time or .9 FTE positions for which they are in active status.

5. Have not submitted a resignation to PCS management regardless of effective date.

6. Provide proof of outstanding Student Loan for CRNA degree only. The CRNA Student Loan Repayment program is only for the CRNA degree, not for a bachelor's or master's degree in nursing or related field.

Decisions regarding eligibility can be challenged through Step 2 of the Grievance Procedure. The Step 2 determination shall be final and binding and may not be challenged to arbitration.

Student Loan Repayment

Eligible CRNAs who have completed at least eighteen (18) months of employment (i.e., time worked) as a CRNA at University Hospital will receive student loan repayment up to \$60,000.00, payable as follows:

- \$20,000.00 after eighteen (18) months of employment as a CRNA at University Hospital
- \$20,000.00 after twenty-four (24) months of employment as a CRNA at University Hospital
- \$20,000.00 after thirty-six (36) months of employment as a CRNA at University Hospital

1. Otherwise eligible CRNAs who fail to reach eighteen (18) months of service as a CRNA due to authorized leaves of absence shall have their payment date adjusted by the length of their leave.
2. Otherwise eligible CRNAs who fail to reach twenty-four (24) months of service as a CRNA due to authorized leaves of absence shall have their payment date adjusted by the length of their leave.
3. Otherwise eligible CRNAs who fail to reach thirty-six (36) months of service as a CRNA due to authorized leaves of absence shall have their payment date adjusted by the length of their leave.
4. CRNAs who submit a resignation after eighteen (18), twenty-four (24), or thirty-six (36) months of receiving the student loan repayment will be ineligible to receive payment even if the effective date of such resignation is after any of the aforementioned time periods.
5. Should an CRNA submit their resignation after receiving the first installment of the student loan repayment they will reimburse University Hospital as follows:
 - i. Resignation within six (6) months of receiving the first installment of student loan repayment, \$15,000.00
 - ii. Resignation within twelve (12) months of receiving the first installment of student loan repayment, \$30,000.00
 - iii. Resignation within eighteen (18) months of receiving the first installment of student loan repayment, \$45,000.00.

Both 1.0 FTE and .9 FTE CRNAs will be eligible for the full payouts per the guidelines above. An CRNA from .5 FTE up to .9 FTE, will be eligible for the payouts which are pro-rated based on their FTE.

HPAE's Condition on acceptance of point H and I above:

II. Retention Bonus Program

Eligible CRNAs who have completed at least five (5) years of employment (i.e., time worked) as a CRNA at University Hospital will receive a \$20,000 retention bonus payment up to \$, 60,000.00, payable as follows:

- \$20,000.00 six (6) months paid 60 days following execution of this agreement.
- ~~— \$20,000.00 paid the first full pay period following one year of execution date~~
- ~~— \$20,000.00 paid paid the first full pay period following two years of execution date~~

1. In order to receive any disbursement of the sign-on/retention payment in this Agreement:

- a The CRNA must be employed as a CRNA at University Hospital on the date the retention bonus payment.
- b The CRNA must provide coverage in all specialty areas for which they have been trained.
- c The CRNA must precept SRNAs and new hire CRNAs. This will be monitored by the Chief Nursing Officer.
- d At the discretion of the Chief Nursing Officer, the CRNA must have an evaluation rating of Satisfactory or greater in the last evaluation period immediately before retention bonus payment would be made.
- e Should any CRNA receive any discipline for work performance and/or attendance issues following the signing of this agreement, at the discretion of the Chief Nursing Officer the disbursement of the retention bonus payment as set forth above may be delayed by University Hospital until the conclusion of the grievance procedure set forth in the CBA. Any such grievance filing will be processed in accordance with the timelines set forth in the CBA. Should the discipline be dismissed as a result of the process of the grievance procedure, any missed lump sum payments will be paid by University Hospital to the CRNA within two (2) pay periods.

~~1. CRNAs who separate from their employment as a CRNA at University Hospital (voluntarily or involuntarily) will not be eligible for any additional disbursements following the date such individual provides notice of their intended resignation/retirement or the date such individual received notice of the intended termination of their employment.~~

2. Lump sum payments set forth above shall not be added to an employee's base salary.

3. CRNAs who left University Hospital the university prior to the execution of this agreement and now want to return will not be eligible for the new hire or retention sign on bonus. However, they are eligible for the lump sum for the subsequent years during this agreement.

4. Should a CRNA separate from University Hospital (voluntarily or involuntarily), within twelve (12) months of receipt, the CRNA will be held responsible for reimbursing University Hospital \$20,000 for the entire gross amount paid. Repayment must be made within thirty (30) days of separation.

Both 1.0 FTE and .9 FTE CRNAs will be eligible for the full payouts per the guidelines above.

-A CRNA from .5 FTE up to .9 FTE, will be eligible for the payouts which are pro-rated based on their FTE.