

6.17 Longevity Step

- a) Senior Clinical Laboratory Scientists who have reached Longevity (step 6, step 7 or step 8), and who are promoted to Supervisor, will remain at the same step in their new classification and shall receive tenure credit for the time spent in his/her assigned step.

- b) Add an “after seven year’s step” (beginning the 8th year) to the **Medical Laboratory Technician** Senior Clinical Scientist and Supervisory Clinical Scientist Classifications. This new longevity step shall be three percent (3%) above the existing top step. Movement to this new longevity step will occur when the employee either 1) has completed seven (7) years with Kaiser Permanente in a CLS classification OR 2) has completed 24 months at step five in a CLS classification, whatever occurs first.

- c) Add an “after ten year’s step” (beginning the 11th year) to the **Medical Laboratory Technician** Senior Clinical Scientist and Supervisory Clinical Scientist Classifications. This new longevity step shall be three percent (3%) above the existing top step. Movement to this new longevity step will occur when the employee either 1) has completed ten (10) years with Kaiser Permanente in a CLS classification OR 2) has completed 36 months at step six in a CLS classification, whatever occurs first.

- d) The provisions of Article IV, Section 4.07 – Change in Status outlined in the current Collective Bargaining Agreement shall be used to determine progression to this new longevity step.

- e) Add an “after 15 years step” (beginning of the 16th year) to the **Medical Laboratory Technician**, Senior Clinical Scientist and Supervisory Clinical Scientists classifications. This new longevity step shall be three percent (3%) above the existing top step. Movement to this new longevity step will occur when the employee either 1) has completed fifteen (15) years with Kaiser Permanente in a CLS classification OR 2) has completed 60 months at step seven in a CLS classification, whatever occurs first.

Medical Laboratory Technician

6.07 Shift Differential:

6.07 Shift Differential

a) Evening Shift

~~In accordance with the June 8, 2001, letter of agreement,~~ **Effective upon ratification of this Agreement**, all employees who work an evening shift shall be paid a differential of 10% over the Step One, ~~CLS-I~~ **of the rate for their classification** in Structure A. Such flat rate shall be determined by carrying the calculations to the third decimal place and rounding to the nearest cent.

b) Night Shift

~~In accordance with the June 8, 2001, letter of agreement,~~ **Effective upon ratification of this Agreement**, all employees who work a night shift shall be paid a differential of 15% over the Step One, ~~CLS-I~~ **of the rate for their classification** in Structure A. Such flat rate shall be determined by carrying the calculations to the third decimal place and rounding to the nearest cent.

6.13 Promotion and Duration

An employee permanently promoted to a position in a higher classification (a higher starting rate of pay) shall be paid the **same numerical** first (1st) step of a new classification **thus ensuring they retain credit for previous years tenure** which is next above his/her former rate and which will provide an increase of at least eighty dollars (\$80.00) per month.

6.12

“Effective upon ratification of this Agreement, relief in higher classification shall be paid at the rate of 10% of the Senior CLS Step 1, added to the current pay rate of the individual working in a higher classification, provided the employee completes four (4) or more hours in the higher classification. The intent of this language is to ensure that the Sr. CLS II employees are eligible for RIHC pay.”



**Kaiser Permanente
JOB DESCRIPTION**

Job Title: Clinical Laboratory II Scientist, Sr. (CLIA title: Testing Personnel)	Job Code: 02472043
EEO Job Group Code: 3A	Job Family: Laboratory FLSA Status: Non Exempt
Education Requirement: <input checked="" type="checkbox"/> Bachelor's Degree * Applicable military experience may be substituted for bachelor's degree.	
Experience Requirement: <input checked="" type="checkbox"/> 3 years	
Certification: Licensure: Valid California State Clinical Laboratory Scientist License	
<input type="checkbox"/> BLS <input type="checkbox"/> ACLS <input type="checkbox"/> NALS <input type="checkbox"/> PALS	
Clerical Skills Typing speed wpm	
Job Summary: Under the general direction of the Laboratory Director, or their designee, performs pre-analytical, analytical and post-analytical procedures and analyses to provide data for health maintenance, diagnoses, treatment and monitoring of medical conditions. Enhances quality of patient care and service through interdepartmental cooperation and quality assurance protocols. <u>In addition to all the qualifications and duties performed by the Sr. CLS, the Sr. CLS II must demonstrate the desire to further their knowledge in their field by the study and application of laboratory science and must meet the minimum qualifications as listed herein</u>	
Minimum Qualifications: <ul style="list-style-type: none"> Baccalaureate degree in Clinical Lab Sciences or related field; Applicable military experience may be substituted for bachelor's degree. Current California State Clinical Laboratory Scientist License. <u>Sr. CLS at Step 6</u> <u>Attainment of either</u> <ul style="list-style-type: none"> <u>a) advanced degree in clinical laboratory science or related field</u> <u>b) clinical laboratory specialist certification as approved by laboratory agencies, e.g. ASCP, AACC, AABB, etc. or</u> <u>c) other advanced clinical laboratory certification as approved by the Laboratory Scientists' Labor-Management Committee (LSLMC)</u> Three years experience as a Clinical Laboratory Scientist required. Experience including Hematology, Urinalysis, Chemistry, Blood Bank and Bacteriology preferred. Applicable military experience may be substituted for bachelor's degree. Computer application experience/proficiency preferred. Ability to read and comprehend complex instructions, correspondence, and memos. Ability to effectively present information in one-on-one and small group situations to customers, clients, and other incumbents of the organization. Must be willing to work in a Labor Management Partnership environment. Also refer to Position Specifications outlined in the appropriate collective bargaining agreement. 	
Essential Duties and Responsibilities: Correctly verifies that the proper specimen is being analyzed for the correct patients and that the correct test is being performed. Judges the adequacy and qualities of specimens submitted for testing. Analyzes clinical laboratory specimens following the standard methods and procedures approved by the Laboratory Director or designee. Performs quality control procedures to ensure accuracy of clinical data. Assist with Quality Assurance and Performance Improvement activities consistent with the Laboratory Quality Plan. Utilizes test reference ranges (including neonates, pediatric and adult) to determine reasonableness of test results <u>Validates test results through correlation with test parameters (e.g. Hgb/Hct, anion gap, platelet count/smear,</u>	

Reviewed by Total Comp on 6-23-03. [10/07/1909/17/194 55 PM 5:06 PM](#) Reviewed with L20/KP LMP Committee 8-26-03. Incorporated K. Petersen's comments and sent to M. Aidan for review 10/9/03. Sent to Susan Yee for discussion at 10/28/03 LMP meeting. Approved by M. Aidan per his 11/1/03 email.

dipstick/micro etc). Confirms testing on all Critical Values to ensure accuracy prior to releasing of test results.

Performs routine preventative maintenance and troubleshooting on assigned instruments and equipment according to established schedule and procedure. Performs and documents instrument function by checking and calibrating specific lab instruments and documents data.

Records on instrument logs any repairs, replacement, and maintenance needed of equipment.

Contributes to staff development (e.g. training, in-service, internships, new technology evaluating and/or product development, teaching, resource person, etc).

Releases or reports results per Laboratory Standard Operating Procedures.

Trains laboratory assistants, and other Clinical Lab Scientist, on proper techniques/procedures related to clinical laboratory practice.

Performs other related duties as necessary.

Supervisory Responsibilities:

Provides general or direct supervision of Lab Assistants and general clerical personnel as required.

Corporate Compliance Accountability:

Consistently supports the precepts of Corporate Compliance and Principles of Responsibility by maintaining confidentiality, protecting the assets of the organization, acting with integrity, reporting observed fraud and abuse and complying with applicable state, federal and local laws and program policies and procedures.

Competencies:

To perform the job successfully, an individual should demonstrate the following competencies :

Analytical - Collects and evaluates data; uses critical thinking and experience to complement data.

Problem Solving - Identifies and resolves problems in a timely manner; gathers and analyzes information skillfully; develops alternative solutions.

Customer Service - In all interactions with patients, members, physicians, staff and visitors, demonstrates service-oriented behaviors that include culturally sensitive good manners, respect, and polite communications. Demonstrates openness to creative and innovative approaches to providing service.

Interpersonal Skills - Maintains confidentiality; treats co-workers, patients, and facility visitors with respect.

Oral Communication - Listens and gets clarification to ensure that instructions and requests are fully understood.

Written Communication - Writes clearly and informatively; reads and interprets written information.

Teamwork – Contributes to building a positive team spirit; balances team and individual responsibilities.

Cost Consciousness – Looks for opportunities to improve cost containment efforts.

Quality Management - Looks for ways to improve and promote quality; demonstrates accuracy and thoroughness.

Diversity – Knowledgeable of EEO policy; shows respect and sensitivity for cultural differences and persons with physical disabilities; educates others on the value of diversity; promotes a harassment-free environment.

Organizational Support - Follows policies and procedures; supports organization's goals and values; supports affirmative action and respects diversity.

Reviewed by Total Comp on 6-23-03. [10/07/1909/17494:55 PM 5:06 PM](#) Reviewed with L20/KP LMP Committee 8-26-03. Incorporated K. Petersen's comments and sent to M. Aidan for review 10/9/03. Sent to Susan Yee for discussion at 10/28/03 LMP meeting. Approved by M. Aidan per his 11/1/03 email.

Maintenance of Sr. CLS II designation:

1. The Sr. CLS II must continue to complete thirty (30) units (CEUs) every two (2) years
2. Must maintain active specialty certification without expiration, as applicable

Physical Demands: The physical demands described here are representative of those that must be met by an incumbent to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this Job, the incumbent is regularly required to be mobile. The incumbent is occasionally required to stand, sit, and reach with hands, arms and occasionally may stoop, kneel and crouch. The incumbent may occasionally be required to climb or balance and may occasionally lift and/or move up to 25. Specific vision abilities required by this job include close vision, color vision and ability to adjust focus. Duties require manual dexterity of wrist/hand intensive tasks. May require prolonged use of computer keyboard.

Work Environment: The work environment characteristics described here are representative of those an incumbent may encounter while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this Job, the incumbent is frequently exposed to moving mechanical parts and toxic or caustic chemicals. Frequent exposure to inpatient and outpatient specimens that may be experiencing a wide range of acute and chronic medical conditions. May work with biological and chemical hazards. The noise level in the work environment may vary; from moderate to high.

Formatted: Numbered + Level: 1 + Numbering Style: 1, 2, 3, ... + Start at: 1 + Alignment: Left + Aligned at: 0,25" + Indent at: 0,5"