



Office and Professional Employees International Union
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COLLECTIVE BARGAINING AGREEMENT

BETWEEN

SAMARITAN HEALTHCARE

AND

**OFFICE AND PROFESSIONAL EMPLOYEES
INTERNATIONAL UNION LOCAL NO. 8, AFL-CIO**

FOR THE PERIOD OF

SEPTEMBER 26, 2023 THROUGH JUNE 30, 2026

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COLLECTIVE BARGAINING AGREEMENT

SAMARITAN HEALTHCARE

PREAMBLE

THIS AGREEMENT is made and entered into by and between Grant County Public Hospital District No. 1, herein referred to as Samaritan Healthcare or the "Employer," and the Office and Professional Employees International Union, Local 8, AFL-CIO, CLC, herein referred to as the "Union."

ARTICLE 1

PURPOSE

It is the intent and purpose of this Agreement to establish the wages, hours, and working conditions for the employees listed in Appendix "A", and to promote harmonious relations between the Employer, its employees, and the Union.

ARTICLE 2

DEFINITION

Section 2.1 Definitions. For the purposes of this Agreement, "employee" and "employees" as and whenever used herein shall mean and include those persons employed by the Grant County Public Hospital District No. 1 and its facilities in classifications covered by this Agreement as set forth in the attached Appendix "A" listing of classifications and wage scales, including those employees under Sections 2.4 through 2.6 of this Agreement.

Section 2.2 Volunteers. The Employer agrees that volunteers shall not be utilized to displace bargaining unit employees or to fill positions previously occupied by bargaining unit employees.

Section 2.3 Supervisory Employees. The Employer recognizes that bona fide supervisory employees are only those who have the authority to hire, promote, discipline, discharge, or otherwise effect changes in the status of employees or effectively recommend such action, and it is not the Employer's policy to establish jobs or job titles for the purpose of excluding such employees from the classifications as established in Section 2.1 of this Agreement.

Section 2.4 Probationary Employee. An employee who has been hired for regular employment shall be considered a probationary employee during the first ninety (90) days of continuous employment, unless specifically advised by the Employer in writing with notice to the Union of an extended probationary period not to exceed an additional ninety (90) calendar days. The written notice to the employee and the Union shall set forth the reasons for the extension and, where performance concerns are the reason, shall identify the Employer's expectations for improved performance. After an employee completes the probation period, seniority shall be retroactive to the last date of hire.

Section 2.5 Regular Full-Time Employee. A regular full-time employee is one who normally works a regular continuing schedule of eighty (80) hours in a pay period, or is otherwise so categorized by the Employer. For purposes of low census, employees working at least seventy-two (72) hours a pay period would be considered full-time.

Section 2.6 Regular Part-Time Employee. A regular part-time employee is one who normally works any regularly scheduled hours of less than eighty (80) hours in a pay period. The Employer shall make a good faith effort to provide schedules of not less than thirty-two (32) hours in a pay period unless requested by the employee.

Section 2.7 Temporary Employee. A temporary employee is a non-bargaining unit employee who is hired for an interim period of ninety (90) days or less. Employee and the Union will be notified by the Employer in writing of this temporary status when hired. Temporary employees will not be utilized to fill regular positions beyond ninety (90) days except for the following:

- (a) Temporary employees hired to replace a regular employee on sick leave or leave of absence may be retained on a temporary status for the duration of the leave.
- (b) Temporary employees hired specifically for vacation relief.
- (c) In extenuating circumstances, temporary assignments may be extended beyond the ninety (90) day period by mutual agreement between the Employer and the Union.

Section 2.8 Normal Rate of Pay. The normal rate as defined herein shall mean the employee's base rate of pay, plus any applicable step increases, plus any shift differential required pursuant to this Agreement; provided, however, that in instances involving overtime as defined by the Fair Labor Standards Act, the normal rate of pay shall be calculated to be consistent with the FLSA definition of regular rate of pay.

Section 2.9 Month and Year. For the purpose of this Agreement, a month shall be defined as 173.3 compensated hours and a year shall be defined as 2080 hours to a maximum of 2080 compensated hours per anniversary year. Hours compensated shall include all actual hours worked and all hours paid for but not worked exclusive of standby hours.

ARTICLE 3

RECOGNITION

Section 3.1 Recognition. The Employer agrees to recognize the Union as the sole and exclusive bargaining agent for the purpose of collective bargaining with respect to rates of pay, benefits, and working conditions for all regular service, maintenance, clerical, technical, and other professional employees excluding physicians, management, confidential employees, employees represented by other unions or associations, per diem employees, or supervisors.

ARTICLE 4

UNION SECURITY

Section 4.1 Membership. Employees shall have the option of joining or not joining the Union. The determination to join the Union or to resign from Union membership may be made by Employees by giving notice of such determination in writing to the Union and the Employer. The Employer shall notify the Union via email within three (3) business days of any notice to resign union membership or any notice by a bargaining unit member revoking authorization for payroll deduction of union dues.

Section 4.2 Dues Checkoff. Employees choosing to join and remain members of the Union who elect to use payroll deduction shall submit a dues authorization card to the Union. During the term of this contract, the Employer shall deduct over every pay period each month the amount of monthly Union dues required by the Union from the pay of each member of the Union who voluntarily executes a dues authorization card. When filed with the Employer, the dues authorization card will be honored in accordance with its terms, unless an employee requests that the Employer stop deducting dues, in which case the Employer will notify the Union and will honor the employee's request.

Section 4.3 Hold Harmless. The amount deducted will be transmitted monthly to the Union by check payable to its order. Upon issuance and transmission of a check to the Union, the Employer's responsibility shall cease with respect to such deductions. The Union and each employee authorizing the deduction of wages for the payment of Union Dues shall indemnify the Employer and hold it harmless against any and all suits, claims, demands and liabilities that shall arise out of or by reason of any action that shall be taken by the Employer for the purpose of complying with the foregoing provisions of this Article.

Section 4.4 Listing of Employees. The Employer shall furnish to the Union on a monthly basis a listing of all bargaining unit employees with each employee's hire date, working status (regular full-time, regular part-time, probationary), classification, department, shift, home addresses and phone numbers, work emails, and hourly rate of pay. The Employer shall monthly furnish the Union with a list of any new hires, transfers, promotions, or terminations within the bargaining unit.

ARTICLE 5

NONDISCRIMINATION

The Employer will not discriminate against an employee for any lawful Union activity. Neither the Union nor the Employer shall violate applicable federal, state and local discrimination laws. Disputes regarding matters covered by this Article shall be handled in accordance with the rules of the applicable regulatory agency and shall be exempt from the grievance procedures set forth herein.

ARTICLE 6

UNION BUSINESS

Section 6.1 Access to Premises. The Union's authorized staff representatives may have access to the Employer's premises where employees covered by this contract are working, excluding direct patient care areas, for the purposes of investigating grievances and compliance with this contract. The Union's representative will provide the Employer twenty-four (24) hour notice of its intended visit. Such visits shall not interfere with or disturb employees in the performance of their work during working hours and shall not interfere with patient care.

Section 6.2 Stewards. The Union shall have the right to designate a reasonable number of stewards. The Union shall notify the Employer of the names of all stewards. Union business performed by Union stewards, including the investigation of grievances, will be conducted during non-working hours (e.g., coffee breaks, lunch periods, and before and after shifts).

Section 6.3 Bulletin Board. Space will be provided for a bulletin board within departments in non-public areas for use by the Union.

Section 6.4 Copy of Agreement. The Employer will maintain an electronic version of this Agreement on the Samaritan Intranet available to each new employee. When the Union gives notice to the Employer that a Union Representative or Steward will be unable to attend a new employee orientation, the Employer will provide newly hired employees who attend that orientation with a packet of Union materials, if provided by the Union.

Section 6.5 New Hire. Stewards and the Union office will receive a list of new employees at time of hire date via e-mail. The Bargaining Unit Steward will be allowed one-half (1/2) hour during the orientation session to introduce this contract to newly employed staff. Such presentation will be on the Steward's non-paid time.

Section 6.6 Meeting Rooms. The Union shall be permitted to use designated premises of the Employer for meetings of the bargaining unit, with or without Union staff present, provided sufficient advance request for meeting facilities is made to the designated administrator and space is available.

Section 6.7 Weingarten Meetings. Weingarten meetings which are scheduled by the Employer during the employee's work hours shall be considered paid time for the employee. If the employee or management requests the presence of a steward and the meeting occurs during the steward's assigned hours of work, the steward will ask their appropriate leader to be released from work and if released the steward shall be paid at the employee's base rate of pay. However, the hours shall not be counted as time worked for the purpose of computing overtime. The leader will make a reasonable effort to provide the release time so long as patient care requirements can be met.

Section 6.8 Negotiations. Bargaining unit stewards and negotiating team members shall request unpaid time off for negotiating from their appropriate Unit Director. The Unit Director will make a reasonable effort to provide the time off so long as patient care requirements can be met. Bargaining Team Members will continue to accrue seniority hours and all other accruals while attending contract negotiations during their regularly scheduled hours of work. The Union will report these seniority hours to Human Resources.

Section 6.9 Union Steward Leave. A Union steward may request up to two (2) days per year of unpaid time off to participate in Union training, educational conferences, or workshops. Additional time may be granted in the discretion of the Employer. Such time off shall be requested and approved at the discretion of the Employer in accordance with the prescheduled time off procedures under Section 17.3.

ARTICLE 7

EMPLOYMENT PRACTICES

Section 7.1 Operational Change. Where positions have been abolished because of an operational change, consideration will be given to transfer employees to comparable jobs in the Hospital. Furthermore, every consideration will be given, whenever practical and feasible, to train qualified employees by seniority for new positions created by an operational change.

Section 7.2 Voluntary Resignation. Employees in Job Classifications Group A and B shall be required to give three (3) weeks' written notice of resignation in order to be compensated for accrued paid time off or other benefits. Employees in Job Classification Group C shall be required to give two (2) week's written notice of resignation in order to be compensated for accrued paid time off or other benefits. The respective notice requirements may be waived in the discretion of

the Employer based on exceptional circumstances beyond the control of the employee. Once notice has been given, neither PTO nor any other benefit is available for use, unless required by law.

Section 7.3 Just Cause. No regular employee shall be disciplined or discharged except for just cause. Employees who have been discharged by the Employer shall be given a written statement of the cause of discharge at the time of discharge or within two (2) working days thereafter. The Employer shall use a uniform system of disciplinary written warning notices, formal reprimands and suspensions. Employees shall be given an opportunity to read and answer all written notices of discipline before placement of such material into their personnel file. Employees shall be requested to sign written notices of discipline. The employee's signature thereon shall not be construed as admission of guilt or concurrence with the discipline, but rather as an indication that they have seen and comprehend the gravity of the disciplinary action taken. Copies of these notices shall be given to the employee and the Union at the time formal disciplinary action is taken or within two (2) working days thereafter. An employee may request the attendance of a Union representative (including steward) during any meeting which may lead to disciplinary action.

The Employer may also use non-disciplinary notices such as written coaching and performance evaluations. Employees shall be given an opportunity to read, sign and answer all non-disciplinary notices or performance evaluations before placement of such material into their personnel file. The employee's signature thereon shall not be construed as admission of concurrence with the notice.

Section 7.4. Only disciplinary actions above the level of a documented verbal warning may impede an employee from qualifying and/or being awarded a new position within the organization.

Section 7.5. The Employer shall remove all disciplinary action documentation from the employee's disciplinary record after two (2) years from such time the employee received the notice, provided there has been no recurrence of the infraction. Disciplinary action related to drugs, alcohol, discrimination or harassment based on any protected category (e.g., sex, religion, national origin), patient abuse and safety violations will remain a permanent part of the employee's disciplinary record. Disciplinary action that is removed from an employee's disciplinary record under this Section will not be used for the purposes of evaluating the employee for open positions or to determine the level of any future discipline.

Section 7.6 Personnel File. Upon request of an employee, the Employer shall make the personnel file in the Personnel Office available within one (1) business day, during normal business hours for review with the Personnel Director or designee.

ARTICLE 8

JOB POSTING

Section 8.1 Job Posting. The Employer agrees to post bargaining unit vacancies on an electronic job posting platform designated by the Employer for five (5) calendar days. A vacancy exists when a full or partial FTE position is vacated or when such a position is newly created. All job postings shall include the department, classification, status, and shift. The Union shall receive copies of all new or revised job descriptions.

Section 8.2 Consideration. The Employer agrees to give fair and reasonable consideration to current employees when filling vacant positions. In the event two (2) or more current employee

applicants have substantially equal qualifications, experience, skills, abilities and performance in the judgment of the Employer, seniority shall be the determining factor in placement.

Section 8.3 Unsuccessful Internal Applicants. An employee who applies for a position and is not awarded the position may contact the hiring manager or director to discuss why the employee was not selected and what skills or other factors the employee needs to become a more competitive applicant in the future. The Employer will notify unsuccessful employee-applicants by letter or electronic communication within five (5) days of filling the open position.

ARTICLE 9

SENIORITY

Seniority shall mean an employee's most recent continuous length of service with the Employer based upon total paid straight-time and overtime hours. Seniority shall be the determining factor, among bargaining unit employees, in layoff and recall from layoff, reassignment within a department resulting from layoff, and shift changes, where such factors as capability, experience, qualifications, abilities, performance and skill are substantially equal, in the judgment of the Employer.

ARTICLE 10

LAYOFF, RECALL

Section 10.1 Permanent or Prolonged Layoff. If the reduction in the number of employees is necessary the Employer shall meet with the Union about the impending layoff. The following procedures shall be followed.

- (a) When a reduction in the number of employees is required in any job classification those employees in the affected job classification with the least amount of seniority shall be the first to be laid off from the job classification, where such factors as skill and ability are substantially equal, in the judgment of the employer.
- (b) Employees who have followed a clear career path within a department through a series of promotion or lateral transfers may be eligible to bump back to those former job classifications held by less senior employees, so long as, in the judgment of the employer, such employee is still certified or licensed to perform the job, has maintained current skill level, or can be oriented to the position within three (3) weeks of placement.
- (c) Employees who have worked in a number of job classifications across different departments may also be eligible to return to a job classification that was previously held by that employee within the last twenty-four (24) months, provided that the employee has greater seniority than the incumbent and as judged by the employer, the employee's skill, ability and qualifications are equal to or exceed the incumbent's.

In the event of a layoff, the Employer shall notify the Union and the employees involved a minimum of twenty-one (21) days prior to the impending layoff or twenty-one (21) days' pay in lieu of notice will be granted to regularly scheduled employees if appropriate notice is not given in layoff circumstances only.

Section 10.2 Recall Procedure. Any employee laid off shall be placed on the recall list for a period of twelve (12) months from the date of layoff. There will be no loss of previously accrued benefits or previously accrued seniority if the individual is recalled within twelve (12) months.

Employees who have been laid off pursuant to Section 10.1 herein shall be subject to recall to the job classification held at the time of layoff, prior to any job posting or hiring of outside applicants. Employees on layoff shall not accrue but shall retain past service credits for seniority, wage and benefit purposes. Notice of recall shall first be made via phone to the last known number on file. Following the initial conversation, a formal letter of recall shall be mailed via certified mail to the employee's last known home address. Failure to respond to or accept a recall notice within five (5) working days of receipt shall result in immediate forfeiture of recall rights.

Accepting a Per Diem position will not remove the employee from the recall list.

Section 10.3 Letter of Reference. If a laid off employee requests, the employer agrees to write that employee a letter of reference.

Section 10.4 Permanent Reduction of Hours. In the event of a reduction in hours, which results in a change in employee FTE, such employee shall be placed on the recall list for a period of twelve (12) months. If permanent hours become available, those hours will be offered to the most senior qualified employee in the job classification on the recall list, provided in the judgment of the employer the assignment is feasible.

Section 10.5 Floating. Employees working in the same job classification may be requested to float to other departments and/or locations to help fill emergent needs on a temporary basis. Such obligations will be rotated and equitably distributed within a job classification, unless in the Employer's judgment a particular qualification, skill or ability is needed. Such assignment will not result in a change in shift hours unless mutually agreed upon by the employee and the employer. If a floating assignment involving a change in shift hours is needed to provide patient care or services due to circumstances outside the Employer's control, and there are inadequate volunteers to meet such need, then the Employer may make the floating assignment on a reverse seniority basis in the affected department. If the employee is unable to work the change in shift hours then the next least senior employee will be assigned. If, during the floating assignment, an employee is asked to perform a task or procedure for which the employee does not feel qualified or trained to perform, the employee should immediately discuss the matter with supervision.

Section 10.6 Low Census.

Section 10.6.1 Definition of Low Census. Low census will be defined as a need to temporarily reduce hours due to a decline in work requirements.

Section 10.6.2 Assignment of Low Census. Prior to reducing hours as a result of low census, the Employer will attempt to reassign employees to other departments and/or projects as long as such assignment does not replace the work of a previously low censused employee. If such reassignment is not possible as determined by the Employer, low census reduction in hours shall be assigned in the following order dependent upon skills and ability:

- (a) Premium Pay employees.
- (b) Employees that request or volunteer for low census.

- (c) Per Diem employees, temporary employees.
- (d) Full time and part time employees on a rotational basis.

The Employer will attempt to provide work for as many employees as possible but will not keep employees on duty when there is no reasonable work for them to do. Work shall be defined as direct patient care, indirect activities, such as development of procedures, policies, in-service problems, or orientation to other units if practicable. Low census shall be rotated among all staff consistent with the following:

1. Low census is on a department basis. The decision to low census rests with the department leader.
2. Low census shall begin with the least senior employee in the affected job classification and shall rotate through all employees within the affected job classification. The employer shall track the number of hours each employee receives during the rotation process. The employee with the highest amount of low census hours shall not be forced to take low census until all remaining employees in the rotation have reached the same amount. Tracking of low census hours shall reset every three (3) months.
3. Implementation of the low census rotation shall be by shift/day on a seniority basis.
4. Volunteer low census hours shall count in the administration of the rotational system.
5. Requests for voluntary low census will be rotated amongst the employees within the affected job classifications and/or departments beginning with the highest senior employee. The employee with the lowest amount of low census hours shall be entitled to take low census until all remaining employees in the rotation have reached the same amount. Tracking of low census hours shall reset every three (3) months. An employee's request for voluntary low census is subject to the Employer's determination as to its needs relating to patient care based on the employee's skill and ability.
6. Involuntary low census days may be made up provided such make-up does not require overtime or premium compensation. It is the employee's responsibility to communicate to their department leader that they are available to make up a low census day. Involuntary low census make-up days are paid at the normal rate of pay.

An employee requesting to make-up involuntary low census may replace a premium pay employee, per diem employee, or temporary employee for a partial or full shift. The scheduling of a low census make-up day shall be mutually agreed upon by the affected employee and the department leader. Replacement shifts for an employee making up involuntary low census shall be considered provided skills, ability and knowledge are substantially equal to the employee being replaced, in the judgment of the Employer. Priority shall be given to an employee requesting a low census make-up day prior to an employee requesting to work additional shifts above the employee's scheduled FTE. An employee requesting additional shifts

above the employee's scheduled FTE where low census is not a factor shall do so according to Section 11.4.3.

7. Employees who work in multiple locations and performing the work of multiple job classifications will be included in the low census rotation for the area where they are assigned the majority of their hours.
8. Nothing herein shall be construed to preclude the Employer from implementing a layoff at any time, in accordance with Section 10.1.

Section 10.6.3 Low Census Standby. Any full-time or part-time employee on low census standby shall receive twenty-five percent (25%) of their regular salary. Employees called in to work while on low census standby shall be paid for all work performed at their regular rate of pay. Employees placed on low census standby shall be available to return to work when the need arises.

Section 10.6.4. Low census days shall not affect regularly scheduled employees seniority for any purpose. Low census is on a per department basis. If there is agreement between the employee and the department, the work schedule can be amended to decrease low census. This flexibility affects the posted schedule only. The employee being asked to change schedules has the final determination.

Section 10.6.5. An employee assigned low census will be allowed the option to use PTO to cover their reduced hours or to take the low census as unpaid time. The Employer will not require that the employee use PTO to cover low census.

Section 10.7 Reassignment Within Department. In the event of a layoff, the remaining employees will be reassigned on the basis of seniority to available positions within their classification or comparable classification for which they are qualified in the department. The Employer will make a good faith effort to assign the more senior employees to positions that match or approximate the employee's former shift and number of hours of work.

ARTICLE 11

HOURS OF WORK – OVERTIME

Section 11.1 Work Day. A normal work day shall consist of eight (8) hours within eight and one-half (8½) consecutive hours with one-half (½) hour as unpaid lunch period.

Section 11.1.1. A payroll period is established as two (2) weeks in length consisting of fourteen (14) consecutive days. A pay period begins at 12:00am on Sunday and ends at 11:59pm on Saturday.

Section 11.1.2. The established payday will be every other Friday, following the end of a payroll period.

Section 11.2 Normal Work Period. The normal work period shall consist of eighty (80) hours' work within a fourteen (14) day period.

Section 11.3 Alternative Shifts. Examples of such schedules are nine (9), ten (10), and twelve (12) hour shifts, and/or seven (7) days on and seven (7) days off, as established and approved by the Employer. (Refer to Shift Schedule Addendums)

Section 11.4 Overtime. All hours in excess of eight (8) hours in one (1) day or eighty (80) hours in one (1) fourteen (14) day period shall be paid at the overtime rate of one and one-half (1½) times the normal rate.

Section 11.4.1. For alternative shifts or innovative work schedules over eight (8) hours, time and one-half (1 ½) of the normal rate of pay shall be paid for hours in excess of the regularly scheduled shift in one day, or over forty (40) hours in one (1) week. Upon request of the employee and agreement of management, employees may choose the alternate work week agreement and be paid overtime for over forty (40) hours in one (1) week to enable greater flexibility in their hours of work within the week.

Section 11.4.2. If an employee works over eight (8) hours per day or over eighty (80) hours in one (1) fourteen (14) day period, where the employee is working an eight (8) hour shift, the first two (2) hours of overtime will be paid at the rate of one and one-half (1½) times the regular rate of pay plus applicable premiums, and any additional hours will be paid at the rate of double time (2x). This clause shall not apply to employees working nine (9), ten (10) and twelve (12) hour shifts.

Section 11.4.3. Part time employees that sign up to work additional shifts above their FTE shall be paid their regular rate of pay for those hours worked. Part time employees that are called to work a shift on their day off will receive time and one-half (1 ½) of the normal rate of pay provided the request for work was made less than twenty-four (24) hours in advance of the shift needed. The Employer will make a good faith effort to utilize regularly scheduled employees prior to scheduling per diem, temporary or hiring new employees, provided that the utilization does not result in overtime.

Section 11.5 Overtime Authorization. All overtime must be authorized in advance by the Supervisor. Reasonable amounts of overtime may be assigned to any employee as a condition of employment. Failure to accept such assignments shall result in appropriate disciplinary action. Overtime will be offered by seniority and rotated equitably in the needed job classification. If no employee is available then the overtime will be offered to the most senior employee with the requisite qualification, skill and ability working outside the job classification.

Section 11.6 No Duplication of Overtime Hours. Overtime hours shall be counted only once for purposes of computing overtime. All non-overtime hours worked, regardless of rate of pay, shall be counted as hours worked for purposes of computing overtime.

Section 11.7 No Duplication of Premium Hours. Premium hours shall be counted only once for purposes of computing premium pay. To the extent that hours are compensated for at a premium rate under one provision, they shall not be counted as hours worked in determining premium payments under the same or any other provisions.

Section 11.8 Time Paid for But Not Worked. Time paid for but not worked shall not count as time worked for purposes of computing overtime.

ARTICLE 12

SCHEDULING

Section 12.1 Scheduling. The Employer reserves the right to determine all work schedules to which bargaining unit employees may be assigned. The Employer will make reasonable effort to work with employees in their department to develop and implement a work schedule which meets the needs of the department and the employees.

Section 12.2 Weekends. In departments where the employees desire to have every other weekend off scheduling, the Employer will make reasonable effort to implement every other weekend off. Weekend shall mean Saturday and Sunday, except in the case of the night shift which shall mean Friday and Saturday.

Section 12.3 Posting. Work schedules shall be posted four (4) weeks in advance or by the 20th of the month, in a visible place of ready access to all departmental employees. Schedule changes will be posted by Thursday of the week preceding the schedule change, except for emergencies or changes not known at that time. The Employer will directly notify an employee of a schedule change that was not based on agreement between the Employer and employee.

Apply the Open Shift Scheduling Letter of Understanding to those employees whose work schedules the Employer generates through its advanced scheduling module.

Section 12.4 Rest Between Shifts. In scheduling work assignments, the Employer will make a good faith effort to schedule employees with at least twelve (12) hours off between shifts. In the event an employee is mandatorily required to work with less than twelve (12) hours off between shifts, all time worked within this twelve (12) hour period shall be paid at time and one-half (1½). Individuals who voluntarily trade shifts will not be eligible for time and one-half (1½). This Section shall not apply to standby and callback assignments performed pursuant to Sections 13.9, 13.9.1 and 13.10 and shall not apply to education, meeting, or training of two (2) or fewer hours.

Section 12.4.1 Rest Between Shifts for Alternate Shifts. This Section shall not apply to standby and callback assignments performed pursuant to Sections 13.9, 13.9.1 and 13.10 and shall not apply to education, meeting, or training of two (2) or fewer hours. Per the Ten (10) Hour Shift Schedule Addendum and the Twelve (12) Hour Shift Schedule Addendum, in the event the employee is required to work with less than ten (10) hours off between shifts, all time worked within this ten (10) hour period shall be paid at time and one-half (1 ½). Individuals who voluntarily trade shifts will not be eligible for time and one-half (1½).

Section 12.5 Shift Assignments. In the event the Employer changes employees' shift assignments, consideration will be given to the desires of the affected employees. If there is no mutual agreement, changes will be made in reverse order of seniority provided that skill and ability are adequate to meet the Employer's staffing requirements.

Section 12.6 Rest Periods. Employees shall receive one (1) ten (10) minute rest period during each four (4) hour period of work. Employees working twelve (12) hour shifts shall receive three (3) rest breaks. Rest periods shall normally be taken in uninterrupted ten (10) minute segments. However, if workload prevents an uninterrupted break, the employee may take their break on an intermittent basis consistent with the provisions of WAC 296.126.092. Employees shall receive a thirty (30) minute meal period on employees own time to be provided within five (5) hours of start of employment. If an employee is required by the Employer to remain on Employer premises

during the meal period, such time shall be considered as time worked for pay purposes. Employees required to wear pagers during their meal period will be paid standby pay. If an employee's meal period is interrupted, the employee will be paid for the meal period at one and one-half (1½) times the regular rate of pay. The Employer will make a good faith effort to provide adequate relief for meal and rest periods. Meal facilities and/or vending machines will be provided for employees.

Section 12.7 Notice of Intended Absence. Employees who are required to be absent for any reason will provide their immediate supervisor or designee with reasonable notice of such request and the reasons therefore. Except for an emergency, such notice must be provided to the employee's supervisor immediately following the employee's knowledge of the need for such absence. All absences must be approved by the supervisor.

Section 12.8 Flex Time. An employee who prearranges time with their supervisor may request to make up time on the employee's regularly scheduled day off, or before or after end of shift, within the work week of an absence of three (3) hours or less. Such request may be granted based upon availability of work and supervision. Such employee will be paid the employee's normal rate. Such rescheduling shall not result in overtime and/or premium obligations including shift differential, to the Employer.

Section 12.9 Innovative Work Schedule. Innovative work schedules not covered by Section 11.3 may be established by the Employer with the consent of the employees involved. Prior to implementing an innovative shift, the Employer and the Union will meet to clarify the terms and conditions of employment related to that innovative work schedule.

Section 12.10 Work Load Distribution. When an employee is absent for any reason, and a replacement is not obtained, the Employer shall distribute the work load among the other employees in the department so that no undue hardship will be placed on any individual employee.

ARTICLE 13

COMPENSATION

Section 13.1 Base Wage Rates.

Section 13.1.1 Wage Scale Increases.

Section 13.1.1.1. Effective the first day of the first pay period on or after ratification of this Agreement, the wage rates and the wage scales of all job classifications will be as set forth in Temporary Appendix A and will thereafter be increased by one percent (1%) across the board (See Appendix A Wage Scales). On the condition that the Union membership ratifies the successor collective bargaining agreement on or before September 25, 2023, employees who are employed as of the ratification of this Agreement will receive retroactive compensation for the wage increases set forth in this Subsection 13.1.1.1 for the period that began on July 9, 2023 and ends on September 30, 2023 based on hours actually worked or compensated during that time period. Employees will receive no other retroactive compensation except as set forth in this Paragraph. The retroactive compensation set forth in this Paragraph will be paid by no later than the second regular payroll following ratification of this Agreement.

Section 13.1.1.2. Effective the first day of the first pay period on or after July 1, 2024, the wage rates and wage scales of all job classifications will be increased by four percent (4%) across the board.

Section 13.1.1.3. Effective the first day of the first pay period on or after July 1, 2025, the wage rates and wage scales of all job classifications will be increased by three percent (3%) across the board.

Section 13.1.2. Wage increases set forth in this Article 13 shall become effective at the beginning of the first pay period on or after the dates designated.

Section 13.1.3 Bonus Plan. All bargaining unit employees shall participate in the Employer's Bonus Compensation Plan. (Refer to Bonus Plan Addendum)

Section 13.2 Step Increases. Nothing herein shall prevent the Employer from paying over and above the wage rates listed herein. Wage Scale step increases for employees shall become effective the beginning of the pay period following twelve (12) calendar months of continuous work.

Section 13.3 Retroactivity of Wage Increase. All wage scale step increases that are not put into effect as of the date of a step increase shall be effective retroactively to the effective date of the step increase.

Section 13.4 Longevity Increase. A lump sum payment of 1% of base salary will be paid every year to employees who have been at Step 22 for one or more years. Base salary will be calculated by using the employee's hourly rate multiplied by the employee's scheduled FTE.

Section 13.5 Wage Rate for Out of Class Work Assignments. Each employee will have a regular job classification title and job description. When an employee is required to perform work in a classification other than the employee's regular classifications, the employee's hourly rate shall be determined as follows:

- (a) When an employee temporarily performs work in a job classification with an hourly rate that is lower than the employee's regular classification hourly rate, the employee will continue to receive the normal hourly rate which the employee is entitled to in the employee's regular job classification. Employees may work two (2) different classifications at two (2) different pay rates, if appropriate.
- (b) Employees working in a job classification with an hourly rate that is higher than the employee's regular classification hourly rate on a temporary basis of at least two (2) hours in duration shall receive the hourly rate for the higher classification and be paid at the step rate determined appropriate for the employee's relevant work experience in the higher paid classification as determined by the employer for all time spent in that classification, or at the employee's regular classification rate, whichever is higher. The employee shall be assigned a secondary job classification in the higher paid classification with the wage rate as determined in this Section.

Section 13.6 Wage Rate Upon Voluntary Transfer (Non-Promotion). An employee transferring into a new classification shall do so without loss of seniority. An employee who is transferred to a classification with the same or lower hourly rate at the employee's step shall be

placed at a step of the new classification that recognizes all relevant experience in the new position.

Section 13.7 Wage Rate Upon Promotion. An employee transferring into a new classification shall do so without loss of seniority. An employee transferring into a classification with a higher hourly rate at the employee's step shall be placed at the step of the new classification that most closely reflects their previous rate of pay plus an additional five (5) percent, or to the base step of the new classification's wage scale, whichever is higher. If the employee's past experience is directly related to the new classification, and the employee was not given credit for this relevant experience previously because it was not directly related to the employee's current classification, a new step determination shall be considered which may be higher than a five percent (5%) increase or base step placement. The next step increase after a promotion shall occur after the completion of twelve (12) months effective the beginning of the pay period following the effective date of the promotion. Credit for the employee's relevant past experience shall be in the judgment of the employer.

Section 13.8 Shift Differential. Zones for the purposes of determining when shift differential should be paid are defined as:

Day - 6:00 a.m. to 5:00 p.m.

Evening - 3:00 p.m. to 11:00 p.m.

Nights - 11:00 p.m. to 7:00 a.m. (9:00 a.m. for ten (10) hour shifts beginning at 11:00 p.m.)

Shift differential shall be paid for all hours worked in the evening and night zones provided the employee has been assigned to work an evening or night shift. For those employees assigned to an evening and/or night shift, shift differential shall be considered as part of the base wage schedule for the purpose of calculating PTO, payment of overtime, holiday and EIB.

Employees assigned to work during regular day shift hours 6:00 a.m. to 5:00 p.m. shall not be eligible to receive shift differential unless they have worked four (4) hours into a shift differential zone.

Section 13.8.1.

Group A: The evening shift differential shall be three dollars (\$3.00) per hour and the night shift differential shall be four dollars (\$4.00) per hour for all classifications specified in Group A of the Job Classification Premiums Addendum.

Group B: The evening shift differential shall be two dollars and ten cents (\$2.10) per hour and the night shift differential shall be three dollars (\$3.00) per hour for all classifications specified in Group B of the Job Classification Premiums Addendum.

Section 13.8.2. The weekend premium shall be two dollars and twenty-five cents (\$2.25) per hour. Such premium is excluded from overtime premium calculations unless otherwise required by the Fair Labor Standards Act. The weekend will be defined as all hours worked between 11:00 p.m. Friday and 11:00 p.m. Sunday for those employees working eight (8) hour shifts. For employees working twelve (12) hour shifts, the weekend will be defined as all hours worked between 7:00 p.m. Friday and 7:00 p.m. Sunday.

Section 13.9 Callback Pay. Excluding early beginning or extensions of their regularly scheduled shift and mandatory in-service assignments, regular employees called back to work shall receive

a minimum of two (2) hours' pay at time and one-half (1½) the normal rate of pay. If employee is called and is not required to report for work, but can resolve the problem from home, the employee will be paid for the actual time worked or a minimum of thirty (30) minutes, whichever is greater, at time and one-half (1½) the straight time hourly rate. Management reserves the right to determine when employees will be called at home and the order in which employees will be contacted.

Section 13.9.1. Excluding early beginning or extensions of their regularly scheduled shift, regular employees called back to work for mandatory in-service shall receive a minimum of one (1) hour's pay at the normal rate of pay and subject to the overtime provisions set forth herein.

Section 13.10 Standby Pay. Standby pay shall be four dollars (\$4.00) per hour. The employee shall be guaranteed a minimum of two (2) hours of pay consistent with the remaining provisions of this Section. Call-in time shall be in two (2) hour time frames. The first call-in will begin the first two (2) hour time frame. The employee may return home when the employee's work is completed. If the employee is called back before the two (2) hours have passed, it will be considered the same two (2) hours. After the two (2) hours have passed, the next time frame will begin with the next call-in. An employee shall receive time and one-half (1 ½) the employee's normal rate of pay when called in from standby status.

Section 13.11 Reporting Pay. Employees who are requested to report for work or who are scheduled to work and who are permitted to come to work without receiving prior notice that no work is available shall perform any work to which they may be assigned. The employee shall be paid an amount of money equivalent to two (2) hours at the normal rate of pay, including applicable shift differential unless one (1) hour previous notice is given to employees. This notice provision is met if the Employer makes reasonable efforts to reach employee within the time specified.

Section 13.12 Payroll Errors. A paycheck error shall be corrected within seven (7) calendar days from the time the employee notified the payroll office of the error. If ten dollars (\$10) or less, it will be included in the next paycheck.

Section 13.13 Supervisor's Pay. An employee assigned by their manager to cover the department in the absence of the manager shall receive an additional two dollars and twenty-five cents (\$2.25) per hour to the employee's normal rate of pay.

Section 13.14 Lead Pay. An employee assigned by their manager to oversee work being performed by other employees in the department or facility shall receive an additional two dollars (\$2.00) per hour to the employee's normal rate of pay.

Section 13.14.1. An employee assigned as a Permanent Lead by their manager shall receive the Lead premium on both worked and non-worked hours. Non-worked hours include: PTO, EIB, Bereavement, Jury Duty, and Military Leave. Permanent Lead is defined as: An employee that has been selected to fill a Permanent Lead position and spends 100% of the employee's time at work in the Lead capacity.

Section 13.15 Preceptor Pay. An employee assigned as a preceptor shall receive a premium of one dollar and fifty cents (\$1.50) per hour for all hours so assigned.

Employees are eligible to receive preceptor pay when they are precepting students that are completing their clinical rotations, or newly graduated clinical employees, or employees learning new clinical skills.

A preceptor is defined as an experienced, clinical employee proficient in teaching, who is specifically responsible for planning, organizing and evaluating the new skill development of a new employee enrolled in a specific department training program, as defined by the Employer.

Inherent in the preceptor role is the responsibility for specific, criteria-based and goal-directed education and training for a specific training period. Management will determine the need for preceptor assignments and the time required for precepting, if any.

It is understood that employees, in the ordinary course of their responsibilities, will be expected to participate in the general process of assisting new employees requiring department orientation. This would include providing informational assistance, support and guidance to new employees. Preceptor pay shall not apply to orientation of staff or students.

Management reserves the right to determine when preceptors are needed and for what job classifications formal preceptor programs will be developed.

Section 13.16 Mileage. Subject to prior approval, employees required to use their personally owned automobile on Employer business will be reimbursed for their mileage at the rate established by the I.R.S.

Section 13.17 Additional Hours. Part-time employees desiring additional hours up to full-time shall notify the Department Manager in writing. Such hours will be offered by seniority in the needed job classification. The Employer will make a good faith effort to utilize regularly scheduled employees prior to scheduling per diem employees or hiring new employees. Positions and hours may be combined to achieve full-time status upon Employer approval.

Section 13.18 Certification Pay. Regular full-time and part-time employees (regularly scheduled for twenty-four (24) hours or more per pay period) in eligible job classifications who have obtained one or more employer-approved national certification(s) in recognized clinical specialties for their regular (not secondary) job classification may receive certification pay. Eligibility for and payment of certification pay is subject to the terms of this Section and the Employer's Policy No. 8500-186.

Section 13.18.1. To receive certification pay, the certification must be effective and maintained in good standing by the employee. To receive certification pay, employees in eligible job classifications must notify their manager in writing at the time certification is received and must provide a copy of the original certification document to their manager. Proof of an effective and maintained certification may be required by the Employer at any time.

Section 13.18.2. Certification pay will not be paid if the employee does not perform specific job functions related to the certification, as determined by the Employer. Certification pay will not be paid for certifications related to an employee's secondary job classification or for work performed in a secondary job classification.

Section 13.18.3. The Employer shall publish the list of eligible job classifications and approved certifications. Certification(s) that are required for an employee's job classification or are built into the salary range will not be deemed eligible.

Employees meeting the requirements for certification pay will receive one thousand dollars (\$1,000.00) (pro rata for part-time employees) upon obtaining the certification and every six (6) months that the certification remains effective and maintained in good standing, and the employee continues to meet all other requirements of this Section and Policy No. 8500-186. This certification pay will not increase if the employee obtains more than one approved certification.

Section 13.19 Orientation Pay. In addition to an employee's normal duties, an employee assigned by their manager to orient new employees shall receive an additional fifty cents (.50) per hour to the employee's normal rate of pay for the time designated by the manager to orient the new employee. Management reserves the right to determine when this pay shall apply to an employee and for what job classifications formal orientation programs will be developed.

Section 13.20 Pay Equity. Upon written request by an employee, the Employer will promptly investigate the employee's inquiry relating to inequity in the employee's pay. The Employer will respond to such requests, in writing, within fourteen (14) days. If an inequity is determined, an appropriate adjustment shall be made to the employee's pay. Such equity adjustment will be effective back to the date a request was first submitted to the Employer.

ARTICLE 14

LEAVE OF ABSENCE

Section 14.1 Definition. Leave of absence is defined as: (1) Any anticipated absence in excess of three (3) weeks; or (2) any absence, any portion of which is unpaid time off; or (3) unanticipated absence that exceeds thirty (30) calendar days in duration. All leaves of absence are to be requested from the Employer in writing as far in advance as possible, stating the amount of time requested. A written reply to grant or deny the request shall be given by the Employer as soon as possible. For any leaves of absence, available PTO and, if applicable, available extended illness benefit shall be used to the maximum extent allowed by law. Paid time off and leaves of absence, under this Agreement or available by law, run concurrently when applicable to a period of time off unless this Agreement or the law prohibits such time off or leave from running concurrently.

Section 14.2 Personal Leave. Upon completion of one (1) year of continuous employment, employees may be entitled to a leave of absence up to one (1) year without loss of seniority or any other accrued benefits. Up to five (5) days of personal leave may be requested for non-family and medical catastrophic events affecting the employee outside of their control such as fire and flood. A leave of absence granted for a period not exceeding thirty (30) calendar days shall entitle the employee to be returned to the employee's previous position, including shift status. When a leave is granted for more than thirty (30) calendar days, the employee will be entitled to the first available position for which that employee is qualified. Rejection of any position offered may terminate leave of absence status. Accrued PTO and, if applicable, available extended illness benefit shall be used during any period of unpaid temporary disability for medical or maternity leave to the maximum extent allowed by law.

Section 14.3 Bereavement Leave. The Employer shall grant a paid bereavement leave to full-time employees for twenty-four (24) hours at the employee's normal rate of pay. Regular part-time employees shall receive a paid bereavement leave on a prorated basis. Additional unpaid leave may be granted in the discretion of the Employer under appropriate circumstances. The bereavement leave shall be for employee's immediate family as defined as follows: employee's parents, grandparents, spouse, children, brother, sister, spouse's brother or sister, mother-in-law, father-in-law, stepchildren and grandchildren. If an employee has encountered a death in the

immediate family while on PTO leave, the employee shall receive bereavement leave in lieu of scheduled PTO time.

Section 14.4 Industrial Injury. During the period of time when an employee is on leave of absence resulting from an industrial injury sustained while in the course of employment with the Employer, the employee shall accrue service credit for the purpose of promotions, wage tenure increases, and other accrued benefits for six (6) months or less.

Section 14.5 Jury Duty. Regular scheduled employees shall receive their regular salary when called to jury duty. The employee, on receiving the jury duty pay, will assign the daily jury duty stipend to the Employer. Such leave shall not exceed twenty (20) paid days in any calendar year. The Employer shall make reasonable attempt to accommodate employees who work other than the day shift.

Section 14.6 Military Leave. In the event an employee has to perform military reserve duty or is recalled to armed forces, such leave shall be granted without loss of seniority or other accrued benefits.

Section 14.7 Federal Family and Medical Leave Act (FMLA). All eligible employees will be covered by all applicable State and Federal Laws and current laws shall be posted in public areas.

Section 14.8 Dependent Care. Leave for dependent care shall be in accordance with applicable state law. Such leave shall be administered in accordance with applicable state law.

Section 14.9 Washington Paid Family & Medical Leave. The Washington Paid Family & Medical Leave (PFML) Act establishes a State program that generally allows eligible employees to apply for State-provided income replacement benefits during a leave of up to 12 weeks (or under certain circumstances up to 18 weeks) for qualifying reasons. Leave that is compensated under the PFML program will run concurrently with all other applicable leave types available in this Agreement or by law, including FMLA leave, to the maximum extent allowed by law. Employees will be responsible for the full employee premium share allowed by law, paid through payroll deduction. The Employer will pay the remaining portion of the premium.

ARTICLE 15

ELIGIBILITY FOR BENEFITS

All regular full-time and regular part-time employees as defined in Sections 2.5 and 2.6 shall be eligible for Employer paid benefits after completion of the probationary period and as established in the particular benefit plan. Regular part-time employees shall receive prorated PTO, extended illness benefit, health insurance (if twenty (20) hours or more) and other benefits based on their hire status.

ARTICLE 16

INSURANCE

Section 16.1 Workers' Compensation. All employees subject to this Agreement shall be covered by State Industrial Accident Insurance, or equivalent insurance, as provided for in RCW 51.04, et seq.

Section 16.2 Group Insurance. The Employer will provide a group health insurance and group dental plan for employees who work at least twenty (20) hours per week. The Employer's contribution for employee premiums will be one hundred percent (100%) of the premium for the Employer designated core plan. Benefits for part-time employees will be prorated as provided in Article 15. Full-time for medical and dental insurance premium rates only shall be a .75 FTE or greater. In addition, the Employer's contribution for dependent coverage shall be:

Medical/Vision Rates

Employee	100% of cost for the Core Plan
Employee + Spouse	85% of the cost for the Core Plan
Employee + Child(ren)	85% of the cost for the Core Plan
Family	85% of the cost for the Core Plan

Dental Rates

Employee	100% of cost for the Core Plan
Employee + Spouse	85% of the cost for the Core Plan
Employee + Child(ren)	85% of the cost for the Core Plan
Family	85% of the cost for the Core Plan

These percentage Employer contribution rates shall be maintained and applied to the Core Plan in each plan year provided that the averaged cost of premiums for the group medical/vision insurance plan and group dental plan do not increase by more than 5% over the previous plan year. On annual renewal, if the averaged cost of premiums for the group medical/vision insurance plan and group dental plan increase by more than 5% from the previous year's premiums, the increased premium costs of the Core Plan shall be borne equally (50%/50%) by the Employer and the employee.

Section 16.3 Benefits. In the event the Employer modifies a current benefit plan that is offered (i.e., medical, dental, vision, life, AD&D) or provides an alternative plan, where such modified or alternative plan does not offer benefits substantially equivalent to the existing plan design, the Employer will discuss the proposed plan changes with the Union prior to implementation.

ARTICLE 17

PAID TIME OFF

Section 17.1 Purpose. The Employer shall provide a consolidation of vacation, holidays and a portion of sick leave benefits in a benefit called Paid Time Off (PTO). The purpose of the PTO Plan is to provide employees the flexibility in using earned leave days to best meet individual needs and desires for personal health, family, recreation, business, low census or leisure time. Earned PTO may be used for any personal absence the employee wishes.

Section 17.2 Eligibility. Regular full-time and part-time employees are eligible to start accruing PTO benefits upon their date of hire. Part-time employees will accrue PTO benefits on a pro-rata basis. Beginning on an employee's ninetieth (90th) day of continuous employment, the employee may schedule and take PTO to the extent that it has been earned, except that PTO may be used prior to ninety (90) days' of employment for unworked holidays identified in Section 19.1.

Section 17.3 Vacation Scheduling. Vacation shall be scheduled on a departmental basis. The Employer shall determine the number of employees in any department who shall be scheduled to utilize PTO at any one time. The Department Leader will be responsible for approval of PTO to provide for adequate staffing patterns to meet patient and operational needs. Department Leaders should schedule vacation in such a way as will least interfere with the function of a particular department and the continuity of patient care.

Employees are required to submit their requests for PTO to their Department Leader by the 10th of each month to be effective in the following month. PTO requests shall be reviewed and a determination made between the 11th and 19th of each month. Schedules for the following month will be posted by the 20th of each month. Approved PTO requests will be denoted on the schedule. PTO requests received after the schedule has been posted shall be considered on a first-come, first-served basis and granted at the discretion of the Department Leader.

In addition to the procedure defined above, there shall be a special request period running from January 1st through January 31st. PTO requests submitted during this period shall be approved based upon the employee's seniority no later than February 20th of each year. All other PTO requests shall be approved on a first-come, first-served basis and responded to within seven (7) working days.

Once vacation time has been approved it will not be cancelled, by either party, unless mutually agreed to by the Employee and the Employer.

Employees who have accrued PTO in their bank will be granted time off prior to scheduling employees with no PTO in their bank. If the amount of accrued PTO is insufficient to cover the requested time off, approval of the request is at the discretion of the Department Leader.

Employees may utilize PTO hours to supplement their time card for low census. PTO may be used to supplement the amount received by an employee for Worker's Compensation Insurance, as provided under Section 16.1.

Section 17.4 Accrual. The chart below summarizes the PTO accrual and full time equivalent accrual caps provided for in this Section:

Years of Service	PTO Hourly Accrual Rate	WAPSL-PTO Hourly Accrual Rate	Total Annual Accrual Cap (PTO accrual cap + WAPSL-PTO carry over cap)	Total Maximum Accrual Cap (PTO accrual cap + WAPSL-PTO carry over cap)
0 - 4 years	.06347	.025	176	264
5 - 9 years	.08270	.025	216	324
10 - 14 years	.10193	.025	256	384

15 – 19 years	.10577	.025	264	392
20 years and thereafter	.11347	.025	280	400

“WAPSL-PTO” is the portion of an employee’s PTO accrual designated for use in compliance with the Washington Paid Sick Leave Law, RCW 49.46.200 et seq. These WAPSL-PTO hours are the PTO hours designated for use as described in Section 17.5.

Eligible employees can accrue PTO that is not designated as WAPSL-PTO up to the indicated maximum amounts:

Years of Service	Annual Accrual Cap	Maximum Accrual Cap
0 - 4 years	136	224
5 - 9 years	176	284
10 - 14 years	216	344
15 - 19 years	224	352
20 years and thereafter	240	360

The employee will exercise their best effort to utilize PTO time that is not designated as WAPSL-PTO within twelve (12) months of earning it. PTO that is not designated as WAPSL-PTO will not accrue beyond the maximum or annual accrual caps listed. Once an employee has reached the maximum or annual accrual amounts, the accrual will be turned off until the balance of PTO that is not designated as WAPSL-PTO in the time bank drops below the maximum accrual cap or the new anniversary year begins. Annual accrual rates for part-time employees will be prorated.

At the end of each calendar year eligible employees will carry over up to 40 hours of unused WAPSL-PTO into the following year. Unused WAPSL-PTO hours that are not carried over will be redesignated as general PTO until the employee’s annual or maximum PTO caps are reached and thereafter will, at the employee’s option, be cashed out.

Section 17.5 Washington Paid Sick Leave PTO (WAPSL-PTO).

PTO that is designated as WAPSL-PTO may be used for any PTO purpose, including the following purposes:

- (a) An absence resulting from an employee’s mental or physical illness, injury, or health condition; to accommodate the employee’s need for medical diagnosis, care, or treatment of a mental or physical illness, injury, or health condition; or an employee’s need for preventive medical care;
- (b) To allow the employee to provide care for a family member (as defined in RCW 49.46.210) with a mental or physical illness, injury, or health condition; care of a family member who needs medical diagnosis, care, or treatment of a mental or physical illness, injury, or health condition; or care for a family member who needs preventive medical care;
- (c) When the employee’s place of business has been closed by order of a public official for any health-related reason, or when an employee’s child’s school or place of care has been closed for such a reason; and

- (d) For absences that qualify for leave under the domestic violence leave act, chapter 49.76 RCW.

If the need to use WAPSL-PTO is foreseeable, the employee must provide notice at least ten days, or as early as practicable, in advance of the use of such PTO.

If the need for WAPSL-PTO is unforeseeable, unless the leave is taken for purposes authorized under the domestic violence leave act, chapter 49.76 RCW, then the employee must provide notice to the Employer as soon as possible before the scheduled start of their shift, unless it is not practicable to do so. If it is not practicable for the employee to provide such notice, the employee's designee may do so. If advance notice by the employee or the employee's designee is not practicable, notice must be provided as soon as possible.

If the need for WAPSL-PTO is unforeseeable and is for purposes authorized under the domestic violence leave act, chapter 49.76 RCW, then the employee (or if impracticable, the employee's designee) must give notice to the Employer no later than the end of the first day that the employee takes such leave.

The Employer may provide for other terms for use of WAPSL-PTO by policy, consistent with the provisions of the Washington Paid Sick Leave Law.

Section 17.6 Change to Non-Benefitted Status. If an employee who is eligible for PTO becomes non-benefit eligible (e.g., transitions to per diem or temporary status), the employee will no longer accrue PTO hours as of the date of the status change. Upon assuming non-benefit eligible status, the employee will receive payment for all unused PTO hours that are not designated WAPSL-PTO hours. Unused designated WAPSL-PTO hours will roll over as paid sick leave hours under the paid sick leave policy applicable to per diem and temporary employees.

Section 17.7 Change to Benefitted Status. If an employee who is not eligible for PTO becomes eligible to accrue PTO, then the employee will begin to accrue PTO hours, as of the date of the status change. Upon assuming benefit eligible status, unused paid sick leave hours under the paid sick leave policy applicable to per diem and temporary employees will roll over as designated WAPSL-PTO hours.

ARTICLE 18

SPECIAL PROVISIONS

Section 18.1 Meals. The charge for on duty meals for Nutrition Services employees shall be as follows: breakfast, seventy-five cents (\$.75); lunch, one dollar and seventy-five cents (\$1.75); dinner, two dollars and twenty-five cents (\$2.25); snack, seventy-five cents (\$.75).

Section 18.2 In-service Programs. The Employer shall exercise reasonable efforts to schedule in-service education programs at times convenient to all shifts. Efforts will be made to minimize the impact on employees who are regularly scheduled to be off work through use of taped meetings, minutes or scheduling on same date each month, excluding weekends.

Section 18.3 Posting In-service Programs. In-service programs are to be posted in advance. The Employer will indicate whether attendance is mandatory. Time spent at mandatory in-services shall be considered as time worked.

Section 18.4 Education/Travel. Employees mandated to attend training, conferences, or seminars shall receive overtime for hours in excess of their normal shift for attendance hours and travel time, in accordance with Section 11.4 of the current labor agreement. Such excessive hours may be compensated in overtime pay or, at the option of the employee, may be scheduled in advance during the same pay period, by utilizing a flexible scheduling option.

All expenses, (registration fees, lodging, parking, meals and travel expenses) incurred while attending mandated training, conferences or seminars shall be at the Employers expense.

ARTICLE 19

HOLIDAYS

Section 19.1 Holidays. Employees shall be paid time and one-half (1½) for hours actually worked on any of the following days:

New Year's Day	Independence Day
Memorial Day	Labor Day
Christmas Eve Day	Thanksgiving Day
Christmas Day	

Section 19.2 Holiday Schedule. The Employer shall exercise good faith to rotate the work schedules so employees shall take turns when required to work on a recognized holiday.

Section 19.3 Holiday – Department Closed. In the event a department of the Employer is closed on a holiday and an employee of that department voluntarily chooses to work on the holiday, the time shall be paid at straight time for all hours actually worked on a holiday. A PAR must be completed by the employee and approved by the Department Leader in advance of the holiday. In the event a department of the Employer is closed because of a holiday when an employee of that department would otherwise be scheduled to work, and the employee does not work on that holiday, the employee may elect but will not be required to use PTO for that day.

ARTICLE 20

EXTENDED ILLNESS BENEFIT

Section 20.1 Accumulation. Beginning on the date of hire, employees shall accumulate extended illness benefit at the rate of .03077 the first eighty (80) hours compensated in a pay period. Extended illness benefit may be used beginning on an employee's ninetieth (90th) day of employment. Paid extended illness benefit shall be computed as time worked for the purpose of accruing benefits. Extended illness benefit accrual is limited to five hundred and twenty (520) hours. Effective the first full pay period after January 1, 2025, extended illness benefit accrual is limited to four hundred and eighty (480) hours. Once employees reach the maximum amount of EIB accrual, they will no longer accrue EIB hours until such time as their balance drops below the maximum accrual amount. Employees that have a balance above the 480 hour maximum amount, as of January 1, 2025, will not lose their excess hours. They will not accrue any additional EIB until their balance drops below the 480 hour maximum amount.

Section 20.2 Notification of PTO or Extended Illness Benefit. Except when using PTO designated as WAPSL-PTO for purposes identified in Section 17.5(a)-(d), employees scheduled to work shall be required to notify the Employer as soon as they know, or not less than two (2)

hours in advance of the employee's scheduled shift, if unable to report for duty. The Employer shall give consideration to extenuating circumstances that make such notice requirements impossible.

Section 20.3 Payment. The first sixteen (16) consecutive compensable hours of illness the employee shall draw out of the PTO bank, beginning with available WAPSL-PTO, except in instances of immediate hospitalization or on-the-job injury (supplement worker's compensation up to one hundred percent (100%) of salary). Starting with the seventeenth (17th) consecutive compensable hour of illness, earned leave in extended illness benefit bank shall be used for immediate subsequent scheduled time the employee is unable to work due to illness. Extended illness benefit pay shall be based on normal rate of pay.

Section 20.4 Payroll Check Stubs. Extended illness benefit credits shall be shown on the bi-weekly payroll electronic pay stub for every payroll period.

ARTICLE 21

RETIREMENT BENEFITS

The Employer shall continue to maintain a retirement program. Newly eligible employees are able to enroll at any time. Retirement benefits and eligibility requirements for participation shall be defined by the Employer's plan.

ARTICLE 22

GRIEVANCE PROCEDURE AND ARBITRATION

Section 22.1 Grievance Defined. A grievance is defined as an alleged violation of the terms and/or conditions of this Agreement. If any such grievance should arise, it shall be processed by the grievant together with a Steward or Union representative, if requested by the grievant, in accordance with the following procedure.

Section 22.2 Time Limits. Time limits set forth in the following steps may be extended only by mutual written consent of the parties hereto. If the grievant does not comply with the time limitations, this shall constitute automatic withdrawal of the grievance. If the Employer does not comply with the time limitations, the grievant shall have the right to proceed to the next step of this procedure. Grievances not raised in accordance with the following procedure and time limits will be waived and will not be considered.

Section 22.3 Procedure. Except as specifically stated herein, this procedure shall serve as the sole mechanism for adjudication of disputes which may arise out of any violation of the terms of this Agreement. Before filing a grievance under the following procedures, the grievant shall first attempt to resolve the problem immediately with the immediate supervisor, and both the grievant and the immediate supervisor shall endeavor to resolve such problem at the lowest level possible.

Step 1. HR/Immediate Supervisor.

In the event that a resolution between the grievant and the immediate supervisor is not successful, the grievant, together with a Steward or Union Representative if requested by the grievant, shall present the grievance in writing to the Employer's Human Resources Department within ten (10) working days (Monday through Friday) of the grievant's knowledge that a grievance exists. The written grievance shall specify the provision of this

Agreement allegedly violated, the date of such violation, and the remedy sought by the grievant. The Human Resources Manager or designee in consultation with the immediate supervisor shall be given ten (10) working days (Monday through Friday) to resolve or respond to the grievance.

Step 2. Chief Human Resources Officer.

If the grievance is not resolved to the employee's satisfaction at Step 1, the employee (and the Steward or Union Representative, if requested by the employee) shall present the written grievance to the Chief Human Resources Officer (or designated representative) within ten (10) working days (Monday through Friday) of the Step 1 decision. A meeting between the Chief Human Resources Officer or designee and the grievant (and the Steward or Union Representative, if requested by the employee) shall occur within ten (10) working days of the date the grievance is presented. The Chief Human Resources Officer or designated representative shall reply in writing within ten (10) working days (Monday through Friday) following the Step 2 meeting.

Step 3. Employer Administration.

If the grievance is not resolved in Step 2 above, the grievant (and the Steward or Union Representative, if requested by the employee) shall present the written grievance to the Hospital Administrator or designee within ten (10) working days (Monday through Friday) from the Step 2 decision. A meeting between the Administrator or designee and the grievant (and the Steward or Union representative upon request) shall occur within ten (10) working days of the date the grievance is presented. The Administrator or designee shall submit a written reply to the grievant, with copy to the Union representative, within ten (10) working days (Monday through Friday) following the Step 3 meeting.

Step 4. Mediation.

The parties may mutually agree to submit a dispute to mediation. Costs of mediation, if any, shall be equally borne by the parties. The mediation process may be terminated through written notice to the other party at any time.

Step 5. Arbitration.

If the grievance is not settled on the basis of the foregoing procedure, the Union may submit the issue to arbitration by notifying the Employer in writing within ten (10) working days (Monday through Friday) of receipt of the written response in Step 3. Within ten (10) working days (Monday through Friday) of notification that the dispute is submitted for arbitration, the Employer and the Union shall each select one representative. These two shall promptly meet for the purpose of selecting an arbitrator. If the two (2) representatives cannot agree on the selection of an arbitrator, a list of eleven (11) Northwest arbitrators shall be requested from the Federal Mediation and Conciliation Service. The arbitrator shall be chosen from that list by the parties alternately striking (beginning with the Union) the names until only one (1) name remains. The arbitrator shall hold a hearing, utilizing the voluntary labor rules of the American Arbitration Association, unless mutually waived by the parties, and base their decision on the evidence elicited at such hearing together with post-hearing briefs, if any. The arbitrator's decision shall be final and binding upon the Employer and the Union. The arbitrator shall have no power to add to or subtract from, alter, or amend the terms of this Agreement, or substitute the arbitrator's judgment for that of the Employer or its management in any matter where this Agreement has specified whose judgment will be used, or where the right or matter in question has been reserved to the Employer.

Each party shall bear one-half (1/2) the fee of the arbitrator and any other expenses directly incurred incident to the arbitration hearing. All other expenses shall be borne by the party incurring them and neither party shall be responsible for the expenses of the witnesses called by the other party.

ARTICLE 23

SAFETY

Section 23.1 Safe Work Place. The Employer shall at all times provide safe materials, equipment and working conditions for all employees. The Employer agrees to provide all employees with a safe work place and further agrees to comply with all federal, state and local laws applicable to the safety and health of its employees. Employees shall follow safe practices recommended by management.

Section 23.2 Employee Safety Committee. The Employer shall form an Employee Safety Committee composed of employee and Employer representatives. The Committee shall allow for proportionate membership representation of employee groups.

Section 23.3 Orientation. The Employer shall provide adequate orientation, training and education for employees who may be routinely exposed to potentially hazardous substances and harmful biological and/or physical agents in their jobs or in other instances where safety is a job factor in their job duties.

ARTICLE 24

MANAGEMENT RIGHTS

The management of the Employer and the direction of the work force is vested exclusively with the Employer, subject to the terms of this Agreement. All matters not specifically and expressly covered by the language of this Agreement may be administered for its duration by the Employer in accordance with such policies and procedures as it from time to time may determine.

ARTICLE 25

UNINTERRUPTED PATIENT CARE

The Employer provides special and essential services to the community. Therefore, it is the intent of this Agreement to settle disputes by the grievance procedure provided herein. Therefore, during the term of this Agreement, (1) the Employer shall not lock out its employees and (2) neither the employees nor their agents or other representatives shall participate in any way in any strike including any sympathy strike, walkout, slowdown, boycott, or any other interference with the operations of the Employer, nor shall any employee refuse to cross a picket line established against the Employer. Any employee who is found to have violated this Article shall be subject to immediate discipline, including possible dismissal.

ARTICLE 26

CHANGES IN POLICY

Section 26.1. The parties hereto have had an opportunity to raise and discuss all bargainable subjects leading to the adoption of this Agreement. Therefore, the parties hereto, for the life of the Agreement, each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter not specifically referred to or covered in this Agreement, even though such subjects or matters may not have been within the knowledge or contemplation of any or all of the parties at the time they negotiated or signed this Agreement. The parties further agreed, however, that this Agreement may be amended by the mutual consent of the parties in writing at any time during its term.

Section 26.2. The Employer agrees to inform the Union office in writing of any significant changes in policy, procedures, or reorganization concerning bargaining unit employees at least thirty (30) days prior to implementation when practical. Upon request the Employer will discuss such changes with the Union and attempt, in good faith, to resolve any issues that the Union raises regarding the proposed change. Nothing herein shall prevent the Employer from implementing the proposed change for the duration of the agreement if the parties reach impasse.

ARTICLE 27

PAST PRACTICES

Any and all agreements, written or verbal, previously entered into by the Employer and the OPEIU are in all things mutually cancelled and superseded by this Agreement. Unless specifically provided herein to the contrary, past practices shall not be binding on the Employer.

ARTICLE 28

LABOR MANAGEMENT COMMITTEE

The Union and the Employer agree to convene a Labor Management Committee at least quarterly or more frequently if mutually agreed for the purpose of seeking resolution on issues of common concern. The committee will be comprised of six (6) bargaining unit members plus management representatives. Participants shall receive no loss of pay or overtime for participation in such meetings. The Labor Management Committee shall in all cases include a representative of the Union and Human Resources.

ARTICLE 29

SAVINGS CLAUSE

In the event that any provision of this Agreement shall at any time be declared invalid by a court of competent jurisdiction or through government regulations or decree, such decision shall not invalidate the entire Agreement. The parties hereto agree to renegotiate such provisions of this Agreement for the purpose of making them conform to such governmental statutes. All other provisions not declared invalid shall remain in full force and effect.

ARTICLE 30

SUBCONTRACTING

The Employer may decide to contract out bargaining unit work, and shall provide written notice to the Union thirty (30) days prior to implementing the subcontracting decision. Upon request by the Union within this notice period, the Employer will negotiate over the effects of the subcontracting decision on bargaining unit employees. This Article does not apply to hiring temporary employees as defined in Section 2.7.

ARTICLE 31

DURATION

This Agreement shall become effective upon execution, and shall continue in effect until June 30, 2026. It is the express intent of the parties that this Agreement terminate in its entirety at such time and is excluded from the provisions of RCW 41.56.123.

EXECUTED at Moses Lake, Washington this 28 day of November 2023.

SAMARITAN HEALTHCARE

**OFFICE AND PROFESSIONAL
EMPLOYEES INTERNATIONAL UNION
LOCAL NO. 8, AFL-CIO**

By Theresa C Sullivan
Theresa Sullivan
Chief Executive Officer

By Suzanne Mode
Suzanne Mode
Business Manager

By Angie Wedekind
Angie Wedekind
Union Representative

By Marcelina Alvarez
Marcelina Alvarez
Negotiating Committee

By Nyki Burnham
Nyki Burnham
Negotiating Committee

By 

Alex DeLeon
Negotiating Committee

By 

Daniel Luna Garcia
Negotiating Committee

By 

Dorinda Gardner
Negotiating Committee

By 

Ana Dircio Gutierrez
Negotiating Committee

By 

Shailah Meza
Negotiating Committee

By 

Mona Moreno
Negotiating Committee

By 

Stacey Vander Vloedt
Negotiating Committee

Maintenance Wrkr I	23.80	24.14	24.47	24.82	25.16	25.52	25.87	26.23	26.60	26.97	27.35	27.74	28.12	28.52	28.92	29.32	29.73	30.15	30.57	31.00	31.43	31.87	32.32
Maintenance Wrkr II	29.75	30.17	30.59	31.02	31.45	31.89	32.34	32.79	33.25	33.72	34.19	34.67	35.15	35.65	36.15	36.65	37.16	37.69	38.21	38.75	39.29	39.84	40.40
Mammography Tech	38.99	39.54	40.09	40.65	41.22	41.80	42.38	42.98	43.58	44.19	44.81	45.44	46.07	46.72	47.37	48.03	48.71	49.39	50.08	50.78	51.49	52.21	52.94
Medical Assistant-Apprentice	18.48	19.09 (after 1,000 program hours)																					
Medical Asst Cert	20.51	21.01	21.51	22.03	22.56	23.10	23.65	24.22	24.80	25.40	26.00	26.63	27.27	27.92	28.59	29.28	29.98	30.70	31.44	32.19	32.97	33.76	34.57
Medical Lab Tech	37.87	38.40	38.93	39.48	40.03	40.59	41.16	41.74	42.32	42.91	43.52	44.12	44.74	45.37	46.00	46.65	47.30	47.96	48.63	49.32	50.01	50.71	51.42
Medical Record Technician	20.02	20.50	20.99	21.49	22.01	22.54	23.08	23.63	24.20	24.78	25.37	25.98	26.60	27.24	27.90	28.57	29.25	29.95	30.67	31.41	32.16	32.94	33.73
Medical Tech Reg	40.03	40.59	41.16	41.74	42.32	42.91	43.51	44.12	44.74	45.37	46.00	46.65	47.30	47.96	48.63	49.31	50.00	50.70	51.41	52.13	52.86	53.60	54.35
MRI Tech	47.27	47.93	48.60	49.28	49.97	50.67	51.38	52.10	52.83	53.57	54.32	55.08	55.85	56.63	57.42	58.23	59.04	59.87	60.71	61.56	62.42	63.29	64.18
Nuclear Medicine Tech	47.27	47.93	48.60	49.28	49.97	50.67	51.38	52.10	52.83	53.57	54.32	55.08	55.85	56.63	57.42	58.23	59.04	59.87	60.71	61.56	62.42	63.29	64.18
OB Scrub Tech	25.97	26.49	27.01	27.56	28.11	28.67	29.24	29.83	30.42	31.03	31.65	32.29	32.93	33.59	34.26	34.95	35.65	36.36	37.09	37.83	38.58	39.36	40.14
Occupational Therapist	51.93	52.45	52.98	53.51	54.04	54.58	55.13	55.68	56.23	56.80	57.36	57.94	58.52	59.10	59.69	60.29	60.89	61.50	62.12	62.74	63.37	64.00	64.64
Office Assistant	21.64	22.07	22.51	22.96	23.42	23.89	24.37	24.86	25.35	25.86	26.38	26.90	27.44	27.99	28.55	29.12	29.70	30.30	30.90	31.52	32.15	32.80	33.45
Office Assistant II	22.72	23.17	23.64	24.11	24.59	25.08	25.59	26.10	26.62	27.15	27.70	28.25	28.81	29.39	29.98	30.58	31.19	31.81	32.45	33.10	33.76	34.44	35.12
OR Sterile Core Tech	18.91	19.17	19.44	19.71	19.99	20.27	20.55	20.84	21.13	21.43	21.73	22.03	22.34	22.65	22.97	23.29	23.62	23.95	24.28	24.62	24.97	25.32	25.67
OR Tech	29.48	30.07	30.67	31.29	31.91	32.55	33.20	33.87	34.54	35.23	35.94	36.66	37.39	38.14	38.90	39.68	40.47	41.28	42.11	42.95	43.81	44.69	45.58
Patient Account Rep	22.06	22.37	22.68	23.00	23.32	23.65	23.98	24.31	24.65	25.00	25.35	25.70	26.06	26.43	26.80	27.17	27.55	27.94	28.33	28.73	29.13	29.54	29.95
Patient Account Spec	26.32	26.69	27.07	27.44	27.83	28.22	28.61	29.01	29.42	29.83	30.25	30.67	31.10	31.54	31.98	32.43	32.88	33.34	33.81	34.28	34.76	35.25	35.74
Patient Act Rep Clinic	22.06	22.37	22.68	23.00	23.32	23.65	23.98	24.31	24.65	25.00	25.35	25.70	26.06	26.43	26.80	27.17	27.55	27.94	28.33	28.73	29.13	29.54	29.95
Patient Care Tech	20.75	21.16	21.58	22.02	22.46	22.90	23.36	23.83	24.31	24.79	25.29	25.79	26.31	26.84	27.37	27.92	28.48	29.05	29.63	30.22	30.83	31.44	32.07
Patient Monitor Tech	20.22	20.62	21.04	21.46	21.89	22.32	22.77	23.23	23.69	24.17	24.65	25.14	25.64	26.16	26.68	27.21	27.76	28.31	28.88	29.46	30.05	30.65	31.26
Patient Observer	18.93	19.12	19.31	19.51	19.70	19.90	20.10	20.30	20.50	20.71	20.91	21.12	21.33	21.55	21.76	21.98	22.20	22.42	22.65	22.87	23.10	23.33	23.57
Patient Sitter	19.43	19.63	19.82	20.02	20.22	20.42	20.63	20.83	21.04	21.25	21.47	21.68	21.90	22.12	22.34	22.56	22.79	23.01	23.24	23.48	23.71	23.95	24.19
PC Support Analyst	37.00	37.52	38.04	38.58	39.12	39.67	40.22	40.78	41.35	41.93	42.52	43.12	43.72	44.33	44.95	45.58	46.22	46.87	47.52	48.19	48.86	49.55	50.24
Periop Materials Spec	31.51	32.14	32.79	33.44	34.11	34.79	35.49	36.20	36.92	37.66	38.41	39.18	39.96	40.76	41.58	42.41	43.26	44.12	45.01	45.91	46.83	47.76	48.72
PFS Receptionist	19.43	19.63	19.82	20.02	20.22	20.42	20.63	20.83	21.04	21.25	21.47	21.68	21.90	22.12	22.34	22.56	22.79	23.01	23.24	23.48	23.71	23.95	24.19
Pharmacy Intern	23.77	24.24	24.73	25.22	25.73	26.24	26.77	27.30	27.85	28.41	28.98	29.55	30.15	30.75	31.36	31.99	32.63	33.28	33.95	34.63	35.32	36.03	36.75
Pharmacy Tech	23.68	24.16	24.64	25.13	25.64	26.15	26.67	27.20	27.75	28.30	28.87	29.45	30.04	30.64	31.25	31.87	32.51	33.16	33.83	34.50	35.19	35.90	36.61
Phlebotomist	20.48	20.97	21.48	21.99	22.52	23.06	23.62	24.18	24.76	25.36	25.97	26.59	27.23	27.88	28.55	29.23	29.94	30.65	31.39	32.14	32.91	33.70	34.51
Physical Therapist	51.93	52.45	52.98	53.51	54.04	54.58	55.13	55.68	56.23	56.80	57.36	57.94	58.52	59.10	59.69	60.29	60.89	61.50	62.12	62.74	63.37	64.00	64.64
Pre-Registration Spclst	19.43	19.63	19.82	20.02	20.22	20.42	20.63	20.83	21.04	21.25	21.47	21.68	21.90	22.12	22.34	22.56	22.79	23.01	23.24	23.48	23.71	23.95	24.19
Prior Authorization Spec	20.62	20.91	21.20	21.50	21.80	22.10	22.41	22.73	23.05	23.37	23.69	24.03	24.36	24.70	25.05	25.40	25.76	26.12	26.48	26.85	27.23	27.61	28.00
Purchasing Asst	19.80	20.08	20.36	20.64	20.93	21.22	21.52	21.82	22.13	22.44	22.75	23.07	23.39	23.72	24.05	24.39	24.73	25.08	25.43	25.78	26.15	26.51	26.88
Radiology Tech	35.70	36.20	36.71	37.22	37.74	38.27	38.81	39.35	39.90	40.46	41.03	41.60	42.19	42.78	43.37	43.98	44.60	45.22	45.86	46.50	47.15	47.81	48.48
Radiology Tech CT	42.02	42.60	43.20	43.81	44.42	45.04	45.67	46.31	46.96	47.62	48.28	48.96	49.64	50.34	51.04	51.76	52.48	53.22	53.96	54.72	55.48	56.26	57.05
Receptionist	19.43	19.63	19.82	20.02	20.22	20.42	20.63	20.83	21.04	21.25	21.47	21.68	21.90	22.12	22.34	22.56	22.79	23.01	23.24	23.48	23.71	23.95	24.19
Receptionist II	20.22	20.42	20.63	20.83	21.04	21.25	21.46	21.68	21.90	22.11	22.34	22.56	22.78	23.01	23.24	23.48	23.71	23.95	24.19	24.43	24.67	24.92	25.17
Referral Coordinator	20.62	20.91	21.20	21.50	21.80	22.10	22.41	22.73	23.05	23.37	23.69	24.03	24.36	24.70	25.05	25.40	25.76	26.12	26.48	26.85	27.23	27.61	28.00
Registered Dietitian	32.46	32.91	33.37	33.84	34.31	34.79	35.28	35.77	36.28	36.78	37.30	37.82	38.35	38.89	39.43	39.98	40.54	41.11	41.69	42.27	42.86	43.46	44.07
Resp Therapist Cert	37.55	37.93	38.31	38.69	39.08	39.47	39.86	40.26	40.66	41.07	41.48	41.90	42.31	42.74	43.16	43.60	44.03	44.47	44.92	45.37	45.82	46.28	46.74
Resp Therapist Reg	39.65	40.21	40.77	41.34	41.92	42.51	43.10	43.71	44.32	44.94	45.57	46.21	46.85	47.51	48.17	48.85	49.53	50.22	50.93	51.64	52.36	53.10	53.84
Resp Therapist Reg Elig	38.60	38.99	39.38	39.77	40.17	40.57	40.98	41.39	41.80	42.22	42.64	43.07	43.50	43.93	44.37	44.82	45.26	45.72	46.17	46.64	47.10	47.57	48.05
Speech Language Path	49.77	50.27	50.77	51.28	51.79	52.31	52.83	53.36	53.89	54.43	54.97	55.52	56.08	56.64	57.21	57.78	58.36	58.94	59.53	60.13	60.73	61.33	61.95
Staff Pharmacist RPH	71.95	72.67	73.39	74.13	74.87	75.62	76.37	77.14	77.91	78.69	79.47	80.27	81.07	81.88	82.70	83.53	84.36	85.21	86.06	86.92	87.79	88.67	89.55
Staffing Coordinator	22.32	22.63	22.95	23.27	23.60	23.93	24.26	24.60	24.95	25.30	25.65	26.01	26.37	26.74	27.12	27.50	27.88	28.27	28.67	29.07	29.48	29.89	30.31
Sterile Processing Tech	21.01	21.30	21.60	21.90	22.21	22.52	22.84	23.16	23.48	23.81	24.14	24.48	24.82	25.17	25.52	25.88	26.24	26.61	26.98	27.36	27.74	28.13	28.52
Surgery Scheduling/Recep	21.01	21.30	21.60	21.90	22.21	22.52	22.84	23.16	23.48	23.81	24.14	24.48	24.82	25.17	25.52	25.88	26.24	26.61	26.98	27.36	27.74	28.13	28.52
Surgery Turnover Tech	19.47	19.75	20.02	20.30	20.59	20.88	21.17	21.46	21.77	22.07	22.38	22.69	23.01	23.33	23.66	23.99	24.33	24.67	25.01	25.36	25.72	26.08	26.44
Ultrasound Tech I	48.69	49.37	50.06	50.76	51.47	52.19	52.92	53.66	54.41	55.18	55.95	56.73	57.53	58.33	59.15	59.98	60.82	61.67	62.53	63.41	64.29	65.19	66.11
Ultrasound Tech II	50.85	51.56	52.28	53.02	53.76	54.51	55.27	56.05	56.83	57.63	58.43	59.25	60.08	60.92	61.78	62.64	63.52	64.41	65.31	66.22	67.15	68.09	69.04
Ultrasound Tech MFM	50.85	51.56	52.28	53.02	53.76	54.51	55.27	56.05	56.83	57.63	58.43	59.25	60.08	60.92	61.78	62.64	63.52	64.41	65.31	66.22	67.15	68.09	69.04
Warehouse Logistics Rec	20.05	20.33	20.61	20.90	21.19	21.49	21.79	22.10	22.41	22.72	23.04												

Effective First Pay Period Following July 1, 2025:

Job Description	Base	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22
340B Pharmacy Coor	24.76	25.26	25.77	26.28	26.81	27.34	27.89	28.45	29.02	29.60	30.19	30.79	31.41	32.04	32.68	33.33	34.00	34.68	35.37	36.08	36.80	37.54	38.29
Accounts Payable Clerk	23.96	24.29	24.63	24.98	25.33	25.68	26.04	26.41	26.78	27.15	27.53	27.92	28.31	28.71	29.11	29.51	29.93	30.35	30.77	31.20	31.64	32.08	32.53
Admit Clerk I	20.02	20.22	20.42	20.62	20.83	21.04	21.25	21.46	21.67	21.89	22.11	22.33	22.55	22.78	23.01	23.24	23.47	23.70	23.94	24.18	24.42	24.67	24.91
Admit Clerk II	21.10	21.31	21.52	21.74	21.95	22.17	22.40	22.62	22.85	23.07	23.30	23.54	23.77	24.01	24.25	24.49	24.74	24.99	25.24	25.49	25.74	26.00	26.26
Admitting Coordinator	22.72	23.04	23.36	23.69	24.02	24.36	24.70	25.04	25.39	25.75	26.11	26.47	26.85	27.22	27.60	27.99	28.38	28.78	29.18	29.59	30.00	30.42	30.85
Agency Affiliated Couns	30.46	31.06	31.69	32.32	32.97	33.63	34.30	34.98	35.68	36.40	37.13	37.87	38.63	39.40	40.19	40.99	41.81	42.65	43.50	44.37	45.26	46.16	47.08
Ancillary Assistant	23.40	23.87	24.35	24.83	25.33	25.84	26.35	26.88	27.42	27.97	28.53	29.10	29.68	30.27	30.88	31.50	32.13	32.77	33.42	34.09	34.77	35.47	36.18
Anesthesia Tech	23.78	24.26	24.74	25.24	25.74	26.26	26.78	27.32	27.86	28.42	28.99	29.57	30.16	30.76	31.38	32.01	32.65	33.30	33.96	34.64	35.34	36.04	36.76
Athletic Trainer	37.33	37.70	38.08	38.46	38.84	39.23	39.62	40.02	40.42	40.82	41.23	41.64	42.06	42.48	42.91	43.33	43.77	44.21	44.65	45.09	45.54	46.00	46.46
Athletic Trainer School	37.33	37.70	38.08	38.46	38.84	39.23	39.62	40.02	40.42	40.82	41.23	41.64	42.06	42.48	42.91	43.33	43.77	44.21	44.65	45.09	45.54	46.00	46.46
Biomedical Technician	36.79	37.30	37.82	38.35	38.89	39.43	39.99	40.54	41.11	41.69	42.27	42.86	43.46	44.07	44.69	45.31	45.95	46.59	47.24	47.91	48.58	49.26	49.95
Care Management Assistant	21.04	21.46	21.89	22.33	22.78	23.23	23.70	24.17	24.66	25.15	25.65	26.16	26.69	27.22	27.77	28.32	28.89	29.47	30.05	30.66	31.27	31.89	32.53
Cash Posting Specialist	25.91	26.27	26.64	27.01	27.39	27.77	28.16	28.56	28.96	29.36	29.77	30.19	30.61	31.04	31.48	31.92	32.36	32.82	33.28	33.74	34.21	34.69	35.18
Central Stores Dist Tech	19.61	19.89	20.17	20.45	20.73	21.02	21.32	21.62	21.92	22.23	22.54	22.85	23.17	23.50	23.83	24.16	24.50	24.84	25.19	25.54	25.90	26.26	26.63
Clinic Pharmacy Tech	23.32	23.78	24.26	24.74	25.24	25.74	26.26	26.78	27.32	27.86	28.42	28.99	29.57	30.16	30.76	31.38	32.01	32.65	33.30	33.97	34.65	35.34	36.04
Clinical Coder	26.74	27.28	27.83	28.38	28.95	29.53	30.12	30.72	31.34	31.96	32.60	33.25	33.92	34.60	35.29	36.00	36.71	37.45	38.20	38.96	39.74	40.54	41.35
Clinical Dietitian OP	33.43	34.10	34.78	35.48	36.19	36.91	37.65	38.40	39.17	39.95	40.75	41.57	42.40	43.25	44.11	44.99	45.89	46.81	47.75	48.70	49.68	50.67	51.68
CNA	20.83	21.24	21.67	22.10	22.54	22.99	23.45	23.92	24.40	24.89	25.39	25.90	26.41	26.94	27.48	28.03	28.59	29.16	29.75	30.34	30.95	31.57	32.20
Community Health Worker	21.13	21.64	22.16	22.69	23.23	23.79	24.36	24.95	25.54	26.16	26.79	27.43	28.09	28.76	29.45	30.16	30.88	31.62	32.38	33.16	33.95	34.77	35.60
Contract Reimb Chg Anlyst	35.70	36.20	36.71	37.22	37.74	38.27	38.81	39.35	39.90	40.46	41.03	41.60	42.19	42.78	43.37	43.98	44.60	45.22	45.86	46.50	47.15	47.81	48.48
Cook	21.10	21.39	21.69	22.00	22.30	22.62	22.93	23.25	23.58	23.91	24.24	24.58	24.93	25.28	25.63	25.99	26.35	26.72	27.10	27.48	27.86	28.25	28.65
Courier	18.94	19.21	19.48	19.75	20.03	20.31	20.59	20.88	21.17	21.47	21.77	22.07	22.38	22.70	23.01	23.34	23.66	24.00	24.33	24.67	25.02	25.37	25.72
COVID Compliance Registra	20.69	21.19	21.70	22.22	22.75	23.30	23.86	24.43	25.02	25.62	26.23	26.86	27.51	28.17	28.84	29.54	30.24	30.97	31.71	32.47	33.25	34.05	34.87
Credentialing Enroll Sp	23.56	24.03	24.51	25.00	25.50	26.01	26.53	27.06	27.60	28.15	28.72	29.29	29.88	30.47	31.08	31.71	32.34	32.99	33.65	34.32	35.01	35.71	36.42
Credentialing Specialist	23.56	24.03	24.51	25.00	25.50	26.01	26.53	27.06	27.60	28.15	28.72	29.29	29.88	30.47	31.08	31.71	32.34	32.99	33.65	34.32	35.01	35.71	36.42
CSR/Admit Clerk	20.02	20.22	20.42	20.62	20.83	21.04	21.25	21.46	21.67	21.89	22.11	22.33	22.55	22.78	23.01	23.24	23.47	23.70	23.94	24.18	24.42	24.67	24.91
Customer Service Rep	28.57	28.86	29.15	29.44	29.73	30.03	30.33	30.63	30.94	31.25	31.56	31.88	32.20	32.52	32.84	33.17	33.50	33.84	34.18	34.52	34.86	35.21	35.56
Denial Management Coordin	35.70	36.20	36.71	37.22	37.74	38.27	38.81	39.35	39.90	40.46	41.03	41.60	42.19	42.78	43.37	43.98	44.60	45.22	45.86	46.50	47.15	47.81	48.48
Dietetic Assistant	19.47	19.67	19.87	20.06	20.27	20.47	20.67	20.88	21.09	21.30	21.51	21.73	21.94	22.16	22.39	22.61	22.84	23.06	23.29	23.53	23.76	24.00	24.24
Echocardiography Tech	50.15	50.85	51.56	52.28	53.01	53.76	54.51	55.27	56.05	56.83	57.63	58.43	59.25	60.08	60.92	61.77	62.64	63.52	64.41	65.31	66.22	67.15	68.09
Education Assistant	21.85	22.29	22.74	23.19	23.66	24.13	24.61	25.10	25.61	26.12	26.64	27.17	27.72	28.27	28.84	29.41	30.00	30.60	31.21	31.84	32.47	33.12	33.79
Education Instructor	29.21	29.62	30.04	30.46	30.88	31.31	31.75	32.20	32.65	33.11	33.57	34.04	34.52	35.00	35.49	35.99	36.49	37.00	37.52	38.04	38.58	39.12	39.66
EKG Technician	23.85	24.42	25.01	25.61	26.22	26.85	27.49	28.15	28.83	29.52	30.23	30.96	31.70	32.46	33.24	34.04	34.85	35.69	36.55	37.42	38.32	39.24	40.18
Enrollment Specialist	23.56	24.03	24.51	25.00	25.50	26.01	26.53	27.06	27.60	28.15	28.72	29.29	29.88	30.47	31.08	31.71	32.34	32.99	33.65	34.32	35.01	35.71	36.42
EVS Tech I	19.47	19.67	19.87	20.06	20.27	20.47	20.67	20.88	21.09	21.30	21.51	21.73	21.94	22.16	22.39	22.61	22.84	23.06	23.29	23.53	23.76	24.00	24.24
EVS Tech II	20.55	20.76	20.96	21.17	21.38	21.60	21.81	22.03	22.25	22.48	22.70	22.93	23.16	23.39	23.62	23.86	24.10	24.34	24.58	24.83	25.07	25.33	25.58
Exercise Physiologist	28.42	28.98	29.56	30.16	30.76	31.37	32.00	32.64	33.29	33.96	34.64	35.33	36.04	36.76	37.49	38.24	39.01	39.79	40.59	41.40	42.23	43.07	43.93
Exercise Specialist	24.18	24.67	25.16	25.66	26.18	26.70	27.23	27.78	28.33	28.90	29.48	30.07	30.67	31.28	31.91	32.55	33.20	33.86	34.54	35.23	35.93	36.65	37.38
Financial Access Splclst	25.91	26.27	26.64	27.01	27.39	27.77	28.16	28.56	28.96	29.36	29.77	30.19	30.61	31.04	31.48	31.92	32.36	32.82	33.28	33.74	34.21	34.69	35.18
Financial Counselor	22.18	22.49	22.80	23.12	23.45	23.78	24.11	24.45	24.79	25.14	25.49	25.84	26.21	26.57	26.94	27.32	27.70	28.09	28.49	28.88	29.29	29.70	30.11
Food Preparer	18.94	19.13	19.33	19.52	19.71	19.91	20.11	20.31	20.51	20.72	20.93	21.14	21.35	21.56	21.78	21.99	22.21	22.44	22.66	22.89	23.12	23.35	23.58
Groundskeeper	19.22	19.49	19.76	20.04	20.32	20.61	20.90	21.19	21.48	21.79	22.09	22.40	22.71	23.03	23.35	23.68	24.01	24.35	24.69	25.03	25.39	25.74	26.10
HIM Specialist	22.29	22.82	23.37	23.93	24.51	25.09	25.70	26.31	26.94	27.59	28.25	28.93	29.63	30.34	31.06	31.81	32.57	33.35	34.16	34.98	35.81	36.67	37.55
HIM Technician	20.93	21.14	21.36	21.57	21.79	22.00	22.22	22.45	22.67	22.90	23.13	23.36	23.59	23.83	24.06	24.30	24.55	24.79	25.04	25.29	25.54	25.80	26.06
HIM Technician I	20.93	21.14	21.36	21.57	21.79	22.00	22.22	22.45	22.67	22.90	23.13	23.36	23.59	23.83	24.06	24.30	24.55	24.79	25.04	25.29	25.54	25.80	26.06
HUC	20.83	21.24	21.67	22.10	22.54	22.99	23.45	23.92	24.40	24.89	25.39	25.90	26.41	26.94	27.48	28.03	28.59	29.16	29.75	30.34	30.95	31.57	32.20
Imaging Services Tech	42.35	42.94	43.54	44.15	44.77	45.39	46.03	46.67	47.33	47.99	48.66	49.34	50.03	50.73	51.45	52.17	52.90	53.64	54.39	55.15	55.92	56.70	57.50
IT Application Analyst	38.33	38.87	39.42	39.97	40.53	41.09	41.67	42.25	42.84	43.44	44.05	44.67	45.29	45.93	46.57	47.22	47.88	48.55	49.23	49.92	50.62	51.33	52.05
IT TECH 1	25.42	25.78	26.14	26.51	26.88	27.26	27.64	28.02	28.42	28.81	29.22	29.63	30.04	30.46	30.89	31.32	31.76	32.20	32.65	33.11	33.58	34.05	34.52
IT TECH 2	28.14	28.53	28.93	29.34	29.75	30.16	30.59	31.01	31.45	31.89	32.33	32.79											

LETTER OF UNDERSTANDING –OPEN SHIFT SCHEDULING

This Letter of Understanding is to be used as a guideline to assist in filling vacancies for those employees whose work schedules the Employer generates through its advanced scheduling module. Scheduling of overtime will be administered fairly to all covered employees desiring these shifts.

1. By the 10th of each month, all requests for time off for the following month must be submitted electronically via the Employer's timekeeping system.
2. By the 13th of each month, units with per diem and/or part-time employees will schedule this staff into known shift vacancies.
3. By the 14th of each month, a "preliminary schedule" will be posted by the Employer showing open shifts.
4. Between the 14th and 18th of each month, employees who are qualified may sign up for open shifts listed on the preliminary schedule. In a one month period, no employee may sign up for more than 6 total overtime shifts (paid at one and one half 1½ times the employee's regular rate of pay) in addition to their normal FTE.
5. By the 20th of each month, the final schedule will be posted. Any changes or requests for changes are the responsibility of the person desiring a change and needs to be done without putting anyone into overtime and must have the department director's approval.

When an employee signs up for an open shift, they are responsible for that shift. The employee may be floated to other departments based upon qualification and patient care needs. This shall not apply to employees who agree to work a short notice (less than 24 hours notice) shift. Employees can request to be excused from a shift they have previously signed up for. If this request is not approved, the employee is expected to work the agreed upon shift. If an employee does not complete a shift they are responsible for, the current Dependability Policy will apply.

Employees scheduled to work overtime shifts may be placed on low census or low census standby in accordance with Section 10.6 of the current labor agreement. An employee making up a low census day at straight time can replace an employee working an overtime shift.

Employees who work an overtime shift and then do not work their FTE for the week will have their overtime shifts converted to straight time. Employees who do not work their FTE for the week due to LC or LCSB will continue to receive overtime (paid at one and one half 1½ times the employee's regular rate of pay) for those assigned shifts.

TEN (10) HOUR SHIFT SCHEDULE ADDENDUM

All existing contractual provisions shall apply unless otherwise provided for herein.

1. The ten (10) hour shift schedule shall provide for a ten (10) hour work day consisting of ten and one-half (10 ½) hours to include one (1) thirty (30) minute unpaid lunch. Rest periods shall be permitted in accordance with state law, with ten (10) minutes in each four (4) hours of work. Shift start times shall be determined by the Employer.
2. The normal work week shall consist of forty (40) hours of work within a seven (7) day period.
3. Overtime shall be paid at the rate of one and one-half (1½) times the straight-time hourly rate of pay for all hours worked in excess of forty (40) hours in a seven (7) day period.
4. If holidays are worked, time and one-half (1½) will be paid for the actual hours worked on a holiday as listed in Section 19.1.
5. Evening shift differential shall be paid for all hours worked on or after 3:00 p.m. but before 11:00 p.m. The night shift differential shall be paid for all hours worked on or after 11:00 p.m. but before 7:00 a.m. (9:00 a.m. for ten (10) hour shifts beginning at 11:00 p.m.). For those employees assigned to evening or night shift, shift differential shall be considered as part of the basic wage schedule for the purpose of calculating payment of overtime, PTO and EIB. Shift differential only applies to employees working four (4) hours or more during the appropriate time frame.
6. Section 12.4.1 shall be applied to provide premium pay in the event at least ten (10) hours off duty between shifts is not available.
7. When requesting time off, employees will use accrued PTO or EIB equal to each employee's scheduled hours. Unpaid leave may be granted when mutually agreed to between the employee and the department manager.

TWELVE (12) HOUR SHIFT SCHEDULE ADDENDUM

All existing contractual provisions shall apply unless otherwise provided for herein.

1. The twelve (12) hour shift schedule shall provide for a twelve (12) hour work day consisting of twelve and one-half (12 ½) hours to include one (1) thirty (30) minute unpaid lunch. Rest periods shall be permitted in accordance with state law, with ten (10) minutes in each four (4) hours of work. Shift start times shall be determined by the Employer.
2. The normal work week shall consist of forty (40) hours of work within a seven (7) day period.
3. Overtime shall be paid at the rate of one and one-half (1½) times the straight-time hourly rate of pay for all hours worked in excess of forty (40) hours in a seven (7) day period.
4. If holidays are worked, time and one-half (1½) will be paid for the actual hours worked on a holiday as listed in Section 19.1.
5. Evening shift differential shall be paid for all hours worked on or after 3:00 p.m. but before 11:00 p.m. The night shift differential shall be paid for all hours worked on or after 11:00 p.m. but before 7:00 a.m. (9:00 a.m. for ten (10) hour shifts beginning at 11:00 p.m.). For those employees assigned to evening or night shift, shift differential shall be considered as part of the basic wage schedule for the purpose of calculating payment of overtime, PTO and EIB. Shift differential only applies to employees working four (4) hours or more during the appropriate time frame.
6. Section 12.4.1 shall be applied to provide premium pay in the event at least ten (10) hours off duty between shifts is not available.
7. When requesting time off, employees will use accrued PTO or EIB equal to each employee's scheduled hours. Unpaid leave may be granted when mutually agreed to between the employee and the department manager.

SEVEN DAYS ON AND SEVEN DAYS OFF ADDENDUM

All existing contractual provisions shall apply unless otherwise provided for herein. Seven Days On-Seven Days Off schedules may be offered to Staff Pharmacists. Employees accepting these positions will meet the following requirements:

1. This schedule will be seven (7) consecutive days, ten (10) hours per day on duty with the following seven (7) days off. The ten (10) hour shift schedule shall provide for a ten (10) hour work day consisting of ten and one-half (10 ½) hours to include one (1) thirty (30) minute unpaid lunch. Rest periods shall be permitted in accordance with state law, with ten (10) minutes in each four (4) hours of work. Shift start times shall be determined by the Employer.
2. Under this staffing pattern, the work week will be forty (40) hours during one (1) work week and thirty (30) hours during the next work week for a total of seventy (70) hours on duty during a single pay period.
3. Compensation shall be based upon eighty (80) hours each pay period. The employee must physically work the seventy (70) hours in order to receive the compensation for the eighty (80) hours each pay period. Time paid for but not worked (PTO, EIB, etc.) does not count towards the seventy (70) hour requirement.
4. Employees working the Seven Days On – Seven Days Off schedule will not be entitled to any additional compensation for working seven (7) consecutive days.
5. Overtime shall be paid at the rate of one and one-half (1½) times the straight-time hourly rate of pay for all hours worked in excess of forty (40) hours in a work week, provided the employee has physically worked 40 hours within a work week.
6. Hours paid as a premium under one provision of this agreement shall not be used to determine premium, pay under another section of this agreement.
7. If holidays are worked, time and one-half (1½) will be paid for the actual hours worked on a holiday as listed in Section 19.1.
8. Evening shift differential shall be paid for all hours worked on or after 3:00 p.m. but before 11:00 p.m. The night shift differential shall be paid for all hours worked on or after 11:00 p.m. but before 7:00 a.m. (9:00 a.m. for ten (10) hour shifts beginning at 11:00 p.m.). For those employees assigned to evening or night shift, shift differential shall be considered as part of the basic wage schedule for the purpose of calculating payment of overtime, PTO and EIB. Shift differential only applies to employees working four (4) hours or more during the appropriate time frame.
9. Section 12.4.1 shall be applied to provide premium pay in the event at least ten (10) hours off duty between shifts is not available.
10. When requesting time off, employees will use accrued PTO or EIB equal to each employee's scheduled hours. Unpaid leave may be granted when mutually agreed to between the employee and the department manager.

BONUS PLAN ADDENDUM

This Addendum shall serve to confirm agreement regarding the Bonus Plan.

Prelude. Compensation and the mechanics of any compensation system are important to Samaritan Healthcare's leaders and staff. A system of compensation that contributes to job satisfaction and the perceived value of work enhances the overall experience as a Samaritan employee. As an element of the compensation system, the potential to earn a bonus is a key tool in creating alignment between the work of leaders and staff and the organization's vision, mission, values, and strategic plan. The following establishes the guidelines for participating in the Samaritan Healthcare Bonus Plan.

1. **Eligibility.** All bargaining unit employees are eligible to participate in the Bonus Plan. Furthermore, the employee must be an "active" employee on the date the bonus payment is made in order to receive a payment.
2. **Criteria.** Criteria under which a bonus may be paid will be defined by Samaritan Healthcare's Board of Commissioners and Administration and agreed to by the bargaining unit.
3. **Bonus Payment Determination.** The Board of Commissioners will maintain sole discretion in determining if bonus pay is appropriate and at what dollar amount the bonus shall be paid to the eligible employees. Further, the bonus would be distributed equally amongst the eligible parties.
4. **Calculation.** Bonus payments will be calculated as the amount determined by the Board of Commissioners times the number of hours worked ($\$ \times$ hours worked) and will be based on the pay types listed in Section 4(a). Hours will not exceed a total of 2080 hours in the full calendar year, January through December.
 - a. **Pay Types:** Regular Hours worked, Holiday Worked, Paid Time Off (PTO), Extended Illness (EIB), Bereavement, Education, Jury Duty, Double Overtime, and Overtime in the OPEIU bargaining unit job classifications.

The plan covers a full calendar year, January through December. Dollars paid as a bonus will be in a lump sum payment and not added to the base rate of pay. Payment will be made via a separate check from the standard payroll process and paid on or before March 15th of each calendar year.

EXEMPT STATUS ADDENDUM

This Addendum shall serve to outline the terms and conditions of employment for FLSA exempt positions that fall under the OPEIU Collective Bargaining Agreement. Except where otherwise noted, this Addendum shall not replace terms and conditions outlined in the current collective bargaining agreement between OPEIU and Samaritan Healthcare.

1. Samaritan Healthcare shall determine the exempt/non-exempt status of each position that falls under the current collective bargaining agreement. Samaritan shall use the Fair Labor Standards Act as the test for determining exempt/non-exempt status for the purposes of computing overtime.
2. In the event, Samaritan Healthcare determines that a job classification meets the FLSA standard for exempt status, the Union shall be notified via letter of this status.
3. Job classifications considered to be exempt under the FLSA shall be paid an annual salary. The annual salary shall be calculated by determining the hourly rate of pay (as determined by Appendix A of the current collective bargaining agreement) and multiplying that amount by 2080 hours.
4. Job classifications that fall under the exempt category shall not be eligible to receive overtime, double-time, standby, reporting pay, shift differential, weekend premium, charge premium, lead premium, preceptor premium, supervisor pay or callback as defined in the current collective bargaining agreement. In the event an employee, whose job classification has been classified as exempt, works on a holiday, they shall receive holiday worked OT. Holidays are defined in Section 19.1 of the collective bargaining agreement.
5. Section 12.4, Rest Between Shifts shall not apply to job classifications considered FLSA Exempt.
6. Job classifications considered FLSA exempt shall not receive a step increase as outlined in Section 13.2 of the collective bargaining agreement. Rather, these positions shall receive the negotiated contractual rate increase calculated on their annual salary. This increase in pay shall be effective on the first pay period following the effective date of the increase.
7. Work schedules for exempt employees shall be determined by the Employer. Exempt employees will not be required to use the electronic time and attendance system to track the start and end of their shifts of work. However, exempt employees will be required to track the use of PTO, EIB, Jury Duty, Bereavement, Military Leave and FMLA in the electronic time and attendance system.
8. Exempt employees are eligible to receive Certification Pay and participate in the Samaritan Healthcare Bonus Plan as outlined in the current collective bargaining agreement.
9. All other provisions of the collective bargaining agreement, not pertaining to wages, shall be in effect for job classifications classified as FLSA exempt.

JOB CLASSIFICATION PREMIUMS ADDENDUM

Group A	
Agency Affiliated Counselor	Occupational Therapist
Biomedical Tech	Physical Therapist
Clinical Dietitian	Radiology Tech
Echocardiography Tech	Radiology Tech CT
Education Instructor – Non RN	Registered Dietitian
Exercise Physiologist	Respiratory Therapist Cert
Exercise Specialist	Respiratory Therapist Reg
Imaging Services Tech	Respiratory Therapist Reg Elig
Mammography Tech	Speech Language Pathologist
Medical Lab Tech	Staff Pharmacist RPH
Medical Tech - Reg	Ultrasound Tech I
MRI Tech	Ultrasound Tech II
Nuclear Medicine Tech	Ultrasound Tech MFM

PREMIUMS:

Evenings: \$3.00
 Nights: \$4.00
 Standby: \$4.00
 Weekend \$2.25

Group B
All job classifications not listed in Group A

PREMIUMS:

Evenings: \$2.10
 Nights: \$3.00
 Standby: \$4.00
 Weekend \$2.25

MEMORANDUM OF UNDERSTANDING ONE
Interpreter Pay

The parties share a mutual understanding of the benefit of bilingual staff providing certain bilingual communication or interpretation services, as defined and assigned by the Employer. The parties agree on a program of differential pay for bargaining unit employees who through a testing process demonstrate competency to speak a language other than English at work ("Interpreter Pay") and, therefore, agree as follows:

1. To be eligible for Interpreter Pay, an employee must demonstrate competency in a language other than English by periodically passing a language competency test designated by the Employer.
2. There will be two levels of testing and language competency.
 - a. The first level will be language competency for non-clinical speaking and listening. To establish this level of competency and become eligible for corresponding Interpreter Pay, an employee must pass the ALTA Language Testing Services language test at a Level 9 – Advanced. To maintain this level of competency and remain eligible for corresponding Interpreter Pay, an employee must pass this test within two years after the last successful test, or before the previous test results expire, whichever comes first.
 - b. The second level will be language competency for medical interpretation and clinical speaking and listening. To establish this level of competency and become eligible for corresponding Interpreter Pay, an employee must pass the ALTA Language Testing Services language test at a Level 10 – Advanced Plus. To maintain this level of competency and remain eligible for corresponding Interpreter Pay, an employee must pass this test within two years after the last successful test, or before the previous test results expire, whichever comes first.
3. An employee who achieves and maintains the first level of tested competency (Level 9 – Advanced) and who provides the Employer with adequate proof of testing will receive a differential of fifty cents (\$0.50) per hour above the employee's base rate of pay for all worked hours.
4. An employee who achieves and maintains the second level of tested competency (Level 10 – Advanced Plus) and who provides the Employer with adequate proof of testing will receive a differential of one dollar (\$1.00) per hour above the employee's base rate of pay for all worked hours.
5. Employees will be responsible for arranging to take a designated language competency test and will be responsible for full payment to the testing company for all language competency tests taken. If an employee passes a designated language competency test at one of the two levels of competency covered by this Agreement, the Employer will reimburse the employee for the cost of the passed test (up to \$76 for the ALTA Language Testing Services Level 9 – Advanced test and up to \$110 for the ALTA Language Testing Services Level 10 – Advanced Plus test). The Employer will not provide reimbursement for any test that is not passed at one of the two levels of competency covered by this Agreement.

6. Employees who pass a designated language competency test at one of the two levels of competency covered by this Agreement shall provide proof of the passed test and a receipt of payment to the Human Resources Department as soon as possible.
7. The Employer, in its sole discretion, will determine and assign bilingual communication and/or interpretation services to be performed by employees depending on business need, level of competency, and other factors deemed relevant by the Employer. Employees who achieve one of the two levels of competency covered by this Agreement will perform any bilingual communication or interpretation services assigned or requested by the Employer even if the assignment is outside of the employee's regular unit, department, work location, or typical job responsibilities. Employees will abide by any restrictions the Employer places on engaging in bilingual communication and/or interpretation services, including but not limited to refraining from engaging in medical interpretation or clinical speaking and listening if the employee has only achieved competency for non-clinical speaking and listening.
8. The Employer may designate an alternative language testing provider and select alternate language competency tests to establish competency levels reasonably equivalent to the two competency tiers described above.