
2021 – 2024

EMPLOYMENT AGREEMENT

by and between

CENTRAL WASHINGTON HOSPITAL

and

UFCW LOCAL 21

Term:
Effective Date of Signing thru June 30, 2024

CENTRAL WASHINGTON HOSPITAL
2021 - 2024 Agreement

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2021 - 2024

AGREEMENT
By and Between
UFCW LOCAL 21
and
CENTRAL WASHINGTON HOSPITAL

THIS AGREEMENT is made and entered into by and between UFCW Local 21, chartered by the United Food and Commercial Workers International Union, CLC, hereinafter referred to as the “Union” and Central Washington Hospital, hereinafter referred to as the “Employer”. The purpose of this Agreement is to set forth the understanding reached between the parties with respect to wages, hours of work and conditions of employment for employees of the Employer who are represented by the Union as set forth in Article 1.

ARTICLE 1 - RECOGNITION

1.01 The Employer recognizes the Union as the sole and exclusive bargaining agent for all technical employees in the unit found appropriate by the National Labor Relations Board in Case No. 19-RC-9446; including all employees employed by the Employer in the classifications listed in the attached wage schedule and excluding supervisors and guards (as defined by the ACT), registered nurses, licensed practical nurses, service & maintenance employees, temporary or casual employees and all other employees.

ARTICLE 2 - UNION REPRESENTATION

2.01 Duly authorized representatives of the Union shall be permitted to enter the Employer’s premises at reasonable times for the purpose of investigating grievances and reviewing contract compliance, provided, however, that the Union Representative first notifies the Employer of the Representative’s presence. The designated Representative may have access to work areas on the express condition there is no interference or interruption of patient care or employee work performance. Such activity shall be conducted during non-working hours (*e.g.*, coffee breaks, lunch periods, and before and after shifts). Grievances will not be processed in work areas, patient care, or visitor reception areas.

2.02 **Bulletin Board** - The Employer shall provide bulletin board space for the posting of Union notices. Prior to posting, a copy of said notice(s) shall be given to the departmental Director.

2.03 On a monthly basis, the Employer will electronically supply the Union with the names, Social Security Numbers, addresses, home telephone numbers, job classifications, dates of hire, department, wage rate, gross wages [from most recent two (2) prior payroll periods] and full-time equivalent (FTE) status of all employees covered by this Agreement. (In addition, the Employer will include a list of terminated employees with their Social Security Numbers, names and termination dates on a monthly basis.) It is understood that all personal information on employees provided to the Union under this Agreement shall be limited by the Union to internal use at the Union, and that the

Union will indemnify and hold the Employer harmless from all claims, demands, suits or other forms of liability that shall arise against the Employer for or on account of sharing personal employee information (such as Social Security Numbers) to the Union.

2.04 Membership - All employees who are members of the Union at the time of signing of this Agreement, and all employees who join the Union during the term of this Agreement, must retain their membership in good standing. Good standing is herein defined as the tendering of Union dues on a timely basis. Any employee who is a member of the Union may, upon the termination of this Agreement, voluntarily withdraw from the Union by giving written notice to the Union by certified mail within ten (10) calendar days prior to the expiration date of this Agreement. (Notice shall be accomplished on the date of mailing.)

2.04.1 New Hires and Transferred Non-Members - Employees hired or transferred into the bargaining unit shall have one (1) month from their date of hire or transfer to notify the Union in writing by certified mail of their intention to not join the Union. Such notice must be postmarked during the one (1) month period and sent to the Union's office with a copy sent to the Hospital's Human Resources Department. In the event the newly hired or transferred employee fails to exercise this option within one (1) month, then that employee shall be required to become and remain a Union member in good standing within one (1) month from the end of the one (1) month period from the date of hire or transfer. If an employee fails to comply with this Section, the Union shall serve written notice on the employee and the Hospital's Human Resources Department. On receipt of such notice by the employee and the Hospital, an employee who has not complied shall be given four (4) weeks to comply with Section 2.04.2, Membership in Good Standing. Should the employee fail to do so, the Union shall inform the Employer's Human Resources Department in writing. The employee shall thereafter be placed on indefinite administrative leave without pay and removed from the work schedule until the employee satisfies the requirements of Section 2.04.2. When the employee does comply, the Union shall immediately submit written notice to the Employer's Human Resources Department, and the Employer shall seek to return the employee to the work schedule as soon as the Employer deems practical.

2.04.2 Membership in Good Standing - Maintenance of membership in good standing is defined for purposes of Section 2.04 and 2.04.1 as the tendering of Union dues on a timely basis. The Union shall notify the Employer in writing of any employee who has failed to become a member or maintain membership in good standing if required by Sections 2.04 and 2.04.1.

2.05 Shop Stewards - The members shall have the right to designate Shop Stewards from the CWH-UFCW Bargaining Unit. The Union shall notify the Employer of the names of the Shop Stewards after the designation is made.

- 2.06 New Member Orientation** - At the end of the Employer's "General Hospital Orientation" for new employees, one (1) Union Shop Steward shall be permitted (during the Steward's rest period) for up to fifteen (15) minutes to visit with new CWH-UFCW Bargaining Unit employees to orient them on the Collective Bargaining Agreement. The Shop Steward will distribute copies of the Agreement along with any communications from the Union notifying the employees of the Union's representation, and shall make newly hired employees aware of the provisions of Section 2.04.1, and the Hospital will provide a list of newly hired employees and employees who change status from pool to full or part-time to the designated steward within two (2) weeks.
- 2.07 Payroll Deduction of Union Dues** - The Employer shall deduct Union dues or Agency fees from the pay of each member of the Union who voluntarily executes a wage assignment authorization form. When filed with the Employer the authorization form will be honored in accordance with its terms. (A copy of the authorization form to be used by the Union members is set forth as Appendix B to this Agreement.) Deductions will be promptly transmitted 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 assignment of wages for payment of Union dues hereby undertakes to indemnify and hold the Employer harmless from all claims, demands, suits or other forms of liability that shall arise against the Employer for or on account of any deduction made from the wages of such employee. Data provided to the Union shall be transmitted electronically pursuant to the Employer's Information Technology (IT) system capabilities and security requirements, and shall include Social Security Numbers of an employee.
- 2.08 Voluntary Political Action Fund Deduction (Active Ballot Club)** - During the term of this Agreement, the Employer shall deduct a sum specified from the pay of each member of the Union who voluntarily executes a political action contribution wage assignment authorization form (UFCW Active Ballot Club). When filed with the Employer, the authorization form will be honored in accordance with its terms. The minimum contribution must be at least two dollars (\$2.00) per month. The amount deducted and a roster of all employees using payroll deduction for voluntary political action contributions will be promptly transmitted to the Union by separate 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 assignment of wages for the payment of voluntary political action contributions hereby undertakes to indemnify and hold the Employer harmless from all claims, demands, suits or other forms of liability that may arise against the Employer for or on account of any deduction made from the wages of such employee. The parties recognize that the Union is obligated under the Federal Election Campaign Act (FECA) to reimburse the Hospital for its reasonable cost of administering the political action fund deduction provided for in this Agreement. The Employer and Union agree that one-quarter percent (.25%) of all amounts collected for this fund is a reasonable amount to cover Employer costs of administering this semi-monthly deduction. Accordingly, the parties agree that the Employer will retain one-quarter percent (.25%) of all amounts deducted for the voluntary political action fund to reimburse the employer for its reasonable costs of administering the deductions.

ARTICLE 3 - RECOGNITION OF RIGHTS & FUNCTIONS OF MANAGEMENT

- 3.01** The Union recognizes that the Hospital has the obligation of serving the public with the highest quality of medical care, efficiently and economically, and of meeting medical emergencies. The Union further recognizes the right of the Hospital to operate and manage the hospital, including, but not limited to, the right to require standards of performance and the maintenance of order and efficiency; to direct employees and determine job assignments; to schedule work; to determine the materials and equipment to be used; to implement improved operational methods and procedures; to determine staffing requirements; to determine the kind and location of facilities; to determine whether the whole or any part of the operation shall continue to operate; to select and hire employees; to promote and transfer employees; to discipline or discharge employees for just cause; to lay off employees for lack of work or other legitimate reasons; to recall employees; to require reasonable overtime work of employees; to promulgate work rules, regulations and personnel policies, provided that such rights shall not be exercised so as to violate any of the specific provisions of this Agreement.

ARTICLE 4 - DEFINITIONS

- 4.01 Probationary Employee** - An employee shall be considered a probationary employee during the first five hundred and twenty (520) hours of work, not to exceed six (6) calendar months of continuous employment. During this probationary period employees may be discharged without recourse to the grievance procedure. Probationary employees shall accrue, but shall not be eligible to receive any, fringe benefits during this probationary period, except as otherwise provided for herein.
- 4.02 Regular Full-time Employee** - An employee who has completed the probationary period and who is regularly scheduled for not less than forty (40) hours per week or eighty (80) hours in any fourteen (14) day period.
- 4.02.1 12-Hour Shift Employee** - An employee who is regularly scheduled to work three (3) twelve (12) hour shifts per week shall be regarded as a full-time employee under this Agreement. (Such an employee shall continue to earn compensation and benefits based on hours worked.)
- 4.03 Regular Part-time Employee** - An employee who has completed the probationary period and who is regularly scheduled less than forty (40) hours per week but more than eight (8) hours or more per week.
- 4.03.1 Status Review.** Part-time employees and pool employees continuously working above their FTE or continuously working an FTE equivalent for over a twelve (12) week period, may request a review of worked hours above their current FTE. Increases up to a .2 FTE in an employee's original (base) FTE may be awarded to the employee and need not be posted. Their manager and Director of Human Resources will review it objectively and in good faith to determine if a position will be posted or additional hours added to the employee or employee's

FTE. The Employer shall provide a written response to the employee within thirty (30) calendar days of the request. If the Employer fails to respond within this thirty (30) day period, the employee or Union may file a grievance under Article 13 (Grievance Procedure) of this Agreement. This review shall not apply when these additional hours/days are assigned to special projects, training, covering posted vacant positions, vacations, or leaves of absences.

4.04 Pool Employee - An employee who is assigned on an intermittent basis to temporarily augment part-time or full-time staff for eight (8) or less hours per week. [It is understood that this limitation of hours shall not apply to pool employees during periods of orientation as a new hire, training, or temporary coverage needs (e.g., paid leave, disability leave, other leave coverage, or temporary position vacancies).]

Pool employees will be covered under the contract with the following exceptions: Pool employees will not accrue seniority and Article 5.05 will not apply to pool employees.

For the purpose of determining eligibility for a pay increase, a year should be defined as eight hundred and thirty-two (832) hours which includes regular time and overtime. On the employee's anniversary date of each year an assessment of hours worked will occur for each pool employee. If a pool employee has 832 hours since their last pay increase, they will receive the increase spelled out in Article 9.01.1. Pool employees shall receive a twelve percent (12%) differential in lieu of fringe benefits. They will receive standby, shift differentials, holiday, weekend premiums and overtime in accordance with the contract. A regular full-time or regular part-time employee who transfers to a pool position will have his or her seniority frozen as of the first date worked as a pool employee.

Pool employees who start at Step 1 and do not get their five hundred twenty (520) hours in the first ninety (90) days will skip Step 2 and move to Step 3 upon completion of eight hundred thirty-two (832) hours at their next anniversary.

ARTICLE 5 - EMPLOYMENT PRACTICES

5.01 Non-discrimination - The Employer and the Union agree that conditions of employment shall be consistent with applicable federal, state and municipal laws regarding non-discrimination. Discrimination complaints may be processed through the grievance procedure, but not both. The employee shall make an election prior to Step 3 of the grievance procedure.

5.02 Employees interested in being considered for another position in the future should apply for such positions through the Human Resources Office. Applicants for job openings shall be considered on a seniority basis, providing that patient care considerations are satisfied and the applicants' skills, competence, abilities, and documented past performance are substantially equal in the opinion of the Employer. Bargaining unit job vacancies shall be posted for a minimum of seven (7) days prior to selection.

- 5.03** Regular employees shall be entitled to two (2) weeks' notice of termination or the equivalent of two (2) weeks' pay in lieu thereof, plus any accrued earned time, except in cases of discharge for just cause.
- 5.04** Regular employees shall be required to give at least three (3) weeks' written notice of resignation. Failure to give notice shall result in loss of termination benefits, including accrued fringe benefits. In the event less than three (3) weeks' notice is given, termination benefits shall be forfeited. shall be reduced on a pro-rated basis according to the amount of notice given by the employee.
- 5.05** **Discipline & Discharge** - No regular employee shall be disciplined or discharged except for just cause. The Employer, however, reserves the right to discharge any employee deemed to be incompetent. The Employer shall be the sole judge of the employee's capability and competency, providing that such judgment shall be exercised in good faith and based upon established job criteria. Employees who have been discharged by the Employer shall, upon request by the employee, be given a written statement of the cause of discharge by the Human Resources Department at the time of discharge or within a reasonable time thereafter. Employees shall be given the opportunity to review and sign all evaluations and written warnings to be entered into their personnel file. Upon request of the employee, the employee's personnel file will be made available for review, with the exception of reference verification. Verbal or written reprimands, except Last Chance Agreements, will not be considered relevant to future disciplines, unless there has been a similar occurrence within two (2) years of the reprimand.
- 5.06** **Evaluations**
- (1) **Evaluation Timing** - The Employer will maintain an evaluation system, which provides for employee evaluations on a probationary, special and annual basis, or more frequently as deemed necessary by the Department Director.
- (2) **Evaluations & Step Increases** - Step increases processed pursuant to Appendix A (Wage Scale) shall occur on an employee's anniversary date (first day of employment). However, if an employee changes job classifications, the anniversary date for step increases shall be changed to the employee's anniversary date in the new job (first day in new job classification). Annual evaluations are to be scheduled on an employee's anniversary date.
- 5.07** **Paydays** - Employees shall be paid at an hourly rate of pay. Paydays shall be every other Friday.
- 5.08** **Education** - As directed by the Employer, in-service education programs may be instituted with programs posted in advance. Participation in in-service education may be one factor to be considered in performance evaluation.

ARTICLE 6 - SENIORITY

6.01 Seniority shall mean an employee's continuous length of service within a classification from the most recent date of hire as a regular employee. Seniority shall not apply until the employee has completed the required probationary period. Upon satisfactory completion of this probationary period, the employee shall be credited with seniority from his/her most recent date of hire as a regular employee.

6.01.1 For purposes of utilizing seniority, the terms "classification" and "job classification" are deemed synonymous, and they specifically refer to each of the following job groups for application as a classification under this Agreement:

1. Technical – includes all technical staff
2. Non-Technical – includes all support staff and transporters

6.02 **Layoff & Recall** - The following additional understandings and clarifications have been reached between the parties during the negotiations for a new collective bargaining agreement:

6.02.1 Definitions

a. Seniority shall mean an employee's continuous length of service within a classification from the most recent date of hire as a regular full-time or part-time employee excluding service time in a casual status within a Department. Regular full-time and regular part-time employees will accrue seniority each pay period. The amount contributed each pay period for full and part-time employees will be one (1) (year of seniority) divided by twenty-six (26) (pay periods), or .0384 per pay period. For purposes of utilizing seniority, the terms "classification" and "job classification" are deemed synonymous, and they specifically refer to each of the following job groups for application as a classification under this Agreement:

1. Technical – includes all technical staff
2. Non-Technical – includes all support staff and transporters

A seniority list for employees will be available in the Human Resources Department at the time of notification and a copy will be furnished to the Union.

- b. Layoff shall be defined as a mandatory full or partial reduction in the employee's authorized hours for an indefinite period of time. A layoff of less than thirty (30) days will have no effect on accrued service. A layoff exceeding twelve (12) months with no recall shall be considered permanent.
- c. "Qualified" - Ability to provide, to the satisfaction of the preceptor and/or Department Director, quality patient care. When positions within a department become available, the most senior employee will be given the opportunity to

cross train [maximum four (4) weeks or sooner if skills, abilities and competencies commensurate to job requirements at regular rate of pay] for that available position.

- d. Displaced employee is defined as an employee who is occupying a classification for which there is a surplus of hours and is experiencing a mandatory change in shift or hours for an indefinite period of time. The displaced employee may exercise seniority rights, if qualified as described in paragraph c, and bump the least senior employee within that department. Every effort shall be made to allow a more senior employee to maintain his/her FTE and shift by displacing least senior employee if qualified.
- e. Cross Training within departments shall first be available to incumbent employees in the unit. Such training shall be identified for a reasonable time and a scope of training can be identified. An employee shall first in written form request to be trained in a given (identified) area of a department. After acceptance the employee and trainer shall work out a schedule and plan which will accommodate the scope of training needed and competency achieved in the minimum amount of time. All employees shall receive their regular rate of pay during cross training activities. In the event of a layoff, senior employees shall first be offered such training before layoff occurs.

6.02.2 Layoff Procedures

- a. Surplus authorized hours as a result of workload volumes, budget requirements, reassignment/design of work responsibility, will be identified by the Hospital.
- b. In the event of layoff, the Hospital will give at least thirty (30) calendar days' advance written notice to the Union. The Hospital and Union will discuss the timing and procedures of impending layoffs within the fourteen (14) days, after receipt of the written notice.
- c. After the Hospital has identified the total hours' reduction, the least senior employee within this classification, within a Department will be given the option of layoff reduction in hours or being placed in a layoff pool status provided the senior employees' skills, abilities, qualifications, training and recency of experience are qualified as determined by the Hospital.

6.02.3 Recall

- a. In the event of layoff, the names of laid off employees shall be placed upon the reinstatement roster for a period of one (1) year from the date of layoff.

Notice of recall shall be in writing to the employee. Recall will be done based on the reverse order of the layoff.

A laid off employee will be allowed up to two (2) weeks to report to work after receipt of notice of recall, unless the employee provides advance written notice to the employer of his/her temporary unavailability during the layoff period.

- b. An employee who has been recalled or offered a position different than the position from which the employee was laid off may accept or reject such different position without loss of recall rights under this agreement. A different position means a different number of scheduled hours of shift.
- c. Upon reinstatement from recall, the employee shall have all previously accrued benefits, former wage rate and seniority restored. No seniority will be accrued while on layoff.

An employee unable to respond to a notice of recall to the same position due to a reason justifying a leave of absence shall be transferred to appropriate leave of absence status.

- d. Seniority shall be lost if the employee is not recalled from layoff within one (1) year, provided, however, an employee may have seniority rights extended for an additional period of one (1) year by giving written notice to the Hospital within thirty (30) days before the expiration of the first year of layoff.
- e. Loss of Seniority. Employees shall lose their seniority rights only for one (1) of the following reasons:
 - 1. Voluntary Termination
 - 2. Discharge for just cause
 - 3. Failure to report from layoff within two (2) weeks of receiving written notification of a comparable position (as per above Section 6.02.3.a.)
 - 4. Failure to keep the Hospital informed of current address while on layoff status
 - 5. An employee who is recalled to the same position who declines the offer

Disputes regarding layoff shall be handled in accordance with the above procedures and conditions and can be grieved under Article 13, Grievance Procedure.

6.03 In the event a reduction in personnel (rather than reduction in hours, due to low census) is determined to be necessary by the Employer, seniority shall be the determining factor in such layoff (and subsequent recall from layoff), providing patient care considerations are satisfied, and the skill, competency, ability and past performance of employees are substantially equal in the opinion of the Employer.

6.04 Seniority shall terminate upon cessation of the employment relationship; for example, discharge, resignation, retirement, twelve (12) consecutive months of layoff, or failure to comply with recall procedures specified by the Employer. When seniority terminates, the employee shall, if ever reemployed, be regarded as a new employee.

- 6.05** A leave will not result in the employee's anniversary date being readjusted to reflect the absence from work. Employee benefits shall not accrue during a leave of absence or layoff.
- 6.06** When a regular position opening is announced by the Employer within the bargaining unit, seniority shall be the determining factor in filling such vacancy, providing skill, competence, ability and documented past performance are considered substantially equal in the opinion of the Employer (such position opening announcements shall include shift and hours, as appropriate, in accordance with scheduling needs of the Hospital, as determined by the Employer). This commitment shall not apply where a temporary reassignment is necessary to provide quality patient care, nor will it apply when a position is being filled on a temporary basis for purposes of orientation and training. When the Employer is unable to transfer a qualified employee to a vacant position which is being filled on a temporary basis, the employee will be notified as to when the transfer may be expected to occur in the future.

ARTICLE 7 - HOURS OF WORK AND OVERTIME

- 7.01 Work Day** - The normal work day shall consist of eight (8) hours' work to be completed within eight and one-half (8½) consecutive hours, except as provided for herein.
- 7.02 Work Period** - The normal work period shall consist of forty (40) hours of work within a seven (7) day period or eighty (80) hours of work within a fourteen (14) day period. The work week and work period shall commence Sunday at 12:01 a.m. and shall end Saturday at 12:00 midnight.
- 7.03 Innovative Work Schedules** - A normal work day may consist of ten (10) hours when the work week schedule is based on four (4) ten (10) hour days or twelve (12) hours. Other innovative work schedules may be established by the Employer with the consent of the employee involved. Employees who work extended shifts on weekends will receive time and one-half (1½x) for all hours worked in excess of twelve (12) hours.
- 7.04 Schedules** - The Employer shall determine and post regular six (6) week schedules ten (10) days prior to the effective date of the schedule. It is recognized and understood that temporary deviations from the foregoing normal hours of work may occur from time to time, resulting from several causes, such as, but not limited to, vacations, leaves of absence, weekend and holiday duty, absenteeism, employee requests, temporary shortages of employees, emergencies, and low census conditions. No such deviations shall be considered a violation of this Agreement. Where possible, the Employer will notify the employee of such change at least forty-eight (48) hours in advance of the change.
- 7.04.1 Shift Rotation** - The Employer shall avoid shift rotation except for emergency conditions (unforeseeable conditions beyond the Employer's control, including employee absences, terminations without notice and changes in patient census, but not vacations scheduled). When shift rotation is unavoidable, volunteers

will be sought first, and if there are insufficient volunteers, it shall be scheduled by rotation in inverse order of seniority.

- 7.05 Overtime** - Overtime shall be compensated for at the rate of one and one-half (1½) times the average hourly rate of pay for all time worked beyond the normal work day or normal work period. All overtime must be approved by the department manager. Overtime will be computed and paid for to the nearest fifteen (15) minutes. Where possible, overtime shall be scheduled on a rotating basis.
- 7.06 Report Pay** - Employees who report for work as scheduled (unless otherwise notified in advance) and are released from duty by the Employer because of low census, shall receive a minimum of four (4) hours' work or four (4) hours' pay at the straight-time rate of pay. It shall be the responsibility of each employee to notify the Employer of his/her current address and telephone number. Failure to do so shall excuse the Employer from these minimum pay requirements. Employees sent home or not scheduled for work because of low census shall continue to accrue benefits as if they worked their regular schedule. Employees may, if desired, be paid accrued leave for work lost due to low census.
- 7.07 Rest Breaks/Meal Period** - Meal periods and rest periods shall be administered in accordance with state law and regulations (WAC 296-126-092). Employees shall receive a meal period, without pay, of one-half (½) hour if relieved of all duties during the meal period. The meal period shall occur as near the middle of the shift as is practical. Employees shall receive a rest period of fifteen (15) minutes during each four (4) hour period of work. Such rest periods shall be scheduled as nearly as practical during the middle of each shift, taking into consideration the primary concern of adequate department coverage. Employees must record any missed meal/rest periods in the Hospital's designated timekeeping records system, and there shall be no retaliation therefore. Holding employees accountable for time management shall not be construed as retaliation under the above sentence.
- 7.08 Rest Between Shifts** - The Employer will make a good faith effort to provide eleven (11) hours off between scheduled shifts [ten (10) hours for employees working twelve (12) hour shifts], except for those on standby. Except for those employees on standby, in the event an employee is required to work in the hospital with less than eleven (11) hours off duty between regularly scheduled shifts [ten (10) hours for employees working twelve (12) hour shifts], all time worked within the second scheduled shift shall be paid at one and one-half (1½) times the regular rate of pay. Overtime worked consecutive to the regularly scheduled shift is considered part of the regularly scheduled shift for the purposes of computerizing when regular shifts begin and end. By mutual agreement, the employee may waive this provision. Rest Between Shifts is not paid out when employees agree to swap shifts with coworkers on their own accord.
- 7.09** Paid time off shall count as time worked for purposes of computing longevity increases.
- 7.10 Premium Pay** - The following are considered Premium Pay and will not offset overtime as defined by the Fair Labor Standards Act (FLSA).

- 1) Article 7.08 – Rest Between Shifts
- 2) Article 8.09 – Holiday Compensation

The hours worked under the above conditions will be counted as hours worked for the purpose of satisfying the work period of either forty (40) hours per week or eighty (80) hours per pay period.

7.11 Overtime Pay - The following articles are considered as Overtime Pay, time and one-half (1½x) and will offset Overtime as defined by the Fair Labor Standards Act (FLSA).

- 1) Article 9.04 – Minimum Callback
- 2) Time and one-half (1½x) for working an extra shift as pre-authorized by the Hospital.

These hours worked will not be counted as hours worked for the purposes of satisfying the work period of either forty (40) hours per week or eighty (80) hours per pay period.

7.12 Low Census Days - The Employer shall exercise its best efforts to rotate low census days equitably on each shift within each job classification in a Department, pursuant to the Employer's opinion that such employees have the necessary skill, ability and competency to perform the required work. Prior to instituting mandatory low census, the Employer will first cancel agency personnel, employees working in an overtime condition, volunteers, on-call employees and employees working extra shifts. Regular full-time and eligible part-time employees who work reduced schedules at the request of the Employer shall continue to accrue all benefits as if they had worked a normal schedule. The Employer will notify employees of a low census day at least one and one-half (1½) hours prior to the beginning of their scheduled shift. When an employee is placed on low census, the employee shall not be expected to be available to report for duty during that shift if called, unless they have been placed on low census standby receiving the normal standby pay. If the employee is called in to work from low census standby, they shall receive one and one-half (1½) times their regular rate of pay for a minimum of three (3) hours. The low census hours/turn shall be posted in each department/unit in an accessible location for employees. No employee shall receive more than twelve (12) mandatory low census hours in a pay period. If an employee receives twelve (12) mandatory low census hours in a pay period for four (4) consecutive pay periods the Union and the Employer will then meet within fourteen (14) days to explore all options to correct this situation up to and including lay-offs.

7.12.1 In the event of a low census condition, the Employer will make a good faith effort to determine if a need for the employee's services exists in another department.

7.13 Weekend Work - All full-time and part-time employees will be required to work their share of weekends. Weekend work will be scheduled on an equitable basis among all employees. (This Section shall not apply to pool employees, part-time or full-time

employees who are hired to work on an every weekend schedule. It shall also not apply to those employees who voluntarily request more frequent weekend duty, subject to a mutually agreed written waiver between the supervisor and the employee that either may cancel pursuant to written notice sixty (60) days prior to the effective date of the posted work schedule under Section 7.04, Schedules.) The Employer will make a good faith effort to schedule all full-time and part-time employees to at least every other weekend off. In the event an employee works two (2) weekends in a row, the second weekend shall be paid at the overtime rate. The third consecutive weekend shall be paid at the regular rate of pay, unless overtime is required by law or some other provision in this Agreement. If the employee works a fourth consecutive weekend, and the employee had agreed to work at least eight (8) hours in one (1) day on the second and fourth weekends, regardless of the number of hours actually worked on those weekends, all hours during the fourth weekend, and all weekend work thereafter shall be paid at the overtime rate until the employee has received at least one (1) complete weekend off.

The weekend is defined as in Section 9.06, Weekend Premium Pay.

ARTICLE 8 - PAID LEAVE

8.01 Benefit days shall be provided under the Employer’s Paid Leave Plan to cover paid time off from work that is planned and/or unplanned. A planned absence from work is defined as paid time off, scheduled and approved in advance by the Department Director or Supervisor. An unplanned absence is defined as time off taken by the employee which is unscheduled and is not approved in advance as a planned absence by the Department Director. [For an unplanned absence, to assist in scheduling of coworkers, an employee will notify the supervisor as soon as possible, but no later than two (2) hours prior to the start of the employee’s scheduled shift, if possible.] In the event an employee wishes to be paid for low census, those hours will be reported as a planned absence.

8.02 **Benefits** - Under the Paid Leave Plan, all employees are eligible for paid leave benefits after the completion of three (3) months of continuous employment. Paid leave will be earned according to the following schedule:

| <u>Years of Service</u> | <u>Paid Leave Days</u> | <u>Paid Leave Hours</u> | <u>Computer Factor General</u> | <u>Computer Factor FT 12 Hour</u> |
|-------------------------|------------------------|-------------------------|--------------------------------|-----------------------------------|
| 0 - 2 | 24 | 192 | .09231 | .10256 |
| 3 - 4 | 27 | 216 | .10385 | .11538 |
| 5 - 6 | 29 | 232 | .11154 | .12393 |
| 7 - 8 | 30 | 240 | .11538 | .12821 |
| 9 - 10 | 31 | 248 | .11923 | .13248 |
| 11 - 12 | 32 | 256 | .12308 | .13675 |
| 13 - 14 | 33 | 264 | .12692 | .14103 |
| 15 - 19 | 34 | 272 | .13077 | .14530 |
| 20 - 24 | 36 | 288 | .13846 | .15384 |

25 & over 37 296 .14231 .15812

8.03 Approval Process - Accumulated paid leave days must be scheduled sufficiently in advance, up to six (6) months, and be approved by the immediate supervisor in order that orderly operation of the department can be maintained.

Paid leave may be taken as it is earned consistent with the desires of the employee and the needs of the Hospital. (The maximum amount of paid leave an employee may take per shift is equal to the length of the employee's regularly scheduled shift.)

Requests will be granted or denied no later than fifteen (15) days following date the request was made.

8.04 Termination Benefit - Employees qualify for a one hundred percent (100%) termination benefit from their Paid Leave account after a minimum of one (1) year of continuous employment and a minimum of three (3) weeks' advanced notice of voluntary resignation. Employees with a minimum of one (1) year of continuous employment and less than three (3) weeks' advanced notice of voluntary resignation will receive a pro-rated portion of their Paid Leave benefit.

8.05 Paid Leave Cash-Out - After the last full pay period in November each year, employees who have completed twelve (12) months of employment may choose to cash out up to eighty (80) hours of Paid Leave in excess of forty (40) hours' balance in their Paid Leave account.

8.05.1 The election to cash out Paid Leave must be made prior to January 1st of the year the paid leave will be earned (*i.e.*, January 1, 2022 for cash-out in November 2022).

8.06 Paid Leave - Maximum Balance - As of the last complete pay period of each calendar year, all accumulated hours in the employee's Paid Leave account in excess of three hundred (300) hours will be transferred to the employee's Disability Leave account.

8.07 Disability Policy - In recognition of the employee's need for income protection against long-term illness, a disability account has been established for each regular employee. Full-time employees earn a maximum of 48 hours per year. Employees will have the opportunity to accumulate four hundred eighty (480) hours in the disability account. Any employee whose balance exceeds four hundred eighty (480) hours as of the effective date of this Agreement shall not accrue additional hours until his or her balance drops below the four hundred eighty (480) hours cap. To be eligible to receive pay from the disability account, the employee must fulfill the following requirements:

- a. Complete the probationary period and be in a regular part-time or full-time capacity.
- b. The first sixteen (16) scheduled hours of all illnesses will be paid from the Paid Leave account. The seventeenth (17th) and each consecutively scheduled hour

may be paid from the Paid Leave account or the disability account based on the employee's choice. [If an employee's Paid Leave account is depleted sixteen (16) hours under this provision, and the employee returns to work but is absent again within five (5) calendar days for the same illness, the employee may choose whether the subsequent hours of the illness will be paid from the Paid Leave account or the disability account.]

- c. Receive approval from the Departmental Director for payment from the disability account.
- d. Obtain a physician's certificate describing the disability and the inability to work if requested by the Departmental Director, before approval will be given for payment from the disability account.

8.08 Bereavement Leave: Available to all full and part time employees who are authorized to work not less than 20 hours per week.

- a. An employee will receive up to three days of compensated leave at his/her regular rate of pay in order to attend a funeral or memorial service, or be involved in other activities directly associated with the death of the employee's immediate family member.
- b. In the case of a death of a spouse or child, an employee will receive an additional two days of funeral leave.
- c. The immediate family includes the employee's spouse, children (including stepchildren), parents (including stepparents), mother-in-law, father-in-law, siblings (including step siblings), grandchildren, grandmother, grandfather and domestic partner.
- d. The number of hours of pay received by the employee for each day of funeral leave will be equal to the number of hours the employee would normally be scheduled to work, not to exceed 24 hours for three days of leave (40 total hours in the event of a death of a spouse or child).

8.09 **Disability Leave Benefits** - All employees, except for employees regularly working twelve (12) hour shifts, will earn Disability Leave at the rate of .02308 per each hour in a paid status, including overtime and low census, not to exceed eighty (80) hours per pay period. [Employees who regularly work twelve (12) hour shifts will earn Disability Leave at the rate of .02564.] A full-time employee will earn six (6) days, or forty-eight (48) hours, of Disability Leave each year. (The maximum amount of Disability Leave an employee may take per shift is equal to the length of the employee's regularly scheduled shift.)

8.10 **Holiday Compensation** - Traditional holidays shall be compensated for in the following manner:

Employees working Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, Day after Thanksgiving Day, Christmas Eve Day, Christmas Day, and New Year's Day shall be paid at the rate of one and one-half (1½) times their regular rate of pay.

Holiday work shall be rotated equitably, provided that appropriate skill and staffing levels are met. For purposes of this Section, a holiday will begin at 12:00 a.m. and will end at 11:59 p.m.

Holiday rotation will supersede vacation requests when conflicts arise.

ARTICLE 9 – COMPENSATION

9.01 Wages - Employees shall be paid in accordance with Appendix A – Wage Scales:

A-1 Wage Scale - Effective first full pay period after the date of ratification

A-2 Wage Scale – Effective July 1, 2022

A-3 Wage Scale – Effective July 1, 2023

The Employer will pay each employee not scheduled to receive a step increase because he or she is at a “gap” step a lump sum bonus of two and 55/100 percent (2.55%) on their hourly rate based on FTE status, payable the first full pay period after the date of ratification and the first full pay period following July 1, 2019. Employees at the top step shall receive a lump sum bonus of one percent (1%), on their hourly rate based on FTE status, payable the first full pay period after the date of ratification, and the first full pay period after July 1, 2019.

9.02 Shift Differential - For an employee working a majority of the employee's shift hours on evening duty (3:00 p.m. to 11:00 p.m. shift), the employee shall be paid a two dollars twenty-five cents (\$2.25) per hour shift differential over the employee's regular rate of pay for the entire shift. For an employee working a majority of the employee's shift hours on night duty (11:00 p.m. to 7:00 a.m. shift), the employee shall be paid a three dollars twenty cents (\$3.20) per hour shift differential over the employee's regular rate of pay for the entire shift.

9.02.1 Shift Differential/Twelve (12) Hour Shift - An employee regularly working a twelve (12) hour shift shall receive day shift pay for the shift from 0645 until 1915, and shall receive night shift pay for the hours of 1845 until 0715: EXCEPT Techs who begin their twelve (12) hour shift between the hours of 0900 and 1500, who will receive evening shift pay Evening shift pay shall be two dollars twenty-five cents (\$2.25) per hour and night shift pay shall be three dollars twenty cents (\$3.20) per hour.

9.03 Standby Pay - Employees placed on standby status shall be paid Four Dollars (\$4.00) per hour for all hours while on standby status; except that employees on standby on a holiday as defined in Section 8.09, Holiday Compensation, shall receive Four Dollars

and Twenty-Five Cents (\$4.25) for holiday standby. Standby shall include all advance requests to be available to be called into work.

9.03.1 Standby Coverage - The Leadership Team (Leads, Coordinators, Director) will call staff, not scheduled to work, with same skills/competencies to cover the open shift. If unable to cover the shift, then the standby staff will fill the shift.

9.04 Minimum Callback - If an employee is called back to work while on standby status, the employee shall be paid overtime for all hours worked at the rate of one and one-half (1½) times the regular rate of pay, with a minimum guarantee of three (3) hours. In no event shall an employee be paid for more callback hours than the number of assigned standby hours [divisible by three (3)]. Further, for the three (3) hour minimum guarantee to apply for an employee on standby who works contiguously beyond the employee's scheduled shift, the employee must have worked fifteen (15) minutes or greater beyond the end of that scheduled shift. Standby pay shall only be paid for standby time and shall not be paid when an employee is working in callback. Callback shall include shift differential for all hours worked on premium shifts. (Meetings and non-patient care-related issues do not constitute callback.) An employee called back to work from standby shall only be required to perform work within the scope of the employee's normal duties.

9.04.1 Holiday Callback Compensation - In addition, if called back to work on a designated traditional holiday under Section 8.09, Holiday Compensation, the employee shall also receive an additional Nineteen Dollars (\$19.00) per hour differential as special holiday callback premium pay for all hours worked in the callback assignment on such a holiday.

9.05 Lead Premium - All employees assigned lead duties shall be paid a premium of one dollar fifty cents (\$1.50) per hour for the entire shift. This shall include any hours assigned to work in another department during the shift the employee is in the Charge or Lead position. A list of grandfathered employees receiving a 10% lead differential is contained in the attached letter of understanding.

9.05.1 Temporary Assignments - Section 9.05, Lead Premium, shall also apply when an employee is temporarily assigned to a Lead or Coordinator role, whether in or out of the bargaining unit. In such case, the Lead Premium shall be one dollar fifty cents (\$1.50) for the entire shift.

9.06 Weekend Premium Pay - Any employee who works on the weekend shall receive \$2.50 per hour premium pay for each hour worked on the weekend in addition to the employee's rate of pay. Weekend premium pay shall not be included in the employee's regular rate of pay for overtime calculations unless required by the Fair Labor Standards Act. The weekend shall be defined as all hours between 12:00 a.m. Saturday and 11:59 p.m. Sunday. (For the purpose of computing weekend premium pay for employees who are regularly scheduled for twelve (12) hour shifts, the weekend may be defined as Friday and Saturday when mutually agreed upon.)

- 9.07 Preceptor Pay** - An Employee assigned as a Preceptor shall receive a premium of One Dollar and Twenty-Five Cents (\$1.25) per hour. A Preceptor is an employee proficient in clinical teaching and communication skills and is assigned by the Employer the responsibility of planning, organizing, and evaluating the orientation of student(s), or specific new employee(s). Preceptor pay will be paid when the employee is assigned for a minimum of one (1) hour. Leads are not eligible for Preceptor pay.
- 9.08** When an employee is promoted to a higher paid job classification, the employee shall be placed at the step that provides an hourly wage no less than two and one-half percent (2.5%) higher than received in the lower paid job classification.
- 9.09 Wage and Benefit Changes** - All wage and benefit changes under this Agreement shall be effective the first day of the first payroll period after the noted date.
- 9.10 Recognition for Past Experience** - Employees hired during the term of this Agreement shall be placed on the hourly wage schedule at a step commensurate with continuous recent experience, as follows:

| Years | Step |
|---------------------------|------|
| 0 – 1yr 5 mos | 1 |
| 1 yr 6 mos – 2 yr 5 mos | 2 |
| 2 yr 6 mos – 3 yr 11 mos | 3 |
| 4 yr – 5 yr 5 mos | 4 |
| 5 yr 6 mos – 7 yr 5 mos | 5 |
| 7 yr 6 mos – 9 yr 5 mos | 6 |
| 9 yr 6 mos – 11 yr 5 mos | 7 |
| 11 yr 6 mos – 13 yr 5 mos | 8 |
| 13 yr 6 mos – 15 yr 5 mos | 9 |
| 15 yr 6 mos – 17 yr 5 mos | 10 |
| 17 yr 6 mos – 19 yr 5 mos | 11 |
| 19 yr 6 mos – plus | 12 |

For the purposes of this section, recent continuous experience shall be defined as recent, directly related work experience without a break in such experience, which would reduce the level of employee skills in an accredited acute care hospital or other health care services provider, as determined by the Employer. These are minimums which may be exceeded with approval from the Senior VP of Ancillary Services.

- 9.11 Incentive Compensation Plan:** In order to help achieve the annual organizational goals, all Full Time, Part Time and Pool employees are eligible for the Incentive Compensation Plan.

This is not an increase to base wage, it is a bonus plan based upon the achievement of organizational goals.

In order to receive the bonus for the year, the employee must be employed on the date of the payout and have achieved at least a “Meets Standards” on the most recent performance review. Bonuses will be paid as a percentage of each employees’ base wage.

The number of goals set each year will be determined by the CH Executive Leadership Team.

The employees will receive:

- up to a 2.50% bonus for 2021 goals that will be paid in 2022
- up to a 2.50% bonus for 2022 goals that will be paid in 2023
- up to a 2.50% bonus for 2023 goals that will be paid in 2024

The amount of bonus paid out will be contingent upon the percentage of the goals achieved. For example, if half of the goals are reached, then the bonus for each employee will be half (50%) of the total eligible bonus amount. Any bonus payouts typically occur in March or April each year.

- 9.12** Wage rates and benefits specified in this Agreement shall not be less than those set forth in the Agreement; however, the terms of this Agreement are intended to cover only minimums of wages and other employee benefits. The Employer may place superior wages and/or other employee benefits into effect and will meet and confer with the Union regarding any reduction in wages and other employee benefits to the minimums or above prior to implementing any such reduction.

ARTICLE 10 - HEALTH AND INSURANCE PROGRAMS

- 10.01 Group Insurance Program** - The Hospital will make available to all employees, who are eligible for enrollment, participation in the Confluence Health System group insurance program. In this regard, beginning the first day of the first month following date of hire, all full-time employees and part-time employees regularly scheduled to work thirty (30) or more hours per week, shall be included under the group covered by the Employer’s group insurance plans offered by Confluence Health System, providing health (medical and vision), dental, long-term disability insurance and life (including Accidental Death and Dismemberment) insurance benefits. For employee self-coverage under the Employer’s group insurance program, employees shall contribute to monthly payments, as required by the Confluence Health System group health insurance program. [When annual premium decisions for group health insurance coverage are made, if Confluence Health System determines that total monthly premiums (employee and Employer amounts combined) for employee group health insurance self-coverage shall be increased from the prior year’s total monthly premium for employee, (a) the Employer shall pay the total monthly premium increase amount up to five percent (5%) of the prior year’s total monthly premium amount for employee, (b) the employee shall thereafter pay any additional total monthly premium increase amount for employee up to the next five percent (5%) of the total monthly premium increase, and (c) the employee and Employer shall equally share any further annual

increase of the total monthly premium increase for employee self-coverage that is greater than ten percent (10%) of the prior year's total monthly premium amount.] In addition, for its wellness program and its non-tobacco user program, as designated by the Confluence Health System group insurance program, may be processed for employees who choose to participate in the wellness program activity requirements or the non-tobacco user program requirements, as determined by the Confluence Health System group insurance program. Employees' dependents may be covered under the group health and/or dental insurance plans at the employee's own expense through payroll deduction. {Regular part-time employees who are scheduled to work twenty (20) or more [but less than thirty (30)] hours per week will be given the option to enroll in the Confluence Health System group health insurance plan (medical and vision). If the employee elects to enroll in the program, the Hospital will pay one-half (½) of the premium for self-coverage. Part-time employees may also elect to enroll their eligible dependents through payroll deductions.}

10.01.1 Health Insurance Advisory Committee - The Employer and Union agree that the Union may participate in the Hospital's Health Insurance Advisory Committee, and that this Committee shall meet during each year of this Agreement for the purpose of reviewing issues and options associated with health insurance (such as plan details related to premium costs or benefits levels). The Union may appoint two (2) members to serve with other Committee members. This Committee shall annually make health insurance recommendations to the Employer for changes to the Employer's health insurance program. If the Employer plans to make changes to its health insurance program, it shall review such possible changes in advance with the Union in Conference Committee.

10.01.2 Health Insurance Plan Changes - It is understood that the health insurance plan (such as premiums and plan design) may be changed by the Employer, as required by the Confluence Health System group health insurance program.

10.02 All employees who have health, dental and vision insurance coverage for dependents may elect to enroll in the hospital's Pre-Tax Premium Program. This program will enable employees to have their payroll deduction made on a pre-tax basis.

10.03 All employees shall be covered by State Industrial Accident Insurance and Medical Aid as provided by RCW 51.04, *et seq.*

10.04 All employees covered by this Agreement shall be provided coverage under the Washington State Unemployment Compensation Act.

10.05 Employee Health Services - Employee Health Services are available to all employees regardless of the number of hours worked. Services such as Laboratory tests and Radiology exams, Pharmaceutical, etc., will be billed to the employee or to the employee's insurance carrier. Laboratory tests and Radiology exams ordered at the request of the Employee Health Services for Occupational Health purposes will be paid for by the Hospital.

- 10.06 Retail Pharmacy Purchase Discount** - Employees may purchase over-the-counter and non-pharmacy products for their immediate family at the Hospital's Retail Pharmacy at retail less twenty percent (20%) with a minimum charge of one dollar (\$1.00). The Hospital may at its option in the future convert to cost plus ten percent (10%) pricing [with a minimum charge of one dollar (\$1.00)], if the Hospital determines this best accommodates the pharmacy sales/computer system capability.
- 10.07 Retirement Plan** - During the term of this Agreement, the Employer shall maintain in full force and effect its Employee Retirement Plan.
- 10.08** During the term of this Agreement, the Employer shall notify the Union, in advance, of implementation of any change in the programs described in this Article so that the Union will have sufficient time to review proposed changes and offer suggestions for the Employer's consideration.

ARTICLE 11 - LEAVE OF ABSENCE

- 11.01 General Rules** - All leaves 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. All leaves of absence are without pay unless specifically provided for herein or agreed to otherwise by the Employer. Accrued vacation time must be used prior to requesting a non-medical leave of absence. Leaves of absence for any reason not specifically provided for herein are at the discretion of the employer.
- 11.01.1** Leave without pay for a period of thirty (30) consecutive calendar days or less will allow the employee to return to their former position.
- 11.01.2** All persons hired temporarily to replace employees who are on leave of absence shall be so advised and shall be informed of the approximate date the regular employee is expected to return.
- 11.01.3** If a leave of absence exceeds thirty (30) days, only then may the Employer permanently fill the vacancy, except Family and Medical Leave under Section 11.02.1. If the Employer has filled the position permanently, pursuant to the above, the employee on leave of absence, upon returning to the job, will be offered the first open position for which the employee is qualified, for a period not to exceed one (1) year from the date of the leave of absence.
- 11.02 Personal Medical Leave** - A leave of absence without pay will be granted to employees for a personal illness, injury or maternity leave. Such leave shall not exceed six (6) months. The Employer may require a statement from the treating health care provider attesting to the need for leave and the projected length of the leave. Prior to the employee returning to work after an extended absence for personal illness, injury or maternity leave, the Employer may require a statement from the treating health care provider attesting to the employee's capability to perform the work required of the job.

Employees must use earned time in conjunction with personal illness and maternity leave. Such leave shall run concurrently with Family and Medical Leave, if applicable.

11.02.1 Family and Medical Leave - Consistent with federal law, employees who have been employed at Central Washington Hospital for twelve (12) months and for one thousand two hundred and fifty (1,250) hours within the last twelve (12) months, shall be granted twelve (12) weeks of unpaid Family and Medical Leave within any rolling twelve (12) month period measured backward from the projected start of the leave. This leave can be used for the following reasons: (a) to care for a newborn child or newly adopted or foster child of the employee, provided such child is under the age of six (6) at the time of placement for adoption or foster care; (b) to care for a spouse, parent, or child who has a serious health condition; or (c) for the employee's own serious health condition that makes the employee unable to perform the essential functions of his or her job. This leave is in addition to the period of time an employee is off work because of sickness or temporary disability due to pregnancy or childbirth. An employee on Family and Medical Leave not exceeding twelve (12) weeks from date of first absence from work shall be entitled to return to her/his prior position or equivalent position. Thereafter, the employee shall be entitled to the first available position for which she/he is qualified. Except to the extent greater leave is provided herein, Family and Medical Leave shall be administered and interpreted in accordance with federal law. Family and Medical Leave shall be unpaid, except an employee may use accrued Paid and Disability Leave in accordance with Article 8 (Paid Leave), and Hospital scheduling requirements for Paid Leave and Disability Leave, as required by state law (RCW 49.12.265-.295) to care for a child of the employee under the age of eighteen (18) with a health condition that requires treatment or supervision, or for a child age eighteen (18) or older who is incapable of self-care due to mental or physical disability, or in the event of a serious health condition or an emergency condition of a spouse, parent, parent-in-law, or grandparent of an employee.

11.03 A paid leave of absence for attending workshops, educational and other professional meetings shall be granted to employees who attend at the request of the Hospital. Employees shall be allowed up to four (4) days of educational leave per year; provided, however, such leave is subject to budgetary considerations, scheduling requirements of the Hospital and approval by the Department Director of the subject matter to be studied.

11.04 After one (1) year of employment, leave may be granted for job-related study up to one (1) year, and the employee will return at the first job opening without loss of seniority or other accrued benefits. Request for study leave must be submitted sixty (60) days prior to the time leave is desired and the request must be in writing.

11.05 Regular employees shall receive their regular salary when called to jury duty. The employee, upon receiving jury duty pay, will endorse and submit such check to the Employer.

11.6 Union Leave. With thirty (30) days' written notice, the Union may request that up to three (3) bargaining unit employees be granted an unpaid union leave of absence of up to one (1) week (forty (40) hours) per employee. The total amount of union leave granted during a calendar year shall not exceed three (3) weeks (one hundred twenty (120) hours). The decision to grant such leave, either to an individual or to more than one individual, shall be within management's discretion based on patient care needs.

11.6.1 Union board members, stewards and contract committee members may use one (1) scheduled shift per calendar year of unpaid education time to attend union-sponsored training in leadership, representation and dispute resolution, not to exceed six (6) employees per calendar year.

ARTICLE 12 - CONFERENCE COMMITTEE

12.01 A permanent Conference Committee shall be established to foster improved communications between the Employer and employees and to discuss problems of mutual concern relating to the Agreement. The Conference Committee shall meet on a quarterly basis, subject to a mutually agreed schedule. Members of this Committee shall include five (5) representatives of Hospital management and five (5) elected representatives of the Local bargaining unit. The function of the Committee shall be limited to an advisory, rather than a decision-making, capacity. (Additional meetings may be requested by any member of the Committee.)

ARTICLE 13 - GRIEVANCE PROCEDURE

13.01 Grievance Defined - A grievance is defined as an alleged violation of the terms and conditions of this Agreement. If any such grievance arises, it must be submitted by the employee to the following grievance procedure. Time limits set forth in the following steps may only be extended by mutual written consent of the parties hereto.

Step 1 - Employee and Department Director - If an employee has a grievance involving an alleged breach of contract on the part of the Employer, the employee (and the shop steward/Union representative, if requested by the employee) shall meet with the Department Director for the purpose of resolving the grievance. In order that the grievance be timely, the grievance must be presented to the Department Director within fourteen (14) calendar days of the date the grievant either knew or should have known that facts existed which constitute the basis for the grievance. The Department Director shall respond to the grievance within fourteen (14) calendar days of the meeting.

Step 2 - Employee and Appropriate Hospital Vice President - If the matter is not resolved to the parties' satisfaction at Step 1, the grievance shall be referred, in writing, to the Hospital's appropriate Vice President, or designee, within fourteen (14) calendar days of the Department Director's decision. The written grievance shall contain a description of the alleged problem, the specific section of the contract that has been allegedly breached, the date it occurred and the corrective action the grievant is requesting. A conference between the employee (and/or Union Representative) and the Vice President, or designee,

will be held. The Vice President, or designee, will issue a written reply within fourteen (14) calendar days following the meeting with the employee.

Step 3 - Hospital Chief Administrative Officer and Union Representative - If the matter is not resolved at Step 2 to the parties' satisfaction, the grievance shall be referred, in writing, to the Hospital's Chief Administrative Officer (and/or designated representative) who shall meet with the employee and Union Representative within fourteen (14) calendar days for the purpose of resolving the grievance. The Hospital's Chief Administrative Officer will issue a written reply within fourteen (14) calendar days following the meeting with the employee and Union Representative.

Step 4 - Arbitration - If the grievance is not settled on the basis of the foregoing procedures, and if the grievant and the Union have complied with the specific procedures and time limitations specified in Steps 1, 2, 3 and 4 herein, the employee and the Union may submit the issue, in writing, to final and binding arbitration within fourteen (14) calendar days following the meeting between the Chief Administrative Officer and the employee at Step 3. If the Employer and the Union fail to agree on an arbitrator, a list of eleven (11) arbitrators shall be requested from the Federal Mediation and Conciliation Service from Washington-Oregon. The parties shall thereupon alternate in striking a name from the panel until one (1) name remains. The person whose name remains shall be the arbitrator. The arbitrator's decision shall be final and binding on all parties. The arbitrator shall have no authority to add to, subtract from or otherwise change or modify the provisions of this Agreement, but shall be authorized only to interpret existing provisions of this Agreement as they may apply to the specific facts of the issue in dispute. Furthermore, the arbitrator shall have no authority to substitute his/her judgment for that of the Employer, so long as the Employer's judgment is exercised in good faith and objectively made, based upon established criteria. In addition, the arbitrator shall have no authority to rule on any policies outside of this Agreement. Each party shall bear one-half (½) of the fee of the arbitrator and any other expense jointly 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 witnesses called by the other party.

ARTICLE 14 - UNINTERRUPTED PATIENT CARE

- 14.01** It is recognized that the Employer is engaged in a public service requiring continuous operation, and it is agreed that recognition of such obligation of continuous service is imposed upon both the employee and the Union. Neither the Union nor its members, agents, representatives, employees or persons acting in concert with them shall incite, encourage or participate in any strike, picketing, sympathy strike, walkout, slowdown, or other work stoppage of any nature whatsoever. In the event of any strike, picketing, sympathy strike, walkout, slowdown or work stoppage, or a threat thereof, the Union and its officers will do everything within their power to end or avert the same.
- 14.02** Any employee participating in any strike, picketing, sympathy strike, walkout, slowdown or work stoppage will be subject to immediate dismissal.

14.03 The Employer shall not cause or engage in any lockout of its employees during the term of this Agreement.

ARTICLE 15 - GENERAL PROVISIONS

15.01 This Agreement shall be subject to all present and future applicable Federal and State laws, executive orders of the President of the United States or the Governor of the State of Washington, and rules and regulations of governmental authority. Should any provision or provisions become unlawful by virtue of the above, or by declaration of any court of competent jurisdiction, such action shall not invalidate the entire Agreement. Any provisions of this Agreement not declared invalid shall remain in full force and effect for the term of the Agreement. If any provision is held invalid, the Employer and the Union shall enter into immediate negotiations for the purpose, and solely for the purpose, of arriving at a mutually satisfactory replacement for such provision.

15.02 Any changes or amendments to this Agreement shall be in writing and duly executed by the parties hereto.

15.03 The Union recognizes that the Employer makes no guarantee that any past or existing practices, policies, rules, regulations or working conditions shall be continued in the future. The parties agree that this Agreement constitutes the full agreement between the parties and the Employer retains the right to amend, discontinue, or implement new policies, practices, rules and regulations, which do not directly conflict with this Agreement.

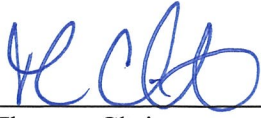
ARTICLE 16 - EFFECTIVE DATE & DURATION OF THE AGREEMENT

16.01 This Agreement shall be effective on the date of signing, and shall continue in full force and effect to and including June 30, 2024, and shall be automatically renewed from year to year thereafter unless either party gives written notice by certified mail to the other not less than ninety (90) days prior to June 30, 2024, or any subsequent anniversary date, that it desires to terminate this Agreement. If the parties do not reach an agreement in the event proper reopening notice has been given prior to said expiration date, then this Agreement shall terminate on the expiration date, unless by mutual consent it shall extend for a period of time specified jointly to allow further negotiations.

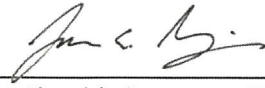
IN WITNESS WHEREOF the parties have signed this Agreement this _____ day of November 2021.

CENTRAL WASHINGTON HOSPITAL

UFCW LOCAL 21



Thomas Christensen
Vice President of Human Resources



Joe Mizrahi, Secretary Treasurer

APPENDIX A – 1, 2021 – 2022 Wage Scales

| Effective 10/17/2021 | | 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 |
|--|----------------|--------|----------|--------|--------|--------|--------|--------|--------|--------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Job | Pay Scale Code | Base | 3 months | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 | Year 6 | Year 7 | Year 8 | Year 9 | Year 10 | Year 12 | Year 14 | Year 16 | Year 18 | Year 20 | Year 22 | Year 24 | Year 26 |
| Anesthesia Tech I | PSUT | 20.39 | 20.91 | 21.44 | 21.99 | 22.55 | 23.12 | 23.72 | 24.32 | 24.94 | 25.58 | 26.22 | 26.90 | 27.58 | 28.28 | 29.01 | 29.74 | 30.49 | 31.25 | 32.04 | 32.83 |
| Anesthesia Tech II | PST2 | 22.43 | 23.00 | 23.59 | 24.18 | 24.81 | 25.44 | 26.09 | 26.75 | 27.44 | 28.13 | 28.86 | 29.59 | 30.35 | 31.12 | 31.91 | 32.72 | 33.54 | 34.38 | 35.24 | 36.12 |
| Anesthesia Tech II - Lead | PST2 | 22.43 | 23.00 | 23.59 | 24.18 | 24.81 | 25.44 | 26.09 | 26.75 | 27.44 | 28.13 | 28.86 | 29.59 | 30.35 | 31.12 | 31.91 | 32.72 | 33.54 | 34.38 | 35.24 | 36.12 |
| Anesthesia Tech - Lead (GF) | PLST | 24.67 | 25.30 | 25.95 | 26.60 | 27.29 | 27.98 | 28.70 | 29.43 | 30.18 | 30.94 | 31.74 | 32.55 | 33.38 | 34.23 | 35.10 | 35.99 | 36.89 | 37.82 | 38.77 | 39.73 |
| Cardiovascular Tech II | DEPT | 35.56 | 36.47 | 37.39 | 38.35 | 39.32 | 40.33 | 41.36 | 42.41 | 43.49 | 44.60 | 45.74 | 46.91 | 48.10 | 49.33 | 50.58 | 51.88 | 53.17 | 54.50 | 55.87 | 57.26 |
| CT Tech | DCAT | 29.29 | 30.03 | 30.78 | 31.55 | 32.34 | 33.14 | 33.97 | 34.82 | 35.69 | 36.58 | 37.50 | 38.44 | 39.40 | 40.38 | 41.39 | 42.43 | 43.49 | 44.57 | 45.69 | 46.83 |
| CT Tech - Lead- GF | DCTT | 32.22 | 33.03 | 33.86 | 34.70 | 35.57 | 36.46 | 37.37 | 38.30 | 39.26 | 40.24 | 41.25 | 42.28 | 43.34 | 44.42 | 45.53 | 46.67 | 47.84 | 49.03 | 50.26 | 51.51 |
| CT Technician - Lead | DCAT | 29.29 | 30.03 | 30.78 | 31.55 | 32.34 | 33.14 | 33.97 | 34.82 | 35.69 | 36.58 | 37.50 | 38.44 | 39.40 | 40.38 | 41.39 | 42.43 | 43.49 | 44.57 | 45.69 | 46.83 |
| Diagnostic Imaging Scheduler | DORT | 16.12 | 16.39 | 16.67 | 17.34 | 17.69 | 18.02 | 18.52 | 19.39 | 19.89 | 20.40 | 21.00 | 21.51 | 21.91 | 22.32 | 22.75 | 23.31 | 23.90 | 24.49 | 25.10 | 25.73 |
| Diagnostic Imaging Scheduler - Lead | DORT | 16.12 | 16.39 | 16.67 | 17.34 | 17.69 | 18.02 | 18.52 | 19.39 | 19.89 | 20.40 | 21.00 | 21.51 | 21.91 | 22.32 | 22.75 | 23.31 | 23.90 | 24.49 | 25.10 | 25.73 |
| Diagnostic Imaging Scheduler - Lead (GF) | DLSC | 17.73 | 18.03 | 18.33 | 19.07 | 19.46 | 19.83 | 20.38 | 21.33 | 21.88 | 22.44 | 23.10 | 23.66 | 24.10 | 24.55 | 25.02 | 25.64 | 26.29 | 26.94 | 27.61 | 28.38 |
| Echocardiography Tech | DECH | 32.46 | 33.28 | 34.12 | 34.96 | 35.84 | 36.73 | 37.65 | 38.60 | 39.56 | 40.55 | 41.56 | 42.60 | 43.66 | 44.75 | 45.86 | 47.01 | 48.18 | 49.38 | 50.62 | 51.88 |
| Echocardiography Tech Special | DECH | 32.46 | 33.28 | 34.12 | 34.96 | 35.84 | 36.73 | 37.65 | 38.60 | 39.56 | 40.55 | 41.56 | 42.60 | 43.66 | 44.75 | 45.86 | 47.01 | 48.18 | 49.38 | 50.62 | 51.88 |
| Electrophysiology Tech | DELP | 40.01 | 41.01 | 42.04 | 43.09 | 44.17 | 45.27 | 46.40 | 47.56 | 48.76 | 49.98 | 51.23 | 52.51 | 53.82 | 55.17 | 56.55 | 57.96 | 59.41 | 60.90 | 62.42 | 63.98 |
| Endoscopy Tech I | DOS1 | 20.48 | 21.04 | 21.62 | 22.22 | 22.84 | 23.46 | 24.10 | 24.77 | 25.44 | 26.12 | 26.84 | 27.47 | 28.31 | 29.06 | 29.86 | 30.60 | 31.37 | 32.14 | 32.96 | 33.77 |
| Endoscopy Tech II | DOS2 | 22.71 | 23.28 | 23.86 | 24.45 | 25.06 | 25.69 | 26.34 | 26.99 | 27.66 | 28.36 | 29.06 | 29.70 | 30.54 | 31.29 | 32.08 | 32.88 | 33.71 | 34.55 | 35.41 | 35.94 |
| Endoscopy Tech II Special | DOS2 | 22.71 | 23.28 | 23.86 | 24.45 | 25.06 | 25.69 | 26.34 | 26.99 | 27.66 | 28.36 | 29.06 | 29.70 | 30.54 | 31.29 | 32.08 | 32.88 | 33.71 | 34.55 | 35.41 | 35.94 |
| Histology Assistant | DLHA | 17.62 | 17.99 | 18.38 | 18.78 | 19.19 | 19.60 | 20.02 | 20.46 | 20.91 | 21.36 | 21.83 | 22.31 | 22.79 | 23.29 | 23.80 | 24.32 | 24.90 | 25.50 | 26.10 | 26.50 |
| Histology Tech I | | 18.49 | 18.95 | 19.42 | 19.91 | 20.41 | 20.92 | 21.44 | 21.98 | 22.53 | 23.09 | 23.67 | 24.27 | 24.88 | 25.50 | 26.13 | 26.79 | 27.46 | 28.15 | 28.85 | 29.57 |
| Histology Tech II | | 20.92 | 21.44 | 21.98 | 22.53 | 23.09 | 23.67 | 24.26 | 24.86 | 25.49 | 26.12 | 26.78 | 27.44 | 28.13 | 28.83 | 29.55 | 30.29 | 31.05 | 31.83 | 32.62 | 33.44 |
| Histology Tech III | | 24.50 | 25.11 | 25.74 | 26.39 | 27.05 | 27.72 | 28.42 | 29.13 | 29.85 | 30.60 | 31.37 | 32.15 | 32.95 | 33.78 | 34.62 | 35.49 | 36.37 | 37.28 | 38.22 | 39.17 |
| Histo Grossing Tech | DLHG | 22.99 | 23.57 | 24.16 | 24.76 | 25.38 | 26.01 | 26.66 | 27.33 | 28.01 | 28.71 | 29.43 | 30.17 | 30.92 | 31.70 | 32.49 | 33.30 | 34.13 | 34.99 | 35.86 | 36.69 |
| Laboratory Assistant | DLA2 | 16.49 | 16.87 | 17.26 | 17.66 | 18.06 | 18.48 | 18.91 | 19.34 | 19.79 | 20.24 | 20.71 | 21.19 | 21.68 | 22.16 | 22.67 | 23.21 | 23.78 | 24.38 | 24.98 | 25.61 |
| Laboratory Assistant II | DLAB | 17.23 | 17.63 | 18.03 | 18.44 | 18.87 | 19.30 | 19.75 | 20.20 | 20.67 | 21.14 | 21.62 | 22.13 | 22.63 | 23.15 | 23.68 | 24.24 | 24.84 | 25.45 | 26.09 | 26.74 |
| Laboratory Assistant III | DLA3 | 18.00 | 18.42 | 18.84 | 19.28 | 19.72 | 20.18 | 20.63 | 21.11 | 21.59 | 22.09 | 22.60 | 23.12 | 23.65 | 24.19 | 24.75 | 25.32 | 25.95 | 26.60 | 27.26 | 27.95 |
| Laboratory Assistant - Lead | DLA2 | 16.49 | 16.87 | 17.26 | 17.66 | 18.06 | 18.48 | 18.91 | 19.34 | 19.79 | 20.24 | 20.71 | 21.19 | 21.68 | 22.16 | 22.67 | 23.21 | 23.78 | 24.38 | 24.98 | 25.61 |
| Laboratory Assistant - Lead (GF) | DLAL | 18.14 | 18.56 | 18.98 | 19.42 | 19.87 | 20.33 | 20.80 | 21.27 | 21.77 | 22.26 | 22.78 | 23.30 | 23.84 | 24.38 | 24.94 | 25.53 | 26.15 | 26.82 | 27.48 | 28.17 |
| Laboratory - MLT I | DML1 | 21.39 | 21.98 | 22.58 | 23.20 | 23.84 | 24.50 | 25.17 | 25.86 | 26.58 | 27.30 | 28.06 | 28.82 | 29.62 | 30.43 | 31.27 | 32.13 | 32.93 | 33.75 | 34.60 | 35.47 |
| Laboratory - MLT II | DML2 | 25.61 | 26.31 | 27.04 | 27.78 | 28.55 | 29.33 | 30.14 | 30.97 | 31.82 | 32.69 | 33.59 | 34.52 | 35.47 | 36.45 | 37.44 | 38.47 | 39.43 | 40.42 | 41.43 | 42.46 |
| MRI Tech | DMRI | 32.32 | 33.15 | 34.00 | 34.86 | 35.75 | 36.66 | 37.60 | 38.56 | 39.54 | 40.55 | 41.59 | 42.64 | 43.73 | 44.84 | 45.99 | 47.15 | 48.34 | 49.55 | 50.79 | 52.05 |
| MRI Tech - Lead | DMRI | 32.32 | 33.15 | 34.00 | 34.86 | 35.75 | 36.66 | 37.60 | 38.56 | 39.54 | 40.55 | 41.59 | 42.64 | 43.73 | 44.84 | 45.99 | 47.15 | 48.34 | 49.55 | 50.79 | 52.05 |
| MRI Tech - Lead (GF) | DLMR | 35.56 | 36.47 | 37.40 | 38.35 | 39.33 | 40.32 | 41.36 | 42.41 | 43.49 | 44.60 | 45.74 | 46.91 | 48.10 | 49.32 | 50.59 | 51.87 | 53.17 | 54.51 | 55.86 | 57.26 |
| Nuclear Med Tech | DCNM | 34.65 | 35.48 | 36.32 | 37.19 | 38.07 | 38.98 | 39.91 | 40.86 | 41.83 | 42.82 | 43.84 | 44.89 | 45.95 | 47.05 | 48.17 | 49.31 | 50.49 | 51.69 | 52.92 | 54.20 |
| Perinatal Tech | PPNT | 18.84 | 19.32 | 19.81 | 20.32 | 20.83 | 21.37 | 21.92 | 22.47 | 23.04 | 23.63 | 24.24 | 24.85 | 25.49 | 26.14 | 26.80 | 27.53 | 28.21 | 28.91 | 29.64 | 30.38 |
| Pharmacy Assistant | DPPTB | 15.30 | 15.68 | 16.07 | 16.48 | 16.89 | 17.31 | 17.74 | 18.19 | 18.64 | 19.11 | 19.59 | 20.07 | 20.58 | 21.09 | 21.62 | 22.16 | 22.71 | 23.28 | 23.86 | 24.46 |
| Pharmacy Buyer | DPAB | 21.59 | 22.14 | 22.71 | 23.29 | 23.88 | 24.49 | 25.11 | 25.76 | 26.41 | 27.08 | 27.77 | 28.48 | 29.21 | 29.96 | 30.72 | 31.50 | 32.29 | 33.10 | 33.93 | 34.77 |
| Pharmacy Tech | DPPTA | 17.76 | 18.21 | 18.68 | 19.16 | 19.64 | 20.13 | 20.66 | 21.18 | 21.72 | 22.28 | 22.84 | 23.42 | 24.02 | 24.63 | 25.27 | 25.91 | 26.55 | 27.21 | 27.90 | 28.60 |
| Pharmacy Tech I - Specialist | DPTS | 18.29 | 18.76 | 19.24 | 19.73 | 20.23 | 20.75 | 21.28 | 21.82 | 22.37 | 22.94 | 23.53 | 24.12 | 24.75 | 25.38 | 26.02 | 26.68 | 27.35 | 28.03 | 28.73 | 29.46 |

| Effective 10/17/2021 | | 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 |
|---|----------------|--------|----------|--------|--------|--------|--------|--------|--------|--------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Job | Pay Scale Code | Base | 3 months | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 | Year 6 | Year 7 | Year 8 | Year 9 | Year 10 | Year 12 | Year 14 | Year 16 | Year 18 | Year 20 | Year 22 | Year 24 | Year 26 |
| Pharmacy Tech II - Specialist | DPT2 | 18.47 | 18.94 | 19.42 | 19.92 | 20.42 | 20.94 | 21.48 | 22.03 | 22.59 | 23.16 | 23.76 | 24.36 | 24.98 | 25.62 | 26.28 | 26.94 | 27.61 | 28.31 | 29.02 | 29.74 |
| Pharmacy Tech - Lead | DPTA | 17.76 | 18.21 | 18.68 | 19.16 | 19.64 | 20.13 | 20.66 | 21.18 | 21.72 | 22.28 | 22.84 | 23.42 | 24.02 | 24.63 | 25.27 | 25.91 | 26.55 | 27.21 | 27.90 | 28.60 |
| Pharmacy Tech - Lead (GF) | DPTL | 20.32 | 20.84 | 21.36 | 21.91 | 22.46 | 23.03 | 23.63 | 24.24 | 24.85 | 25.48 | 26.13 | 26.79 | 27.48 | 28.18 | 28.90 | 29.63 | 30.37 | 31.14 | 31.92 | 32.72 |
| Rad Tech | DRAT | 25.60 | 26.25 | 26.92 | 27.61 | 28.32 | 29.04 | 29.77 | 30.54 | 31.31 | 32.11 | 32.93 | 33.77 | 34.63 | 35.52 | 36.42 | 37.35 | 38.28 | 39.24 | 40.22 | 41.23 |
| Rad Tech - Lead | DRAT | 25.60 | 26.25 | 26.92 | 27.61 | 28.32 | 29.04 | 29.77 | 30.54 | 31.31 | 32.11 | 32.93 | 33.77 | 34.63 | 35.52 | 36.42 | 37.35 | 38.28 | 39.24 | 40.22 | 41.23 |
| Rad Tech - Lead (GF) | DLRA | 28.16 | 28.88 | 29.61 | 30.37 | 31.15 | 31.94 | 32.75 | 33.59 | 34.45 | 35.32 | 36.22 | 37.15 | 38.09 | 39.07 | 40.07 | 41.09 | 42.11 | 43.16 | 44.24 | 45.35 |
| Rad Transport Attendant | DTRP | 15.30 | 15.68 | 16.07 | 16.48 | 16.89 | 17.31 | 17.74 | 18.19 | 18.64 | 19.11 | 19.59 | 20.07 | 20.58 | 21.09 | 21.62 | 22.16 | 22.71 | 23.28 | 23.86 | 24.46 |
| Respiratory Assistant | RA2B | 17.48 | 17.88 | 18.29 | 18.72 | 19.15 | 19.59 | 20.05 | 20.50 | 20.98 | 21.45 | 21.95 | 22.46 | 22.98 | 23.49 | 24.04 | 24.60 | 25.20 | 25.84 | 26.48 | 27.15 |
| Respiratory Therapist - U | DRRT | 30.07 | 30.84 | 31.63 | 32.44 | 33.27 | 34.11 | 34.98 | 35.87 | 36.79 | 37.72 | 38.69 | 39.67 | 40.68 | 41.73 | 42.80 | 43.88 | 44.97 | 46.10 | 47.25 | 48.44 |
| Respiratory Therapist Lead | DRRT | 30.07 | 30.84 | 31.63 | 32.44 | 33.27 | 34.11 | 34.98 | 35.87 | 36.79 | 37.72 | 38.69 | 39.67 | 40.68 | 41.73 | 42.80 | 43.88 | 44.97 | 46.10 | 47.25 | 48.44 |
| Respiratory Therapy Tech | DRT2 | 27.79 | 28.49 | 29.21 | 29.93 | 30.68 | 31.45 | 32.24 | 33.04 | 33.86 | 34.71 | 35.58 | 36.47 | 37.39 | 38.32 | 39.27 | 40.26 | 41.26 | 42.29 | 43.35 | 44.43 |
| Specials Tech II | DSP2 | 35.56 | 36.47 | 37.39 | 38.35 | 39.32 | 40.33 | 41.36 | 42.41 | 43.49 | 44.60 | 45.74 | 46.91 | 48.10 | 49.33 | 50.58 | 51.88 | 53.17 | 54.50 | 55.87 | 57.26 |
| Specials Tech II Lead | DSP2 | 35.56 | 36.47 | 37.39 | 38.35 | 39.32 | 40.33 | 41.36 | 42.41 | 43.49 | 44.60 | 45.74 | 46.91 | 48.10 | 49.33 | 50.58 | 51.88 | 53.17 | 54.50 | 55.87 | 57.26 |
| Specials Tech II - Lead-GF | DLS2 | 39.11 | 40.11 | 41.13 | 42.19 | 43.25 | 44.36 | 45.50 | 46.65 | 47.84 | 49.07 | 50.31 | 51.60 | 52.91 | 54.26 | 55.64 | 57.06 | 58.49 | 59.95 | 61.45 | 62.99 |
| Surgery Support Tech | PUST | 15.88 | 16.15 | 16.42 | 17.09 | 17.42 | 17.76 | 18.25 | 19.10 | 19.59 | 20.09 | 20.70 | 21.20 | 21.59 | 21.99 | 22.41 | 22.97 | 23.54 | 24.13 | 24.74 | 25.10 |
| Surgery Tech I | PSUT | 21.00 | 21.54 | 22.08 | 22.65 | 23.23 | 23.82 | 24.43 | 25.05 | 25.69 | 26.35 | 27.01 | 27.70 | 28.41 | 29.13 | 29.88 | 30.64 | 31.40 | 32.19 | 33.00 | 33.82 |
| Surgery Tech II - Certified | PST2 | 23.55 | 24.15 | 24.77 | 25.39 | 26.05 | 26.71 | 27.40 | 28.09 | 28.81 | 29.54 | 30.30 | 31.07 | 31.86 | 32.68 | 33.50 | 34.36 | 35.21 | 36.10 | 37.00 | 37.92 |
| Surgery Tech II - Certified - Lead | PST2 | 23.55 | 24.15 | 24.77 | 25.39 | 26.05 | 26.71 | 27.40 | 28.09 | 28.81 | 29.54 | 30.30 | 31.07 | 31.86 | 32.68 | 33.50 | 34.36 | 35.21 | 36.10 | 37.00 | 37.92 |
| Surgery Tech II - Certified - Lead (GF) | PLST | 25.91 | 26.57 | 27.25 | 27.93 | 28.65 | 29.38 | 30.14 | 30.90 | 31.69 | 32.49 | 33.33 | 34.18 | 35.05 | 35.94 | 36.85 | 37.79 | 38.74 | 39.71 | 40.70 | 41.72 |
| Surgery Tech II - Certified - Night | PTOO | 27.63 | 28.34 | 29.06 | 29.80 | 30.56 | 31.34 | 32.14 | 32.96 | 33.80 | 34.66 | 35.55 | 36.45 | 37.38 | 38.33 | 39.31 | 40.31 | 41.32 | 42.35 | 43.41 | 44.50 |
| Surgery Tech II - Certified - Night NE | PTOO | 27.63 | 28.34 | 29.06 | 29.80 | 30.56 | 31.34 | 32.14 | 32.96 | 33.80 | 34.66 | 35.55 | 36.45 | 37.38 | 38.33 | 39.31 | 40.31 | 41.32 | 42.35 | 43.41 | 44.50 |
| Ultrasonographer | DULT | 31.38 | 32.18 | 33.00 | 33.84 | 34.70 | 35.59 | 36.50 | 37.42 | 38.38 | 39.36 | 40.36 | 41.39 | 42.45 | 43.53 | 44.64 | 45.78 | 46.92 | 48.09 | 49.30 | 50.53 |
| Vascular Ultrasonographer | DVUL | 37.52 | 38.49 | 39.47 | 40.47 | 41.50 | 42.57 | 43.65 | 44.76 | 45.90 | 47.07 | 48.27 | 49.50 | 50.77 | 52.06 | 53.39 | 54.76 | 56.12 | 57.52 | 58.95 | 60.43 |
| Vascular Ultrasonographer - Lead | DVUL | 37.52 | 38.49 | 39.47 | 40.47 | 41.50 | 42.57 | 43.65 | 44.76 | 45.90 | 47.07 | 48.27 | 49.50 | 50.77 | 52.06 | 53.39 | 54.76 | 56.12 | 57.52 | 58.95 | 60.43 |
| Vascular Ultrasonographer - Lead (GF) | DLVU | 41.28 | 42.33 | 43.42 | 44.52 | 45.65 | 46.82 | 48.01 | 49.24 | 50.49 | 51.78 | 53.10 | 54.45 | 55.84 | 57.26 | 58.73 | 60.23 | 61.73 | 63.28 | 64.85 | 66.48 |

APPENDIX A – 2, 2022 – 2023 Wage Scales

| Effective 7/1/2022 (3% ATB) | | 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 |
|--|----------------|--------|----------|--------|--------|--------|--------|--------|--------|--------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Job | Pay Scale Code | Base | 3 months | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 | Year 6 | Year 7 | Year 8 | Year 9 | Year 10 | Year 12 | Year 14 | Year 16 | Year 18 | Year 20 | Year 22 | Year 24 | Year 26 |
| Anesthesia Tech I | PSUT | 21.00 | 21.54 | 22.08 | 22.65 | 23.23 | 23.81 | 24.43 | 25.05 | 25.69 | 26.35 | 27.01 | 27.71 | 28.41 | 29.13 | 29.88 | 30.63 | 31.40 | 32.19 | 33.00 | 33.81 |
| Anesthesia Tech II | PST2 | 23.10 | 23.69 | 24.30 | 24.91 | 25.55 | 26.20 | 26.87 | 27.55 | 28.26 | 28.97 | 29.73 | 30.48 | 31.26 | 32.05 | 32.87 | 33.70 | 34.55 | 35.41 | 36.30 | 37.20 |
| Anesthesia Tech II - Lead | PST2 | 23.10 | 23.69 | 24.30 | 24.91 | 25.55 | 26.20 | 26.87 | 27.55 | 28.26 | 28.97 | 29.73 | 30.48 | 31.26 | 32.05 | 32.87 | 33.70 | 34.55 | 35.41 | 36.30 | 37.20 |
| Anesthesia Tech - Lead (GF) | PLST | 25.41 | 26.06 | 26.73 | 27.40 | 28.11 | 28.82 | 29.56 | 30.31 | 31.09 | 31.87 | 32.69 | 33.53 | 34.38 | 35.26 | 36.15 | 37.07 | 38.00 | 38.95 | 39.93 | 40.92 |
| Cardiovascular Tech II | DEPT | 36.62 | 37.56 | 38.51 | 39.50 | 40.50 | 41.54 | 42.60 | 43.68 | 44.80 | 45.94 | 47.11 | 48.32 | 49.55 | 50.81 | 52.10 | 53.43 | 54.77 | 56.13 | 57.54 | 58.98 |
| CT Tech | DCAT | 30.17 | 30.93 | 31.70 | 32.49 | 33.31 | 34.14 | 34.99 | 35.87 | 36.76 | 37.68 | 38.62 | 39.59 | 40.58 | 41.59 | 42.63 | 43.70 | 44.79 | 45.91 | 47.06 | 48.24 |
| CT Tech - Lead- GF | DCTT | 33.19 | 34.02 | 34.88 | 35.74 | 36.64 | 37.55 | 38.49 | 39.45 | 40.44 | 41.45 | 42.49 | 43.55 | 44.64 | 45.75 | 46.90 | 48.07 | 49.28 | 50.50 | 51.77 | 53.06 |
| CT Technician - Lead | DCAT | 30.17 | 30.93 | 31.70 | 32.49 | 33.31 | 34.14 | 34.99 | 35.87 | 36.76 | 37.68 | 38.62 | 39.59 | 40.58 | 41.59 | 42.63 | 43.70 | 44.79 | 45.91 | 47.06 | 48.24 |
| Diagnostic Imaging Scheduler | DORT | 16.60 | 16.88 | 17.17 | 17.86 | 18.22 | 18.56 | 19.08 | 19.97 | 20.49 | 21.01 | 21.63 | 22.16 | 22.57 | 22.99 | 23.43 | 24.01 | 24.62 | 25.22 | 25.86 | 26.51 |
| Diagnostic Imaging Scheduler - Lead | DORT | 16.60 | 16.88 | 17.17 | 17.86 | 18.22 | 18.56 | 19.08 | 19.97 | 20.49 | 21.01 | 21.63 | 22.16 | 22.57 | 22.99 | 23.43 | 24.01 | 24.62 | 25.22 | 25.86 | 26.51 |
| Diagnostic Imaging Scheduler - Lead (GF) | DLSC | 18.26 | 18.57 | 18.88 | 19.64 | 20.04 | 20.42 | 20.99 | 21.97 | 22.54 | 23.11 | 23.79 | 24.37 | 24.82 | 25.29 | 25.77 | 26.41 | 27.08 | 27.75 | 28.44 | 29.23 |
| Echocardiography Tech | DECH | 34.29 | 35.17 | 36.07 | 36.99 | 38.04 | 38.89 | 39.89 | 40.90 | 41.94 | 43.01 | 44.12 | 45.23 | 46.39 | 47.57 | 48.79 | 50.03 | 51.28 | 52.57 | 53.88 | 55.22 |
| Echocardiography Tech Special | DECH | 34.29 | 35.17 | 36.07 | 36.99 | 38.04 | 38.89 | 39.89 | 40.90 | 41.94 | 43.01 | 44.12 | 45.23 | 46.39 | 47.57 | 48.79 | 50.03 | 51.28 | 52.57 | 53.88 | 55.22 |
| Electrophysiology Tech | DELP | 41.21 | 42.24 | 43.30 | 44.38 | 45.49 | 46.63 | 47.79 | 48.99 | 50.22 | 51.48 | 52.77 | 54.09 | 55.44 | 56.82 | 58.24 | 59.70 | 61.19 | 62.72 | 64.29 | 65.90 |
| Endoscopy Tech I | DOS1 | 21.09 | 21.67 | 22.27 | 22.89 | 23.53 | 24.16 | 24.82 | 25.51 | 26.20 | 26.90 | 27.65 | 28.29 | 29.16 | 29.93 | 30.76 | 31.52 | 32.31 | 33.10 | 33.95 | 34.78 |
| Endoscopy Tech II | DOS2 | 23.39 | 23.98 | 24.58 | 25.18 | 25.81 | 26.46 | 27.13 | 27.80 | 28.49 | 29.21 | 29.93 | 30.59 | 31.46 | 32.23 | 33.04 | 33.87 | 34.72 | 35.59 | 36.47 | 37.02 |
| Endoscopy Tech II Special | DOS2 | 23.39 | 23.98 | 24.58 | 25.18 | 25.81 | 26.46 | 27.13 | 27.80 | 28.49 | 29.21 | 29.93 | 30.59 | 31.46 | 32.23 | 33.04 | 33.87 | 34.72 | 35.59 | 36.47 | 37.02 |
| Histology Assistant | DLHA | 18.15 | 18.53 | 18.93 | 19.34 | 19.77 | 20.19 | 20.62 | 21.07 | 21.54 | 22.00 | 22.48 | 22.98 | 23.47 | 23.99 | 24.51 | 25.05 | 25.65 | 26.27 | 26.88 | 27.30 |
| Histology Tech I | | 19.05 | 19.52 | 20.00 | 20.51 | 21.02 | 21.55 | 22.08 | 22.64 | 23.21 | 23.79 | 24.38 | 24.99 | 25.62 | 26.27 | 26.92 | 27.59 | 28.28 | 29.00 | 29.71 | 30.46 |
| Histology Tech II | | 21.54 | 22.08 | 22.63 | 23.20 | 23.78 | 24.38 | 24.98 | 25.61 | 26.25 | 26.91 | 27.58 | 28.27 | 28.97 | 29.70 | 30.44 | 31.20 | 31.98 | 32.78 | 33.60 | 34.44 |
| Histology Tech III | | 25.24 | 25.87 | 26.51 | 27.18 | 27.86 | 28.55 | 29.27 | 30.00 | 30.75 | 31.52 | 32.31 | 33.11 | 33.94 | 34.79 | 35.66 | 36.55 | 37.46 | 38.40 | 39.36 | 40.35 |
| Histo Grossing Tech | DLHG | 23.68 | 24.27 | 24.88 | 25.50 | 26.14 | 26.79 | 27.46 | 28.15 | 28.85 | 29.58 | 30.32 | 31.07 | 31.85 | 32.65 | 33.46 | 34.30 | 35.16 | 36.04 | 36.94 | 37.79 |
| Laboratory Assistant | DLA2 | 16.98 | 17.38 | 17.78 | 18.19 | 18.60 | 19.03 | 19.48 | 19.92 | 20.38 | 20.85 | 21.33 | 21.83 | 22.33 | 22.82 | 23.35 | 23.91 | 24.49 | 25.11 | 25.73 | 26.38 |
| Laboratory Assistant II | DLAB | 17.74 | 18.15 | 18.57 | 18.99 | 19.44 | 19.88 | 20.34 | 20.80 | 21.29 | 21.78 | 22.27 | 22.80 | 23.31 | 23.85 | 24.39 | 24.96 | 25.58 | 26.21 | 26.87 | 27.55 |
| Laboratory Assistant III | DLA3 | 18.54 | 18.97 | 19.40 | 19.86 | 20.31 | 20.78 | 21.25 | 21.75 | 22.24 | 22.76 | 23.28 | 23.82 | 24.36 | 24.92 | 25.49 | 26.08 | 26.73 | 27.40 | 28.08 | 28.79 |
| Laboratory Assistant - Lead | DLA2 | 16.98 | 17.38 | 17.78 | 18.19 | 18.60 | 19.03 | 19.48 | 19.92 | 20.38 | 20.85 | 21.33 | 21.83 | 22.33 | 22.82 | 23.35 | 23.91 | 24.49 | 25.11 | 25.73 | 26.38 |
| Laboratory Assistant - Lead (GF) | DLAL | 18.68 | 19.12 | 19.55 | 20.00 | 20.47 | 20.94 | 21.42 | 21.91 | 22.42 | 22.93 | 23.46 | 24.00 | 24.56 | 25.11 | 25.69 | 26.30 | 26.93 | 27.62 | 28.30 | 29.02 |
| Laboratory - MLT I | DML1 | 22.03 | 22.64 | 23.26 | 23.90 | 24.56 | 25.23 | 25.92 | 26.64 | 27.37 | 28.12 | 28.90 | 29.69 | 30.51 | 31.34 | 32.20 | 33.09 | 33.92 | 34.76 | 35.64 | 36.53 |
| Laboratory - MLT II | DML2 | 26.38 | 27.10 | 27.86 | 28.61 | 29.41 | 30.21 | 31.04 | 31.90 | 32.78 | 33.67 | 34.60 | 35.55 | 36.53 | 37.54 | 38.57 | 39.62 | 40.61 | 41.63 | 42.67 | 43.74 |
| MRI Tech | DMRI | 33.29 | 34.14 | 35.02 | 35.91 | 36.82 | 37.76 | 38.73 | 39.72 | 40.73 | 41.77 | 42.84 | 43.92 | 45.04 | 46.19 | 47.37 | 48.56 | 49.79 | 51.04 | 52.31 | 53.61 |
| MRI Tech - Lead | DMRI | 33.29 | 34.14 | 35.02 | 35.91 | 36.82 | 37.76 | 38.73 | 39.72 | 40.73 | 41.77 | 42.84 | 43.92 | 45.04 | 46.19 | 47.37 | 48.56 | 49.79 | 51.04 | 52.31 | 53.61 |
| MRI Tech - Lead (GF) | DLMR | 36.63 | 37.56 | 38.52 | 39.50 | 40.51 | 41.53 | 42.60 | 43.68 | 44.79 | 45.94 | 47.11 | 48.31 | 49.54 | 50.80 | 52.11 | 53.43 | 54.77 | 56.13 | 57.54 | 58.98 |
| Nuclear Med Tech | DCNM | 35.69 | 36.54 | 37.41 | 38.30 | 39.21 | 40.15 | 41.10 | 42.08 | 43.08 | 44.11 | 45.16 | 46.23 | 47.33 | 48.46 | 49.61 | 50.79 | 52.00 | 53.24 | 54.51 | 55.83 |
| Perinatal Tech | PPNT | 19.40 | 19.90 | 20.41 | 20.93 | 21.46 | 22.01 | 22.57 | 23.15 | 23.73 | 24.34 | 24.96 | 25.59 | 26.25 | 26.92 | 27.60 | 28.35 | 29.05 | 29.78 | 30.53 | 31.29 |
| Pharmacy Assistant | DPTB | 15.76 | 16.15 | 16.56 | 16.97 | 17.39 | 17.83 | 18.28 | 18.73 | 19.20 | 19.68 | 20.17 | 20.68 | 21.19 | 21.72 | 22.27 | 22.82 | 23.39 | 23.98 | 24.58 | 25.19 |
| Pharmacy Buyer | DPAB | 22.24 | 22.80 | 23.39 | 23.99 | 24.60 | 25.22 | 25.86 | 26.53 | 27.20 | 27.89 | 28.60 | 29.33 | 30.09 | 30.86 | 31.64 | 32.45 | 33.26 | 34.09 | 34.95 | 35.81 |
| Pharmacy Tech | DPTA | 18.29 | 18.76 | 19.24 | 19.73 | 20.23 | 20.73 | 21.28 | 21.82 | 22.37 | 22.95 | 23.53 | 24.12 | 24.74 | 25.37 | 26.03 | 26.69 | 27.35 | 28.03 | 28.74 | 29.46 |

Effective 7/1/2022 (3%
ATB)

| | | 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 |
|---|----------------|--------|----------|--------|--------|--------|--------|--------|--------|--------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Job | Pay Scale Code | Base | 3 months | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 | Year 6 | Year 7 | Year 8 | Year 9 | Year 10 | Year 12 | Year 14 | Year 16 | Year 18 | Year 20 | Year 22 | Year 24 | Year 26 |
| Pharmacy Tech I - Specialist | DPTS | 18.84 | 19.32 | 19.82 | 20.32 | 20.84 | 21.37 | 21.92 | 22.47 | 23.04 | 23.63 | 24.24 | 24.84 | 25.49 | 26.14 | 26.80 | 27.48 | 28.17 | 28.87 | 29.59 | 30.34 |
| Pharmacy Tech II - Specialist | DPT2 | 19.02 | 19.51 | 20.00 | 20.52 | 21.03 | 21.57 | 22.12 | 22.69 | 23.27 | 23.85 | 24.47 | 25.09 | 25.73 | 26.39 | 27.07 | 27.75 | 28.44 | 29.16 | 29.89 | 30.63 |
| Pharmacy Tech - Lead | DPTA | 18.29 | 18.76 | 19.24 | 19.73 | 20.23 | 20.73 | 21.28 | 21.82 | 22.37 | 22.95 | 23.53 | 24.12 | 24.74 | 25.37 | 26.03 | 26.69 | 27.35 | 28.03 | 28.74 | 29.46 |
| Pharmacy Tech - Lead (GF) | DPTL | 20.93 | 21.47 | 22.00 | 22.57 | 23.13 | 23.72 | 24.34 | 24.97 | 25.60 | 26.24 | 26.91 | 27.59 | 28.30 | 29.03 | 29.77 | 30.52 | 31.28 | 32.07 | 32.88 | 33.70 |
| Rad Tech | DRAT | 26.37 | 27.04 | 27.73 | 28.44 | 29.17 | 29.91 | 30.66 | 31.46 | 32.25 | 33.07 | 33.92 | 34.78 | 35.67 | 36.59 | 37.51 | 38.47 | 39.43 | 40.42 | 41.43 | 42.47 |
| Rad Tech - Lead | DRAT | 26.37 | 27.04 | 27.73 | 28.44 | 29.17 | 29.91 | 30.66 | 31.46 | 32.25 | 33.07 | 33.92 | 34.78 | 35.67 | 36.59 | 37.51 | 38.47 | 39.43 | 40.42 | 41.43 | 42.47 |
| Rad Tech - Lead (GF) | DLRA | 29.00 | 29.75 | 30.50 | 31.28 | 32.08 | 32.90 | 33.73 | 34.60 | 35.48 | 36.38 | 37.31 | 38.26 | 39.23 | 40.24 | 41.27 | 42.32 | 43.37 | 44.45 | 45.57 | 46.71 |
| Rad Transport Attendant | DTRP | 15.76 | 16.15 | 16.56 | 16.97 | 17.39 | 17.83 | 18.28 | 18.73 | 19.20 | 19.68 | 20.17 | 20.68 | 21.19 | 21.72 | 22.27 | 22.82 | 23.39 | 23.98 | 24.58 | 25.19 |
| Respiratory Assistant | RA2B | 18.01 | 18.42 | 18.84 | 19.28 | 19.72 | 20.18 | 20.65 | 21.11 | 21.60 | 22.09 | 22.61 | 23.13 | 23.66 | 24.20 | 24.76 | 25.34 | 25.96 | 26.62 | 27.27 | 27.96 |
| Respiratory Therapist - U | DRRT | 30.97 | 31.77 | 32.58 | 33.41 | 34.27 | 35.13 | 36.03 | 36.95 | 37.89 | 38.85 | 39.85 | 40.86 | 41.90 | 42.98 | 44.08 | 45.20 | 46.32 | 47.48 | 48.67 | 49.89 |
| Respiratory Therapist Lead | DRRT | 30.97 | 31.77 | 32.58 | 33.41 | 34.27 | 35.13 | 36.03 | 36.95 | 37.89 | 38.85 | 39.85 | 40.86 | 41.90 | 42.98 | 44.08 | 45.20 | 46.32 | 47.48 | 48.67 | 49.89 |
| Respiratory Therapy Tech | DRT2 | 28.62 | 29.34 | 30.09 | 30.83 | 31.60 | 32.39 | 33.21 | 34.03 | 34.88 | 35.75 | 36.65 | 37.56 | 38.51 | 39.47 | 40.45 | 41.47 | 42.50 | 43.56 | 44.65 | 45.76 |
| Specials Tech II | DSP2 | 36.62 | 37.56 | 38.51 | 39.50 | 40.50 | 41.54 | 42.60 | 43.68 | 44.80 | 45.94 | 47.11 | 48.32 | 49.55 | 50.81 | 52.10 | 53.43 | 54.77 | 56.13 | 57.54 | 58.98 |
| Specials Tech II Lead | DSP2 | 36.62 | 37.56 | 38.51 | 39.50 | 40.50 | 41.54 | 42.60 | 43.68 | 44.80 | 45.94 | 47.11 | 48.32 | 49.55 | 50.81 | 52.10 | 53.43 | 54.77 | 56.13 | 57.54 | 58.98 |
| Specials Tech II - Lead- GF | DLS2 | 40.28 | 41.31 | 42.36 | 43.46 | 44.55 | 45.69 | 46.87 | 48.05 | 49.28 | 50.54 | 51.82 | 53.15 | 54.50 | 55.89 | 57.31 | 58.77 | 60.24 | 61.75 | 63.29 | 64.88 |
| Surgery Support Tech | PUST | 16.36 | 16.63 | 16.91 | 17.60 | 17.94 | 18.29 | 18.80 | 19.67 | 20.18 | 20.69 | 21.32 | 21.84 | 22.24 | 22.65 | 23.08 | 23.66 | 24.25 | 24.85 | 25.48 | 25.85 |
| Surgery Tech I | PSUT | 21.63 | 22.18 | 22.75 | 23.33 | 23.93 | 24.53 | 25.16 | 25.80 | 26.46 | 27.14 | 27.82 | 28.54 | 29.26 | 30.01 | 30.78 | 31.55 | 32.34 | 33.16 | 33.99 | 34.83 |
| Surgery Tech II - Certified | PST2 | 24.26 | 24.88 | 25.52 | 26.16 | 26.83 | 27.51 | 28.22 | 28.94 | 29.67 | 30.42 | 31.21 | 32.00 | 32.82 | 33.66 | 34.51 | 35.39 | 36.27 | 37.19 | 38.11 | 39.06 |
| Surgery Tech II - Certified - Lead | PST2 | 24.26 | 24.88 | 25.52 | 26.16 | 26.83 | 27.51 | 28.22 | 28.94 | 29.67 | 30.42 | 31.21 | 32.00 | 32.82 | 33.66 | 34.51 | 35.39 | 36.27 | 37.19 | 38.11 | 39.06 |
| Surgery Tech II - Certified - Lead (GF) | PLST | 26.69 | 27.37 | 28.07 | 28.77 | 29.51 | 30.26 | 31.04 | 31.83 | 32.64 | 33.46 | 34.33 | 35.21 | 36.10 | 37.02 | 37.96 | 38.92 | 39.90 | 40.90 | 41.92 | 42.97 |
| Surgery Tech II - Certified - Night | PTOO | 28.46 | 29.19 | 29.93 | 30.69 | 31.48 | 32.28 | 33.10 | 33.95 | 34.81 | 35.70 | 36.62 | 37.54 | 38.50 | 39.48 | 40.49 | 41.52 | 42.56 | 43.62 | 44.71 | 45.84 |
| Surgery Tech II - Certified - Night NE | PTOO | 28.46 | 29.19 | 29.93 | 30.69 | 31.48 | 32.28 | 33.10 | 33.95 | 34.81 | 35.70 | 36.62 | 37.54 | 38.50 | 39.48 | 40.49 | 41.52 | 42.56 | 43.62 | 44.71 | 45.84 |
| Ultrasonographer Vascular | DULT | 32.32 | 33.15 | 33.99 | 34.86 | 35.74 | 36.66 | 37.60 | 38.54 | 39.53 | 40.54 | 41.57 | 42.63 | 43.72 | 44.84 | 45.98 | 47.15 | 48.33 | 49.53 | 50.78 | 52.05 |
| Ultrasonographer Vascular | DVUL | 38.65 | 39.64 | 40.66 | 41.68 | 42.75 | 43.85 | 44.96 | 46.10 | 47.28 | 48.48 | 49.72 | 50.99 | 52.29 | 53.62 | 55.00 | 56.40 | 57.80 | 59.25 | 60.72 | 62.25 |
| Ultrasonographer Vascular - Lead | DVUL | 38.65 | 39.64 | 40.66 | 41.68 | 42.75 | 43.85 | 44.96 | 46.10 | 47.28 | 48.48 | 49.72 | 50.99 | 52.29 | 53.62 | 55.00 | 56.40 | 57.80 | 59.25 | 60.72 | 62.25 |
| Ultrasonographer Vascular - Lead (GF) | DLVU | 42.52 | 43.60 | 44.72 | 45.86 | 47.02 | 48.22 | 49.45 | 50.72 | 52.00 | 53.33 | 54.69 | 56.08 | 57.52 | 58.98 | 60.49 | 62.04 | 63.58 | 65.18 | 66.80 | 68.47 |

APPENDIX A – 3, 2023 – 2024 Wage Scales

| Effective 7/1/2023 (3% ATB) | | 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 |
|--|----------------|--------|----------|--------|--------|--------|--------|--------|--------|--------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Job | Pay Scale Code | Base | 3 months | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 | Year 6 | Year 7 | Year 8 | Year 9 | Year 10 | Year 12 | Year 14 | Year 16 | Year 18 | Year 20 | Year 22 | Year 24 | Year 26 |
| Anesthesia Tech I | PSUT | 21.63 | 22.18 | 22.75 | 23.33 | 23.92 | 24.53 | 25.16 | 25.80 | 26.46 | 27.14 | 27.82 | 28.54 | 29.26 | 30.00 | 30.78 | 31.55 | 32.35 | 33.15 | 33.99 | 34.83 |
| Anesthesia Tech II | PST2 | 23.80 | 24.40 | 25.03 | 25.65 | 26.32 | 26.99 | 27.68 | 28.38 | 29.11 | 29.84 | 30.62 | 31.39 | 32.20 | 33.02 | 33.85 | 34.71 | 35.58 | 36.47 | 37.39 | 38.32 |
| Anesthesia Tech II – Lead | PST2 | 23.80 | 24.40 | 25.03 | 25.65 | 26.32 | 26.99 | 27.68 | 28.38 | 29.11 | 29.84 | 30.62 | 31.39 | 32.20 | 33.02 | 33.85 | 34.71 | 35.58 | 36.47 | 37.39 | 38.32 |
| Anesthesia Tech - Lead (GF) | PLST | 26.17 | 26.84 | 27.53 | 28.22 | 28.95 | 29.68 | 30.45 | 31.22 | 32.02 | 32.82 | 33.67 | 34.53 | 35.41 | 36.31 | 37.24 | 38.18 | 39.14 | 40.12 | 41.13 | 42.15 |
| Cardiovascular Tech II | DEPT | 37.72 | 38.69 | 39.67 | 40.69 | 41.72 | 42.79 | 43.88 | 44.99 | 46.14 | 47.32 | 48.52 | 49.77 | 51.03 | 52.33 | 53.66 | 55.04 | 56.41 | 57.82 | 59.27 | 60.75 |
| CT Tech | DCAT | 31.08 | 31.86 | 32.65 | 33.47 | 34.30 | 35.16 | 36.04 | 36.94 | 37.87 | 38.81 | 39.78 | 40.78 | 41.80 | 42.84 | 43.91 | 45.01 | 46.14 | 47.29 | 48.47 | 49.68 |
| CT Tech - Lead- GF | DCTT | 34.18 | 35.04 | 35.92 | 36.81 | 37.74 | 38.68 | 39.65 | 40.63 | 41.65 | 42.69 | 43.76 | 44.85 | 45.98 | 47.13 | 48.30 | 49.51 | 50.75 | 52.02 | 53.32 | 54.65 |
| CT Technician - Lead | DCAT | 31.08 | 31.86 | 32.65 | 33.47 | 34.30 | 35.16 | 36.04 | 36.94 | 37.87 | 38.81 | 39.78 | 40.78 | 41.80 | 42.84 | 43.91 | 45.01 | 46.14 | 47.29 | 48.47 | 49.68 |
| Diagnostic Imaging Scheduler | DORT | 17.10 | 17.39 | 17.68 | 18.40 | 18.76 | 19.12 | 19.65 | 20.57 | 21.10 | 21.64 | 22.28 | 22.82 | 23.24 | 23.68 | 24.13 | 24.73 | 25.35 | 25.98 | 26.63 | 27.30 |
| Diagnostic Imaging Scheduler - Lead | DORT | 17.10 | 17.39 | 17.68 | 18.40 | 18.76 | 19.12 | 19.65 | 20.57 | 21.10 | 21.64 | 22.28 | 22.82 | 23.24 | 23.68 | 24.13 | 24.73 | 25.35 | 25.98 | 26.63 | 27.30 |
| Diagnostic Imaging Scheduler - Lead (GF) | DLSC | 18.81 | 19.13 | 19.45 | 20.23 | 20.65 | 21.04 | 21.62 | 22.63 | 23.21 | 23.81 | 24.51 | 25.10 | 25.57 | 26.05 | 26.54 | 27.20 | 27.89 | 28.58 | 29.29 | 30.11 |
| Echocardiography Tech | DECH | 35.32 | 36.22 | 37.15 | 38.10 | 39.18 | 40.06 | 41.08 | 42.13 | 43.20 | 44.30 | 45.44 | 46.59 | 47.78 | 49.00 | 50.26 | 51.53 | 52.82 | 54.15 | 55.50 | 56.88 |
| Echocardiography Tech Special | DECH | 35.32 | 36.22 | 37.15 | 38.10 | 39.18 | 40.06 | 41.08 | 42.13 | 43.20 | 44.30 | 45.44 | 46.59 | 47.78 | 49.00 | 50.26 | 51.53 | 52.82 | 54.15 | 55.50 | 56.88 |
| Electrophysiology Tech | DELP | 42.45 | 43.51 | 44.60 | 45.71 | 46.86 | 48.03 | 49.23 | 50.46 | 51.73 | 53.02 | 54.35 | 55.71 | 57.10 | 58.53 | 59.99 | 61.49 | 63.03 | 64.60 | 66.22 | 67.87 |
| Endoscopy Tech I | DOS1 | 21.73 | 22.32 | 22.94 | 23.57 | 24.23 | 24.89 | 25.57 | 26.28 | 26.99 | 27.71 | 28.47 | 29.14 | 30.03 | 30.83 | 31.68 | 32.46 | 33.28 | 34.10 | 34.97 | 35.83 |
| Endoscopy Tech II | DOS2 | 24.09 | 24.70 | 25.31 | 25.94 | 26.59 | 27.25 | 27.94 | 28.63 | 29.34 | 30.09 | 30.83 | 31.51 | 32.40 | 33.20 | 34.03 | 34.88 | 35.76 | 36.65 | 37.57 | 38.13 |
| Endoscopy Tech II Special | DOS2 | 24.09 | 24.70 | 25.31 | 25.94 | 26.59 | 27.25 | 27.94 | 28.63 | 29.34 | 30.09 | 30.83 | 31.51 | 32.40 | 33.20 | 34.03 | 34.88 | 35.76 | 36.65 | 37.57 | 38.13 |
| Histology Assistant | DLHA | 18.69 | 19.09 | 19.50 | 19.92 | 20.36 | 20.79 | 21.24 | 21.71 | 22.18 | 22.66 | 23.16 | 23.67 | 24.18 | 24.71 | 25.25 | 25.80 | 26.42 | 27.05 | 27.69 | 28.11 |
| Histology Tech I | | 19.82 | 20.11 | 20.60 | 21.12 | 21.65 | 22.19 | 22.75 | 23.32 | 23.90 | 24.50 | 25.12 | 25.74 | 26.39 | 27.05 | 27.72 | 28.42 | 29.13 | 29.87 | 30.60 | 31.37 |
| Histology Tech II | | 22.19 | 22.75 | 23.31 | 23.90 | 24.49 | 25.11 | 25.73 | 26.38 | 27.04 | 27.71 | 28.41 | 29.12 | 29.84 | 30.59 | 31.35 | 32.14 | 32.94 | 33.77 | 34.61 | 35.48 |
| Histology Tech III | | 25.99 | 26.64 | 27.31 | 27.99 | 28.69 | 29.41 | 30.15 | 30.90 | 31.67 | 32.46 | 33.28 | 34.11 | 34.96 | 35.83 | 36.73 | 37.65 | 38.59 | 39.55 | 40.54 | 41.56 |
| Histo Grossing Tech | DLHG | 24.39 | 25.00 | 25.63 | 26.27 | 26.93 | 27.60 | 28.29 | 29.00 | 29.72 | 30.46 | 31.23 | 32.01 | 32.81 | 33.63 | 34.47 | 35.33 | 36.21 | 37.12 | 38.04 | 38.92 |
| Laboratory Assistant | DLA2 | 17.49 | 17.90 | 18.31 | 18.74 | 19.16 | 19.61 | 20.06 | 20.52 | 21.00 | 21.47 | 21.97 | 22.48 | 23.00 | 23.51 | 24.05 | 24.62 | 25.23 | 25.86 | 26.50 | 27.17 |
| Laboratory Assistant II | DLAB | 18.28 | 18.70 | 19.13 | 19.56 | 20.02 | 20.47 | 20.95 | 21.43 | 21.92 | 22.43 | 22.94 | 23.48 | 24.01 | 24.56 | 25.13 | 25.71 | 26.35 | 27.00 | 27.68 | 28.37 |
| Laboratory Assistant III | DLA3 | 19.10 | 19.54 | 19.99 | 20.45 | 20.92 | 21.40 | 21.89 | 22.40 | 22.91 | 23.44 | 23.98 | 24.53 | 25.09 | 25.67 | 26.25 | 26.86 | 27.53 | 28.22 | 28.93 | 29.65 |
| Laboratory Assistant - Lead | DLA2 | 17.49 | 17.90 | 18.31 | 18.74 | 19.16 | 19.61 | 20.06 | 20.52 | 21.00 | 21.47 | 21.97 | 22.48 | 23.00 | 23.51 | 24.05 | 24.62 | 25.23 | 25.86 | 26.50 | 27.17 |
| Laboratory Assistant - Lead (GF) | DLAL | 19.24 | 19.69 | 20.14 | 20.60 | 21.08 | 21.57 | 22.07 | 22.57 | 23.10 | 23.62 | 24.17 | 24.72 | 25.29 | 25.86 | 26.46 | 27.08 | 27.74 | 28.45 | 29.15 | 29.89 |
| Laboratory - MLT I | DML1 | 22.69 | 23.32 | 23.96 | 24.61 | 25.29 | 25.99 | 26.70 | 27.44 | 28.19 | 28.96 | 29.77 | 30.58 | 31.42 | 32.28 | 33.17 | 34.08 | 34.94 | 35.81 | 36.71 | 37.63 |
| Laboratory - MLT II | DML2 | 27.17 | 27.91 | 28.69 | 29.47 | 30.29 | 31.12 | 31.97 | 32.85 | 33.76 | 34.68 | 35.64 | 36.62 | 37.63 | 38.66 | 39.72 | 40.81 | 41.83 | 42.88 | 43.95 | 45.05 |
| MRI Tech | DMRI | 34.29 | 35.17 | 36.07 | 36.98 | 37.93 | 38.89 | 39.89 | 40.91 | 41.95 | 43.02 | 44.12 | 45.24 | 46.39 | 47.57 | 48.79 | 50.02 | 51.28 | 52.57 | 53.88 | 55.22 |
| MRI Tech - Lead | DMRI | 34.29 | 35.17 | 36.07 | 36.98 | 37.93 | 38.89 | 39.89 | 40.91 | 41.95 | 43.02 | 44.12 | 45.24 | 46.39 | 47.57 | 48.79 | 50.02 | 51.28 | 52.57 | 53.88 | 55.22 |
| MRI Tech - Lead (GF) | DLMR | 37.73 | 38.69 | 39.68 | 40.69 | 41.73 | 42.78 | 43.88 | 44.99 | 46.14 | 47.32 | 48.53 | 49.76 | 51.03 | 52.32 | 53.67 | 55.03 | 56.41 | 57.83 | 59.26 | 60.75 |
| Nuclear Med Tech | DCNM | 36.76 | 37.64 | 38.53 | 39.45 | 40.39 | 41.35 | 42.34 | 43.34 | 44.38 | 45.43 | 46.51 | 47.62 | 48.75 | 49.91 | 51.10 | 52.32 | 53.56 | 54.84 | 56.14 | 57.50 |
| Perinatal Tech | PPNT | 19.98 | 20.50 | 21.02 | 21.56 | 22.10 | 22.67 | 23.25 | 23.84 | 24.44 | 25.07 | 25.71 | 26.36 | 27.04 | 27.73 | 28.43 | 29.20 | 29.93 | 30.67 | 31.44 | 32.23 |
| Pharmacy Assistant | DPPTB | 16.23 | 16.64 | 17.05 | 17.48 | 17.92 | 18.36 | 18.82 | 19.29 | 19.78 | 20.27 | 20.78 | 21.30 | 21.83 | 22.38 | 22.94 | 23.51 | 24.10 | 24.70 | 25.32 | 25.95 |
| Pharmacy Buyer | DPAB | 22.90 | 23.49 | 24.09 | 24.71 | 25.33 | 25.98 | 26.64 | 27.33 | 28.02 | 28.73 | 29.46 | 30.21 | 30.99 | 31.78 | 32.59 | 33.42 | 34.26 | 35.12 | 36.00 | 36.89 |
| Pharmacy Tech | DPTA | 18.84 | 19.32 | 19.82 | 20.33 | 20.84 | 21.36 | 21.92 | 22.47 | 23.04 | 23.64 | 24.23 | 24.85 | 25.48 | 26.13 | 26.81 | 27.49 | 28.17 | 28.87 | 29.60 | 30.34 |

| Effective 7/1/2023 (3% ATB) | | 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 |
|---|----------------|--------|----------|--------|--------|--------|--------|--------|--------|--------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Job | Pay Scale Code | Base | 3 months | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 | Year 6 | Year 7 | Year 8 | Year 9 | Year 10 | Year 12 | Year 14 | Year 16 | Year 18 | Year 20 | Year 22 | Year 24 | Year 26 |
| Pharmacy Tech I - Specialist | DPTS | 19.40 | 19.90 | 20.41 | 20.93 | 21.46 | 22.01 | 22.58 | 23.15 | 23.73 | 24.34 | 24.96 | 25.59 | 26.26 | 26.93 | 27.60 | 28.30 | 29.02 | 29.74 | 30.48 | 31.25 |
| Pharmacy Tech II - Specialist | DPT2 | 19.59 | 20.09 | 20.60 | 21.13 | 21.66 | 22.22 | 22.79 | 23.37 | 23.97 | 24.57 | 25.21 | 25.84 | 26.50 | 27.18 | 27.88 | 28.58 | 29.29 | 30.03 | 30.79 | 31.55 |
| Pharmacy Tech - Lead | DPTA | 18.84 | 19.32 | 19.82 | 20.33 | 20.84 | 21.36 | 21.92 | 22.47 | 23.04 | 23.64 | 24.23 | 24.85 | 25.48 | 26.13 | 26.81 | 27.49 | 28.17 | 28.87 | 29.60 | 30.34 |
| Pharmacy Tech - Lead (GF) | DPTL | 21.56 | 22.11 | 22.66 | 23.24 | 23.83 | 24.43 | 25.07 | 25.72 | 26.36 | 27.03 | 27.72 | 28.42 | 29.15 | 29.90 | 30.66 | 31.43 | 32.22 | 33.04 | 33.86 | 34.71 |
| Rad Tech | DRAT | 27.16 | 27.85 | 28.56 | 29.29 | 30.04 | 30.81 | 31.58 | 32.40 | 33.22 | 34.07 | 34.94 | 35.83 | 36.74 | 37.68 | 38.64 | 39.62 | 40.61 | 41.63 | 42.67 | 43.74 |
| Rad Tech - Lead | DRAT | 27.16 | 27.85 | 28.56 | 29.29 | 30.04 | 30.81 | 31.58 | 32.40 | 33.22 | 34.07 | 34.94 | 35.83 | 36.74 | 37.68 | 38.64 | 39.62 | 40.61 | 41.63 | 42.67 | 43.74 |
| Rad Tech - Lead (GF) | DLRA | 29.87 | 30.64 | 31.41 | 32.22 | 33.05 | 33.89 | 34.74 | 35.64 | 36.55 | 37.47 | 38.43 | 39.41 | 40.41 | 41.45 | 42.51 | 43.59 | 44.67 | 45.79 | 46.93 | 48.11 |
| Rad Transport Attendant | DTRP | 16.23 | 16.64 | 17.05 | 17.48 | 17.92 | 18.36 | 18.82 | 19.29 | 19.78 | 20.27 | 20.78 | 21.30 | 21.83 | 22.38 | 22.94 | 23.51 | 24.10 | 24.70 | 25.32 | 25.95 |
| Respiratory Assistant | RA2B | 18.55 | 18.97 | 19.41 | 19.86 | 20.31 | 20.78 | 21.27 | 21.75 | 22.25 | 22.76 | 23.29 | 23.82 | 24.37 | 24.93 | 25.50 | 26.10 | 26.74 | 27.41 | 28.09 | 28.80 |
| Respiratory Therapist - U | DRRT | 31.90 | 32.72 | 33.56 | 34.42 | 35.30 | 36.19 | 37.11 | 38.05 | 39.03 | 40.02 | 41.05 | 42.09 | 43.16 | 44.27 | 45.41 | 46.55 | 47.71 | 48.91 | 50.13 | 51.39 |
| Respiratory Therapist Lead | DRRT | 31.90 | 32.72 | 33.56 | 34.42 | 35.30 | 36.19 | 37.11 | 38.05 | 39.03 | 40.02 | 41.05 | 42.09 | 43.16 | 44.27 | 45.41 | 46.55 | 47.71 | 48.91 | 50.13 | 51.39 |
| Respiratory Therapy Tech | DRT2 | 29.48 | 30.23 | 30.99 | 31.75 | 32.55 | 33.37 | 34.20 | 35.05 | 35.92 | 36.82 | 37.75 | 38.69 | 39.67 | 40.65 | 41.66 | 42.71 | 43.77 | 44.87 | 45.99 | 47.14 |
| Specials Tech II | DSP2 | 37.72 | 38.69 | 39.67 | 40.69 | 41.72 | 42.79 | 43.88 | 44.99 | 46.14 | 47.32 | 48.52 | 49.77 | 51.03 | 52.33 | 53.66 | 55.04 | 56.41 | 57.82 | 59.27 | 60.75 |
| Specials Tech II Lead | DSP2 | 37.72 | 38.69 | 39.67 | 40.69 | 41.72 | 42.79 | 43.88 | 44.99 | 46.14 | 47.32 | 48.52 | 49.77 | 51.03 | 52.33 | 53.66 | 55.04 | 56.41 | 57.82 | 59.27 | 60.75 |
| Specials Tech II - Lead- GF | DLS2 | 41.49 | 42.55 | 43.63 | 44.76 | 45.88 | 47.06 | 48.27 | 49.49 | 50.75 | 52.06 | 53.37 | 54.74 | 56.13 | 57.56 | 59.03 | 60.53 | 62.05 | 63.60 | 65.19 | 66.83 |
| Surgery Support Tech | PUST | 16.85 | 17.13 | 17.42 | 18.13 | 18.48 | 18.84 | 19.36 | 20.26 | 20.78 | 21.31 | 21.96 | 22.49 | 22.90 | 23.33 | 23.77 | 24.37 | 24.97 | 25.60 | 26.25 | 26.63 |
| Surgery Tech I | PSUT | 22.28 | 22.85 | 23.43 | 24.03 | 24.64 | 25.27 | 25.91 | 26.57 | 27.25 | 27.95 | 28.66 | 29.39 | 30.14 | 30.91 | 31.70 | 32.50 | 33.31 | 34.15 | 35.01 | 35.88 |
| Surgery Tech II - Certified | PST2 | 24.99 | 25.62 | 26.28 | 26.94 | 27.63 | 28.34 | 29.06 | 29.80 | 30.56 | 31.34 | 32.14 | 32.96 | 33.80 | 34.67 | 35.54 | 36.45 | 37.36 | 38.30 | 39.26 | 40.23 |
| Surgery Tech II - Certified - Lead | PST2 | 24.99 | 25.62 | 26.28 | 26.94 | 27.63 | 28.34 | 29.06 | 29.80 | 30.56 | 31.34 | 32.14 | 32.96 | 33.80 | 34.67 | 35.54 | 36.45 | 37.36 | 38.30 | 39.26 | 40.23 |
| Surgery Tech II - Certified - Lead (GF) | PLST | 27.49 | 28.19 | 28.91 | 29.63 | 30.39 | 31.17 | 31.98 | 32.78 | 33.62 | 34.47 | 35.36 | 36.26 | 37.18 | 38.13 | 39.09 | 40.09 | 41.10 | 42.13 | 43.18 | 44.26 |
| Surgery Tech II - Certified - Night | PTOO | 29.31 | 30.07 | 30.83 | 31.61 | 32.42 | 33.25 | 34.10 | 34.97 | 35.86 | 36.77 | 37.71 | 38.67 | 39.66 | 40.66 | 41.70 | 42.76 | 43.84 | 44.93 | 46.05 | 47.21 |
| Surgery Tech II - Certified - Night NE | PTOO | 29.31 | 30.07 | 30.83 | 31.61 | 32.42 | 33.25 | 34.10 | 34.97 | 35.86 | 36.77 | 37.71 | 38.67 | 39.66 | 40.66 | 41.70 | 42.76 | 43.84 | 44.93 | 46.05 | 47.21 |
| Ultrasonographer | DULT | 33.29 | 34.14 | 35.01 | 35.90 | 36.81 | 37.76 | 38.72 | 39.70 | 40.72 | 41.76 | 42.82 | 43.91 | 45.04 | 46.18 | 47.36 | 48.57 | 49.78 | 51.02 | 52.30 | 53.61 |
| Vascular Ultrasonographer | DVUL | 39.81 | 40.83 | 41.88 | 42.93 | 44.03 | 45.16 | 46.31 | 47.49 | 48.69 | 49.94 | 51.21 | 52.52 | 53.86 | 55.23 | 56.65 | 58.09 | 59.53 | 61.03 | 62.55 | 64.11 |
| Vascular Ultrasonographer - Lead | DVUL | 39.81 | 40.83 | 41.88 | 42.93 | 44.03 | 45.16 | 46.31 | 47.49 | 48.69 | 49.94 | 51.21 | 52.52 | 53.86 | 55.23 | 56.65 | 58.09 | 59.53 | 61.03 | 62.55 | 64.11 |
| Vascular Ultrasonographer - Lead (GF) | DLVU | 43.79 | 44.91 | 46.06 | 47.23 | 48.43 | 49.67 | 50.93 | 52.24 | 53.56 | 54.93 | 56.33 | 57.77 | 59.24 | 60.75 | 62.31 | 63.90 | 65.49 | 67.13 | 68.80 | 70.53 |

APPENDIX B. Payroll Dues Deduction Form

LETTER OF UNDERSTANDING
By and Between
UFCW Local 21
And
CENTRAL WASHINGTON HOSPITAL

This Letter of Understanding (LOU) between Central Washington Hospital (CWH) and United Food & Commercial Workers (UFCW) Local 21 (Union) agree that:

1. Any below named technical employee may continue to receive the below differential premium in lieu of benefits on a prorated FTE basis, instead of the monthly stipend in lieu of health insurance benefits, until a time that the employee is no longer employed, no longer eligible for benefits or he or she elects to enroll in the Health Insurance Benefits.

Such technical employees currently receiving a premium in lieu of benefits as of the date of ratification are:

| <u>TECHNICAL EMPLOYEE NAME</u> | <u>DIFFERENTIAL PERCENTAGE</u> |
|---------------------------------------|---------------------------------------|
| <u>Gurnard, Heidi</u> | 6% |
| <u>Hanson, Kye</u> | 6% |
| <u>Pottorff, Aubree</u> | 6% |
| <u>Scaife, Rachel</u> | 6% |
| <u>Wolf, Amy</u> | 12% |

2. Employees currently receiving the \$100 per month stipend will be grandfathered until a time that they are no longer employed, no longer eligible for benefits or they elect to enroll in the Health Insurance Benefits.

List of employees receiving the stipend:

| | |
|-----------------------------|-------------------------------|
| <u>Brenner, Timothy R.</u> | <u>Scrape, Michelle A.</u> |
| <u>Jones, Kirsi R.</u> | <u>Singer, Anna M.</u> |
| <u>Kelly, Nicole</u> | <u>Stark, Gretchen A.</u> |
| <u>Kiedrowski, Devon N.</u> | <u>Stroud, Charlee M.</u> |
| <u>Nael, Sara R.</u> | <u>Taylor, Allen James R.</u> |
| <u>Pearson, Lacey A.</u> | <u>Tidd, Adam S.</u> |
| <u>Savage, Lori R.</u> | <u>Totman, Jennifer A.</u> |

All existing contractual provisions will apply unless otherwise provided herein.

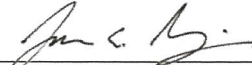
IN WITNESS WHEREOF the parties have signed this Agreement this __ day of November 2021.

CENTRAL WASHINGTON HOSPITAL



Thomas Christensen
Vice President of Human Resources

UFCW LOCAL 21



Joe Mizrahi
Secretary Treasurer

LETTER OF UNDERSTANDING
By and Between
UFCW LOCAL 21
And
CENTRAL WASHINGTON HOSPITAL UPDATE?

Central Washington Hospital and the Union agree that:

1. Effective July 1, 2014, when a Medical Lab Tech (MLT) staff member becomes qualified to completely and independently perform the full duties in three (3) of the four (4) following modalities, as determined by the Hospital, they will receive a promotion to an MLT II and receive a three percent (3%) salary adjustment:

Microbiology
Hematology
Blood Bank
Chemistry

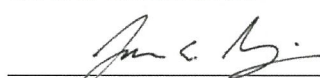
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Thomas Christensen
Vice President of Human Resources

UFCW LOCAL 21



Joe Mizrahi
Secretary Treasurer

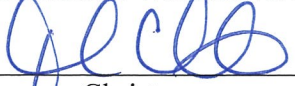
LETTER OF UNDERSTANDING
By and Between
UFCW LOCAL 21
And
CENTRAL WASHINGTON HOSPITAL

Central Washington Hospital has determined that Ultrasound Techs [.75 FTE or above (60 hours or above per pay period)] will be certified as Vascular Techs. Therefore, the Hospital and Union agree that for Ultrasound Techs [.75 FTE or above (60 hours or above per pay period)]:

1. The Hospital has identified an approved course for this certification. The Hospital will pay for the course tuition and books for this course that it has approved for such Ultrasound Techs.
2. Each such Ultrasound Tech shall be permitted up to four (4) paid hours of study time for the course per pay period, and may utilize “downtime” for study, in lieu of low census.
3. Each such Ultrasound Tech currently employed must complete the approved course and take the certification examination by July 1, 2015. Each such Ultrasound Tech must pass the examination and be fully certified by January 1, 2016.
4. The Hospital will pay the fee for the initial certification examination for such Ultrasound Techs, and up to two (2) “retakes”, as allowed by the testing agency. If an examination is failed, the Ultrasound Tech must retake the exam as soon as permitted by the testing agency.
5. The Hospital shall pay for the Ultrasound Tech for the time expended to take the examination and for mileage and other documented reasonable travel expenses, if needed.
6. If any such Ultrasound Tech is not successful in being certified as a Vascular Tech by January 1, 2016, that Ultrasound Tech will be laid off until certification has been obtained, the Hospital is able to confirm this, and the Employer determines that there is an available work schedule for the Vascular Tech to return back to work.
7. Ultrasound Techs hired in the future will either be Vascular Tech certified or have one (1) year from date of hire to become Vascular Tech certified. (The other provisions of this LOU shall also apply.)
8. An Ultrasound Tech who is Vascular Tech certified, as determined by the Hospital, shall be placed in the Vascular Tech/Ultra Sound Tech wage rate on the Appendix A wage scale [which shall be four percent (4%) above the Ultrasound Tech wage rate].

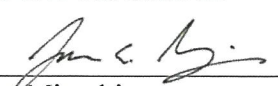
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LETTER OF UNDERSTANDING
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CWH Inpatient Pharmacy Technician Scheduling Guidelines

Review of Evening Technician Schedules

There are four evening shifts in the CWH Inpatient Pharmacy department. These include the following:

- Evening Core (EC) – 1230 to 2100
- Evening IV Room (EIV) – 1330 to 2200
- Evening Delivery (ED) – 1330 to 2200
- Evening Stocking (ES) – 1430 to 2300

Scheduling

CWH Inpatient Pharmacy will implement the following schedule guidelines within the department to promote consistency with scheduling and to honor the seniority of our staff as it is gained through time in the department. The schedule guideline looks to put limits in place for evening scheduled shifts depending on a team members’ years of seniority. The following guidelines will be put in place:

- Medication List Collection, Overnight Shifts and Buyer shifts are excluded from the following guidelines.
- All Pharmacy Technicians will be given the option, if they would prefer, to work evening shifts. For those who have the preference for this work, regardless of seniority level, their request will be met and consistent implementation of these shifts will be scheduled.
- All other evening shifts, not filled by those who have the preference to work these shifts will be scheduling based on the team members seniority level. The following established limits for evenings will be implemented with the corresponding seniority levels:

| Years of Service in The Department | Limits to Evenings in 6 Week Schedule |
|---|--|
| 15+ | 5 |
| 12 – 14 | 8 |
| 9 – 11 | 12 |
| 6 – 8 | 15 |
| 3 – 5 | 20 |

| | |
|-------|----|
| 0 – 2 | 30 |
|-------|----|

- The intention for evening scheduling will be to block them together when possible to ensure consistency in both the evening shifts staffed and those day shifts staffed as well. Those more senior teammates in the top two categories will be evenly spread throughout the schedule to ensure a senior person is available for training and coaching of staff as often as possible.
- Pharmacy technicians will continue to work every other weekend, rotating through all positions necessary to complete the work and distribute skillsets throughout the workday.
- In times of vacation coverage, staff shortage or scheduling crisis, these limits may be exceeded. However, the distribution will remain based on seniority and every effort will be made to meet the limits as possible working backwards through the limit list to maximize lower seniority limits before moving to the next tier.

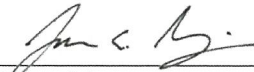
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EQUITY REVIEW

Within thirty (30) calendar days of the date of signing of this Agreement, an employee may seek review of his or her step placement by submitting a written request to Human Resources. Human Resources will review in good faith the employee's step placement, taking into account the employee's recent continuous experience as defined in this section, and will endeavor to respond to the employee's request for review within sixty (60) days of the employee's request. The decision of Human Resources will be final and binding.

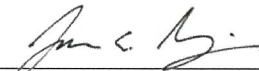
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UFCW LOCAL 21



Joe Mizrahi
Secretary Treasurer

LETTER OF UNDERSTANDING
By and Between
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And
CENTRAL WASHINGTON HOSPITAL

RATIFICATION BONUS

The Hospital will pay a bonus of one thousand dollars (\$1000.00) to .5 FTE and above employees on the active payroll as of the date of ratification and who are on the active payroll on the date of payout. The Hospital will pay a bonus of two hundred fifty dollars (\$500.00) to less than .5 FTE employees on the active payroll as of the date of ratification and who are on the active payroll on the date of payout.

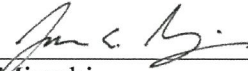
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LETTER OF UNDERSTANDING
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GRANDFATHERED EMPLOYEES RECEIVING TEN PERCENT LEAD PREMIUM

The following employees who were employed as Leads as of the date of ratification of the 2018 – 2020 collective bargaining agreement shall continue to receive a lead premium of ten (10) percent until such time that the employee is no longer assigned lead duties. In such a case, should the employee be assigned to lead duties thereafter the premium shall revert to the contractual lead premium set forth in Article 9.05.

| Employee Name (Last Suffix, First MI) | Job Title |
|---------------------------------------|--------------------------|
| Halley, Kevin M. | SURGERY TECH II-CERT LGF |
| Reynolds, Russ K. | VASCLR ULTRASNGRPHR -LGF |
| Spruill, Michael J. | ANESTHESIA TECH LGF |
| Stevens, Brian R. | SPECIALS TECH II - LGF |

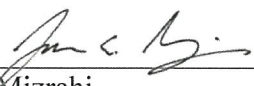
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