

**MULTICARE COVINGTON MEDICAL CENTER  
SERVICE, TECHNICAL AND RN UNITS  
JUNE 28, 2023 – VOTE DOCUMENT**

**OUR BARGAINING TEAM IS RECOMMENDING A YES VOTE!**

After several months of negotiations, your Bargaining Team was able to reach a tentative agreement with management on a new contract. Some highlights of the proposed changes include:

| <b>PROPOSED WAGE INCREASES</b>   |                         |       |                   |                |     |       |                   |       |             |                |                     |                 |                     |               |                   |                |      |                |                |       |                     |       |                           |       |           |                       |  |                  |       |                        |       |                              |       |           |       |                  |       |                         |       |                     |       |                    |       |                 |       |         |       |                |       |                  |       |                     |       |                   |                 |
|--|-------------------------|-------|-------------------|----------------|-----|-------|-------------------|-------|-------------|----------------|---------------------|-----------------|---------------------|---------------|-------------------|----------------|------|----------------|----------------|-------|---------------------|-------|---------------------------|-------|-----------|-----------------------|--|------------------|-------|------------------------|-------|------------------------------|-------|-----------|-------|------------------|-------|-------------------------|-------|---------------------|-------|--------------------|-------|-----------------|-------|---------|-------|----------------|-------|------------------|-------|---------------------|-------|-------------------|-----------------|
| <b>YEAR ONE (effective post ratification)</b>  |                         |       |                   |                |     |       |                   |       |             |                |                     |                 |                     |               |                   |                |      |                |                |       |                     |       |                           |       |           |                       |  |                  |       |                        |       |                              |       |           |       |                  |       |                         |       |                     |       |                    |       |                 |       |         |       |                |       |                  |       |                     |       |                   |                 |
| To ensure competitiveness, market-based wage increases for each classification are proposed to go into effect after ratification. The following wage adjustments have been proposed:   |                         |       |                   |                |     |       |                   |       |             |                |                     |                 |                     |               |                   |                |      |                |                |       |                     |       |                           |       |           |                       |  |                  |       |                        |       |                              |       |           |       |                  |       |                         |       |                     |       |                    |       |                 |       |         |       |                |       |                  |       |                     |       |                   |                 |
| <table border="1" style="width: 100%; border-collapse: collapse;"> <tr><td>Distribution Specialist</td><td align="center">8.30%</td></tr> <tr><td>Health Unit Coord</td><td align="center">8.30% - 15.00%</td></tr> <tr><td>CNA</td><td align="center">5.00%</td></tr> <tr><td>Constant Observer</td><td align="center">5.00%</td></tr> <tr><td>Housekeeper</td><td align="center">9.00% - 13.50%</td></tr> <tr><td>OR Scheduling Coord</td><td align="center">11.00% - 12.75%</td></tr> <tr><td>Patient Access Tech</td><td align="center">6.00% - 7.75%</td></tr> <tr><td>Emergency Svc Rep</td><td align="center">6.50% - 11.50%</td></tr> <tr><td>Cook</td><td align="center">9.25% - 15.00%</td></tr> <tr><td>Nutrition Asst</td><td align="center">4.50%</td></tr> <tr><td>Food Service Worker</td><td align="center">4.00%</td></tr> <tr><td>Engineering Mechanic I-IV</td><td align="center">4.50%</td></tr> <tr><td><b>RN</b></td><td align="center"><b>9.75% - 21.40%</b></td></tr> </table> | Distribution Specialist | 8.30% | Health Unit Coord | 8.30% - 15.00% | CNA | 5.00% | Constant Observer | 5.00% | Housekeeper | 9.00% - 13.50% | OR Scheduling Coord | 11.00% - 12.75% | Patient Access Tech | 6.00% - 7.75% | Emergency Svc Rep | 6.50% - 11.50% | Cook | 9.25% - 15.00% | Nutrition Asst | 4.50% | Food Service Worker | 4.00% | Engineering Mechanic I-IV | 4.50% | <b>RN</b> | <b>9.75% - 21.40%</b> | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr><td>Instrument Coord</td><td align="center">3.40%</td></tr> <tr><td>Respiratory Care Pract</td><td align="center">4.40%</td></tr> <tr><td>Respiratory Care Pract (Reg)</td><td align="center">4.40%</td></tr> <tr><td>Surg Tech</td><td align="center">5.00%</td></tr> <tr><td>Surg Tech (Cert)</td><td align="center">4.75%</td></tr> <tr><td>Anes Supply/Equip Coord</td><td align="center">6.00%</td></tr> <tr><td>Emergency Svcs Tech</td><td align="center">5.00%</td></tr> <tr><td>Perioper Svcs Tech</td><td align="center">6.00%</td></tr> <tr><td>Pharmacy Tech A</td><td align="center">7.00%</td></tr> <tr><td>CS Tech</td><td align="center">6.75%</td></tr> <tr><td>CS Tech (Cert)</td><td align="center">6.75%</td></tr> <tr><td>Monitor Tech/HUC</td><td align="center">7.00%</td></tr> <tr><td>Biomed Equip Tech I</td><td align="center">4.00%</td></tr> <tr><td>Patient Care Tech</td><td align="center">13.00% - 22.25%</td></tr> </table> | Instrument Coord | 3.40% | Respiratory Care Pract | 4.40% | Respiratory Care Pract (Reg) | 4.40% | Surg Tech | 5.00% | Surg Tech (Cert) | 4.75% | Anes Supply/Equip Coord | 6.00% | Emergency Svcs Tech | 5.00% | Perioper Svcs Tech | 6.00% | Pharmacy Tech A | 7.00% | CS Tech | 6.75% | CS Tech (Cert) | 6.75% | Monitor Tech/HUC | 7.00% | Biomed Equip Tech I | 4.00% | Patient Care Tech | 13.00% - 22.25% |
| Distribution Specialist  | 8.30%                   |       |                   |                |     |       |                   |       |             |                |                     |                 |                     |               |                   |                |      |                |                |       |                     |       |                           |       |           |                       |  |                  |       |                        |       |                              |       |           |       |                  |       |                         |       |                     |       |                    |       |                 |       |         |       |                |       |                  |       |                     |       |                   |                 |
| Health Unit Coord  | 8.30% - 15.00%          |       |                   |                |     |       |                   |       |             |                |                     |                 |                     |               |                   |                |      |                |                |       |                     |       |                           |       |           |                       |  |                  |       |                        |       |                              |       |           |       |                  |       |                         |       |                     |       |                    |       |                 |       |         |       |                |       |                  |       |                     |       |                   |                 |
| CNA  | 5.00%                   |       |                   |                |     |       |                   |       |             |                |                     |                 |                     |               |                   |                |      |                |                |       |                     |       |                           |       |           |                       |  |                  |       |                        |       |                              |       |           |       |                  |       |                         |       |                     |       |                    |       |                 |       |         |       |                |       |                  |       |                     |       |                   |                 |
| Constant Observer  | 5.00%                   |       |                   |                |     |       |                   |       |             |                |                     |                 |                     |               |                   |                |      |                |                |       |                     |       |                           |       |           |                       |  |                  |       |                        |       |                              |       |           |       |                  |       |                         |       |                     |       |                    |       |                 |       |         |       |                |       |                  |       |                     |       |                   |                 |
| Housekeeper  | 9.00% - 13.50%          |       |                   |                |     |       |                   |       |             |                |                     |                 |                     |               |                   |                |      |                |                |       |                     |       |                           |       |           |                       |  |                  |       |                        |       |                              |       |           |       |                  |       |                         |       |                     |       |                    |       |                 |       |         |       |                |       |                  |       |                     |       |                   |                 |
| OR Scheduling Coord  | 11.00% - 12.75%         |       |                   |                |     |       |                   |       |             |                |                     |                 |                     |               |                   |                |      |                |                |       |                     |       |                           |       |           |                       |  |                  |       |                        |       |                              |       |           |       |                  |       |                         |       |                     |       |                    |       |                 |       |         |       |                |       |                  |       |                     |       |                   |                 |
| Patient Access Tech  | 6.00% - 7.75%           |       |                   |                |     |       |                   |       |             |                |                     |                 |                     |               |                   |                |      |                |                |       |                     |       |                           |       |           |                       |  |                  |       |                        |       |                              |       |           |       |                  |       |                         |       |                     |       |                    |       |                 |       |         |       |                |       |                  |       |                     |       |                   |                 |
| Emergency Svc Rep  | 6.50% - 11.50%          |       |                   |                |     |       |                   |       |             |                |                     |                 |                     |               |                   |                |      |                |                |       |                     |       |                           |       |           |                       |  |                  |       |                        |       |                              |       |           |       |                  |       |                         |       |                     |       |                    |       |                 |       |         |       |                |       |                  |       |                     |       |                   |                 |
| Cook   | 9.25% - 15.00%          |       |                   |                |     |       |                   |       |             |                |                     |                 |                     |               |                   |                |      |                |                |       |                     |       |                           |       |           |                       |  |                  |       |                        |       |                              |       |           |       |                  |       |                         |       |                     |       |                    |       |                 |       |         |       |                |       |                  |       |                     |       |                   |                 |
| Nutrition Asst   | 4.50%                   |       |                   |                |     |       |                   |       |             |                |                     |                 |                     |               |                   |                |      |                |                |       |                     |       |                           |       |           |                       |  |                  |       |                        |       |                              |       |           |       |                  |       |                         |       |                     |       |                    |       |                 |       |         |       |                |       |                  |       |                     |       |                   |                 |
| Food Service Worker  | 4.00%                   |       |                   |                |     |       |                   |       |             |                |                     |                 |                     |               |                   |                |      |                |                |       |                     |       |                           |       |           |                       |  |                  |       |                        |       |                              |       |           |       |                  |       |                         |       |                     |       |                    |       |                 |       |         |       |                |       |                  |       |                     |       |                   |                 |
| Engineering Mechanic I-IV  | 4.50%                   |       |                   |                |     |       |                   |       |             |                |                     |                 |                     |               |                   |                |      |                |                |       |                     |       |                           |       |           |                       |  |                  |       |                        |       |                              |       |           |       |                  |       |                         |       |                     |       |                    |       |                 |       |         |       |                |       |                  |       |                     |       |                   |                 |
| <b>RN</b>  | <b>9.75% - 21.40%</b>   |       |                   |                |     |       |                   |       |             |                |                     |                 |                     |               |                   |                |      |                |                |       |                     |       |                           |       |           |                       |  |                  |       |                        |       |                              |       |           |       |                  |       |                         |       |                     |       |                    |       |                 |       |         |       |                |       |                  |       |                     |       |                   |                 |
| Instrument Coord   | 3.40%                   |       |                   |                |     |       |                   |       |             |                |                     |                 |                     |               |                   |                |      |                |                |       |                     |       |                           |       |           |                       |  |                  |       |                        |       |                              |       |           |       |                  |       |                         |       |                     |       |                    |       |                 |       |         |       |                |       |                  |       |                     |       |                   |                 |
| Respiratory Care Pract   | 4.40%                   |       |                   |                |     |       |                   |       |             |                |                     |                 |                     |               |                   |                |      |                |                |       |                     |       |                           |       |           |                       |  |                  |       |                        |       |                              |       |           |       |                  |       |                         |       |                     |       |                    |       |                 |       |         |       |                |       |                  |       |                     |       |                   |                 |
| Respiratory Care Pract (Reg)   | 4.40%                   |       |                   |                |     |       |                   |       |             |                |                     |                 |                     |               |                   |                |      |                |                |       |                     |       |                           |       |           |                       |  |                  |       |                        |       |                              |       |           |       |                  |       |                         |       |                     |       |                    |       |                 |       |         |       |                |       |                  |       |                     |       |                   |                 |
| Surg Tech  | 5.00%                   |       |                   |                |     |       |                   |       |             |                |                     |                 |                     |               |                   |                |      |                |                |       |                     |       |                           |       |           |                       |  |                  |       |                        |       |                              |       |           |       |                  |       |                         |       |                     |       |                    |       |                 |       |         |       |                |       |                  |       |                     |       |                   |                 |
| Surg Tech (Cert)   | 4.75%                   |       |                   |                |     |       |                   |       |             |                |                     |                 |                     |               |                   |                |      |                |                |       |                     |       |                           |       |           |                       |  |                  |       |                        |       |                              |       |           |       |                  |       |                         |       |                     |       |                    |       |                 |       |         |       |                |       |                  |       |                     |       |                   |                 |
| Anes Supply/Equip Coord  | 6.00%                   |       |                   |                |     |       |                   |       |             |                |                     |                 |                     |               |                   |                |      |                |                |       |                     |       |                           |       |           |                       |  |                  |       |                        |       |                              |       |           |       |                  |       |                         |       |                     |       |                    |       |                 |       |         |       |                |       |                  |       |                     |       |                   |                 |
| Emergency Svcs Tech  | 5.00%                   |       |                   |                |     |       |                   |       |             |                |                     |                 |                     |               |                   |                |      |                |                |       |                     |       |                           |       |           |                       |  |                  |       |                        |       |                              |       |           |       |                  |       |                         |       |                     |       |                    |       |                 |       |         |       |                |       |                  |       |                     |       |                   |                 |
| Perioper Svcs Tech   | 6.00%                   |       |                   |                |     |       |                   |       |             |                |                     |                 |                     |               |                   |                |      |                |                |       |                     |       |                           |       |           |                       |  |                  |       |                        |       |                              |       |           |       |                  |       |                         |       |                     |       |                    |       |                 |       |         |       |                |       |                  |       |                     |       |                   |                 |
| Pharmacy Tech A  | 7.00%                   |       |                   |                |     |       |                   |       |             |                |                     |                 |                     |               |                   |                |      |                |                |       |                     |       |                           |       |           |                       |  |                  |       |                        |       |                              |       |           |       |                  |       |                         |       |                     |       |                    |       |                 |       |         |       |                |       |                  |       |                     |       |                   |                 |
| CS Tech  | 6.75%                   |       |                   |                |     |       |                   |       |             |                |                     |                 |                     |               |                   |                |      |                |                |       |                     |       |                           |       |           |                       |  |                  |       |                        |       |                              |       |           |       |                  |       |                         |       |                     |       |                    |       |                 |       |         |       |                |       |                  |       |                     |       |                   |                 |
| CS Tech (Cert)   | 6.75%                   |       |                   |                |     |       |                   |       |             |                |                     |                 |                     |               |                   |                |      |                |                |       |                     |       |                           |       |           |                       |  |                  |       |                        |       |                              |       |           |       |                  |       |                         |       |                     |       |                    |       |                 |       |         |       |                |       |                  |       |                     |       |                   |                 |
| Monitor Tech/HUC   | 7.00%                   |       |                   |                |     |       |                   |       |             |                |                     |                 |                     |               |                   |                |      |                |                |       |                     |       |                           |       |           |                       |  |                  |       |                        |       |                              |       |           |       |                  |       |                         |       |                     |       |                    |       |                 |       |         |       |                |       |                  |       |                     |       |                   |                 |
| Biomed Equip Tech I  | 4.00%                   |       |                   |                |     |       |                   |       |             |                |                     |                 |                     |               |                   |                |      |                |                |       |                     |       |                           |       |           |                       |  |                  |       |                        |       |                              |       |           |       |                  |       |                         |       |                     |       |                    |       |                 |       |         |       |                |       |                  |       |                     |       |                   |                 |
| Patient Care Tech  | 13.00% - 22.25%         |       |                   |                |     |       |                   |       |             |                |                     |                 |                     |               |                   |                |      |                |                |       |                     |       |                           |       |           |                       |  |                  |       |                        |       |                              |       |           |       |                  |       |                         |       |                     |       |                    |       |                 |       |         |       |                |       |                  |       |                     |       |                   |                 |
| Some classifications have proposed changes to the formatting to the scale, resulting in a range of increases. Please review the attached wage scale to confirm your proposed wage increase.  |                         |       |                   |                |     |       |                   |       |             |                |                     |                 |                     |               |                   |                |      |                |                |       |                     |       |                           |       |           |                       |  |                  |       |                        |       |                              |       |           |       |                  |       |                         |       |                     |       |                    |       |                 |       |         |       |                |       |                  |       |                     |       |                   |                 |

| SERVICE & TECHNICAL CLASSIFICATIONS          | REGISTERED NURSES                            |
|--|--|
| <b>YEAR TWO (November 2024)</b>              | <b>YEAR TWO (November 2024)</b>              |
| <b>3.00%</b>                                 | <b>4.50%</b>                                 |
| <b>YEAR THREE (November 2025)</b>            | <b>YEAR THREE (November 2025)</b>            |
| <b>3.00%</b>                                 | <b>3.50%</b>                                 |
| <b>Ratification Bonus (pro-rated by FTE)</b> | <b>Ratification Bonus (pro-rated by FTE)</b> |
| <b>\$500.00</b>                              | <b>\$1,500</b>                               |

| PROPOSED CHANGES TO DIFFERENTIALS & PREMIUMS |  |   |  |  |  |  |
|--|--|---|--|--|--|--|
| UNIT   | SHIFT DIFFERENTIAL                     |   | STANDBY PAY                            | WEEKEND PREMIUM                        | RN ONLY INCREASES                      | BSN PREMIUM                            |
|  | 2ND SHIFT                              | 3RD SHIFT                                 |  |  |  |  |
| SERVICE                                      | <b>\$2.00</b><br><i>(75¢ increase)</i> | <b>\$3.25</b><br><i>(\$1.50 increase)</i> | <b>\$4.00</b><br><i>(75¢ increase)</i> | <b>\$2.75</b><br><i>(75¢ increase)</i> |  | <b>\$1.00</b><br><i>(NEW!)</i>         |
| TECHNICAL                                    | <b>\$2.00</b><br><i>(15¢ increase)</i> | <b>\$3.25</b><br><i>(25¢ increase)</i>    | <b>\$4.00</b><br><i>(no increase)</i>  | <b>\$2.75</b><br><i>(25¢ increase)</i> | <b>CHARGE NURSE</b>                    | <b>PRECEPTOR</b>                       |
| RN   | <b>\$3.00</b><br><i>(25¢ increase)</i> | <b>\$4.75</b><br><i>(50¢ increase)</i>    | <b>\$4.50</b><br><i>(50¢ increase)</i> | <b>\$4.25</b><br><i>(75¢ increase)</i> | <b>\$3.25</b><br><i>(75¢ increase)</i> | <b>\$1.50</b><br><i>(25¢ increase)</i> |

## All other proposed changes to the labor agreements are (any item not mentioned in this document shall remain unchanged):

### GLOBAL CHANGES

All references to UFCW 21 shall be deleted and replaced with UFCW Local 3000.

### Article 2 – Union Membership

- **Article 2.4 (Union Representative):** union representatives may request approval from Human Potential Director (or designee) or the Employee and Labor Relations Director (or designee) instead of the house supervisor.
- **Article 2.6 (Bulletin Boards):** Removed the requirement that management approve any notices before they are posted on the union bulletin board.

### Article 4 – Definitions

- **Article 4.1 (Probationary Employee):** improved the language, the employer will now provide extensions of the probation in writing and The Employer will ensure the receipt of the extension.
- **RN ONLY** Resident and Fellowship RNs shall have separate probationary/trial periods as defined in the resident and fellowship program.
- **Article 4.5 (Regular Rate of Pay)** Updated the language to cover the HRIS change from Kronos to Workday.
- **RN ONLY Article 4.6 (Preceptor):** the individuals assigned to precept, and the requirements which qualify staff nurses to be a preceptor. Staff nurses may be required to take preceptor training prior to being assigned as a preceptor.
- **RN ONLY Article 4.7 (Resident Nurse):** Rewrote the language to be clearer, which included an increase of the resident period to 12 months, up from 9 months. It also now states that a resident's probationary period starts after the end of their resident period.
- **RN ONLY Article 4.8 (RN Fellow):** expanded definition to be clearer and simpler.
- **RN ONLY Article 4.9 (Charge Nurse):** improved the language to include the employer will make a good faith effort to not assign direct patient care to charge Nurses.

### Article 5 – Employment Practices

- **Article 5.1.1 (Subcontracting):** Upon request by the Union, the Employer agrees to meet to discuss the implications of the decision. The Union reserves the right to demand bargaining regarding the decision and/or the bargainable effects of the decision,
- **Article 5.7 (Nondiscrimination):** Complaints regarding discrimination may go up to step 2 of the grievance procedure, but if not resolved at that point a complaint should be forwarded to a state or federal agency (e.g.; Equal Opportunity Employment Commission).
- **Article 5.9 (Staffing):** Updated the language to encourage members to submit staffing concerns through the appropriate AMC/CMC staffing form and added that the employer will not retaliate against employees for submitting the form. The employer will also now provide staffing committee minutes and staffing forms to the union upon request for more transparency and accountability of staffing.

- **Article 5.10.1 (Status Review Per Diem Employees):** Per diems can request to be considered for an FTE after working hours equivalent to a regular FTE.
- **NEW Article 5.17 (Safety):** The Hospital will commit to maintain a safe and healthful workplace in compliance with all federal, state, and local laws applicable to the safety and health of its employees. Employees will comply with all health and safety policies and procedures of the Hospital. Training will be provided to employees which will include instruction on the recognition of warning signs, phases of violence and how to de-escalate the situation.

#### Article 6 – Seniority, Layoff & Recall

- **Article 6.4 (Layoff):** added volunteers to the layoff process.
- **Article 6.7 (Reallocation of Staff):** the Employer shall provide notice to the Union at least 30 days before the event, when possible, but no less than 14 days prior to taking the action.

#### Article 7 – Employment Practices

- **Article 7.4 (Overtime):** Overtime is paid by the minute
- **Article 7.11 (Low Census Days)** Rearranged the order of low census, moving travelers to the top of the rotation list then MHS Float Pool Staff down to sixth in rotation.
  - **NEW Article 7.11.5** If an employee is inadvertently low censused out of turn, the mistake will be remedied on the next rotation or as soon as possible.
  - **RN ONLY Article 7.11.6 (New Proposal)** Employees shall not be low censused more than 12 hours per pay period or exceed 48 hours within a six-month period except by agreement between the employee and management. Also, per diem employees and employees who are low censused on an overtime shift are exceptions to this requirement.
- **Article 7.13 (Assignment of Overtime and Extra Shifts)** To help assure equitable rotation of extra shifts and overtime, the following guidelines are provided to the employees and management. Extra shifts shall be defined, in the sole discretion of management, as a shift that remains available after all department employees have been scheduled. The determination of extra shifts is at the sole discretion of the employer.
- **Delete Article 7.13.1**
- **NEW Article 7.13.1** Extra shifts shall be posted in the scheduling system following the final posted schedule, if available.
- **NEW Article 7.13.2** If multiple employees apply for the same shift, the following process may be used by leadership.
  - Rotating seniority order for full and part time employees who would receive their regular rate of pay.
  - Per diem and travelers who would receive their regular rate of pay.
  - Rotating seniority order for full and part time employees who would receive overtime or premium pay.
  - Per diem and travelers who would receive overtime or premium pay.
- **NEW Article 7.13.3** For purposes of this section, employees who sign up for a full extra shift will receive preference over employees who sign up for partial shifts.

#### Article 10 - PTO/EIB Holiday

- **Article 10.1 (Accrual):** Clarified that only “benefited” employees are eligible for PTO, low census hours will no longer count toward PTO, and lowered the PTO maximums to the same as other MultiCare contracts.

| Years of Service | Total PTO and PTO-WS Sick | Annual PTO | PTO Accrual per hour | PTO Bank Maximum | PTO-WS Sick Accrual per hour | Annual Maximum PTO-WS Sick* | Annual EIT | Accrual per hour |
|------------------|---------------------------|------------|----------------------|------------------|------------------------------|-----------------------------|------------|------------------|
| 0-4              | 200                       | 148        | .0712                | 348              | .025                         | 52                          | 48         | .0231            |
| 5-9              | 240                       | 188        | .0904                | 428              | .025                         | 52                          | 48         | .0231            |
| 10-19            | 280                       | 228        | .1097                | 508              | .025                         | 52                          | 48         | .0231            |
| 20+              | 320                       | 268        | .1289                | 588              | .025                         | 52                          | 48         | .0231            |

- **Article 10.3 (Access to PTO Accrual):** Added Language that memorializes current practice that employees may use their PTO and PTOws-Sick banks interchangeably.
- **NEW Article 10.3.5 (PTOws-Sick Year-End Cap.)** New language states *“PTOws-Sick accruals are job-protected time off accruals granted to provide employees with paid sick time off in accordance with Washington State Paid Sick Leave law and local city ordinances. PTOws-Sick will accrue without limit during the calendar year. At the conclusion of the final pay period of each calendar year, the PTOws-Sick bank shall reduce to fifty-two (52) hours of accruals maximum as a carry-over balance into the first pay period of the subsequent calendar year.”*
- **Article 10.5.1 (Premium Paydays):** Presidents Day will be removed from the list of holidays.
- **10.7 (PTO Cash Out Option.)** During a designated time frame each year that is consistent with the policy for other employees of the Hospital, employees with a PTO balance equal to or greater than 200 hours may choose to cash out up to eighty (80) hours of their PTO balance, provided that their balance does not drop below 40 hours.
  - **NEW Article 10.7.1:** A new third cash out option in November of each year exclusively for the cash out of PTO-ws. You may only roll-over up to 52 hours of PTO-ws each year, so please ensure you use or cash out any excess PTO-ws before the end of the year.

**THREE-YEAR CONTRACT – EXPIRES December 3 2025**

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**A full version of the legal document reflecting contract language changes is available at this meeting upon request.**