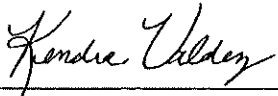


**LETTER OF UNDERSTANDING
BY AND BETWEEN
PROVIDENCE REGIONAL MEDICAL CENTER – EVERETT
AND
UNITED FOOD AND COMMERCIAL WORKERS LOCAL 3000 – TECHNICAL
Advancement based on Certification**


Providence Regional Medical Center Everett (“PRMCE”) and United Food and Commercial Workers Local 3000 (“Union”) (collectively “parties”) hereby enter into this Letter of Understanding to memorialize the parties’ agreement that a caregiver who obtains a certification required for an advanced job classification (as noted below) will be advanced to the higher job classification and placed on the appropriate wage scale. Job required certifications are not eligible for certification pay.

The follow job classification will be eligible for advancement, upon the caregiver obtaining the required certification, based on the job description for an advanced job classification. Advancement will be effective the first full pay period following a caregiver’s written request, verification, and management’s approval.

Job Classification	Advanced Job Classification
Mammography Tech	Ultrasound Technologist

 10-13-2023

UFCW Local 3000 Representative Date

 10/19/2023

Maurice Lewin Date
Chief Human Resource Officer
North Puget Sound