

Agreement by and between  
**UFCW 3000**  
and  
**Providence Centralia Hospital**

**Radiant Care**

Effective: 03-22-2022 – 03-31-2026

**UFCW3000**

Faye Guenther, President • Joe Mizrahi, Secretary-Treasurer

# WEINGARTEN RIGHTS

## Your Right to Union Representation

You have the right to union representation if you are called to a meeting with management that could lead to discipline.

*“I understand that this proceeding is for the purpose of investigating whether I may receive discipline. Therefore, I request that a union representative be present on my behalf before this proceeding continues. If you insist that the proceeding continue without allowing me union representation, I hereby protest your denial of rights guaranteed to me under federal labor law.”*

**Weingarten rights were won in a 1975 Supreme Court decision with these basic guidelines:**

-  You must make a clear request for union representation either before or during the interview. Managers do not have to inform employees of their rights.
-  Management cannot retaliate against an employee requesting representation.
-  Management must delay questioning until the union steward arrives.
-  It is against Federal Law for management to deny an employee's request for a steward and continue with an interrogation. In this case, an employee can refuse to answer management's questions.

## Discipline? Contract violations?

## Call the Member Resource Center

If you or a coworker need help regarding an Investigatory Meeting, are facing Discipline or Corrective Action, or need to report Contract Violations our MRC Representatives will work with you on a plan of action.

**Call the Member Resource Center at: 1-866-210-3000**

PREAMBLE .....5

ARTICLE 1 - RECOGNITION.....5

ARTICLE 2 - MANAGEMENT RIGHTS.....5

ARTICLE 3 - UNION MATTERS .....6

    3.1 Membership.....6

    3.2 Dues Deduction.....6

    3.3 Bargaining Unit Roster.....6

    3.4 Meeting Rooms.....7

    3.5 Union Leave.....7

    3.6 Voluntary Political Action Fund Deduction.....7

ARTICLE 4 – UNION REPRESENTATION.....7

    4.1 Union Representatives-Access.....7

    4.2 Bulletin Boards.....7

    4.3 Employment Agreement.....8

    4.4 Bargaining Unit Representatives.....8

ARTICLE 5 – EMPLOYMENT PRACTICES.....8

    5.1 Discipline and Discharge.....8

    5.2 Nondiscrimination.....8

    5.3 Evaluations.....9

    5.4 Personnel Files.....9

    5.5 Travel.....9

    5.6 Safety.....9

    5.7 Health Tests.....9

ARTICLE 6 – DEFINITIONS.....9

    6.1 Full-time Employees.....9

    6.2 Part-time Employees.....9

    6.3 Per Diem.....9

    6.4 Introductory Employee.....9

    6.5 Preceptor.....10

    6.6 Regular Rate of Pay.....10

    6.7 Gender Neutral.....10

    6.8 Anniversary Date.....10

ARTICLE 7 - hours of work and overtime.....10

7.1	Work Period .....	10
7.2	Work Day .....	10
7.3	Work Schedules.....	10
7.4	Overtime .....	11
7.5	Report Pay .....	11
7.6	Work on Traditional Holidays.....	11
7.8	Standby On-Call .....	11
7.9	Rest Period.....	11
7.10	Assignment of Low Census.....	11
7.11	Floating.....	11
ARTICLE 8 - RATES OF PAY .....		12
8.1	Wage Rates.....	12
8.2	Step Advancement.....	12
8.3	Recognition for Past Experience .....	12
8.4	Premium Pay Differentials.....	13
8.5	Standby On Call.....	13
8.6	Preceptor Pay .....	13
8.7	Lead/Charge.....	13
8.8	Job Title Changes .....	13
8.9	Higher Rated Classification .....	13
8.10	Floating Premium. ....	13
8.11	Per Diem.....	14
ARTICLE 9 - PAID TIME OFF/EXTENDED ILLNESS BANK .....		14
9.1	Paid Time Off.....	14
9.2	Vacation Scheduling.....	14
9.3	Use of PTO Balances.....	15
9.4	Physician Statement/Proof of Illness.....	15
9.5.	PTO-Safe Sick Cash Out. ....	15
ARTICLE 10 – SENIORITY .....		15
10.1	Seniority Defined.....	15
10.2	Seniority Roster .....	15
10.3	Layoff.....	15
10.4	Bumping .....	16
10.5	Job Posting .....	16

10.6	Termination of Seniority Status .....	16
10.7	Change in FTE Status .....	16
	ARTICLE 11 – grievance procedure .....	16
11.1	Grievance Defined.....	16
11.2	Mediation.....	18
11.3	Time Limits.....	18
11.4	Withdrawal of Grievance.....	18
	ARTICLE 12 – LABOR MANAGEMENT .....	18
	ARTICLE 13 - NO STRIKE/NO LOCKOUT .....	18
	ARTICLE 14 - HEALTH PROGRAMS .....	19
14.1	Workers’ Compensation.....	19
14.2	Benefit Programs.....	19
	ARTICLE 15 - RETIREMENT PLAN .....	20
	ARTICLE 16 – LEAVES OF ABSENCE.....	20
16.1	Leave Requests.....	20
16.2	Family and Medical Leave .....	20
16.3	Compensation, Benefits and Status .....	21
16.4	Return to Work.....	21
16.5	Jury Duty .....	21
16.6	Bereavement Leave .....	21
	ARTICLE 17 – GENERAL PROVISIONS .....	21
17.1	Separability.....	21
17.3	Successorship.....	21
	ARTICLE 18 - EMPLOYEE EDUCATION/LICENSE .....	21
18.1	Educational Leave .....	21
18.2	Expenses and Tuition.....	21
	ARTICLE 19 – COMPLETE AGREEMENT.....	22
	ARTICLE 20 – DURATION .....	22
	LETTER OF UNDERSTANDING – RN CLINIC STEP MODIFICATON .....	23
	LETTER OF UNDERSTANDING – PTO DEPOSIT .....	23
	LETTER OF UNDERSTANDING – RADIATION THERAPIST.....	24
	LETTER OF UNDERSTANDING – RATIFICATION BONUS.....	26
	APPENDX A – WAGE SCHEDULE.....	26

## **PREAMBLE**

**THIS AGREEMENT** is made and entered into this March 22, 2022, by and between Providence Radiant Care, hereinafter referred to as the “Employer” or “Employer,” and UFCW Local 3000, chartered by the United Food & Commercial Workers International Union, hereinafter referred to as the “Union.” 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 affecting the members of the bargaining unit.

## **ARTICLE 1 - RECOGNITION**

The Employer recognizes the Union as the sole collective bargaining representative for all regular full-time, part-time, and per diem registered nurses, dosimetrists, radiation therapists, licensed practical nurses, radiation therapy assistants, and patient care coordinators in the Radiant Care Department employed by the Employer at the following locations: 2015 Cooks Hill Road, Suite 100, Centralia, WA 98531; 1200 Basich Blvd. Aberdeen, WA 98520; and 4525 3<sup>rd</sup> Ave. SE, Lacey, WA 98503; excluding all other employees, managerial employees, confidential employees, and guards and supervisors, as defined in the Act.

## **ARTICLE 2 - MANAGEMENT RIGHTS**

Except as may be limited by an express provision of this Agreement, and applicable Federal law, all rights to manage the facilities and direct the working forces are vested exclusively in the Employer. This Article is to be interpreted broadly and is intended as a clear and unmistakable waiver of the subject matters identified. The management rights as to which the Employer may so act include, but are not limited to: determining its services, methods for delivering services, operations; the right to discontinue or transfer processes, services, or operations; to sell or lease the business free of the liabilities of this Agreement; to introduce new or different methods, processes, procedures, technological changes, equipment or facilities; to automate job functions or duties, to determine, or redetermine, the methods, processes, equipment, and materials to be employed; to subcontract work; to hire or contract for temporary employees to perform work, to establish or continue policies, practices, or procedures; to establish, modify and enforce reasonable rules and regulations on any matter whatsoever, including, but not limited to, employee conduct, discipline, and safety policies and procedures, as well as work activities, and to amend and revise current policies, rules, and regulations without first having to bargain with the union to impasse or agreement; to select and to determine the number and types of employees required; to determine or redetermine the number and kinds of classifications required; to assign work covered by this Agreement in accordance with the requirements determined by management; to establish and change work schedules, shifts, duties and assignments; to transfer, promote or demote employees, or to lay off, terminate or otherwise relieve employees from duty; to establish wage rates for new or changed classifications or positions; to establish work or performance standards; to shut down for any reason necessary; to suspend, discharge, or otherwise discipline employees for nondiscriminatory, legitimate reasons; to fix standards of quality and quantity for work to be done; to determine job content; to discontinue and modify past practices of any nature; to alter, rearrange, combine and/or eliminate jobs, positions, job classifications or descriptions and to take whatever action is necessary to carry out any functions of the Employer in order to promote efficiency, order, and productivity. All

matters not covered by the language of this Agreement shall be administered by the employer on a unilateral basis in accordance with such policies and procedures as it from time to time shall determine.

### ARTICLE 3 - UNION MATTERS

**3.1 Membership.** Employees who are employed on the date of ratification of this Agreement and who do not wish to be members of the Union may decline membership in the Union by providing written notice of such intent to the Union by mail, with a postmarked or sent date on or before the date following thirty (30) days of the date of ratification. Employees who have declined to become a member of the Union or have already sent a notice withdrawing from membership do not need to take any further action. In the event the employee has not provided such notice, the employee shall be required, as a condition of employment, to join the Union within thirty (30) days of the ratification of this Agreement or pay a fair share/representation fee and to maintain membership and/or pay the required fees consistent with this article.

**3.1.1** Employees hired after execution of this Agreement shall be required as a condition of employment to join the Union within thirty (30) days of the date of hire and to maintain membership in the Union for the duration of the Agreement. Provided however, this provision shall not apply to any employee who declines joining the Union by providing written notice of such intent to the Union by mail with a copy to Human Resources, within thirty (30) calendar days of the employee's date of hire and/or date of transfer into the bargaining unit. A copy shall be placed in the employee's personnel file.

**3.1.2** The employer will notify employees of membership/options at time of hire or transfer. Employees who fail to maintain membership requirements as defined herein shall be discharged by the Employer within thirty (30) calendar days after receiving written notice from the Union.

**3.2 Dues Deduction.** During the term of this Agreement, the Employer shall deduct dues from the pay of each member of the Union who voluntarily executes and has not revoked a wage assignment authorization form. When filed with the Employer, the authorization form will be honored in accordance with its terms. The amount deducted and a roster of all employees using payroll deduction will be transmitted monthly to the Union by check payable to its order. Upon issuance and transmission of a check to the Union, the Employer's responsibility shall cease with respect to such deductions. The Union and each nurse authorizing the assignment of wages for the payment of Union dues 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.

**3.3 Bargaining Unit Roster.** Every calendar month, the Employer shall furnish a list of names, employee ID numbers, addresses, job classification, unit, shift, dates of hire, rate of pay, and FTE status of those covered by this Agreement. The Employer will provide the Union with a list of names and addresses of new hires and terminations with the date of hire/termination on a monthly basis. The parties agree that because information contained in the roster is confidential, the exchanged of such information must be made in a secure manner (i.e. ProvSecure, hand delivery, or other encryption).

**3.4 Meeting Rooms.** Subject to availability, the Union shall be permitted to use designated premises of the Employer for meetings of the bargaining unit, with or without Union staff present, provided sufficient advance request for meeting facilities is made to and approved by the Employer. Availability will not be confirmed more than three (3) weeks prior to the requested date.

**3.5 Union Leave.** Members, elected officers, and representatives of UFCW Local 3000 will be allowed up to two (2) months of unpaid time off for Union business as necessary provided it does not conflict with staffing requirements as determined by the Employer. Employees may use accrued paid time off if they choose.

**3.6 Voluntary Political Action Fund Deduction.** The Employer shall deduct the sum specified from the pay of each member of the Union who voluntarily executes a political action contribution wage assignment authorization form. When filed with the Employer, the authorization form will be honored in accordance with its terms. The authorization form will remain in effect until revoked in writing by the employee. 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 payment of voluntary political action contributions hereby undertake to indemnify and hold the Employer harmless from all claims, demand, suits or other forms of liability that may arise against the Employer for or on behalf of any deduction made from wages of such employee. The parties recognize that the Union is obligated under the Federal Election Campaign Act (FECA) to reimburse the Employer for its reasonable cost of administering the deduction check off in the parties' Collective Bargaining Agreement. The Employer and the Union agree that one-quarter of one percent (.25%) for all amounts deducted pursuant to the Political Action Fund check off provision in the parties' Collective Bargaining Agreement will be used to reimburse the Employer for its reasonable costs of administering the check off.

#### **ARTICLE 4 – UNION REPRESENTATION**

**4.1 Union Representatives-Access.** The Union's duly authorized representatives shall have access to the Employer's premises where employees covered by this Agreement are working, excluding employee lounges and other patient-care areas, for the purpose of investigating grievances and contract compliance; provided, however, the Union Representative will notify Human Resources immediately upon entering the premises. Such visits shall be subject to the same rules generally applicable to other non-employees and shall not interfere with employees in the performance of their work or with patient care.

**4.2 Bulletin Boards.** The Union shall be permitted to post Employer- approved announcements and notifications of Union activities signed by a designated Union Steward/Union Representative in the space provided on union-purchased bulletin boards hung in locations



designated by the Employer. The Union agrees to limit the posting of Union materials to the designated bulletin boards.

**4.3 Employment Agreement.** The Union shall be responsible for the printing of this Agreement, including the entire cost thereof, and shall provide the Employer with sufficient copies to be available in the Human Resources Department. The Employer will give these printed copies to each employee upon hire. The Employer agrees to post a copy of the collective bargaining agreement on Providence's intranet site.

**4.4 Bargaining Unit Representatives.** The Union shall select employees from the bargaining unit to function as bargaining unit representatives. The bargaining unit representatives shall not be recognized by the Employer until the Union has given the Employer written notice of the selection and scope of authority. Unless otherwise agreed to by the Employer, the investigation of grievances and other union business shall be conducted only during non-working times and shall not interfere with patient care or the work of other employees.

**4.4.1** One (1) bargaining unit representative will be allowed thirty (30) minutes unpaid release time to meet with new employees during each new employee orientation session.

**4.5 New Hire Orientation.** A delegate or designee/officer/union representative may meet with new employees following orientation to introduce employees to the Union and the Union contract. The meeting may not exceed one-half (1/2) hour in duration, it shall be voluntary. By the end of the week prior to each new employee orientation, the employer will make available to the Union a list of all bargaining unit employees then scheduled for orientation. This list shall include the date of orientation, name, phone number, home address, personal email, FTE, job classification, start date, shift, department, unit and campus of each new bargaining unit employee attending the orientation.

**4.5.1** The employer shall provide the newly hired employee a link to the Union's new employee orientation page: <https://www.ufcw21.org/new-members>.

## **ARTICLE 5 – EMPLOYMENT PRACTICES**

**5.1 Discipline and Discharge.** The Employer will follow the principles of progressive discipline and just cause. There may be circumstances justifying immediate termination. Progressive discipline will normally include verbal warning, written warning, final warning and termination. An employee may request the attendance of a Union Representative during any investigatory meeting which may lead to disciplinary action.

**5.2 Nondiscrimination.** The parties agree and support the policy to employ, evaluate, compensate, promote and retain individuals on the basis of qualifications, ability, and performance regardless of race, national origin, age, color, sex, marital status, religious belief, veteran status, political ideology, sexual orientation, gender identity or expression, genetic information, or disability, unless the disability precludes the person from performing the job's duties. The parties agree that this article will not be subject to Step 4 of the grievance procedure, Arbitration.

**5.3 Evaluations.** The Employer may maintain an evaluation program in which each employee will be evaluated at the end of the introductory period and at least annually thereafter. The leader will discuss topics such as the employee's performance, professional goals, attitude and areas of needed improvement with the employee.

**5.4 Personnel Files.** Employees shall have access to their personnel files via the Employee Self Service system.

**5.5 Travel.** In the case employees, use their personal vehicle for work purposes, such employee will be reimbursed at the IRS standard rate per mile in accordance with the Employer's policy.

**5.6 Safety.** The Employer will maintain a safe and healthful workplace in compliance with all laws applicable to the safety and health of its employees, including providing protective equipment and having it readily available in accordance with appropriate OSHA, WISHA, National Regulatory Commission (NRC) guidelines. The employees will comply with all health and safety policies and procedures of the Employer. Employees shall be entitled to grieve alleged violations of this provision, but matters arising under this provision shall not be subject to arbitration.

**5.6.1** In the case of a state of emergency involving a public health crisis creating special circumstances affecting the operations of the Employer and Union, upon request, will meet to discuss safety measures within twenty-eight (28) days of the requests, i.e., area for donning and doffing of gowns, PPE, etc.

**5.6.2** The Union may use the Labor Management Committee (LMC) as a platform to address additional occupational health needs with the Employer.

**5.7 Health Tests.** The Employer shall provide any tests required by state or federal law at no cost to the employees.

## **ARTICLE 6 – DEFINITIONS**

**6.1 Full-time Employees.** An employee who works on a regularly scheduled basis at least forty (40) hours per week or eighty (80) hours in a fourteen (14) day period and who has successfully completed the required introductory period.

**6.2 Part-time Employees.** An employee who is regularly scheduled to work less than forty (40) hours per week or less than eighty (80) hours in a fourteen (14) day period and who has successfully completed the required introductory period.

**6.3 Per Diem.** An employee (FTE 0.0) scheduled to work during any period when additional work of any nature requires a temporarily augmented work force or in the event of an emergency or employee absenteeism.

**6.4 Introductory Employee.** All newly hired employees shall serve an introductory period of ninety (90) calendar days. After ninety (90) calendar days of continuous and satisfactory employment, the employee shall be considered to have completed the introductory period unless specifically advised by the Employer of an extended introductory period not to exceed an

additional sixty (60) days, the conditions of which shall be specified in writing. Upon satisfactory completion of this introductory period, the employee shall be credited with seniority from most recent date of hire within the bargaining unit. During the introductory period, an employee may be terminated without notice and without recourse to the grievance procedure.

**6.5 Preceptor.** An employee who is assigned the responsibility for planning, organizing, and evaluating the new skill development of an employee newly assigned to a classification or students for whom the preceptor is qualified to train. Inherent in the preceptor role is the responsibility for specific, criteria-based, and goal directed education and training for a specific period of time. Management will determine the need for precepting, if any. The Employer recognizes that generally taking an assignment as a preceptor is voluntary.

It is agreed that all employees have a responsibility for orienting new employees and employees newly assigned to a classification. Orientating new employees and employees newly assigned to a classification is not considered precepting.

**6.6 Regular Rate of Pay.** The “regular rate of pay” shall be as defined and calculated using applicable state and federal law, including FLSA.

**6.7 Gender Neutral.** Whenever words denoting gender are used in this Agreement, they are intended to apply equally to either gender.

**6.8 Anniversary Date.** An employee’s most recent date of hire.

## **ARTICLE 7 - HOURS OF WORK AND OVERTIME**

**7.1 Work Period.** The work period is a regular, recurring period of either seven (7) consecutive days or fourteen (14) consecutive days.

**7.2 Work Day.** Each employee shall have a regularly assigned number of hours of a shift. Typically, these shifts will either be eight (8) hours or ten (10) hours. Innovative individual work schedules may be established by the Employer with written consent of the employee as long as such schedule does not displace an established scheduled of another employee without written consent of that employee. Should written consent not be obtained, the least senior qualified in the classification in the location shall work the established schedule.

**7.3 Work Schedules.** Work schedules shall be posted for at least a four (4) week period and at least ten (10) days prior to the beginning of the schedule. Scheduled hours of work set forth on the posted work schedule may be changed. Leadership will provide as much notice as possible for changes only by mutual consent. The Union agrees in the event of an unanticipated event creating a need to change the staffing schedule (e.g. community emergency, shortage of staff caused by terminations without notice, staff call outs or serious health condition as defined under FMLA anticipated to last a week or longer) the Employer shall have the right to change work schedules of the least senior qualified employee in the classification to meet the changed condition. The Employer will first seek volunteers who can cover the change without creating overtime.

**7.4 Overtime.** Overtime shall be compensated at the rate of one and one-half (1 ½) times the regular rate of pay for all time worked beyond forty (40) hours in a five (5) day work week, or beyond eighty (80) hours within a fourteen (14) day period. Overtime shall include shift differential if applicable. Time that is paid for but not worked will not count as time worked for the purpose of determining and computing overtime. There shall be no pyramiding of overtime.

**7.5 Report Pay.** Employees who report for work as scheduled and are released from duty by the Employer for reasons other than discipline shall receive a minimum of four (4) hours' pay or for the scheduled number of hours for the shift, whichever is less. Should the Employer make a bona fide attempt to notify the employee of a cancellation of shift but be unsuccessful in doing so, this provision shall not apply. The Employer will document failed attempts to contact the employee. It shall be the responsibility of the employee to maintain a current address and telephone number with the Human Resources. Failure to do so shall excuse the Employer from the notification requirement provided herein.

**7.6 Work on Traditional Holidays.** Any employee who works on one of the "traditional" holidays (New Year's Day, Martin Luther King Jr, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day) shall be paid at a premium rate of one and one-half (1 ½) the employee's regular rate of pay.

**7.7 Clinic Closure on Holidays.** When a clinic chooses to close on a recognized holiday, employees who are regularly scheduled to work on that holiday shall have the option to use PTO or not use PTO while coding the time as low census.

**7.8 Standby On-Call.** A standby on-call shift is a scheduled time outside the employee's scheduled work hours during which the employee is available for a call in to work. Unworked standby on-call hours do not count toward benefits.

**7.9 Rest Period.** At all times, meals and rest periods shall be administered consistent with state and federal law. All employees will be allowed one (1) paid rest period of fifteen (15) minutes, for each four (4) hours of working time. Missed rest periods shall be considered time worked for the purpose of calculating overtime in accordance with Article 7.4, Overtime.

**7.10 Assignment of Low Census.** Where the Employer determines that patient and/or available work does not require the number of employees on the schedule in a particular unit/department on a particular shift, the Employer will first release any employee on overtime and then request volunteers. In the event there are no volunteers, the Employer will endeavor to rotate low census equitably among employees assigned to each individual unit by shift, subject to skill, competence, ability, and availability as determined by the Employer. If an individual volunteers to take a low census day off, that day off shall be counted for purposes of the rotation. Employees who are subject to low census may use accrued paid time and such time off will count in the low census rotation. The Employer will attempt to make floating opportunities available to employees subject to low census.

**7.11 Floating.** For the purposes of this Article, an employee would be considered to be "floating" when he or she is sent to a clinic or facility other than his or her primary assigned

location. Employees hired to float between facilities and employees who are required to float within their facility or across clinics will receive orientation appropriate to the assignment. Orientation will be dependent upon the employee's previous experience and familiarity with the facility/clinic to which such employee is assigned. Employees will be expected to perform all job functions but will not be required to perform tasks or procedures specifically applicable to the facility/clinic for which they have not been trained. The Employer retains the right to change the employee's daily work assignment to meet patient care needs. Floating shall be a topic of the parties Labor-Management committee.

## ARTICLE 8 - RATES OF PAY

**8.1 Wage Rates.** Employees covered by this Agreement shall be paid in accordance with the hourly wage (Appendix A). This Agreement shall not preclude the Employer, at its option, from paying wages and/or benefits in excess of those specified in this agreement.

Wages and other increases will become effective beginning the first full pay period following the date indicated.

All current employees on the first full pay period following date of ratification, shall be placed onto the wage schedule on the step that most closely corresponds to the adjusted years of service in their job classification on record with Providence Radiant Care. Placement shall result in no less than a 1.75% increase.

- Dosimetrists placement shall result in no less than a 5% increase.

Effective the first full pay period following the first anniversary of ratification, continue existing step increases in addition to a 2.5% across-the-board increase to all employees. The across-the-board wage increase of 2.5% shall be added to each base rate on the wage schedule (Appendix A).

Effective the first full pay period following the second anniversary of ratification, continue existing step increases in addition to a 2.75% across-the-board increase to all employees. The across-the-board wage increase of 2.75% shall be added to each base rate on the wage schedule (Appendix A).

Effective the first full pay period following the third anniversary of ratification, continue existing step increases in addition to a 2.75% across-the-board increase to all employees. The across-the-board wage increase of 2.75% shall be added to each base rate on the wage schedule (Appendix A).

**8.2 Step Advancement.** Beginning January 1, 2023, employees will advance to the next step in the wage schedule set forth in Appendix "A" the first full pay period following the anniversary of the employee's date of hire.

**8.3 Recognition for Past Experience.** For new hires, credit for previous experience shall be given based on recent relevant technical experience in a health care setting in the opinion of the Employer. The recognition of other prior experience will be discretionary with the Employer.

## **8.4 Premium Pay Differentials**

**8.4.1 Shift Differentials.** For evening duty (3-11 shift), the premium shall be one dollar and sixty cents (\$1.60) per hour over the regular salary rate of the employee concerned. When an employee's consecutive work hours fall into different shifts, all hours shall be paid at the differential for the shift which the majority of hours are worked.

**8.4.2 Weekend Differential.** Any employee who works on a weekend shall receive two dollars and fifty cents (\$2.50) per hour for each hour worked on the weekend in addition to the employee's regular rate of pay. For premium pay purposes, the weekend shall be defined as all hours between 11:00 p.m. Friday and 11:00 p.m. Sunday. Employees will be paid a premium of two dollars (\$2.50) per hour for each hour worked on the weekend.

**8.5 Standby On Call.** Employees may be placed on call for hours outside of their regular schedule. Employees will receive four dollars (\$ 4.00) per hour for each hour the employee is on call. An employee called back or called in to work will be compensated at the overtime rate of time and one half (1.5 the employee's regular rate of pay for each hour worked, with a minimum of three (3) hours of work each time an employee is called in, except that the guarantee shall not exceed the number of hours the employee is scheduled on call. In such case, no new minimum will apply to that call. The minimum call-in hours provided for herein shall not apply when the employee reports for work in advance of the assigned shift and continues working through the entire scheduled shift. This provision shall apply only to employees who have discontinued work and left the Employer's premises. Employees called in to work hours on either the evening or night shift will be paid the applicable shift differential for the hours worked on that call in.

**8.6 Preceptor Pay.** An employee who is assigned as a preceptor shall be assigned for full shifts and shall receive a fifteen dollar (\$15.00) lump-sum bonus for each day they spend providing such education. This shall be in addition to the employee's regular rate of pay and shall not apply to an employee whose classification includes the responsibility for the teaching of other employees.

**8.7 Lead/Charge.** Employees assigned lead responsibilities by the Employer will receive a differential of one dollar and sixty cents (\$1.60) per hour for the time assigned.

**8.8 Job Title Changes.** A change in job title with no material change in duties shall not affect an employee's tenure, seniority or pay level or rate of benefit accrual.

**8.9 Higher Rated Classification.** An employee who moves to a higher paid classification will move to the pay level which is commensurate with the employee's credited service in that higher classification or which gives the employee at least a three percent (3%) increase, whichever is higher. It is agreed that the application of this provision does not create an inequity.

**8.10 Floating Premium.** Employer will pay travel float bonus for FTE and per diem caregivers that travel from their home clinic to another clinic location (Aberdeen, Lacey, and Centralia). Each time a caregiver travels under the direction of management to a job location that is not their verified home location, the caregiver will receive a \$55.00 bonus (minus applicable taxes), payable the following pay period.

**8.11 Per Diem.** Per diem employees shall not be eligible for any other benefits provided for in this Agreement with the exception of health insurance benefits provided in accordance with federal law. Any accrued paid time off shall be paid to the employee at the time the employee elects a per diem status. For scheduled shifts, per diem employees are subject to the same callback and standby requirements as regular employees who hold an FTE and will be compensated in accordance with applicable contract language.

Per diem employees shall be paid a fifteen percent (15%) wage differential.

## **ARTICLE 9 - PAID TIME OFF/EXTENDED ILLNESS BANK**

**9.1 Paid Time Off.** The Employer provides eligible employees with the opportunity to have paid time off for various reasons including vacation, holiday, personal time and illness. Vacation, holiday and personal time hours are accrued as PTO (Paid Time Off) hours. Employees will be eligible for the same Paid Time Off program as offered to non-represented employees which may be amended from time to time.

**9.1.1 PTO Accrual Rates.** Current PTO accrual rates are as follows:

Tenure	Annual Accrual*			Maximum Accrual*		
	PTO	PTO-Safe Sick*	Total PTO	PTO Accrual	PTO-Safe Sick Accrual**	Total PTO Accrual
Less than 3	131 hours (5.04 per pay period)	69 hours (2.65 per pay period)	200 hours	192 hours	108 hours	300 hours
3 to less than 5	155 hours (5.97 per pay period)	69 hours	224 hours	228 hours	108 hours	336 hours
5 to less than 10	171 hours (6.58 per pay period)	69 hours	240 hours	252 hours	108 hours	360 hours
10 to less than 15	195 hours (7.52 per pay period)	69 hours	264 hours	288 hours	108 hours	396 hours
15 or more	211 hours (8.12 per pay period)	69 hours	280 hours	312 hours	108 hours*	420 hours

\*Not to exceed eighty (80) hours per pay period

\*Based on a full-time (1.0 FTE)

\*\*PTO-Safe Sick will be administered in accordance with the Washington Paid Sick Leave Law.

**9.2 Vacation Scheduling.** In scheduling vacations, each department will establish guidelines for scheduling and approving time off. In the event of conflicting requests by employees for vacation time, seniority shall prevail, provided that any requests for time off that include any days in a week in which there is a designated holiday shall be rotated equitably from one year to the next in order to provide all employees with the opportunity to take vacation during the holidays. No employee shall be granted the same time off more than one year in a row if there are conflicting requests.

**9.3 Use of PTO Balances.** Negative balances may not be incurred. Employees must use accrued PTO hours for requested time off with the advance approval of their supervisor. Department needs and work requirements shall be taken into consideration. Preference will be given to employees' requested time off whenever possible. PTO may be scheduled in increments of at least one (1) hour.

**9.4 Physician Statement/Proof of Illness.** The Hospital reserves the right to require reasonable proof of illness.

**9.5. PTO-Safe Sick Cash Out.** Accrued PTO-Safe Sick will only be cashed out for the following reasons: upon termination (subject to Separation of Employment policy) upon a status change to less than 0.5 FTE, and annually for any accrued PTO-Safe Sick hours that exceed the maximum 108 hours that can carryover at the end of the calendar year. Cash outs will occur annually on the second pay period in January.

## **ARTICLE 10 – SENIORITY**

**10.1 Seniority Defined.** Seniority is defined as an employee's continuous length of full-time or part-time service, calculated from the employee's most recent date of hire in their job classification within Providence Radiant Care. Members of the bargaining unit who accept positions of management shall retain all seniority earned while in the bargaining unit for the following twelve (12) months. Employees in a bargaining unit position with an FTE who change to Per Diem bargaining unit position (0.0 FTE) and subsequently return to a bargaining unit position with an FTE and status without a break in employment shall have previous seniority reinstated excluding the time spent in a Per Diem position (0.0 FTE).

**10.2 Seniority Roster.** The Employer will furnish a seniority list upon Union request. Issues with seniority dates shall be addressed and resolved on an individual basis.

**10.2.1** Seniority shall be the determining factor in layoffs, rehires, shift bids (change in start time, change in FTE, change in shift) and the scheduling of PTO. Where qualifications are a relevant factor, seniority will control only where in the opinion of the Employer based upon job related criteria, skill, competence, performance, ability and experience to perform the work is considered equal.

**10.3 Layoff.** A layoff is defined as a permanent or prolonged reduction in the number of employees in a particular classification by Providence under this Agreement. The Employer shall provide as much notice to the affected employee and the Union as practical, but shall give at least thirty (30) days' notice or pay in lieu of.

**10.3.1** When the Employer determines it is necessary to layoff employees from a classification, shift, and where appropriate, unit, the Employer will first seek volunteers from the classification.

**10.3.2** If volunteers do not meet the Employer's need for reduced staffing, employees will be designated for layoffs in the following order:



1. Per diem
2. Probationary employees
3. FTE assigned caregivers to the classification and shift in the clinic affected by the layoff subject to the Employer's determination of qualifications as set forth above.

**10.4 Bumping.** In the event an employee is designated for layoff from his or her classification, the employee may choose to bump from the least employee within the job group or classification to which they are assigned, subject to the Employer's determination of qualifications as set forth in Article 10.2.1. An employee shall be deemed qualified if the employee can perform the essential functions of the job within an eighty (80) hour orientation (not training).

**10.5 Job Posting.** Notices of FTE bargaining unit employee positions to be filled shall be posted online at least seven (7) days in advance of filling the position in order to afford presently employed employees the first opportunity to apply. When a job opening occurs within the bargaining unit, seniority shall be the determining factor in filling such vacancy providing the applicants' skills, ability and experience are considered substantially equal in the opinion of the Employer.

**10.6 Termination of Seniority Status.** Seniority shall cease upon termination of employment; for example, discharge, resignation, retirement, or failure to return to work on a timely basis from an approved leave of absence.

**10.7 Change in FTE Status.** Reduction in hours shall be defined as a permanent reduction of an employee's FTE level. If a reduction in FTE is determined to be necessary, the least senior employee(s) in the targeted job classification, clinic, and shift will receive the hours reduction. Provided, however, senior employees in the classification must be qualified to perform all the work required including applicable license. Prior to an hours reduction occurring, the Employer will first seek volunteers in the job classification, clinic, and shift. An employee subject to an involuntary reduction in their FTE will be given first preference, for up to 12 months following the date of involuntary reduction, to their previous FTE status should the Employer expand the hours of an existing FTE in the employee's job classification, clinic and shift.

**10.7.1** An employee whose FTE is reduced shall receive a minimum of fourteen (14) days' notice of the impending hours reduction.

**10.7.2** In the event of a reduction in FTE, the Employer will make a good faith effort to reduce the hours of the least senior person in a classification and shift, subject to patient care needs, staffing considerations and hours of operation.

## **ARTICLE 11 – GRIEVANCE PROCEDURE**

**11.1 Grievance Defined.** A grievance is defined as an alleged violation of the terms and conditions of this Agreement. If an alleged violation arises, the employee is encouraged to discuss it with her/his immediate supervisor in an effort to resolve it, prior to filing a formal grievance. If a grievance cannot be resolved, the employee shall utilize the following grievance procedure.

### Step 1: Employee and Immediate Supervisor

The employee shall provide a written statement to her/his immediate supervisor describing the Article of the Contract allegedly violated, why and how violated, and remedy requested within fourteen (14) calendar days from the date when the employee became aware or reasonably should have been aware of the event from which the grievance arose.

A reasonable request for an extension of Step 1 grievance timelines will not be unreasonably denied.

Upon receipt of the grievance, the immediate supervisor (or designee) shall attempt to resolve the problem and shall respond in writing within twenty-one (21) calendar days following receipt of the written grievance.

At each subsequent step, the employee shall provide a written statement of unresolved issues and why the resolution/decision at the previous step was not acceptable.

### Step 2: Employee and Manager

If the matter is not resolved at Step 1, the employee shall present the written grievance within seven (7) calendar days of receiving the immediate supervisor's decision to the respective Manager. The Manager (or designee) and the employee shall confer in an attempt to resolve the grievance. The Manager (or designee) shall issue a written reply within fourteen (14) calendar days following receipt of the grievance.

### Step 3: Employee and Executive Director or Designee

If the matter is not resolved at Step 2, the employee shall present the written grievance within seven (7) calendar days of receipt of the Step 2 response to the Executive Director designee. Within seven (7) calendar days thereafter, there shall be a meeting with the Executive Director, or designee, the employee and/or the Bargaining Unit Representative. The Executive Director or designee will issue a response within fourteen (14) calendar days following the meeting.

### Step 4: Arbitration

If the grievance is not settled on the basis of the foregoing procedures, either the employer or the Union may submit the issue in writing for arbitration within ten (10) calendar days following receipt of the Step 3 decision. Within five (5) calendar days of notification that the dispute is submitted for arbitration, the employer and the Union shall attempt to agree on an arbitrator. 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. The parties shall thereupon alternate in striking a name from the panel until one 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 as they may apply to the specific facts of the issue in dispute. Each party shall bear one-half (½) of the fee of the arbitrator and any other expenses 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.

Any arbitrator accepting an assignment under this Article agrees to issue an award within forty-five (45) calendar days of the close of the hearing or the receipt of post-hearing briefs, whichever is later.

**11.2 Mediation.** The parties may agree to use the mediation process in an attempt to resolve the grievance. Both parties must mutually agree to use mediation and neither party may require that any grievance be sent to mediation. Mediation shall not be considered a step in the grievance procedure. Should the grievance subsequently be pursued to arbitration, the Employer shall not be liable for any potential back pay liability for that period of time when the parties agreed to mediate until the parties terminate the mediation effort, if mediation process extends or delays the arbitration time lines.

**11.3 Time Limits.** The time limits set forth in the grievance procedure may only be extended by mutual agreement of the Union and the employer and shall be confirmed in writing by the parties.

**11.4 Withdrawal of Grievance.** Any disposition of a grievance from which no appeal is taken within the time limits specified herein shall be deemed withdrawn and shall not thereafter be subject to the Grievance Procedure.

## **ARTICLE 12 – LABOR MANAGEMENT**

The purpose of the Labor Management Committee is to discuss human resources matters within the labor agreement and to foster improved communications. This committee is advisory. Management will respond to committee recommendations no later than the next regular scheduled meeting.

The Labor Management Committee is comprised of a Human Resources Representative, two (2) members of management designated by the Employer, and two (2) representatives from the bargaining unit and one (1) union representative. When mutually agreed upon, additional resource people may be invited to attend for the purpose of providing information on an agenda item before the Labor Management Committee.

The Labor Management Committee will meet no less than quarterly.

The bargaining unit shall provide the names of the three (3) representatives to Human Resources thirty (30) days prior to the first scheduled meeting. Meeting time spent by the elected employees on the Labor Management Committee will be compensated at the appropriate rate of pay.

## **ARTICLE 13 - NO STRIKE/NO LOCKOUT**

It is agreed that during the term of this Agreement, (a) the Employer shall not lock out its employees and (b) neither the employees nor their agents, including the Union, or other representatives shall, directly or indirectly, authorize, assist, encourage or participate in any way in any strike, including any sympathy strike, picketing, walkout, slowdown, boycott or any other interference with the operations of the Employer, including any refusal to cross any other labor

organizations' picket line. If any employees or group of employees represented by the Union should violate the intent of this section, the Union will take steps to affect a prompt resumption of work.

Any employee participating in any strike, sympathy strike, picketing, walkout, slowdown, boycott or any other interference with the operations of the Employer shall be subject to discipline up to and including discharge, as the Employer may direct.

This provision shall not be interpreted to prohibit an individual employee from participating in picketing or other publicity activity engaged in by a labor organization other than the Union, so long as the employee is off work and on their own time.

## ARTICLE 14 - HEALTH PROGRAMS

**14.1 Workers' Compensation.** The Employer will provide Workers' Compensation insurance and Unemployment Compensation Insurance in accordance with the laws of the State of Washington.

**14.2 Benefit Programs.** Eligible (0.5-1.0 FTE) employees will participate in the same health insurance plans offered to the majority of the employees employed by the Employer (including the same choice of plans, coverages, plan design, and payroll deductions) beginning the first day of employment in an eligible status. The Employer agrees to provide written notice of any upcoming annual benefit plan changes on or before October 1, of the applicable year.

The Employer agrees to offer the HRA, the HSA, and Kaiser of WA HMO, dental and vision coverage. The parties agree that health and welfare benefits programs referenced immediately above may be opened for bargaining in good faith by the Union if there are material reductions in benefits under the plans offered by the Employer, and/or material increases in in-network deductibles, or in-network out-of-pocket maximums, and the amount of premium percentage, or a material reduction in the employer contributions available to earn under the health incentive program (excluding those required by law or regulation). Changes in networks or health care providers available under existing plans shall not be considered a material reduction in benefits during this agreement. The parties also agree that the Employer does not have an obligation to bargain over changes required by applicable law or regulation (e.g. Health Care Reform) although the Union may ask to bargain over the effects of such changes.

If the assigned FTE of an employee changes during the course of this Agreement, the employee contribution will be reflected through a change in payroll deduction effective the date of the status change.

The Employer shall continue to pay the employee's premiums for covered employees per the Employer's policies when the employee is not working as a result of work injury, health or maternity leave.

## ARTICLE 15 - RETIREMENT PLAN

The Employer will provide a retirement plan for all eligible employees. Retirement benefits and eligibility requirements for participation shall be defined by the Employer's plan. As the Employer may from time to time make modifications in the plan, employees and the Union will be given at least thirty (30) days' advance notice before implementation of any change.

## ARTICLE 16 – LEAVES OF ABSENCE

**16.1 Leave Requests.** All leaves are to be initiated with the Employer's third-party administrator (TPA) as far in advance as possible, stating all pertinent details and the amount of time requested. A reply to grant or deny the request shall be given by the TPA. A leave of absence commences on the first day of absence from work.

The Employer will follow its leave policies, which may be amended from time to time however the amendment may not reduce the current benefit level for the life of this agreement. Leaves to which an employee is entitled under state or federal laws, like the Family Medical Leave Act (FMLA), will be administered in accordance with such laws and their interpretive regulations. If an employee is not eligible under applicable law, such as the FMLA, there may be some allowance for a Health Leave of Absence, Personal Leave of Absence, or other leaves under the Employer's existing policies

**16.2 Family and Medical Leave.** As required by federal law, eligible employees shall be entitled up to twelve (12) work weeks of unpaid leave per year for the birth, adoption, or placement of a foster child; to care for a spouse or immediate family member with a serious health condition; or when the employee is unable to work due to a serious health condition.

The Employer shall maintain the employee's health benefits during this leave and shall reinstate the employee to the employee's former or equivalent position at the conclusion of the leave in accordance with the law. The Employer may require an employee to use any accrued paid time during the period of the leave.

The leave shall be interpreted consistent with the rights, requirements, limitations, and conditions set forth in the federal law and shall not be more broadly construed.

**16.2.1 Washington State Paid Family Medical Leave.** As required by Washington State Paid Family Medical Leave (PFML), employees may be eligible to receive benefits from the Washington Employment Security Department ("ESD"). PFML provides partial wage replacement if the employee is unable to work due to his or her own serious health condition, the need to care for a qualified family member due to a serious health condition, to bond with a new child, or for certain military-related leaves.

PFML is funded by premiums from employees and employers. To determine eligibility and receive benefits, an employee must file a claim with the ESD.

This leave will run concurrently with any other leave the employee may be entitled to under the law, including the Family and Medical Leave Act. Issues of benefit eligibility and job restoration rights will be governed by applicable laws.

**16.3 Compensation, Benefits and Status.** Leave with pay shall not affect an employee's compensation, accrued hours, benefits or status with the Employer. An employee on a leave without pay shall not lose seniority during the leave of absence.

**16.4 Return to Work.** Employees must work with our TPA to update employee's Return to Work plans. If not entitled to their original position, the employee shall be entitled to the first available comparable opening for which the employee applies, is qualified, and to which their seniority entitles them.

**16.5 Jury Duty.** Jury duty shall be administered in accordance with Employer policy, which may be amended from time to time in the Employer's discretion.

**16.6 Bereavement Leave.** Bereavement leave shall be administered in accordance with Employer's policy, which may be amended from time to time in the Employer's discretion.

## ARTICLE 17 – GENERAL PROVISIONS

**17.1 Separability.** Should any provision or provisions become unlawful by virtue of separability or by declaration of any court of competent jurisdiction, including state or federal entities, 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 terms of this Agreement. If any provision is held invalid, the Employer and the Union shall enter into the immediate negotiations for the purpose, and solely for the purpose, of arriving at a mutually satisfactory replacement for such provision.

**17.2 Successorship.** In the event of the sale, merger or transfer of the ownership of the Hospital to an entity not a signatory to this Agreement, the Employer will provide the Union (60) days' notice and will meet, at the Union's request, to discuss the impact of such change. Such notice shall include the: (1) expected successor or assignee's name; (2) the expected date of completion of such sale, merger or transfer.

## ARTICLE 18 - EMPLOYEE EDUCATION/LICENSE

### 18.1 Educational Leave.

**18.1.1 Unpaid Educational Leave.** After one (1) year of continuous employment, permission may be granted for leave of absence without pay for job-related study without loss of accrued benefits, provided such leave does not jeopardize Employer service.

**18.2 Expenses and Tuition.** The Employer shall provide employees 0.8 FTE and above a minimum of \$400 and employees (.5 - .79 FTE) a minimum of \$300 for expenses and tuition on a calendar year basis. Such financial assistance shall be subject to the approval of the subject matter

and verification of attendance and/or completion of the course. Unused amounts shall not be carried from one (1) calendar year to the next.

**ARTICLE 19 – COMPLETE AGREEMENT**

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

**ARTICLE 20 – DURATION**

This Agreement shall be effective on the first full pay period following date of ratification and shall continue until March 31, 2026. Should either party desire to amend the terms of this Agreement, said party shall serve the other with written notice at least ninety (90) calendar days prior to the termination date of its intent to negotiate a new Agreement. Should such notice be served, bargaining shall commence within thirty (30) days following the date of timely notice.

This Agreement is executed by the parties on the 1st day of August, 2022.

DocuSigned by:  
Dana L Johnson  
8A3149BA84134EE...  
Dana Johnson, Service Area CHRO  
Providence Centralia Hospital

Evelyn Orantes-Fogel  
Evelyn Orantes-Fogel, Negotiator  
UFCW 3000

Faye A Guenther  
Faye Guenther, President  
UFCW 3000

## LETTER OF UNDERSTANDING – RN CLINIC STEP MODIFICATON

The following RN Clinics, following their placement on the step progression outlined in Article 8.1, will increase two steps from their placement on the step progression table.

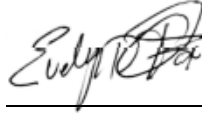
- Lauren Smith
- Kelly Covington
- Meggan Wolf

DocuSigned by:

*Dana L Johnson*

9A3149BA84134EE...

Dana Johnson, Service Area CHRO  
Providence Centralia Hospital



Evelyn Orantes-Fogel, Negotiator  
UFCW 3000



Faye Guenther, President  
UFCW 3000



**LETTER OF UNDERSTANDING – PTO DEPOSIT**

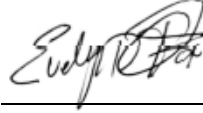
Upon ratification, all full time and part time employees will receive twenty-four (24) hours of PTO [prorated by FTE].

DocuSigned by:

*Dana L Johnson*

0A3149BA84134EE...

Dana Johnson, Service Area CHRO  
Providence Centralia Hospital



Evelyn Orantes-Fogel, Negotiator  
UFCW 3000



Faye Guenther, President  
UFCW 3000

**LETTER OF UNDERSTANDING – RADIATION THERAPIST**

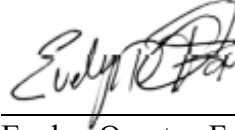
Effective one (1) year following ratification, Radiation Therapists who perform simulation work will receive a differential of one dollar and fifty cents (\$1.50) per hour for the time assigned.

DocuSigned by:

*Dana L Johnson*

9A3149BA84134EE

Dana Johnson, Service Area CHRO  
Providence Centralia Hospital



Evelyn Orantes-Fogel, Negotiator  
UFCW 3000



Faye Guenther, President  
UFCW 3000

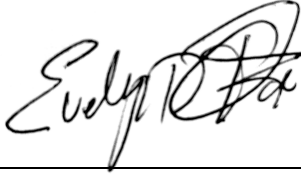
**LETTER OF UNDERSTANDING – RATIFICATION BONUS**

The Hospital will pay full time and part time employees, pro-rated by FTE, a one-time bonus of \$500.00 (minus applicable withholdings) effective the second full pay period following the date of ratification.

DocuSigned by:  
*Dana L. Johnson*  
9A3149BA84134EE...


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Dana Johnson, Service Area CHRO  
Providence Centralia Hospital



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Evelyn Orantes-Fogel, Negotiator  
UFCW 3000



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Faye Guenther, President UFCW 3000

## APPENDX A – WAGE SCHEDULE

**Starting Ratification Schedule**

	Base	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
DOSIMETRIST II	\$58.98	\$61.19	\$63.39	\$65.58	\$67.71	\$69.74	\$71.66	\$73.45	\$75.18	\$76.68	\$78.21	\$79.77	\$81.21	\$82.59	\$82.59	\$83.83	\$83.83	\$83.83	\$85.09	\$85.09	\$86.37
DOSIMETRIST I	\$52.89	\$54.87	\$56.85	\$58.81	\$60.72	\$62.54	\$64.26	\$65.87	\$67.42	\$68.77	\$70.15	\$71.55	\$72.84	\$74.08	\$74.08	\$75.19	\$75.19	\$75.19	\$76.32	\$76.32	\$77.46
LPN CLINIC	\$23.33	\$24.20	\$25.07	\$25.93	\$26.77	\$27.57	\$28.33	\$29.04	\$29.72	\$30.31	\$30.92	\$31.54	\$32.11	\$32.66	\$32.66	\$33.15	\$33.15	\$33.15	\$33.65	\$33.65	\$34.15
PATIENT CARE COORDINATOR	\$18.19	\$18.87	\$19.55	\$20.22	\$20.88	\$21.51	\$22.10	\$22.65	\$23.18	\$23.64	\$24.11	\$24.59	\$25.03	\$25.46	\$25.46	\$25.84	\$25.84	\$25.84	\$26.23	\$26.23	\$26.62
RADIATION THERAPIST	\$42.17	\$43.75	\$45.33	\$46.89	\$48.41	\$49.86	\$51.23	\$52.51	\$53.74	\$54.81	\$55.91	\$57.03	\$58.06	\$59.05	\$59.05	\$59.94	\$59.94	\$59.94	\$60.84	\$60.84	\$61.75
RADIATION THERAPY ASSISTANT	\$18.19	\$18.87	\$19.55	\$20.22	\$20.88	\$21.51	\$22.10	\$22.65	\$23.18	\$23.64	\$24.11	\$24.59	\$25.03	\$25.46	\$25.46	\$25.84	\$25.84	\$25.84	\$26.23	\$26.23	\$26.62
RN CLINIC	\$34.50	\$35.79	\$37.08	\$38.36	\$39.61	\$40.80	\$41.92	\$42.97	\$43.98	\$44.86	\$45.76	\$46.68	\$47.52	\$48.33	\$48.33	\$49.05	\$49.05	\$49.05	\$49.79	\$49.79	\$50.54

**Ratification + 1 Year Schedule**

	Base	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
DOSIMETRIST II	\$60.45	\$62.72	\$64.97	\$67.22	\$69.40	\$71.48	\$73.45	\$75.29	\$77.06	\$78.60	\$80.17	\$81.76	\$83.24	\$84.65	\$84.65	\$85.93	\$85.93	\$85.93	\$87.22	\$87.22	\$88.53
DOSIMETRIST I	\$54.21	\$56.24	\$58.27	\$60.28	\$62.24	\$64.10	\$65.87	\$67.52	\$69.11	\$70.49	\$71.90	\$73.34	\$74.66	\$75.93	\$75.93	\$77.07	\$77.07	\$77.07	\$78.23	\$78.23	\$79.40
LPN CLINIC	\$23.91	\$24.81	\$25.70	\$26.58	\$27.44	\$28.26	\$29.04	\$29.77	\$30.46	\$31.07	\$31.69	\$32.33	\$32.91	\$33.48	\$33.48	\$33.98	\$33.98	\$33.98	\$34.49	\$34.49	\$35.00
PATIENT CARE COORDINATOR	\$18.64	\$19.34	\$20.04	\$20.73	\$21.40	\$22.05	\$22.65	\$23.22	\$23.76	\$24.23	\$24.71	\$25.20	\$25.66	\$26.10	\$26.10	\$26.49	\$26.49	\$26.49	\$26.89	\$26.89	\$27.29
RADIATION THERAPIST	\$43.22	\$44.84	\$46.46	\$48.06	\$49.62	\$51.11	\$52.51	\$53.82	\$55.08	\$56.18	\$57.31	\$58.46	\$59.51	\$60.53	\$60.53	\$61.44	\$61.44	\$61.44	\$62.36	\$62.36	\$63.29
RADIATION THERAPY ASSISTANT	\$18.64	\$19.34	\$20.04	\$20.73	\$21.40	\$22.05	\$22.65	\$23.22	\$23.76	\$24.23	\$24.71	\$25.20	\$25.66	\$26.10	\$26.10	\$26.49	\$26.49	\$26.49	\$26.89	\$26.89	\$27.29
RN CLINIC	\$35.36	\$36.68	\$38.01	\$39.32	\$40.60	\$41.82	\$42.97	\$44.04	\$45.08	\$45.98	\$46.90	\$47.85	\$48.71	\$49.54	\$49.54	\$50.28	\$50.28	\$50.28	\$51.03	\$51.03	\$51.80

**Ratification + 2 Year Schedule**

	Base	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
DOSIMETRIST II	\$62.11	\$64.44	\$66.76	\$69.07	\$71.31	\$73.45	\$75.47	\$77.36	\$79.18	\$80.76	\$82.37	\$84.01	\$85.53	\$86.98	\$86.98	\$88.29	\$88.29	\$88.29	\$89.62	\$89.62	\$90.96
DOSIMETRIST I	\$55.70	\$57.79	\$59.87	\$61.94	\$63.95	\$65.86	\$67.68	\$69.38	\$71.01	\$72.43	\$73.88	\$75.36	\$76.71	\$78.02	\$78.02	\$79.19	\$79.19	\$79.19	\$80.38	\$80.38	\$81.58
LPN CLINIC	\$24.57	\$25.49	\$26.41	\$27.31	\$28.19	\$29.04	\$29.84	\$30.59	\$31.30	\$31.92	\$32.56	\$33.22	\$33.82	\$34.40	\$34.40	\$34.91	\$34.91	\$34.91	\$35.44	\$35.44	\$35.96
PATIENT CARE COORDINATOR	\$19.15	\$19.87	\$20.59	\$21.30	\$21.99	\$22.66	\$23.27	\$23.86	\$24.41	\$24.90	\$25.39	\$25.89	\$26.37	\$26.82	\$26.82	\$27.22	\$27.22	\$27.22	\$27.63	\$27.63	\$28.04
RADIATION THERAPIST	\$44.41	\$46.07	\$47.74	\$49.38	\$50.98	\$52.52	\$53.95	\$55.30	\$56.59	\$57.72	\$58.89	\$60.07	\$61.15	\$62.19	\$62.19	\$63.13	\$63.13	\$63.13	\$64.07	\$64.07	\$65.03
RADIATION THERAPY ASSISTANT	\$19.15	\$19.87	\$20.59	\$21.30	\$21.99	\$22.66	\$23.27	\$23.86	\$24.41	\$24.90	\$25.39	\$25.89	\$26.37	\$26.82	\$26.82	\$27.22	\$27.22	\$27.22	\$27.63	\$27.63	\$28.04
RN CLINIC	\$36.33	\$37.69	\$39.06	\$40.40	\$41.72	\$42.97	\$44.15	\$45.25	\$46.32	\$47.24	\$48.19	\$49.17	\$50.05	\$50.90	\$50.90	\$51.66	\$51.66	\$51.66	\$52.43	\$52.43	\$53.22

**Ratification + 3 Year Schedule**

	Base	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
DOSIMETRIST II	\$63.82	\$66.21	\$68.60	\$70.97	\$73.27	\$75.47	\$77.55	\$79.49	\$81.36	\$82.98	\$84.64	\$86.32	\$87.88	\$89.37	\$89.37	\$90.72	\$90.72	\$90.72	\$92.08	\$92.08	\$93.46
DOSIMETRIST I	\$57.23	\$59.38	\$61.52	\$63.64	\$65.71	\$67.67	\$69.54	\$71.29	\$72.96	\$74.42	\$75.91	\$77.43	\$78.82	\$80.17	\$80.17	\$81.37	\$81.37	\$81.37	\$82.59	\$82.59	\$83.82
LPN CLINIC	\$25.25	\$26.19	\$27.14	\$28.06	\$28.97	\$29.84	\$30.66	\$31.43	\$32.16	\$32.80	\$33.46	\$34.13	\$34.75	\$35.35	\$35.35	\$35.87	\$35.87	\$35.87	\$36.41	\$36.41	\$36.95
PATIENT CARE COORDINATOR	\$19.68	\$20.42	\$21.16	\$21.89	\$22.59	\$23.28	\$23.91	\$24.52	\$25.08	\$25.58	\$26.09	\$26.60	\$27.10	\$27.56	\$27.56	\$27.97	\$27.97	\$27.97	\$28.39	\$28.39	\$28.81
RADIATION THERAPIST	\$45.63	\$47.34	\$49.05	\$50.74	\$52.38	\$53.96	\$55.43	\$56.82	\$58.15	\$59.31	\$60.51	\$61.72	\$62.83	\$63.90	\$63.90	\$64.87	\$64.87	\$64.87	\$65.83	\$65.83	\$66.82
RADIATION THERAPY ASSISTANT	\$19.68	\$20.42	\$21.16	\$21.89	\$22.59	\$23.28	\$23.91	\$24.52	\$25.08	\$25.58	\$26.09	\$26.60	\$27.10	\$27.56	\$27.56	\$27.97	\$27.97	\$27.97	\$28.39	\$28.39	\$28.81
RN CLINIC	\$37.33	\$38.73	\$40.13	\$41.51	\$42.87	\$44.15	\$45.36	\$46.49	\$47.59	\$48.54	\$49.52	\$50.52	\$51.43	\$52.30	\$52.30	\$53.08	\$53.08	\$53.08	\$53.87	\$53.87	\$54.68

# THE UNION DIFFERENCE

**As a union member, you have certain rights at your workplace:**

## A Voice at Work

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Because you have a union, you have a voice at work. A negotiating committee of union members and staff negotiate with management—as equals—over wages, benefits, working conditions, and other issues. The union committee pushes for the issues that union members choose. The result of negotiations is a proposed contract which members vote on before it takes effect.

## Right to Union Representation

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Every union member has the right to union representation during an investigatory interview that could lead to discipline. This is called your “Weingarten” right, after a Supreme Court case which established the right to representation.

## Just Cause for Discipline

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The just cause provision in your union contract ensures you have due process in cases of discipline. The just cause standard is a well-defined set of legal rules that involve several different “tests” of a disciplinary action. The tests of just cause provide considerable protection against retaliation, discrimination, or other unfair actions.

## The Security of a Union Contract

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As a union member, your wages and working conditions are spelled out in writing in a legally-binding union contract. You are not alone at the workplace—instead, you have the security of knowing that your rights are protected by your union contract and backed up by the 50,000 other members of UFCW 3000.

## Union Leadership

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UFCW 3000 leadership is provided by the member-elected Executive Board. The Executive Board is made of rank-and-file UFCW 3000 members from diverse workplaces, income levels and backgrounds.

# My Shop Steward is:

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# My Union Rep is:

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*Building a powerful Union that fights for economic,  
political and social justice in our workplaces  
and in our communities.*

**Seattle:** 5030 First Ave S, Suite 200, Seattle, WA 98134-2438

**Mt. Vernon:** 1510 N 18th St, Mt Vernon, WA 98273-2604

**Des Moines:** 23040 Pacific Hwy S, Des Moines, WA 98198-7268

**Silverdale:** 3888 NW Randall Way, Suite 105, Silverdale, WA 98383-7847

**Spokane:** 2805 N Market St, Spokane, WA 99207-5553

**Spokane:** 1719 N Atlantic St., Spokane, WA 99205

**Tri-Cities:** 2505 Duportail St, Suite D, Richland, WA 99352-4079

**Wenatchee:** 330 King St, Suite 4, Wenatchee, WA 98801-2857

**Yakima:** 507 S 3rd St, Yakima, WA 98901-3219

[WWW.UFCW3000.ORG](http://WWW.UFCW3000.ORG)

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**UFCW3000**

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