

Agreement by and between

UFCW 21 and Providence Sacred Heart Medical Center



Technical

Effective 3/15/2021 - 12/31/2023



YOUR VOICE, YOUR UNION, YOUR CONTRACT

About UFCW 21

UFCW 21 is a large, strong, progressive, and diverse union, representing more grocery workers, retail workers, and professional and technical health care workers than any other union in the state.

With over 46,000 members united, we have the power and resources to take on tough employers, represent members on the job, raise standards in our industries, and support laws that make a difference for working families.

My Union Representative:

My Union Steward:

With a union you and your co-workers have a voice in decisions about your work life—wages, benefits, holidays and vacations, scheduling, seniority rights, job security, and much more. Union negotiations put us across the bargaining table from management—as equals.

A negotiating committee of your co-workers and union staff negotiated this contract. How does the negotiating committee know what issues are important? Union members tell us. The issues raised in contract surveys and proposal meetings help us decide what to propose in contract negotiations. Stewards and union representatives report on issues that arise on the job, talking with members about grievances, problems, and needs. They have a hands-on sense of what the issues are.

The more that union members stand together and speak out with one voice, the stronger the contract we can win. A contract can only take effect after union members have a chance to review the offer and vote on it.

A union is as strong as its members. It's no secret—an active and united membership means a stronger union—which means a better contract.

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This Agreement is made and entered into by and between PROVIDENCE SACRED HEART MEDICAL CENTER, Spokane, Washington, hereinafter referred to as the "Employer", "PSHMC", or the "Medical Center," and UFCW LOCAL 21, chartered by the United Food And Commercial Workers International Union, hereinafter referred to as the "Union".

PURPOSE

The purpose of this Agreement is to set forth the understanding reached between the parties with respect to wages, hours of work and other terms and conditions of employment. An additional objective of this agreement is to facilitate the achievement of the mutual goal of providing improved patient care by fostering and establishing (a) equitable employment conditions, (b) an orderly system of employer-employee relations which will facilitate joint discussions and cooperative solutions to mutual problems, and (c) mutual respect, trust and professionalism that encourages open communication and allows for patient advocacy and promotion of quality patient care with the support of management.

ARTICLE 1 - RECOGNITION

1.1 The Employer recognizes the Union as the sole and exclusive bargaining representative for all full-time, part-time and supplemental technical employees of Providence Sacred Heart Medical Center, located at 101 West 8th Avenue, designated by the classifications set forth in the attached wage schedules, and as certified by the National Labor Relations Board in Case No. 19-RC-14172; excluding all guards, supervisors, managers, confidential employees, temporary employees, and all other employees.

1.2 The Employer will advise the Union if it establishes any new technical job classifications appropriate to this bargaining unit.

ARTICLE 2 - UNION MEMBERSHIP AND REPRESENTATION

2.1 Union Membership. All employees covered by this Agreement, who are now members or voluntarily become members of the Union shall, as a condition of employment, upon the effective date, remain members in good standing in the Union. "In good standing," for the purposes of this Agreement, is defined as the tendering of union dues on a timely basis.

It shall be a condition of employment that all employees covered by this Agreement who are hired on or after its effective date shall, on the thirtieth (30th) day following the beginning of such employment, become and remain members in good standing in the Union.

Employees who fail to comply with this requirement shall be discharged by the Employer within thirty (30) calendar days after receiving written notice from the Union, unless the employee fulfills the membership obligation set forth in this Agreement. Union membership applications and payroll deduction cards will be distributed to each new employee during orientation. The Employer will notify employees of the membership requirement at time of hire.

2.1.1 Any employee who is a member of and adheres to established and traditional tenets of a bona fide religion, body or sect which has historically held conscientious objections to joining or financially supporting labor organizations shall not be required to join or financially support the

Union as a condition of employment. In the alternative, the employee will be required to pay a monthly amount equal to the Union membership fee to a 501(3) charitable organization. This alternative must be declared in writing by the employee.

2.2 Dues Deduction. During the term of this Agreement, the Employer shall deduct dues and/or fees each pay period from the pay of each member of the Union who voluntarily executes a wage assignment authorization form. When filed with the Employer, the authorization form will be honored in accordance with its terms. 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 employee 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.

2.3 Bargaining Unit Information - Employee Roster. Upon the signing of this Agreement, on a monthly basis, the Employer shall supply to the Union an up-to-date list of all employees covered by this Agreement. The list shall include the name, address, telephone number, classification, the last four digits of the Social Security number, date of hire, hourly rate of pay, gross monthly earnings, and budgeted hours for each employee. This report will be provided to the Union by the 7th day of any month (If the 7th day falls on a weekend, then the report will be due the following Monday). Each month the Employer shall also send a list of those employees covered by this Agreement who were hired or terminated during that month with the same information as required above in this section. The Union will maintain the confidentiality of this information provided. The Union and each employee subject to this Agreement hereby indemnifies and agrees to hold the Employer harmless from all claims, demands, suits or other forms of liability that may arise against the Employer from the release of this information.

2.4 Access to Premises - Union Staff. Authorized representatives of the Union may have access at reasonable times to those areas of the Employer's premises which are open to the general public for the purpose of investigating grievances and contract compliance. Union representatives shall not have access to employee lounges, departments, units, work areas or other patient care areas unless advance approval has been obtained from the Director of Human Resources or designee. Requests will not be unreasonably denied. This limited right of access to the Employer's premises shall be subject to the same general rules applicable to other non-employees and shall not interfere with or disturb employees in the performance of their work during working hours and shall not interfere with or provide any distraction to patient care, patient families, or the normal operation of the Medical Center. The Union representative shall notify the Director of Human Resources or designee upon leaving the premises.

2.5 Shop Stewards. Employees shall have the right to select Shop Stewards from among members of the bargaining unit. The Shop Stewards shall not be recognized by the Employer until the Union has given the Medical Center written notice of the selection. Unless otherwise agreed to by the Employer, the investigation of grievances, grievance meetings and other Union business shall be conducted during non-working times, (e.g. breaks, meal periods and before or after shift) and shall not interfere with the work of other employees, or provide any distraction to patient care, patient families or the normal operations of the Medical Center.

2.5.1 When Management and the Union mutually agree to the attendance of a Shop Steward(s) for restructuring projects, layoff meetings or other joint projects, up to two (2) Shop Stewards or designees shall be paid at their straight time rate of pay for such attendance.

2.6 Bulletin Board. A bulletin board in a prominent location on the Main Floor, L-1, L-2 and L-3 shall be designated for the use of the bargaining unit. The Union may post/deposit local unit meeting notices/information on bulletin boards and small pre-approved boxes located in nursing units/departments as set forth in Appendix D. Information placed on the bulletin boards shall not exceed standard legal size. All materials posted must be dated, signed by a designated union representative, and approved by the Human Resources Department prior to the posting. Requests will not be unreasonably denied. The Union and each bargaining unit employee agree to limit the posting of Union materials to these designated bulletin boards. See list of "Bulletin Board Locations" in Appendix D at the back of this contract.

2.7 Contract and Job Descriptions. The Employer will give each newly hired employee a copy of this Agreement and a copy of the employee's job description upon request. The Union will provide copies of this Agreement to the Employer. Additional copies of this Agreement, provided by the Union, shall be available in the Human Resources Department.

2.8 New Hire Orientation. The Union may use the Employer's facilities for the purpose of introducing new employees to the Union. Newly hired employees will attend a presentation by a designated shop steward as a part of their orientation. Such presentation will be on the shop steward's non-paid time. Non-paid time will include breaks. Release of the shop steward for such presentation shall not jeopardize patient care or the operations of the department. The length of this presentation will not exceed thirty (30) minutes.

2.9 Meeting Rooms. Subject to Medical Center policy, the Union shall be permitted to use designated premises of the Hospital for meetings of the bargaining unit, provided sufficient advance request for meeting facilities is made to the designated administrator and space is available.

2.10 Negotiations. Subject to overall business considerations, supervisors will make a good faith effort to release negotiation team members for contract negotiations. This time off work will be considered leave without pay unless the employee elects to take PTO. The employees on the negotiation team who do not use PTO to cover the bargaining date may submit the number of hours spent at the table for the purpose of seniority accrual. UFCW agrees to prepare a list with the total hours for each employee to be presented to HR.

2.11 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 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 minimum contribution must be at least one dollar (\$1) per pay period. The amount deducted and a roster of each employee authorizing assignment of wages will be transmitted to the Union. The Union and each employee authorizing the assignment of wages for payment of the voluntary political action contributions to the Union's Active Ballot Club hereby undertake to indemnify and hold the employer harmless from all claims, demands, suits and other liability that may arise against the employer for or on account of any deduction made from the wages of such employee. The parties recognize that the Union is obligated under the Federal Election Campaign Act (FECA) to reimburse the Employer for its reasonable cost of administering the check off in the parties' Collective Bargaining Agreement. The Employer and the Union agree that one-quarter of one percent (.25%) of all amounts checked off is a reasonable amount to cover the Employer's cost of administering this check off. Accordingly, the parties agree that the Employer will retain one-quarter of one percent (.25%) of all amounts deducted pursuant to this check off provision to reimburse the Employer for its reasonable costs of administering the check off.

ARTICLE 3 - MANAGEMENT RIGHTS

The Union recognizes that the Employer has the obligation of serving the public with the highest quality of patient care, efficiently and economically, and meeting medical emergencies. Therefore, subject to the express terms and conditions of this Agreement, the management of the Medical Center and the direction of the work force, including the right to hire, classify, orient, train, assign, transfer, float, promote, suspend, discharge, maintain discipline, order and efficiency of its employees, and the right to relieve employees from duty due to lack of work, low census conditions or for other reasons; the right to require reasonable overtime work of employees; the right to promulgate, revise and modify rules, regulations and personnel policies; the right to determine the nature and extent to which the Medical Center shall be operated and to change such methods or procedures, including the use of new equipment or facilities; the right to establish and change job assignments, work schedules and standards of performance; the right to determine staffing requirements and staffing ratios; the right to determine the starting time for each shift; and the right to extend, limit, curtail or contract out its operations, including the right to utilize the services of registry/agency personnel, is vested exclusively in the Employer. The Union recognizes that the above statement of management rights is for illustrative purposes only and should not be construed as restrictive or interpreted so as to exclude those prerogatives not mentioned which are inherent to the management function. All matters not covered by the specific provisions 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 4 - DEFINITIONS

4.1 Probationary Period. The first three (3) months of employment shall be a probationary period. After three months (3) of continuous employment, the employee shall be considered a regular status employee unless otherwise specifically advised in writing by the Employer. An employee shall be entitled to seniority rights after completing the probationary period, where upon seniority shall be retroactive to the employment date. During the probationary period an employee may be terminated without notice or cause and without recourse to the grievance procedure.

4.2 Full-Time Employee. An employee who has successfully completed the required probationary period and who is employed in a position of forty (40) hours per week, eighty (80) hours in a fourteen (14) day period or an employee who is employed in a position of three twelve (12) hour shifts per week (36 hours) shall be considered a full-time employee.

4.3 Part-Time Employee. An employee who has successfully completed the required probationary period and who is employed in a position for less than forty (40) hours per week or eighty (80) hours per pay period.

4.4 Supplemental Employee. An employee hired to augment the regular work force in the event of an emergency or other temporary business need, to relieve regular employees because of illness, leave of absence or other absenteeism, or to work during holidays and vacation periods. Supplemental employees may be eligible for time off and/or other benefits in accordance with federal, state, and municipal law, and/or the terms and conditions of any applicable plan documents. Supplemental employees shall be subject to departmental availability guidelines and competency requirements. All supplemental employees will be required to sign a supplemental staff schedule form.

4.5 Temporary Employee. An employee who is hired for a definite continuous limited period of time, not to exceed a total of six (6) months, unless agreed to by the Union and the Employer.

Temporary employees shall be ineligible for benefits. In the event a temporary employee is transferred to a regular status position with no break in service, the employee's anniversary date for benefit purposes will be established as the beginning of the temporary employment assignment. The employee will be subject to a probationary period (4.1) upon transfer to a regular position.

4.6 Anniversary Date. An employee's most recent date of hire.

4.7 Adjusted Anniversary Date. An employee transferring from a Providence Services Organization to the Medical Center will receive an adjusted anniversary date to recognize previous service at that organization for purposes of benefit accrual and prior unused sick leave.

4.8 Regular Status. Regular status is defined as any full-time or part-time employee who has satisfactorily completed the required probationary period (4.1).

4.9 Preceptor. A preceptor is an experienced employee, currently competent in the specific duties in which the new employee is being trained, who has completed the Medical Center's preceptor training program and is proficient in clinical teaching and communication skills. The preceptor is assigned specific responsibility for planning, organizing, teaching and evaluating the skill development of a new employee or cross training an employee(s) to a new unit or if necessary a new skill or skill set. The employee is enrolled in a defined preceptor program, the parameters of which have been set forth in writing by the Employer. Inherent in the preceptor role is the responsibility for specific, criteria-based and goal-directed education, training and documentation of the trainee's progress for a specific training period. The period in which the new staff member is "precepted" is defined as the identified period of time for planned and supervised learning experiences in which the new employee is not expected to perform independently. The preceptor evaluates the new employee's competence in critical thinking ability as well as assessment and technical skills during this time period. Department management will determine the need for a preceptor program and the selection of the preceptors. If it is determined to have a preceptor program in a department, managers and staff of the department will collaborate to develop the criteria for the preceptor program. Preceptors will be assigned on a voluntary basis to the extent possible, but all new employees will be precepted through completion of all competencies required by the job description for the job classification under which the new employee was hired.. Preceptor pay will be paid during the initial training period for precepting a new staff member or for the cross training or specialty skill training of another staff member who is not counted for purposes of determining staffing on that shift and for training other employees as designated by management. Time periods in which preceptors are provided may differ based on the defined preceptor program of the department and from role to role. When assigning responsibilities requiring the preceptor role and functions, the Medical Center will only assign a staff member who has completed preceptor training unless no preceptor-trained employee is available.

It is understood that employees, in the ordinary course of their responsibilities, will be expected to participate in the general orientation process of new employees including unit/department-specific orientation checklists, equipment operation, processes and procedures. General orientation also includes the provision of informational assistance, support and guidance to the new employee including assessment of the new employee's initial level of competence.

4.10 Lead Employee. An employee who is assigned delegated operational/coordination activities by the manager for a limited period of time of two (2) or more hours in a day. Specific lead responsibilities will be defined by the department.

4.11 Regular Rate of Pay. The regular rate of pay shall be defined to include the employee's hourly wage rate (including the wage premium in lieu of benefits, if applicable), plus shift differential if the evening or night shift is a permanent assignment, and lead pay when the employee has a regular (designated) lead position.

ARTICLE 5 - EMPLOYMENT PRACTICES

5.1 Job Posting. Regular job openings in the bargaining unit shall be posted on the internet for five (5) days. Employees in that job classification will be sent an email notification of the posting at or about the time of posting. The requirements for the job (including any required registrations, licenses, certifications, etc.) shall be included in the posting. In the selection process, the Employer will select the most highly qualified applicant for the job. Where qualifications are considered by the Employer to be equal, the senior full-time or part-time employee applying for such job will be given preference. For purposes of this Agreement, the term "qualified" is herein defined to include such factors as skill, competence, ability, experience, attendance/punctuality (excluding any absences covered by FMLA or Worker's Compensation) record and documented past performance, in the judgment of the Employer, which shall not be exercised in a manner that is arbitrary or capricious.

5.1.1 Supplemental Employees. In the filling of regular full-time or part-time vacant positions, supplemental employees will be given consideration over outside applicants based on their supplemental seniority where qualifications are considered by the Employer to be equal.

5.1.2 Trial Period. Any employee selected for a new position will be subject to a ninety (90) day trial period. The employee, will, when deemed appropriate, receive training in order to achieve clearly defined goals specific to their new position to help to assure success. If the employee is unable to successfully perform the duties of the position during the trial period in management's opinion based on established job criteria and, if the employee is otherwise in good standing, the employee will be returned to the employee's prior position if the employee's former position is still vacant; otherwise the employee will be laid off and will be eligible for recall (6.6) to the employee's prior position, or similar classification if qualified at the first available opening.

5.1.3 Ineligibility, Other Job Openings. Upon being selected for a new position, an employee shall be ineligible for other job openings for a period of six (6) months, unless otherwise agreed to by the Employer.

5.1.4 Transferring into a New Position. A good faith effort will be made by management to enact a position transfer within an eight (8) week period from the date the employee accepted the position. Should this not be accomplished within an eight (8) week period, the employee will be paid an additional dollar (\$1) per hour beginning the first day of the ninth week until such transfer is completed.

5.2 Evaluations. The Employer shall maintain an evaluation system, which provides for employee evaluations on a probationary and annual basis. The employee will be given a copy of the evaluation, if requested. Employees will be required to sign the evaluation acknowledging receipt thereof. Employees will be given the opportunity to provide a written response to the evaluation, which will be retained with the evaluation in the employee's personnel file.

5.2.1 **Peer Evaluations.** Participation in a peer evaluation process is optional as outlined:

- The employee being evaluated may elect to request input from peers on their work performance.
- If the employee seeks peer input, they may elect to have the information returned directly to the employee.
- The employee is not required to share this peer input with their manager.
- This peer review input will not be placed in the employee's personnel file.

Peer evaluations are voluntary, however, this understanding does not preclude management from seeking additional co-worker input for evaluation purposes. If requested, the manager will advise the employee as to who had input into the employee's evaluation.

5.3 Personnel Files Access. The Employer shall provide employees access to their personnel files by appointment, subject to the deletion of third party reference material. Such files will be reviewed by the employee with a representative of the Human Resources Department or the department manager or designee in attendance.

5.4 Notice of Resignation. Employees are encouraged to give at least twenty-one (21) days advance notice of resignation and shall be required to give at least fourteen (14) days' written notice of resignation. Failure to give the required fourteen (14) day notice shall result in loss of paid time off (PTO) benefits that have accrued and the employee may not be eligible for rehire. The Employer will give consideration to situations that would make such notice by the employee impossible.

5.5 Discipline/Discharge. No employee shall be disciplined or discharged except for just cause. The Employer, however, reserves the right to discharge any employee deemed to be incapable or incompetent. The Employer shall be the sole judge of the employee's capability and competence; provided, however, that such judgment shall be exercised in good faith and based upon established job criteria. Employees shall receive a copy of all written warnings. Employees shall be required to sign and date the written warning for the purpose of acknowledging receipt thereof. After two (2) years, if no further disciplinary action is applied, the employee may request written notices be removed from his/her file. Any removal of material from the personnel file shall be at the sole discretion of the Employer. If the employee disagrees with the Employer's decision not to remove such material, Human Resources will provide the employee and the Union with written justification for its decision within two weeks.

5.5.1 **Progressive Discipline.** The Medical Center will use progressive discipline when appropriate. Progressive discipline is defined as:

First written warning (given to the employee and a copy placed in the employee's personnel file).

Second written warning (given to the employee and a copy placed in the employee's personnel file).

Suspension Without Pay. (Optional)

Discharge.

The above step to be initiated will depend on the nature and seriousness of the performance incident.

5.6 Equal Opportunity. The Employer and the Union agree that, except as permitted by law, there shall be no discrimination against any employee or applicant for employment because of race, color,

creed, national origin, religion, sex, gender or gender identity, age, handicap, marital status, sexual orientation or Union membership unless any one of the foregoing factors constitutes a bona fide occupational qualification.

5.7 Re-employment. Employees who are rehired within twelve (12) months of voluntary termination shall be re-employed at their prior step on the wage scale with prior levels of benefit accrual and seniority being reinstated.

5.8 Budgeted Hours. Full-time and part-time employees will be hired for a specific budgeted position and will not be scheduled above their budgeted hours without mutual agreement between the employee and the supervisor.

5.8.1 Status Review. Part-time employees continuously working above their budgeted hours, or supplemental staff who have been working on a regular basis for over a four (4) month period may request an objective, good faith review with their manager and Director of Human Resources to determine if a position or additional hours should be posted. The Human Resources Department will provide an update about the status of this review within twenty-one (21) calendar days. The Director of Human Resources and/or his/her designee will, in good faith, work to complete the review as expeditiously as possible; the Employer agrees to provide the final results with 45 calendar days from the start of the investigation. This review shall not apply when these additional hours/days are assigned to special projects, training, covering posted vacant positions, vacation coverage, coverage for sick leave, and leaves of absence.

5.9 Contracting Out. The term "contract out" is defined as a practice whereby the Employer hires another firm to do work that had previously been done within the organization by existing bargaining unit employees. The work may be done by the new firm either inside the organization or at another site.

Prior to reaching a final determination to contract out work that had previously been done within the organization by existing bargaining unit employees, the Medical Center agrees to meet with the Union to discuss the Medical Center's assessment and consider the feasibility of creating and/or implementing alternatives to the contracting that would satisfy its primary business needs. This agreement to meet for purposes of further review and consideration of alternatives is not intended to create a duty to bargain that would not otherwise exist. Such discussions will be concluded within thirty (30) working days from the date the Medical Center advised the Union that a decision to subcontract is likely.

The Employer agrees to give at least eighty (80) days' notice to the Union of any decision to contract out which will result in the elimination of existing bargaining unit employee(s). Upon request by the Union, the Employer agrees to meet on an expedited basis to discuss the implications of the decision.

In the event the Medical Center decides to contract out a service which will result in the elimination of bargaining unit positions, the Medical Center will make a good faith effort to obtain preferential hiring opportunities with the contracting entity for affected employees. Regardless whether the employee obtains employment with the contracting firm, the Medical Center will provide severance to such employees pursuant to Article 6.8 Severance Pay. Preferential hiring commitments include first consideration over other qualified candidates for positions created as a result of the contract and favorable treatment of such employment conditions as FTE status, rate of pay, credit for seniority, PTO/EIT, and medical/dental/vision insurance.

5.10 Staffing. Proper staffing to meet the needs of the patients is a concern both parties share. If an employee is concerned about the level of staffing for their assignment on their unit/department or if an

employee can no longer function with reasonable skill and safety due to fatigue from extra hours worked, the employee should first speak with their immediate supervisor. The employee may submit a Staffing and Work Assignment Concern form and route according to the instructions on the form. The Union may request that Staffing and Work Assignment Concern forms be reviewed in Conference Committee.

If three or more Staffing and Work Concern Assignment forms are submitted to the Conference Committee on the same shift and unit within a six month time frame, the Conference Committee may recommend referring the concern to the Unit Based Council. The Unit Based Council will provide the outcome and recommendation back to the Conference Committee within 60 days.

If no resolution is forthcoming from the Unit Based Council, either party may request an expedited review of the issue by the Department Head or designee, Human Resources, a UFCW representative and one shop steward.

ARTICLE 6 - SENIORITY, LAYOFF & RECALL, LOW CENSUS

6.1 Seniority Defined. Seniority is defined as a full-time or part-time employee's continuous length of service based on total hours compensated (excluding standby hours) in the bargaining unit from the most recent date of hire. For PTO scheduling, seniority shall be determined by date of hire in the bargaining unit. Seniority shall not apply until an employee has completed the required probationary period. Upon satisfactory completion of the probationary period, the employee will be credited with seniority from most recent date of hire.

6.1.1 Employees outside the bargaining unit who transfer back into the bargaining unit without a break in service shall, after return to the bargaining unit, be credited with previously accrued bargaining unit seniority.

6.1.2 Supplemental employees shall accrue supplemental seniority based on hours worked. Supplemental seniority shall be limited to applying for vacant positions (5.1.1). If a supplemental employee obtains a regular position, all previously accrued supplemental seniority shall be credited for seniority purposes in the regular position.

6.2 Layoff/Reassignment Defined. Layoff is defined as a mandatory permanent or prolonged reduction (1) in an employee's budgeted hours, or (2) in the number of bargaining unit employees employed by the Medical Center. Reassignment is defined as a mandatory change of shift and/or unit/department, without a mandatory reduction in budgeted hours, for an indefinite period of time.

6.3 Layoff/Reassignment Procedure. Layoffs and reassignments shall be by job group (Appendix B) within a unit/department and shift. In the event of a layoff or reassignment, the process shall be accomplished by a reduction of the least senior employee(s) on the affected unit/department and shift subject to the following considerations. Seniority shall be the determining factor when such factors as skills, competence, qualifications and experience are considered to be equal in the opinion of the Employer. For purposes of this Agreement, the Employer shall be the sole judge of the qualifications, competence and efficiency of its employees, providing that such judgments are based on established criteria and are not arbitrary or capricious. For purposes of this section, an employee will be considered to have equal skills if, in the Employer's opinion, the employee could function independently at acceptable performance levels with up to three (3) weeks (120 hours) of orientation. If an employee has not achieved a satisfactory level of performance in the opinion of the Employer after completing up to

three (3) weeks (120 hours) of orientation to the position, the employee may be subject to layoff and placement on the recall roster.

The Union and affected regular employees shall receive at least fourteen (14) days notice of the impending layoff/reassignment. Following the reassignment/layoff process affected employees will receive a minimum of seven (7) days notice or pay in lieu thereof as determined by the Employer, prior to the change of assignment or layoff.

Reassignment/layoff will occur in the following order:

1. Temporary and probationary employees.
2. Regular employees.

Note: Regular employees subject to layoff will be given preference for available shifts over supplemental staff or travelers.

Any reassigned or displaced employee affected by the reassignment process will be given the following options based on seniority:

1. Review vacant positions and may elect any vacant position, on any shift; or
2. Bump/displace the least senior comparable position; if none then
3. Bump/displace the least senior employee on same shift with less or greater hours; or
4. Bump/displace the least senior staff with equivalent hours on remaining shifts; if none then
5. Bump/displace a less senior employee on low seniority list with equal, less or greater hours.

Definitions:

Equivalent hours per pay period:

70-80, 50-69, 40-49

Comparable position = same shift and equivalent hours

6.4 Low Seniority List. The low seniority list consists of the least senior employees in a job group who comprise twenty percent (20%) of the job group, or ten employees, whichever is less, plus any posted positions. When more than one (1) employee more senior than the low seniority list has been laid off in a job class, each employee will have a full low seniority list in which to choose positions. Any employee identified for layoff who is on the low seniority list and any employee who has been displaced by another employee pursuant to the above process may take the posted job (5.1) or displace the position of the least senior employee on the low seniority list provided the employees possess equal skills, competence, qualifications, and experience in the opinion of the Employer. For purposes of this section, an employee will be considered to have equal skills if, in the Employer's opinion, the employee could function independently at acceptable performance levels with up to three (3) weeks (120 hours) of orientation. If an employee has not achieved a satisfactory level of performance in the opinion of the Employer after completing up to three (3) weeks (120 hours) of orientation to the position, the employee may be subject to layoff and placement on the recall roster.

6.5 Reallocation of Staff. Reallocation of staff may occur when restructuring of the budgeted hours on an existing unit or department occurs, when a unit or department changes clinical focus, when two or more units or departments merge, or when the staff mix ratio of a unit or department is substantially restructured. If this process is elected by the Employer, the Employer will determine the number of full-time and part-time positions (budgeted hours) by shift required for the new or restructured unit or department. A listing of the budgeted hours for each shift on the new/restructured

unit or department, including any qualification requirements, shall be posted on the unit or department for at least fourteen (14) days. By the end of the posting period, each employee shall have submitted to the Employer a written list which identifies and ranks the employee's preferences for all available positions (first to last). Based on these preference lists, the Employer will assign employees to positions on the new/restructured unit or department based on seniority, providing skills, competence, qualifications and experience are considered equal in the opinion of the Employer. Employees who are not assigned a comparable position (same shift and budgeted hours) in the new or restructured unit or department shall be eligible for the layoff/reassignment procedure (6.3).

6.6 Recall. Employees on layoff status shall be placed on a reinstatement roster for a period of twelve (12) months from the date of layoff. Employees on the reinstatement roster shall be regarded as applicants for the posted job together with other internal applicants. The posted job will be filled in accordance with the provisions of Section 5.1.

6.7 Termination. Seniority shall terminate upon cessation of the employment relationship; for example, discharge, resignation (subject to 5.4), retirement, failure to return from an approved leave of absence, refusal to accept a comparable position when offered by the Employer while on layoff, after twelve (12) consecutive months of layoff, or failure to comply with specified recall procedures.

6.8 Severance Pay. An employee who is laid off will be provided severance pay under one of the following conditions:

1. The employee does not receive a comparable employment opportunity and subsequent offer of continued employment at PSHMC through the reassignment/lay off procedure, or the employee does not receive a comparable employment opportunity and subsequent offer of employment from a PSHMC affiliate within a 50-mile radius.
2. One week for each year of service with a minimum of 2 weeks and a maximum of 20 weeks. Calculation of the "year of service" will be determined by the Employer. Each week of severance pay will be based on their current budgeted hours per week.

Medical, dental, vision insurance coverage and any other benefits to which the employee is legally entitled will continue through the end of the month in which the employee's employment ends..

The calculation for severance pay will be based on the regular rate of pay at the time of layoff plus any certification pay and shift differential. Severance pay will be paid to the employee in a single lump sum payment, based on the calculation described above. In addition to the severance payment, the Medical Center will pay the employee in a lump sum, less normal and legally required withholding and deductions to assist the employee in defraying the cost of continuing health insurance benefits pursuant to the employee's rights under COBRA.

6.9 Low Census. Unanticipated declines in patient care requirements may result in the need to reduce the number of staffed employees. Low census is defined as a decline in patient volume and/or patient care requirements resulting in a temporary employee decrease. It is recognized by the parties that the basic policy shall be to use the low census procedure to accomplish short-term staff reductions in the most cost effective manner. When a reduction in patient care requirements occurs over an extended period, resulting in need for work force reduction or consolidation of services, the layoff procedure (6.3) will be implemented.

6.9.1 Low Census Definitions.

Voluntary Low Census: Low census which the employee takes voluntarily, either by volunteering prior to the shift or volunteering when asked by the Employer. Any extra shift overtime or supplemental overtime is cancelled prior to the Employer granting voluntary low census.

Mandatory Low Census: Low census that is identified by the Employer as mandatory and assigned by the Medical Center to scheduled full-time and part-time staff. Cancellation of agency staff, supplemental and extra shifts is not mandatory low census.

6.9.2 Low Census Procedure. When the Medical Center experiences a decline in patient care requirements that necessitates a temporary decrease in staff, the Employer shall exercise its best efforts to rotate mandatory low census hours equitably on a shift by shift basis within a department/unit, except that it will be by department for MHCs and Respiratory Therapists, subject to employee qualifications and patient care considerations as determined by the Employer.

The Employer may make exceptions to granting voluntary or assigning mandatory low census based on the number, classification, special expertise/skill of staff required to provide adequate coverage to meet the overall patient care requirements/acuity of the Medical Center and overall cost effectiveness.

The low census procedure will be implemented in the following order:

1. The Employer will make a good faith effort to determine if a need/float opportunity exists in another department in the same job classification.
2. Staff scheduled for overtime/premium pay on their non-regularly scheduled shift may be cancelled.
3. On a shift-to-shift basis, voluntary low census days will be granted by the Employer on a designated volunteer list on a first-requested basis for the unit and job classification experiencing the low census. If the employee is not contacted by the Medical Center, the employee is expected to report to work.
4. When low census requires further staffing reductions, the Employer will cancel agency staff, then non-overtime supplemental employees, and finally employees working extra shifts as described in Article 7.9.2 (i.e., scheduled on their normal day off) prior to assigning an employee a mandatory low census. Supplemental employees and employees working extra shifts as described in Article 7.9.2 whose shifts are cancelled due to low census shall be cancelled in an equitable rotation, unless specific skill requirements are needed.
5. An employee will be assigned by the Employer to take mandatory low census on an equitable rotation based on seniority. The maximum amount of mandatory low census per employee for LPNs, Respiratory Therapists and MHCs will not exceed the hourly equivalent of one shift per pay period and with a max of forty-eight (48) hours in a calendar year. For all other job classifications the amount of mandatory low census per employee will not exceed seventy-two hours (72) hours in a calendar year or thirty-six (36) hours in a six month period. (Jan-June: July-Dec).

6. If in any department/unit, the majority of employees are assigned mandatory low census of 48 hours in a six month period ending in June or December, upon request of the Union, a subcommittee of the conference Committee to include committee members and affected department/unit members will meet to discuss alternatives to include voluntary reduction in hours, cross training/floating or a reassignment.
7. An employee assigned a mandatory or granted a voluntary low census pursuant to this section shall be given credit toward seniority, PTO, EIT and insurance benefits. In either case, (voluntary or mandatory) it is the responsibility of the employee to enter this information into the time clock system to assure these benefits will be credited.
8. If an employee has been told not to report for work at the start of a shift but is expected to report to work at a specific time later in that same shift, the employee will be excluded from any further mandatory low census obligation for the remainder of that shift

6.9.3 Low Census Inconvenience Pay.

Assigning Mandatory Low Census/Cancellation of Supplemental/Extra Shifts:

- The Employer will make a good faith effort to contact the employee two (2) hours before the beginning of their shift.
- Two (2) hours of inconvenience pay will be paid at the employee's regular rate of pay if the employee is not given a minimum of one and one half hours (1.5) hours notification when assigned a mandatory low census for their day shift , or their supplemental or extra shift is cancelled, and two hours (2) notification for their evening or night shift, or their supplemental or extra evening or night shift is cancelled.
- Should the Medical Center make a bona fide attempt to notify the employee of assignment of a mandatory low census one and one half (1.5) hours for day shift and two (2) hours in advance of evening or night shift, but is unsuccessful in doing so, this pay provision shall not apply.

Granting Voluntary Low Census:

- If the Medical Center attempts and is unable to contact the employee more than one and one half (1.5) hours for day shift and two (2) hours in advance of evening or night shift, prior to the start of work, the employee will be granted and must take a voluntary low census when reporting to work unless another employee on that unit/department volunteers. Neither employee will be granted inconvenience pay in this case.
- If the Medical Center attempts to contact the employee less than one and one half (1.5) for day shift and less than two (2) hours for evenings or night shift in advance of the start of work but is unsuccessful, the employee must take the voluntary low census if no other employee volunteers on that unit/department. In this case, either employee would receive two (2) hours inconvenience pay.
- If the Medical Center contacts the employee prior to reporting for work, the employee may withdraw the request for the voluntary low census. However, if the employee accepts the voluntary low census, the employee is not eligible for the inconvenience pay.

It shall be the responsibility of the employee to maintain a current telephone number. Failure to do so shall excuse the Medical Center from the notification requirements provided herein.

6.9.4 Low Census Standby Pay. When there is voluntary low census, an employee may be requested by the Employer to volunteer to be on standby. The employee will be advised by the Employer of the hours the employee is on standby and will be paid according to the standby pay and callback provision in this contract.

6.9.5 Low Census Minimum Work. If an employee reports to work and mandatory or voluntary low census or a need to cancel supplemental or extra shifts is determined after the shift start time, the employee will be given the following options:

- (a) If less than two (2) hours worked, receive two (2) hours inconvenience pay, or
- (b) If two (2) hours or more are worked, receive pay for the hours worked.

6.9.6 Voluntary Partial Low Census Day. Employees who agree and are granted a partial low census day will be informed at the time it is granted of the time they are to report to work for the remainder of the shift. Staff on a partial low census day will be given preference for receiving the remainder of their shift off as voluntary low census, if they have less than four (4) hours remaining on their shift.

ARTICLE 7 - HOURS OF WORK

7.1 Basic Work Week. The basic work week shall be forty (40) hours per week or eighty (80) hours in a two-week period.

7.2 Basic Work Day. The basic work day shall be an eight (8) hour shift which consists of eight (8) hours of work to be completed within eight and one-half (8 1/2) consecutive hours, a twelve (12) hour shift which consists of twelve (12) hours of work to be completed within twelve and one-half (12 1/2) consecutive hours, or a ten (10) hour shift which consists of ten (10) hours of work to be completed within ten and one-half (10 1/2) consecutive hours. Employees working sixteen (16) hour shifts will be scheduled and paid for sixteen (16) hours of work, including paid meal periods.

Note: The basic workday referred to in Section 7.2 is intended to include scheduled shifts of less than eight (8) hours in duration.

7.2.1 Variable Shifts. Budgeted variable shifts may be used on a unit/department based on Medical Center staffing needs. In instances in which budgeted variable positions are used, the Medical Center will post positions in accordance to Article 5.1 Job Posting and in accordance with Article 7.9 Schedule Posting. A department's budgeted variable FTEs shall not exceed ten percent (10%) of the department's total FTEs. The Employer will not reallocate existing Full-time day, evening, or night shift employees to variable shift positions, unless mutually agreed upon by the Employer and the employee.

7.3 Innovative Work Schedules. An innovative schedule is defined as a work schedule that requires a change, modification or waiver of any provisions of this Employment Agreement. Written innovative work schedules may be established by mutual agreement between the Medical Center and the employee involved. Prior to the implementation of a new innovative work schedule, the Employer and the Union will review and determine conditions of employment relating to that work schedule. Where

innovative schedules are utilized, the Employer retains the right to revert back to the eight (8) hour day schedule or the work schedule which was in effect immediately prior to the innovative work schedule, after at least four (4) weeks advance notice to the employee.

7.3.1 12 Hour Shifts in Respiratory Therapy. The Hospital currently has both twelve hour shifts and eight hour shifts in respiratory therapy. The twelve hour shifts have been introduced through attrition. The Medical Center has not mandated that any employee move from an eight hour shift to a twelve hour shift, and does not intend to do so at this time. If at a future date, for operational reasons, the Medical Center mandates the transition to all twelve hour shifts, the transition would be treated as a department wide reassignment under Article 6.2.

7.4 No Guarantee. Work days, workweeks and work schedules shall not constitute guaranteed hours of work.

7.5 Weekends Off. The Employer will make a good faith effort to schedule all full-time and part-time employees to be off at least every other weekend. In the event a full-time or part-time employee is required to work on his/her regularly scheduled weekend off, all hours worked will be paid at one and one-half (1 1/2) times the employee's regular rate of pay. This section shall not apply to supplemental employees or to part-time or full-time employees who are hired to work on an every weekend schedule or to those employees who voluntarily request more frequent weekend duty. The weekend shall be defined for premium pay purposes for the first (day) and second (evening) shift personnel, as Saturday and/or Sunday. For third (night) shift personnel, the weekend shall be defined as Friday and/or Saturday nights. A schedule option of two weekends scheduled off out of four successive weekends may be voted on in each unit and shift by majority of vote of staff with management approval. If this schedule option is elected, all hours worked on the regularly scheduled off weekends will be paid at time and one-half (1 1/2) the employee's regular rate of pay. Subject to management approval, employees may request the trading of weekends providing the schedule change does not result in the Employer being liable for premium and/or overtime pay.

7.6 Overtime. All work in excess of a basic work day of eight (8) or more hours in duration and/or an eighty (80) hour two (2) week period must be authorized and shall be compensated for at the rate of one and one-half (1 1/2) times the employee's regular rate of pay. Overtime for the employees working the ten (10) hour work schedule or the twelve (12) hour work schedule shall be compensated at the rate of time and one-half (1 1/2) the employee's regular rate of pay and for all time worked in excess of the ten (10) hour schedule or twelve (12) hour schedule per work day and/or forty (40) hours per week.

When an employee who is scheduled to work an eight (8) or ten (10) hour shift works overtime, all hours beyond twelve (12) consecutive hours worked shall be paid at double time (2x). Double time (2x) will be paid to an employee who is scheduled to work twelve (12) hours for all hours worked beyond twelve (12), provided the overtime extends at least two (2) consecutive hours beyond the end of the normal workday. Overtime for a twelve (12) hour employee of less than two (2) hours will be paid at time and one-half (1 1/2). When an employee is scheduled to work a sixteen (16) hour shift, all hours beyond sixteen (16) hours shall be paid at time and one-half (1 1/2). Double time (2x) will be paid to an employee who is scheduled to work sixteen (16) hours for all hours worked beyond eighteen (18) hours. Once the eighteenth (18th) hour is exceeded, all hours past sixteen (16) hours will be paid at double time (2x).

Overtime must be authorized by the supervisor. The Employer and the Union concur that overtime should be minimized. If the overtime work is needed, when determined to be appropriate, the Employer shall first seek volunteers and make a good faith effort to equitably offer overtime opportunities to

employees currently on duty. If mandatory overtime is required it will be assigned on an equitably rotated basis beginning with the least senior person available. A rotation list for mandatory overtime will be posted in each department and will begin new each calendar year.

7.6.1 Overtime Information to the Union: Upon request, but not more frequently than quarterly, the Employer will provide the union a list of employees who worked overtime to include all overtime hours worked in any requested department.

7.6.2 When a department/unit's overtime exceeds ten percent or more of total hours worked in the department/unit over a six month period (January – June and/or July – December) the Medical Center agrees to meet with the Unit Based Task Force to discuss the reasons for the increased overtime, and proposals to decrease the frequency of the department/unit's overtime. The Medical Center further agrees to, in good faith, to consider the Task Force's proposals to decrease the frequency of overtime in the department/unit.

The term "overtime" used in this subsection does not include holiday pay that is paid at the overtime rate. Nothing in this subsection, including any proposed methods to decrease the frequency of overtime made by the Union, will be subject to the grievance and arbitration provisions in Article 14 of this contract.

7.7 No Pyramiding. There shall be no pyramiding or duplication of overtime pay or premium pay paid at the rate of time and one-half (1 1/2) or double time (2x). When an employee is eligible for both time and one-half (1 1/2) and double time (2x) pay, the employee will receive the highest pay rate.

7.8 Rest and Meal Periods. Employees shall be allowed two (2) paid fifteen (15) minute rest periods during each normal work day and a thirty (30) minute unpaid meal period. Meal and rest periods shall be administered as provided by state law (WAC 296-126-092). The Medical Center will provide adequate facilities for meal periods. Employees shall contact the supervisor prior to the meal period if the employee believes the workload will not permit a 30 minute unpaid meal period. In a twelve (12) hour shift, three (3) fifteen (15) minute breaks, and two (2) thirty (30) minute meal periods shall be provided unless the employee signs a waiver (which may include the 12-hour shift agreement executed by the employee). If employees are not allowed a 30 minute meal period and/or rest periods, the Medical Center will compensate the employee at the appropriate rate of pay, which may include payment at the overtime rate.

7.9 Schedule Posting. Work schedules of shifts and days off (including call schedules) for a six (6) week period will be posted four (4) weeks in advance. After posting, the schedule may only be changed by mutual consent except in the event of a vacancy on the call schedule. If the Employer is unable to fill the vacancy on a mandatory call unit/department with volunteers, the vacancy will be filled on a rotation basis starting with the least senior employee provided that employees are not required to fill such a vacancy more than one shift per calendar year and the employee receives a minimum of seventy-two (72) hours' notice. In the event there is a need to address same-day sick calls on the call schedule the Employer will first seek volunteers. When there are no volunteers the employer will assign mandatory call to the least senior employee with a noon cut off time and no less than (4) hours' notice prior to the start of the call shift. However, if an employee has made prior commitments, they will be allowed a one-time per calendar year deferment of this requirement and be placed on the list as the next employee obligated to the mandatory same day call obligation. The Employer agrees to use best efforts to provide additional notice when the Employer becomes aware that volunteers are not available to cover the call schedule.

7.9.1 Shift and Days-Off Scheduling. Upon the employee's request, a good-faith effort will be made to schedule employees to work consecutive days, but not more than six (6) days in a row, except by mutual agreement. When an employee is scheduled days on Standby (Article 8.6) the employee will not work a combination of standby days and regularly scheduled days of more than twelve (12) days in a row unless by mutual agreement. If repeating schedule patterns are used and Management, based on clinical/operational needs, determines the schedule patterns need to be altered, the schedules of least senior employees on that unit or department/shift will be altered first.

7.9.2 Extra Shifts. Full-time and part-time employees who want to work extra straight time shifts within their classification will inform their manager, in writing, indicating which days/shifts they commit to be available. Managers will make a good-faith effort to assign extra shifts equitably from among employees who have made themselves available in writing for identified extra shifts prior to scheduling supplemental employees. Employees requesting extra shifts will receive preferential consideration over other employees if the employee has had mandatory low census within the previous schedule. The due date for indicating commitment for extra shifts shall be determined by each department.

7.9.3 Full time and part time employees may advise their supervisor/manager in writing that they want to volunteer for holiday work prior to schedule posting. Employees who have properly volunteered will be scheduled for holiday work prior to supplemental employees being scheduled.

7.9.4 END Techs to Providence Holy Family Hospital. Should Providence Sacred Heart Medical Center have the need to assign employees to sites off of the Medical Center's campus, management will first seek volunteers.

7.10 Mandatory Shift Rotation. Shift rotation occurs when an employee is assigned by management to rotate shifts. Rotation is defined as working fifty percent (50%) or more hours on a day, evening or night shift for which the employee is not regularly scheduled. A day shift employee is defined as one who normally works the majority of hours between 7:00 a.m. and 3:30 p.m. Evening shift is defined as one who normally works the majority of hours between 3:00 p.m. and 11:30 p.m., and night shift, the majority of hours between 11:00 p.m. and 7:30 a.m. A one dollar (\$1.00) per hour premium shall be paid for each mandatory rotation shift worked. Mandatory shift rotation premium does not apply to established day/night, day/evening, or any other planned rotation schedule, working double shifts, extra shifts, partial shifts, or when scheduled to come in early or leave late as planned overtime.

The Employer will use mandatory shift rotation only when there are no reasonable alternatives. In the event shift rotation is necessary, the Employer will make a good faith effort to find and schedule volunteers. Volunteers under these circumstances would be entitled to the mandatory shift rotation premium.

If the Employer is unable to find qualified volunteers, mandatory shift rotation will be assigned on an equitable basis. The manager will make a good faith effort to develop the rotation schedule in consultation with the staff involved, and with no less than fourteen (14) days between each rotation, unless otherwise requested by the employee(s) involved. Mandatory rotation of shifts will be assigned on ascending order of seniority, subject to skills and qualifications. Mandatory rotation assignments will begin with the least senior staff each calendar year.

Management will make a good faith effort to not require rotation of shifts for employees with ten (10) or more years of continuous employment at the Medical Center. If there are insufficient employees with less than ten (10) years of service to accommodate the rotation needs of the department/unit and/or it causes an undue burden on a few staff of the department/unit, management will schedule those employees within the department/unit in ascending order of seniority to the extent necessary to meet the rotation need.

If management requires an evening shift or night shift employee to work a shift other than the shift they were hired to work, the employee shall receive shift premium for that worked shift or their regular rate of pay whichever is higher.

7.11 Rest Between Shifts. The Employer shall exercise its best efforts to give employees a rest period of at least twelve (12) hours between shifts. In the event an employee is required to work with less than twelve (12) hours off duty between shifts, all time worked during that second shift shall be compensated at one and one-half (1 1/2) times the regular rate of pay. For twelve (12) hour shifts, the rest between shifts shall be ten (10) hours. For eight (8)/twelve (12) hour combination shift employees, the rest between shifts shall be ten (10) hours.. For sixteen (16) hour shift employees the rest between shifts shall be seven (7) hours.

This section shall not apply to standby and callback assignments of less than four (4) cumulative hours, except those hours worked immediately following a regular shift while receiving standby pay, or when there is less than twelve hours off duty because of the employee's request. All hours worked during periods of time for which an employee receives standby pay are included in the "four (4) cumulative hours" referenced in the preceding sentence including hours worked immediately following a regular shift.

7.12 Work on Day Off. Full-time employees, as defined in Section 4.2 called in on their day off shall be paid at the rate of time and one-half (1 1/2) their regular rate of pay for the hours worked.

ARTICLE 8 – COMPENSATION

8.1 Wage Rates. Employees covered by this agreement shall be paid in accordance with the hourly wage schedule set forth in Appendix A.

8.1.1 Movement to Next Higher Step (Wage Schedule).

Base through Step 9: An employee shall move to the next step on the Wage Schedule on the employee's next anniversary date or promotion date.

Step 10 through 22: An employee shall move to the next wage step on the wage schedule upon completion of two (2) years of service from the employee's last anniversary date or promotion date.

8.2 Recognition for Past Experience (new hires only).

- a. Employees with at least one (1) year of continuous recent experience shall be employed at not less than the first (1st) longevity step above the base rate of pay.

- b. Employees with two (2) years of continuous recent experience shall be employed at not less than the second (2nd) longevity step.
- c. Employees with three (3) years of continuous recent experience shall be employed at not less than the third (3rd) longevity step.
- d. Employees with four (4) years of continuous recent experience shall be employed at not less than the fourth (4th) longevity step.
- e. Employees with five (5) years of continuous recent experience shall be employed at not less than the fifth (5th) longevity step.
- f. Employees with six (6) to twelve (12) years of continuous experience shall be employed at the appropriate increment level on Appendix A, based upon a formula which gives such employee one (1) additional year of experience credit for every two (2) years of continuous experience beyond six (6) and up to twelve (12) years.
- g. Employees with more than twelve (12) years of continuous experience shall be employed at not less than the eighth (8th) longevity step.

For purposes of this section, recent experience shall be defined as recent and relevant experience in the opinion of the Employer.

8.3 Compensation, Effective Dates. All increases in compensation set forth in this Agreement (including wage rates and longevity steps set forth in Appendix A) shall become effective the first full payroll period on or after the date(s) designated.

8.4 Promotions. When an employee moves from one pay grade to a higher pay grade with an increase in duties and responsibilities, at a minimum, the employee will be placed at the step that equates to a two and one-half percent (2.5%) increase in pay, provided that if a two and one-half percent (2.5%) increase in pay falls between the two steps, the employee will be placed at the higher of the two steps. This promotion will establish or change the employee's promotion date to reflect the new date in the new position.

8.4.1 Raises on Leave. Employees who are granted leave of absence shall receive the step promotion raise on their anniversary date or promotion date regardless of the number of hours worked during the year.

8.5 Shift Differential. All employees who work the second (evening) shift shall be paid a shift differential of two dollars and five cents (\$2.05) per hour, and those who work the third (night) shift shall be paid a shift differential of three dollars (\$3.00) per hour in addition to their day rate of pay. Employees shall be paid shift differential for all hours worked if fifty percent (50%) or more of those hours are worked on the designated evening or night shift.

8.6 Standby. Standby call pay shall be paid at the rate of three dollars and seventy-five cents (\$3.75) per hour. For holidays, standby pay shall be four dollars and seventy-five (\$4.75) per hour.

8.7 Callback. Any time actually worked in callback shall be compensated at the rate of time and one-half (1 1/2) the employee's regular rate of pay and shall be paid in addition to standby call pay. When called back, the employee shall receive time and one-half (1 1/2) for a minimum of three (3)

hours for each callback. If the callback does not last three (3) hours, the employee shall not be required to remain on duty for the full three (3) hour period. If an employee is called back to work (other than to work the employee's normal work schedule of eight (8), ten (10), or twelve (12) hours) and works more than a total of twelve (12) hours (not necessarily consecutive hours) in a 24-hour period, the hours in excess of twelve (12) will be paid at the double time (2x) rate. Once in double time (2x) pursuant to this section, the employee shall receive double time (2x) until the employee receives ten (10) consecutive hours of uninterrupted time off, unless during the period of standby the employee received ten (10) or more hours of uninterrupted time. The 24-hour period begins from the start time of the employee's regular shift and continues for a 24-hour period. Callback pay on a holiday shall be in addition to a premium holiday pay.

8.7.1 The three (3) hour minimum callback pay shall not apply when the employee is required to stay beyond the regularly scheduled shift even though the employee was previously assigned to standby status following the regular shift worked. If called in with less than three (3) hours prior to the employee's next regularly scheduled shift, the employee shall be paid for three hours of callback (time and a half for three hours – no pyramiding) and then the regular rate of pay for the remainder of the shift provided that the employee gives written notification to his or her supervisor during the shift that an adjustment for the callback pay needs to be made.

8.7.2 Subject to patient care considerations, the Employer will make a good faith effort to provide relief for an employee who requests a day off or a change in the employee's start time the following day where the employee has been called back and works a minimum of four (4) cumulative hours that ends after midnight. To be considered, the employee must notify the Employer not later than one and one-half (1 1/2) hours in advance of the employee's scheduled shift if making such a request. If released from duty, the employee may or may not elect to use PTO for their regularly scheduled shift. If the employee cannot be released from duty, the supervisor may assign a later start time. An employee who is released from duty by the Employer pursuant to this section shall not receive discipline under the Hospital's attendance/tardy policy for this absence.

8.8 Temporary Assignment.

Lead: The temporary assignment to a lead position for two (2) or more hours shall be compensated with the lead premium for all hours worked in that role.

Job Class: Temporary assignment to a different job class, for two (2) or more hours, that is paid at a higher rate than their normal job class, shall be compensated at the higher rate of pay of that job class for all hours assigned and worked in that job class.

8.9 Lead Pay. The lead premium shall be one dollar and fifty cents (\$1.50) per hour.

8.10 Supplemental Employee Per Diem Premium. Supplemental employees shall receive a per diem premium equivalent to thirteen percent (13%) over the employee's wage step as a premium in lieu of Paid Time Off, Extended Illness Time and Bereavement Leave. The prorated benefit option is not available to supplemental employees. Supplemental employees will receive the supplemental premium for all hours worked following date of hire and shall not be required to wait 90-days before being eligible for the premium.

8.10.1 Supplemental Returning to Full-Time or Part-Time Position. A supplemental employee returning to full-time or part-time status shall have access to previously frozen accrued benefits, and shall return to the employee's prior accrual rate based on his/her years of

employment as determined by anniversary/adjusted anniversary date. The seniority acquired while working in a supplemental status shall be used in determining staff seniority for transfer purposes.

8.11 Part Time Employee Per Diem Premium. On a go forward basis, only those part-time employees who previously elected the part time employee per diem premiums prior to March 28, 2018 (ratification date of the prior agreement) may continue to receive a per diem premium equivalent to fifteen percent (15) over the employee's wage step as a premium in lieu of Paid Time Off, Extended Illness Time and Bereavement leave.

8.12 Weekend Premium Pay. Any employee who works on a weekend shall receive two dollars and twenty-five cents (\$2.25) per hour for each hour worked on the weekend in addition to the employee's regular rate of pay. The weekend premium will not be considered a part of the regular rate of pay for premium pay calculations. It shall be considered part of the employee's regular rate of pay only when the employee works overtime as defined in Section 7.6. For premium pay purposes, the weekend shall be defined as all hours between 11:00 p.m. Friday and 11:00 p.m. Sunday. Effective the first full pay period following January 1, 2019, 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.

8.13 Preceptor Premium. An employee assigned to preceptor status (4.9) shall receive one dollar and twenty-five cents (\$1.25) per hour for any hours assigned and worked as a preceptor whether or not the preceptor has received preceptor training.

8.14 Travel Stipend. Pediatric Cardiac Sonographers may be scheduled to work in out-of-town satellite clinics. Travel costs will be covered according to the Providence Health & Services policy PROV-FIN-509 "Employee Travel". In the even an overnight stay is required, the Medical Center will pay an additional \$80 per night stipend. Overnight stays must be approved in advance by the department manager.

8.15 Case Cart Assignment. Case cart is a lead assignment when employees are assigned to work in the case cart tech role.

8.16 Surgical Service Line Tech Premium. The premium shall be one dollar and fifty cents (\$1.50) per hour when an employee is assigned to work in this role.

ARTICLE 9 - PAID TIME OFF

9.1 Accumulation. Paid Time Off (PTO) days are designated in place of vacation, holidays and initial days of illness. All employees, including supplemental employees, accumulate PTO Safe-Sick leave. A distinct PTO Safe-Sick bank will be established as of January 1, 2022. The accrual rate of PTO Safe-Sick leave shall be one (1) hour for every thirty (30) hours worked. Employees who accrue both PTO and PTO Safe-Sick Leave are limited to a combined total as indicated below.

Years of Service	Accumulation Rate FT 12 Hour	Per Paid Hour All other ees	Maximum Accumulation Per Pay Period	Full/Time Hrs/Yr	No. of 8 hr Days/Year
0-3 years	.106838	.096154	7.69 hrs	200	25 days
4-7 years	.128205	.115385	9.23 hrs	240	30 days
8-9 years	.132479	.119231	9.54 hrs	248	31 days
10+ years	.153846	.138462	11.08 hrs	288	36 days

PTO will be based on the Employee's regularly assigned shift hours (8, 10 or 12).

Pursuant to state law, PTO Safe-Sick accruals are not capped. PTO Safe-Sick continues to accrue throughout the year. However, no more than 108 hours of PTO Safe-Sick may be carried over to the following calendar year. Any PTO Safe-Sick hours above 108 in an employee's bank at the end of a calendar year will be cashed out following the second full pay period of the new year, or sooner if possible.

9.2 **Maximum Accumulation.** Except as indicated below, employees shall be allowed to accrue the following maximum number of PTO hours through December 31 or each calendar year:

Years Of Service	Hours	Maximum Accumulation (8 hr Days)
0-3 year	256	32 days
4-7 years	296	37 days
8-9 years	304	38 days
10+ years	344	43 days

9.2.1 **Maximum Accruals Time of Measurement.** Employees may accumulate PTO hours above the maximums provided in Section 9.2. However, except as provided in Section 9.2.2, any PTO hours in excess of the maximum as of January 1 of each calendar year shall be lost.

9.2.2 **Accruals in Excess of Maximum.** If an employee is unable to use sufficient PTO to bring his/her account below the maximum because the employee has had two (2) or more PTO requests denied, the employee may carry over into the next year those hours which were requested off.

9.3 **Use of PTO and/or PTO Safe-Sick.** PTO and/or PTO Safe-Sick days accumulate from the anniversary date or adjusted anniversary date. PTO and/or PTO Safe-Sick days with the exception of traditional holidays. (Traditional holidays are New Years Day, Memorial Day, the 4th of July, Labor Day, Thanksgiving Day and Christmas Day.) All employees working on traditional holidays (the majority of employees hours scheduled fall on the holiday) shall be paid at one and one-half (1 1/2) times their regular rate of pay for all hours worked except where double time (2x) is payable per Section 7.6, Overtime.

9.3.1 **Non-Disciplinary Guarantee For Non-Excessive Absences Due to Employees' Own Illness.** PSHMC shall not discipline for non-excessive use of PTO or EIT, scheduled or unscheduled, for illness. Excessive use of PTO and/or EIT is defined as unscheduled absences that exceed 4.6% or more of the employee's scheduled work time in a rolling 12-month calendar. Excessive use of PTO and/or EIT also includes a pattern of unscheduled absences

under the following circumstances: (1) a pattern of unscheduled absences that occur immediately and/or after scheduled days off; (2) recurring episodes of unpaid time off after exhaustion of PTO and EIT; (3) using PTO and EIT as soon as it is accrued; and, (4) a pattern of leaving work early due to illness after working 50% or more of a shift. Employees with excessive absences will be subject to progressive discipline. The Employer, however, will, in good faith, consider unique personal circumstances that contributed to employees' unscheduled absences, and factor such circumstances into any decision regarding progressive discipline.

Nothing in this Article is intended to (or does) impact employees' statutory, protected leave rights (e.g., FMLA, Washington Family Care Act, or WA Safe-Sick laws). Statutorily protected leave shall not be considered an unscheduled absence that is counted towards excessive use of PTO and/or EIT.

9.3.2 Medical Appointments On Standby Time. Provided the employee informs his/her supervisor prior to the posting of the work schedule, any employee who made a medical appointment prior to being scheduled for standby/call time/holdover, may retain his or her previously scheduled medical appointment, and will not be disciplined for time spent at the medical appointment.

9.3.3 PTO Donation Policy. Employees may donate/share earned PTO pursuant to the Medical Center's applicable PTO Donation policy.

9.3.4 Unscheduled PTO. Employees who submit a request for PTO less than two (2) weeks prior to the date(s) requested off shall: obtain appropriate replacement prior to submitting a request. The replacement hours will not increase salary costs, including premium pay or overtime. Requests for unscheduled PTO under this section will be evaluated on a first-come, first-served basis. The Medical Center has discretion to approve or deny the request(s) on the basis of appropriate qualification(s) of the replacement and evaluation of the costs to the Medical Center. The employee's supervisor shall inform the employee making the request for unscheduled PTO as soon as possible, and, if applicable, will post the revised schedule in a timely manner.

9.4 Part-Time Employee PTO Accrual. Part-time employees shall accrue PTO hours on a pro rata basis, according to all actual hours worked, plus low census hours and PTO, EIT and bereavement leave hours paid, not to exceed the maximum allowable accrual per pay period of a full-time employee.

9.5 Annual Leave Request Procedure. In scheduling vacations, each department/unit will use the following procedure:

1. A thirty (30) day "window" or bidding period, between January 1 to April 1, shall be set annually for bidding on vacations during Primetime. The designated Primetime vacation period is Memorial Day to Labor Day. Employees who request PTO, including PTO Safe-Sick to be used for planned time off, during this bidding period will be granted PTO, including PTO Safe-Sick to be used for planned time off, by date of hire (in the bargaining unit), subject to the skills required and anticipated patient care needs on the unit or the supervisor limiting the number of employees who may be on vacation at any one time. Responses to this request shall be received within thirty (30) days of the close of bidding period.
2. All requests for PTO, including PTO Safe-Sick to be used for planned time off, submitted outside the Primetime period and requests for PTO, including PTO Safe-

Sick to be used for planned time off, submitted for time off during Primetime (Memorial Day through Labor Day) but after the thirty (30) day bidding period will be considered on a first come first served basis. Requests for PTO, including PTO Safe-Sick to be used for planned time off, will not be accepted any earlier than twelve (12) months prior to the beginning of the dates requested. Such requests must be submitted in writing (on the appropriate PTO and/or PTO Safe-Sick request form) and shall be responded to within fourteen (14) days after receipt of the request. When an employee submits a PTO request for a prime time vacation prior to the open window period, the employee will receive a response fourteen (14) days after the responses are due for those requesting PTO, including PTO Safe-Sick to be used for planned time off, during the open window period.

3. Once approved by management, scheduled PTO, including PTO Safe-Sick to be used for planned time off, may only be changed with the mutual consent of the employee and management, except in an emergency situation.
4. Employees may be limited to one Primetime vacation of not more than three (3) weeks, unless there are no conflicts.
5. Employees may not submit a request for PTO, including PTO Safe-Sick to be used for planned time off, which would include any time during the week of Thanksgiving Day, the week of Christmas Day or the week of New Year's Day more than three (3) months in advance, if the employee was scheduled PTO that holiday week the previous year. The previous year's holiday schedule will be kept by the supervisor for employees to review.
6. The Employer will post a seniority roster and Primetime vacation calendar during the thirty (30) day bidding period. The purpose of this calendar is to provide employees with the opportunity to view vacation requests of other more senior employees. In addition to submitting the written request(s) for vacation to the supervisor, it is also the responsibility of the employee to place the request(s) they submit to their supervisor on the calendar.

9.6 PTO Maximum Accumulation and PTO Transfer to EIT. Full-time and part-time employees may accumulate the maximums set forth in Section 9.2 depending on length of service. Once each anniversary year, up to 56 PTO hours may be transferred to the Extended Illness Time bank up to the maximum allowable EIT. During the month of November of each year, employees may elect to cash out up to fifty-six (56) PTO hours at the regular rate of pay provided they maintain a balance of 80 hours of PTO prorated by FTE.

9.7 Part-Time to Full-Time Status Change. When part-time employees change to full-time status, they receive credit for all the time they worked part-time for purposes of determining the number of hours of PTO and/or PTO Safe-Sick eligibility.

9.8 Payment upon Termination. Subject to Section 5.4, at termination of a regular status employee, any earned but unused PTO and/or PTO Safe-Sick hours will be paid to the employee.

9.9 Change of Status: Supplemental to Full-Time or Part-Time. For purposes of determining PTO and/or PTO Safe-Sick eligibility, a supplemental employee who is assigned to full-time or part-time status shall receive credit for a full year work as of each anniversary date.

9.10 Part-Time Employees Time Off. Part-time employees who have elected the part-time employee per diem option are eligible for unpaid time off for personal leave as follows:

<u>After:</u>	<u>Eligible Unpaid Time Off Per Year</u>
6 Months of Service	1 calendar week, plus one (1) personal day
1 Year of Service	2 calendar weeks, plus two (2) personal days
4 Years of Service	3 calendar weeks, plus three (3) personal days
10 Years of Service	4 calendar weeks, plus four (4) personal days

In addition, other unpaid time off may be granted in relation to low census/low volume to the same extent as benefited employees.

ARTICLE 10 - EXTENDED ILLNESS TIME

10.1 Purpose and Accrual. The Extended Illness Time (EIT) bank is to provide suitable protection for continued income and employment to the employee who is incapacitated from performing her/his normal duties due to extended illness or injury and disability arising from pregnancy, miscarriage, childbirth and recovery there from. Any discipline for absenteeism shall be subject to recognized "just cause" standards.

Extended Illness Time (EIT) shall accrue as follows:

<u>Years of Service</u>	<u>Accumulation Rate Per Hour</u>		<u>Maximum Accumulation Per Pay Period</u>	<u>Full-Time Hrs/Yr</u>	<u>No. of Days/Year</u>
	<u>FT 12 Hour</u>	<u>All other ees</u>			
0+	.03419 hrs/hr	.03077 hrs/hr	2.46	64	8

10.1.1 EIT Accrual. Part-time employees will accrue EIT hours on the basis of all actual hours worked, plus low census hours, and PTO, EIT and bereavement leave hours paid, not to exceed the maximum allowable accrual per pay period of a full-time employee. EIT will be paid based on the employees regularly assigned shift hours (8, 10 or 12). Part-time employees on pro-rated benefits will receive EIT pay for scheduled time missed due to illness.

10.2 Use of EIT. EIT will be used according to the following schedule for time missed due to illness or injury for each episode of the employee or the employee's child or other family member as defined in Section 10.3:

- following the sixteenth (16th) consecutive hour for an employee in a budgeted position of 70-80 hours per pay period
- following the twelfth (12th) consecutive hour for an employee in a budgeted position of 50-69 hours per pay period
- following the eighth (8th) consecutive hour for an employee in a budgeted position of 40-49 hours per pay period.

EIT is available for immediate use in the following situations:

- upon hospitalization of the employee, or the employee's child or other family member as defined in Section 10.3

- upon occurrence of an on-the-job injury
- for invasive surgeries performed in a doctor's office with resultant time loss and verified by the attending physician.

10.2.1 Consecutive Absences. If an employee returns from EIT/PTO (used for illness) and must be absent again within ten (10) calendar days of the first occurrence for the same condition which justified the taking of EIT/PTO under Section 10.2 or 10.3, the employee may access EIT pay as if the condition had resulted in consecutive absences. This provision shall apply no more than once per episode of illness.

10.3 Use of EIT to Care for Employee's Children and Other Family Members. Employees will use accrued EIT and PTO to care for a child, spouse, parent, parent-in-law, or grandparent of the employee who has a serious health condition or an emergency health condition as provided by law (RCW 49.12.270). "Child" means a biological, adopted, or foster child, a stepchild, a legal ward, or a child of a person standing in loco parentis who is: (a) under eighteen (18) years of age; or (b) eighteen (18) years of age or older and incapable of self-care because of a mental or physical disability.

10.4 Position Held While on EIT. A position shall be held open for a maximum of 90 calendar days for an employee on EIT. If the employee is unable to return to work within that time, the employee upon return shall be offered the first available opening for which the employee is qualified. Refusal to accept two offers shall relieve the Medical Center of any obligation to the employee.

10.5 Status Change. There shall be no loss of accrued PTO or EIT hours when an employee changes status from full-time to part-time or from part-time to full-time.

10.6 Proof of Illness. The Medical Center reserves the right to require reasonable proof of illness.

10.7 Notice of Illness. In order to receive a day of paid EIT, the employee must provide their supervisor with sufficient notice of his/her impending absence. Day shift (7-3) must notify their Department Manager or designee two (2) hours prior to the start of the shift; evening shift (3-11) must notify their Department Manager or designee three (3) hours in advance of the beginning of the shift; and, night shift (11-7) must notify their Department Manager or designee three (3) hours prior to the beginning of the shift. Failure to provide such notice may result in loss of pay for that day.

10.8 Use of EIT During Vacation. PTO is not interchangeable with EIT once an employee begins vacation leave except when an employee is hospitalized. Upon verification of hospitalization, EIT may be substituted for PTO during the period of hospitalization and recovery there from. Vacation leave is considered to begin once an employee's shift ends on the last day of work immediately prior to the beginning of vacation.

10.9 EIT Termination Benefit. Employees who terminate in good standing after twenty (20) years or more employment at the Medical Center shall receive payment at their regular rate of pay for twenty percent (20%) of all hours accrued in excess of 300 hours of accumulated EIT.

10.10 Light Duty. The Employer will make a good faith effort to designate light duty positions for employees required to work with physical restrictions due to an on-the-job injury or on-the-job illness. The employee must have a written release from his/her attending physician and must comply with any regulations required by Washington State Worker's Compensation. Employees performing light duty shall be compensated at their regular rate of pay. An evening or night shift employee who is assigned light duty on the day shift shall not receive shift differential during that period of light duty. When a

difference exists between the combination of Worker's Compensation and light duty work earnings and the employee's earnings prior to the injury/illness, the difference may be paid from his/her EIT/PTO accrual upon the employee's request.

ARTICLE 11 - LEAVES OF ABSENCE

11.1 Definition. A leave of absence is a period of time during which an employee temporarily leaves the employ of the Medical Center with the intention of resuming employment on a definite stated date, and may be paid, unpaid or a combination of both, depending on the circumstances of the leave and applicable leave laws. The rate of pay and benefits accrued at the time of taking a leave of absence are regained by the employee upon return, unless specified herein. An employee's position may or may not be held for him/her depending upon the requirements of the department, except as provided in 11.11, Family and Medical Leave, 11.14, Health Leave, and 11.4, Military Leave. If the job is not held, return from leave of absence is contingent upon an opening for which the individual is qualified. With the exception of Military Leave, all leaves will run concurrently with any paid time (EIT/PTO), unpaid time, FMLA or any Washington State Leave.

11.2 Leave Request. All leaves are to be requested by notifying the manager and contacting the third party administrator generally at least thirty(30) days in advance when the need is foreseeable or as soon as practical under the circumstances. The request shall include all pertinent details and the amount of time requested. A written reply to grant or deny the request shall be given by the third party administrator. If denied, the written reply must state reasons for denying the leave. Employees are required to provide a complete and sufficient medical certification confirming their need for health a leave.

11.2.1 Leave With Pay. Leave with pay shall not alter an employee's anniversary date or tenure date or the amount of PTO or EIT credits which would otherwise be earned by the employee.

11.2.2 Leave Without Pay. Leave without pay shall not alter an employee's anniversary date or the amount of PTO or EIT credits which would otherwise be earned by the employee.

11.3 Maternity/Paternity/Adoption Leave. Unless otherwise required by law, after satisfactory completion of the probationary period, leave without pay shall be granted upon request of the employee for a period of up to six (6) months for maternity, paternity or adoption purposes at the time of birth or adoption, without loss of benefits accrued to the date such leave commences. If the employee has not returned to work within eight (8) weeks of the commencement of the leave, the Employer will make a good faith effort to hold the employee's position for an additional four (4) weeks. In the event the Employer is required to fill the position due to business necessity between the ninth (9th) and twelfth (12th) week period, the employee will be notified and given the opportunity to return to work within seven (7) days. If the employee elects not to return to work at that time, the employee, when returning from leave of absence, will then be offered the first available opening consistent with the job description held by the employee prior to the leave of absence. This leave shall run concurrently with any leaves of absence provided by state or federal law.

11.4 Military Leave. Leave required in order for an employee to maintain status in a military reserve of the United States shall be granted without pay, without loss of benefits accrued to the date such leave commences, and shall not be considered part of the earned paid time off. Any employee who enlists or is drafted into the military service of the United States should be accorded those rights as set forth in the

federal law governing veteran's re-employment rights. A copy of this law can be obtained in the Human Resources office.

11.5 Jury Duty. Employees who report and/or serve on a jury shall be compensated at their regular rate of pay. Pay or other remuneration (e.g., parking or lunch allowance) received from the Court may be retained by the caregiver. Night shift employees may elect to receive compensation under this section for either the shift before or following jury duty.

11.6 Union Leave. In the event a union leave becomes necessary, the employee may request such leave. The Employer will consider the request in good faith and the Employer will work with the union and the employee to determine if the request can be accommodated.

11.7 Family and Medical Leave. In accordance with applicable law, an employee who has been employed at the Medical Center for at least twelve (12) months and worked at least 1250 hours during the twelve (12) month period immediately preceding the commencement of family leave is entitled to twelve (12) weeks of unpaid family leave. The twelve (12) weeks may be used on an intermittent basis when necessary due to the approved circumstances. This leave may be used for the reasons covered under the applicable law including:

1. The birth of the employee's child or to care for such child.
2. Placement of a child with the employee for adoption or foster care.
3. To care for a spouse, child or parent who has a serious health condition.
4. The employee's own serious health condition.
5. Any qualifying exigency arising out of the fact that the employee's spouse, son, daughter or parent is a covered military member on "covered active duty".

An employee applying for family leave must give the Medical Center advance notice of thirty (30) days when the leave is foreseeable. A complete medical certification substantiating the need for a leave of absence will be required.

An employee returning from family leave within the twelve (12) weeks provided under family leave shall be entitled to his/her previous position on the same shift, unit and the same number of budgeted hours providing the employee's position was not otherwise eliminated in a layoff. Reinstatement would occur according to the recall provisions of this Agreement.

The provisions of family leave will commence immediately upon qualification and notification of the leave. Family leave will run concurrently with any paid time (PTO/EIT), unpaid time (leave of absence) or any combination of the two.

11.8 Bereavement Leave. Full-time and part-time employees may receive paid time off of up to 24 paid hours to attend to family bereavement needs for immediate family members as defined below, except that up to 40 hours with pay will be available to attend to bereavement needs for the employee's spouse, domestic partner or child. Additional unpaid time off and/or paid time off may be authorized by the employee's supervisor on a case-by-case basis and based upon operational needs. Bereavement leave pay will be pro-rated to the employee's FTE. An immediate family member is defined as the employee's spouse, son or daughter (or current in-law), father or mother (or current in-law), brother or sister (or current spouse), stepbrother or stepsister (or current spouse), stepparent, stepchild, grandparent, grandchild, step grandchild or any relative living in the employee's household. Bereavement Leave may also be granted for the following immediate family members of the employee's spouse: brother, sister, stepparent, stepbrother or stepsister.

Bereavement leave must typically be taken within two weeks of the date of death. Any requests for bereavement leave at a later period must be accompanied with proof of memorial service on the dates requested. When requesting bereavement leave, the employee should provide the family member's name and date of death. Proof of death or relationship may be required.

Full-time and part-time employees may utilize paid time off (pro-rated for part-time employees) in addition to bereavement leave sufficient to allow the employee to take a complete calendar week off.

11.9 Personal Leave. After six (6) months of continuous employment, benefit eligible full-time and part-time employees may be granted six (6) months leave of absence without pay for a compelling personal reason. An employee who is granted personal/emergency leave may be required to use accrued paid time off (PTO) during the leave. If PTO is exhausted during the leave, the personal/emergency leave is unpaid. A leave may be paid, unpaid, or a combination of both, depending on the circumstances of the leave an applicable leave laws. Personal leaves are granted at the discretion of the Employer. The granting of a Personal Leave of Absence, regardless of whether the employee was in a paid or unpaid status, does not guarantee return to employment or to the employee's original position or schedule.

11.10 Health Leave. After six (6) months of continuous employment, benefit eligible employees are eligible for a leave of absence for a serious health condition as defined by FMLA for a period of up to twenty-six (26) weeks may be granted without pay to attend to his/her own serious health condition, as certified by a health care provider for health reasons upon the recommendations of a physician, without loss of accrued benefits. The Employer shall guarantee the employee's position if the employee returns from the health leave within eight (8) weeks from commencement of the leave. In the event the Employer is required to fill the position due to business necessity after the eighth (8th) week, the employee will be notified and given the opportunity to return to work. If the employee is unable to return to work at that time, the employee, when returning from the health leave of absence, will then be offered the first available opening consistent with the job description held by the employee prior to the leave of absence, or, if it would not constitute an undue hardship on the organization, the period of leave may be further extended on a case-by-case basis. An "undue hardship" exists if the Employer is unable to hire a qualified temporary replacement. EIT to the extent accrued; accrued PTO and personal holiday pay must may be used during the leave of absence. This leave shall run concurrently with any leaves of absence provided by state or federal law. There is no guarantee of employment upon release to return to work from a Health Leave, unless otherwise guaranteed by federal, state, or municipal leave law.

11.11 Leave for Domestic Violence, Sexual Assault, or Stalking. Eligible employees may take unpaid leave for domestic violence, sexual assault or stalking for themselves or family members under appropriate circumstances in accordance with RCW 49.76.

ARTICLE 12 – EDUCATION/EDUCATION LEAVES

12.1 Tuition Reimbursement. After one (1) year of employment, the Medical Center may provide up to fifty percent (50%) tuition and textbook reimbursement for employees working an average of twenty (20) hours per week or more, and regularly enrolled in a curriculum approved by the Employer. The employee must agree in writing to continue to work at Sacred Heart Medical Center for one (1) year upon completion of the course. If termination takes place prior to the completion of one (1) year, the reimbursement immediately converts to a loan and becomes payable in full at time of separation (unless

transferring to another Sisters of Providence facility). The amount to be paid shall be specified at the time the tuition and textbook reimbursement is approved.

The maximum reimbursement will be \$2,500.

Employees can use tuition reimbursement during an education leave of absence. The reimbursement, however, will not be paid until the employee has returned to work at the Medical Center in a twenty (20) hour or more regular status position.

12.2 Paid Education Leave at the Employer's Request. If the Employer requests an employee to participate in or attend an educational meeting, the Employer will be responsible for the time and expenses. Employees will be paid their regular rate of pay when attending such educational meetings. Education leave will be equitably rotated among employees in a department.

12.3 Education Leave. Beginning the first of each calendar year, and after at least one (1) year of continuous employment with the Medical Center, a leave of absence with pay for attending job related educational meetings will be granted for full-time and part-time employees regularly scheduled twenty (20) hours or more per week, provided such leave shall be subject to budgetary and staffing considerations, scheduling requirements of the Medical Center, and approval by the Department Director of the subject matter to be studied. Employees are not eligible for paid educational leave for hours which result in overtime. Educational leave shall be granted each calendar year as follows:

	Hours Scheduled Per Week		
	<u>20-29</u>	<u>30-35</u>	<u>36-40</u>
1-5 years continuous service:			
Paid Hours per Year	16	24	32
6-10 years continuous service:			
Paid Hours per Year	24	32	40
11+ years continuous service:			
Paid Hours per Year	32	40	48

The employee may use educational leave equal to or less than the number of work hours otherwise scheduled for the day of educational leave.

If the employee elects to use educational leave for less than the number of work hours otherwise scheduled, the difference must be taken as PTO hours or the employee shall work the remaining scheduled hours for which paid leave is not taken. The total hours used per year may not exceed the maximum allowed. There shall be no carry-over of unused education leave from one year to the next.

Supplemental employees who work 1040 or more hours in a calendar year are eligible for up to sixteen (16) hours of annual leave in the next calendar year.

12.3.1 Certification/Registry Exams. One (1) of the paid education days in Section 11.8 may be used by an eligible employee for taking a national registry or certifying examination.

12.4 Extended Educational Leave. After one (1) year of continuous employment, permission may be granted for leave of absence without pay for study without loss of accrued benefits to a limit of twenty-four (24) months.

12.5 In/Out of Medical Center Education. A specified number of days will be granted to an employee requesting attendance at an in or out-of-Hospital educational program when approved by the Department Manager and Administration when:

- (a) There is a direct job relationship or application of such training or education to the employee's assignment, the Medical Center will be responsible for payment of time based on the regular day's wage in addition to expenses for the program, provided such expense reimbursement shall be subject to budgetary considerations of the Medical Center.
- (b) The education or training program is related to the employee's professional growth or development and only indirectly related to the employee's assignment, the Medical Center will be responsible for time and registration costs which shall be subject to budgetary considerations of the Medical Center.
- (c) If requested by the Union Representative, Human Resources will provide a listing of the names of employees in the bargaining unit who have received reimbursement from the continuing education fund for that quarter.

12.5.1. The Medical Center agrees to provide up to \$250.00 per year in total to reimburse employees for approved testing fees or renewal fees required to obtain and maintain one certification in the employee's job category/field and that supports the employee's work at the Medical Center. The eligible certifications are listed in Appendix F.

12.6 Orientation Objectives. The objectives of orientation shall be:

- (a) To familiarize new personnel with the objectives and philosophy of the Medical Center
- (b) To orient new personnel to policies and procedures, their functions and responsibilities as defined in the job description.
- (c) To orient presently employed personnel to new policies and new procedures or to new areas of assignment which directly affect the employee's assignment and responsibility.

12.6.1 Orientation will consist of a basic comprehensive program in which the employee will be oriented through a combination of instructional conferences, work area and/or shift work. The employee shall be provided with orientation and training sufficient to allow effective implementation of the assignments so that the employee may perform the tasks or procedures safely and independently. If the employee believes that these conditions are not met, the employee shall be allowed to show cause why he or she should not accept an assignment. The employee is responsible to inform the supervisor (or preceptor, if assigned) of any task or procedure for which the employee feels inadequately prepared. The Supervisor (and preceptor, if assigned) will then review the patient assignment and make accommodations/adjustments to the assignment before work commences. If the employee and supervisor (and preceptor, if assigned) cannot reach agreement on the assignment, the manager or supervisor will be called to intervene in a timely manner, preferably prior to work commencing. The employee and the supervisor (and preceptor, if assigned) will be expected to collaboratively provide the care needed until resolution can be achieved so that safe patient care will not be compromised.

ARTICLE 13 - HEALTH PROGRAM

13.1 Health Tests. Each employee shall receive upon employment and on an annual or semi-annual basis (as determined by the TB risk assessment), if required in their area of work, or at the request of the employee, a TB testing. A positive reactor shall receive annually screening-and require no further

testing. The Employer will address additional occupational health needs consistent with state and federal requirements and as appropriate with national recommendations and guidelines (e.g. Centers for Disease Control), local and state health departments and community standards. The Employer will provide vaccines and titers consistent with CDC guidelines and/or OSHA regulations without cost to any employee who is at risk for workplace exposure.

13.1.1 Lab Tests. All employees shall be required to have a rubella, mumps, varicella and rubeola titer upon employment without cost to the employee, unless they can provide documentation of two(2) MMR and two (2) Varicella vaccines or documentation of previous positive titers.. Titer confirmed *non-immune* employees will be offered the appropriate vaccine series at no cost. Qualifying *non-immune* employees who opt not to receive the appropriate vaccine series are required to sign a Declination Statement. Provided the employee presents a licensed independent practitioner (LIP) order, employees may request at no cost the following annual lab tests; complete blood count (CBC), comprehensive metabolic panel (CMP) and urinalysis. The results of the tests will be sent only to the LIP. The Employer shall not be responsible for payment of any LIP professional fees related to the interpretation of the test results for any of the health tests provided for in this section. Within 1 to 2 months of completion of the Hepatitis B vaccination series, employees who have occupational bloodborne pathogen exposure risk are encouraged to have a Hepatitis B antibody titer at no cost. Employees who do not have a post vaccination Hepatitis B antibody titer on record in Employee Health, may request one to be performed at no cost provided the employee provides documentation of three (3) previous Hepatitis B vaccinations. A copy of the test results shall be provided to the employee by Employee Health Service.

13.1.2 Bloodborne Pathogen Exposure. Anytime an employee experiences an exposure to bloodborne pathogens (e.g., needlesticks), the employee may seek and receive care as stated in the Providence Sacred Heart Medical Center exposure control plan, at Employee Health Service, or the Emergency Department in the event that Employee Health Service is closed. Such care may include a tetanus booster, HIV, HBV and HCV baseline testing, and/or prophylactic treatment according to the hospital protocol. An employee incident report shall be filed. Confidential post-exposure testing may occur with the employee's consent as per current Medical Center policies and USPHS/CDC guidelines. Any proposed changes to the exposure control plan shall be reviewed by the Employee Safety Committee. Human Resources will share needlestick and on-the-job injury statistics with the Shop Steward twice a year upon request.

13.1.3 Latex Sensitivity. Employees who are concerned that they may be latex-sensitive and/or those identified as latex-sensitive by a physician should present appropriate documentation to Employee Health. Such employees shall be provided readily available non-latex gloves/products for purposes of performing their assigned work duties.

13.1.4 Employee Health. Employees who have clinical conditions that may confer an increased risk of acquiring infection should present appropriate documentation of such risk and any other work restrictions recommended by a doctor to Employee Health and Human Resources. The Department of Human Resources will inform the employees about any options available, such as a short-term modified work assignment, an unpaid leave of absence, long-term disability or a reasonable work accommodation.

13.2 Worker's Compensation. The Medical Center shall provide Worker's Compensation Insurance for all employees. The Medical Center shall pay the difference between Worker's Compensation benefits and the employee's regular earnings per week with such funds being drawn from accrued EIT and PTO. No employee shall be made greater or less than whole through receipt of Worker's Compensation and EIT/PTO benefits. An employee receiving Worker's Compensation benefits shall receive seniority credit as long as the employee is receiving EIT/PTO pay.

13.3 - Insurance. Effective the date of hire or from the effective date in a benefits eligible status, medical insurance coverage shall be provided by the Medical Center for all full and part-time employees who are regularly scheduled (budgeted) to work twenty (20) or more hours per week with a full-time equivalent status of at least 0.5.

The Employer agrees to pay at least ninety-five percent (95%) of the employee only premium for eligible full-time employees participating in the HSA Medical Plan and a minimum of seventy percent (70%) of the dependent(s) premium depending on the family coverage category chosen, subject to participation in the wellness initiative of the Employer.

The Employer will pay a minimum of seventy percent (70%) of the premium cost of dependent benefits for the core medical plan provided an enrolled spouse (or adult benefit recipient, if applicable) participates in the wellness initiative. Changes in health care providers available under existing plans shall not be considered a reduction in benefits.

Bargaining unit employees will participate in the same health insurance plans (to include, but not limited to, the same premium rates) offered to the rest of the employees employed by the Medical Center. For medical, dental, and vision insurance, full-time is defined as an employee regularly scheduled (budgeted) to work between thirty (30) and forty (40) hours per week, or those with a full-time equivalent status between 0.75 and 1.0. Part-time is defined as an employee regularly scheduled (budgeted) to work between twenty (20) and less than thirty (30) hours per week, or those with a full-time equivalent status between 0.5 and 0.74

Part-time employees will receive an employer subsidy for premium costs equal to at least seventy percent (70%) of the premium cost received by those who are full-time.

Employees shall have the ability to choose coverage from among the following voluntary benefits: (1) dental coverage, (2) vision care insurance, (3) health care reimbursement account, and (4) dependent coverage.

13.4 Liability Insurance. The Medical Center shall provide liability insurance for all employees covering work performed while an employee of the Medical Center.

13.5 Life Insurance. The Medical Center shall provide a life insurance program in the amount of two times annual base pay for regular full-time employees and part-time employees employed in a budgeted position of 20 hours or more per week. Employees shall have the option of choosing supplemental and dependent life insurance in addition to accidental death and dismemberment insurance. Employees shall have the option of converting their life insurance at their own expense at the time of separation from the Medical Center.

13.6 Dental and Vision Insurance. Full-time and part-time employees of the Medical Center will be offered dental and vision insurance. For the life of this contract, the Medical Center will pay one hundred percent (100%) of the employee only premium for full-time employees participating in the

Delta Dental base plan and a minimum of fifty percent (50%) of the dependent(s) premium for full-time employees. Dental and vision network providers available under existing plans shall not be considered a reduction in benefits.

13.7 Disability Insurance. The Medical Center shall provide a group disability insurance plan for all regular full-time employees and part-time employees employed in a budgeted position of twenty (20) or more hours per week. Employees shall have the option of choosing an increased long term disability insurance coverage.

13.8 Retirement Plan. The Employer will provide the Providence Health and Services Retirement Program for its employees in accordance with Plan terms. As of January 1, 2022, the program shall consist of (a) the (frozen) Core Plan, (b) the 401K-SavingsPlan, (c) the (frozen) Value Plan, and (d) the 457(b) Deferred Compensation Plan. Employees currently eligible for the Career Average Plan will remain in that benefit and the components used to calculate the Career Average benefit will be set on December 31, 2009, with the final Core Plan benefit calculated under that formula. Employees will migrate to the -401(k) Savings Service Plan effective January 1, 2022.

ARTICLE 14 - NO STRIKE/NO LOCKOUT

It is recognized that the Medical Center is engaged in a public service requiring continuous operation and it is agreed that recognition of such obligation of continuous service is imposed upon both the employee and the Union. During the term of this Agreement, neither the Union nor its members, agents, representatives, employees or persons acting in concert with them shall incite, encourage or participate in any strike, sympathy strike, picketing, walkout, slowdown or any other activity that interrupts, impedes or disrupts work, or the delivery of goods or services provided by the Employer. In the event of any strike, sympathy strike, picketing, walkout, slowdown or work stoppage, or a threat thereof, the Union and its officers will do everything within their power to end or avert same. Any employee participating in any strike, sympathy strike, picketing, walkout, slowdown, work stoppage or other activity in violation of this Article shall be subject to immediate dismissal. The Employer agrees that during this same time period, there shall be no lockouts.

The parties agree that the inclusion of sympathy strikes to the no strike paragraph refers to work stoppages.

ARTICLE 15 - GRIEVANCE PROCEDURE

15.1 Grievance Defined. A grievance is defined as any alleged breach by the Employer of any express terms or conditions of this Agreement. It is the desire of the parties to this Agreement that matters be addressed informally wherever possible between the employee and the employee's manager.

If an employee has a grievance, the grievance shall be submitted to the following procedure. In order to be subject to the following procedure, any grievance must be submitted at the first step of this procedure within fourteen (14) calendar days from the date when the employee was aware, or reasonably should have been aware, that a grievance existed. All grievances not filed within this fourteen (14) day period are invalid and shall be deemed waived by the aggrieved party.

15.1.1 Time Limits. Time limits set forth in the following steps may only be extended by mutual written consent of the parties hereto. Failure of an employee to file a grievance on a timely basis or to timely advance a grievance in accordance with the time limits set forth herein shall constitute a withdrawal of the grievance. Any grievance filed on a timely basis which is

unresolved following the meetings set forth in this grievance procedure, or due to a lack of a timely response, may be pursued to the next higher step. The moving party shall notify the other of their intent to do so.

15.2 Step 1 - Employee and Immediate Supervisor/Manager. If an employee has a grievance, the employee and the Shop Steward and/or Union Representative, if requested by the employee, must first present the grievance in writing to the employee's immediate supervisor or manager (to be designated by the Employer in good faith) after hearing any concerns conveyed by the employee, Shop Steward and/or Union Representative within fourteen (14) calendar days from the date the employee was or should have been aware that the grievance existed. Upon receipt thereof, the immediate supervisor or the employer's designee shall attempt to resolve the problem and shall respond in writing to the employee within fourteen (14) calendar days following receipt of the written grievance. Should the supervisor or the employer's designee and the employee meet to resolve the grievance, a Shop Steward and/or Union Representative may attend the meeting at the employee's request.

Note: If a Union Representative is to be present at any step of this grievance procedure, the Medical Center will be notified in advance and a representative from the Human Resources Department may attend the meeting at the option of the Employer.

15.3 Step 2 - Employee and Department Head. If the matter is not resolved to the employee's satisfaction at Step 1, the employee or Union shall present the grievance to the Department Head (and/or designee) within fourteen (14) calendar days of the immediate supervisor's decision. If an employee does not report to both an immediate supervisor and a different Department Head, the employee may skip Step 2 and go directly to Step 3 below. A conference between the employee (and the Shop Steward and/or Union Representative, if requested by the employee) and the Department Head (and/or designee) shall be held. The Department Head (or designee) shall issue a written reply within fourteen (14) calendar days following the grievance meeting.

15.4 Step 3 - Employee and Chief Executive. If the matter is not resolved at Step 2 to the employee's or Union's satisfaction, the grievance shall be referred in writing to the Chief Executive (and/or designee) within fourteen (14) calendar days of the Step 2 written response. The Chief Executive (and/or designee) shall meet with the employee and the Union Representative within fourteen (14) calendar days for the purpose of resolving the grievance. The Chief Executive (or designee) shall issue a written response within fourteen (14) calendar days following the meeting.

15.5 Step 4 - Arbitration. If the grievance is not settled on the basis of the foregoing procedures, and if the grievant and the Union have complied with the specific time limitations specified in Steps 1, 2, 3 and 4 herein, the Union may submit the issue in writing to arbitration within fourteen (14) calendar days following the receipt of the written reply from the Chief Executive or designee. After 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, the Union shall promptly request a list of eleven (11) arbitrators from the Federal Mediation and Conciliation Service. The parties shall thereupon alternate in striking a name from the panel until one (1) name remains. The person whose name remains shall be the arbitrator.

15.5.1 The Arbitrator's decision shall be final and binding on all parties, subject to the following terms and conditions. The Arbitrator shall have no authority to add to, subtract from, or otherwise change or modify the provisions of this Agreement, but shall be authorized only to interpret existing provisions of this Agreement as they may apply to the specific facts of the issue in dispute. If the Arbitrator finds that the Employer was not limited by this Agreement

from taking the action grieved, the Arbitrator shall have no authority to limit the Employer's action and shall not substitute his or her judgment for the Employer's so long as that judgment is based upon established criteria and exercised in good faith. Any dismissal by the Arbitrator, whether on the merits or procedural grounds, shall bar any further arbitration.

15.5.2 Each party shall bear one-half (1/2) of the fee of the Arbitrator and any other expense jointly incurred by mutual consent 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.

15.5.3 Except where specifically provided elsewhere in this Agreement, neither party shall be required during the term of this Agreement to provide the other party with any data, documents or information in its possession or under its control for any purpose except insofar as it may be relevant to a pending grievance or to pending negotiations for a renewal collective bargaining agreement; provided that appropriate notice has been given as required by Article 18, below. If necessary, the Arbitrator shall resolve discovery rights of the parties as to grievances submitted to arbitration.

15.6 Termination. Step 4 of this grievance procedure shall terminate on the expiration date of this Contract unless the Contract is extended by mutual written consent of the parties. Grievances arising during the term of the Contract shall proceed to resolution (including Step 4) regardless of the expiration date of this Agreement. Grievances arising after the expiration date of this Contract may be pursued through Step 3 only and shall not be subject to arbitration.

ARTICLE 16 - CONFERENCE COMMITTEE

16.1 Conference Committee. A Conference Committee consisting of three (3) persons appointed by the Employer and three (3) persons elected by members of the bargaining unit shall be established to discuss improvements in the quality of patient care, employee relations and other matters of mutual concern. The function of the Committee shall be limited to an advisory rather than a decision-making capacity. The Committee shall meet bi-monthly or more often by mutual agreement. All members of the Committee shall be employees of the Employer. Committee members shall not experience a loss of pay if they attend a meeting while on duty status. Committee members not on duty status while attending the conference committee meeting will be paid up to one (1) hour per meeting at the employee's regular rate of pay. Meetings will be limited to one (1) hour in duration, unless otherwise mutually agreed. The Employer and the Union may have a resource person at each meeting during the first year of this Agreement and thereafter by mutual agreement. . The Union shall provide the Employer with agenda items which it desires to have placed on the agenda at least ten days in advance of the scheduled meeting date, with identification of any additional attendees. The Employer may add any additional agenda items and/or additional attendees and agrees to circulate the agenda to Committee Representatives one week in advance of the meeting.

16.2 Unit or Department Based Task Force. Management and employees recognize the value of joint engagement on issues related to standards of care, education, training, unit operations, and patient/employee safety and satisfaction. One method to accomplish this is through unit-based or department-based councils that are either specific to technical employees or multi-disciplinary. If a unit believes it would benefit from such a council, and none already exists, the request should be brought forward to the unit/department manager. If the request is not satisfactorily addressed within twelve weeks of presenting it to the appropriate manager, the unit may place the issue on the Conference

Committee agenda for review and recommendation. The Union agrees that the discussion of issues through the unit or department based task forces does not constitute direct bargaining with employees.

ARTICLE 17 - OCCUPATIONAL SAFETY AND HEALTH

The Employer will maintain a safe and healthful work place in compliance with all Federal, State and local laws applicable to the safety and health of its employees. The Medical Center Safety Committee will investigate safety and health issues related to the work place. The Union shall elect two (2) bargaining unit members to serve on this Committee.

ARTICLE 18 - GENERAL PROVISIONS

18.1 Complete Agreement. The parties acknowledge that during the negotiations that resulted in this Agreement, each has had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining and that the results and exercise of that right and opportunity are completely set forth in this Agreement. Therefore, the Employer and the Union, 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 specifically referred to or covered in this Agreement, or discussed during the negotiations which resulted in 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.

18.2 Effect of Invalidity. This Agreement shall be subject to all present and future applicable federal and state laws. Should any provision or provisions become unlawful by virtue of the declaration of any court of competent jurisdiction, such action shall not invalidate the entire Agreement. Any provisions of this Agreement not declared invalid shall remain in full force and effect for the life of the Agreement. If any provision is held invalid, the parties hereto shall enter into negotiations for the purpose of arriving at a mutually satisfactory replacement for such provision.

18.3 Amendments. Any change or amendments to this Agreement shall be in writing and duly executed by the parties hereto.

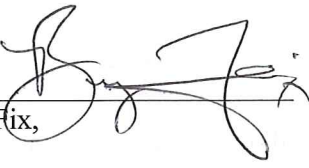
ARTICLE 19 - DURATION

This Agreement shall become effective upon ratification, 2021, and shall remain in full force and effect to and including December 31, 2023, unless changed by mutual consent. Should the Union desire to change, modify or renew the Agreement upon the expiration date, written notice by certified mail must be given to the Employer at least ninety (90) days prior to the expiration date. After receipt of such notice, negotiations shall commence. In the event negotiations do not result in a new Agreement on or before the expiration date, this Agreement shall terminate unless both parties mutually agree to extend the Agreement.


IN WITNESS WHEREOF, the parties hereto have executed this Agreement this 13th day of May 2021.

PROVIDENCE SACRED HEART
MEDICAL CENTER

UNITED FOOD & COMMERCIAL
WORKERS INTERNATIONAL UNION,
LOCAL 21



Bryan Fix,
CHRO



Mia Contreras, Executive Vice President



Susan Stacey,
COO/CNO

/s/ JM

James McGuinness, Negotiator

PROVIDENCE SACRED HEART MEDICAL CENTER

APPENDIX B

JOB GROUPINGS

- | | |
|--|--|
| 1 Pharmacy Tech
Lead Pharmacy Tech | 13 Mammographer
IR Technologist
CV Rad Tech
Radiology Technologist
CT Technologist |
| 2 Pharmacy Inventory Specialist | |
| 3 LPN | |
| 4 Respiratory Therapist, Certified
Respiratory Therapist, Registered | 14 Cardiovascular Technologist
IR Cardiovascular Technologist
CV Invasive Specialist |
| 5 MLT | 15 Electrophysiology Technologist |
| 6 Histology Technologist | 16 Radiation Therapist |
| 7 Surgical Technologist
Certified Surgical Technologist
Maternity Technologist
Certified Maternity Technologist | 17 Electroneurodiagnostic Technician |
| 8 Dietetic Technician
Nutrition Center Technician | 18 Phlebotomy Trainer |
| 9 Mental Health Counselor
Activities Specialist
Triage Counselor
Admissions Coordinator | |
| 10 Nuclear Medicine Tech | |
| 11 Ultrasonographer | |
| 12 Echocardiography Technician | |

PROVIDENCE SACRED HEART MEDICAL CENTER

APPENDIX C

1. **Inter-Unit Floating (LPNs & MHCs):** Staff members assigned to a specific unit shall not be required to float and take a patient assignment outside their clinical floating group. When floating to another unit within the defined clinical float group, the employee will be responsible for an appropriate patient assignment, based on skills and competency. Orientation will be provided, sufficient to allow effective implementation of an assignment, or the employee shall be allowed to show justification why the assignment should not be accepted. Guidelines for these clinical float groups may be reviewed and modified when mutually agreed upon by management and the Conference Committee.

Clinical float groups are as follows (effective on date of ratification):

AGPU	PCCA/Psych ED/BEST
PCCA	AGPU//BEST
Psych ED	PCCA/AGPU/BEST (Note: If more than a functional assignment is necessary when floating to BEST, additional training will be required.)

Personnel assigned to float to a unit outside the above unit float groups shall only be assigned a functional assignment unless they volunteer and are qualified to assume a patient assignment, and/or are cross-trained to other areas. Personnel will not be required to float outside the AGPU, PCCA clinical float group except to assume a functional assignment to provide psychiatric/safety support to the patients outside their clinical group. Personnel from other clinical float groups will not be required to accept functional assignments on PCCA, or AGPU.

Clarification for MHCs: The Attendant Role Agreement dated 3/99 supersedes any differences in the definition of functional assignments below.

Functional Assignment: Delegated patient care tasks under the direction and monitoring of a registered nurse on that unit.

2. **Respiratory Therapy Floating:** Respiratory Therapists will be assigned to participate in a float group and be competent to float to all or some of the identified areas in that group, as determined appropriate by the Respiratory Department management. Core Respiratory Therapists will be assigned to either the Core-Adult or Core-Children float group. Respiratory Therapists will be provided orientation and precepted experiences sufficient to perform duties in those areas in their float group and may qualify and elect to also float to select areas/units in the other float group.

Adult Clinical Float Group: ICU, CICU, 7 North; Core-Adult.

Neonatal/Pediatric Float Group: Pediatrics, PICU, NICU; Core-Children

APPENDIX C – Cont'd

RT Helper Role: Therapists will not be required to float outside their clinical float group if there is a therapist in that clinical float group available to float. When a therapist must float outside their clinical float group, they will act as an RT Helper, e.g. simple SVN, IPPB, CPT, etc. The Primary Therapist will assist in orienting the RT Helper to the area/unit in terms of location of chart forms, equipment, medications, supplies, etc., prior to starting the assignment and will work with the RT Helper on the unit.

RT float assignments will be done to meet patient care/specialty needs on an equitable rotation basis and tracked on the float log. Therapists may volunteer to float outside their rotation, or be scheduled to work in a particular area/unit in order to maintain competency and skill development. The Respiratory management team has the final decision in the determination of which personnel will float, to which area/specialty that float assignment occurs, and what will be determined (counted) as a float assignment.

PROVIDENCE SACRED HEART MEDICAL CENTER

APPENDIX D
BULLETIN BOARD LOCATIONS

Due to operational space and planning, the parties agree that if location changes are needed, during the life of this contract, both parties will work to identify a mutually agreeable location.

Cardiology

The bulletin board located in the Cath Lab/EP lounge.

END

The bulletin board located in the END Lab.

Food and Nutrition

The bulletin board located in the hallway adjacent to the employee lounge.

Laboratory

The general laboratory communications bulletin board located in the laboratory corridor.

Nursing Units

The bulletin board located in the unit break room.

Pharmacy

The bulletin board located in the Central Pharmacy by the Pharmacy entrance.

Radiology

The bulletin board located in the hallway leading to the Radiology employee lounge.

Radiation Oncology

The bulletin board located in the Radiation Oncology staff lounge.

Respiratory Therapy

The bulletin board located in the hallway across from the Clinical Educator's office.

Sleep Institute

The bulletin board located in the employee lounge.

Surgery

The bulletin board located in the Surgery employee lounges.

APPENDIX E

PH&S Retirement Plan

The 401(k) Savings Plan

Replaces the Service Plan and the Value Plan starting in January 2022. This plan includes a pre-tax savings plan with an Employer match component (50% of employee savings up to specific limit depending on years of service) and an Employer discretionary contribution based on years of service. Employees are immediately vested in their savings and employer match. The Employer discretionary contribution vests incrementally over a 5-year period. Employees will be eligible for the Employer discretionary contribution if they work 1,000 hours in a payroll year. Employees are immediately eligible for the 401(k) Employer matching contribution when they save.

The Service Plan

A plan fully funded by the Employer, with contributions based on years of service. The Service Plan is a 401(a) defined contribution plan, and PH&S expects to make annual contributions to accounts based on total annual pay and years of service (from 3% to 6%).

- An employee is eligible if (s)he works at least 1,000 hours in a plan year
- If an employee works at least 2,000 hours, s(he) will be eligible for a minimum contribution (\$1,250 in 2010)
- Employees determine how their account balance is invested, and their balance may change over time based on those investment earnings or losses
- Employees are vested in, or own, their Service Plan account after five years; prior Core Plan vesting service applies
- A variety of distribution options are available to employees under the plan
- The annual contribution is deposited to the employee's account in the spring of the following calendar year

The Value Plan

- A 403(b) plan that allows employees to save on a pre-tax basis (up to 75% of pay) into an investment savings account
- PH&S will match 50 cents on each dollar the employee saves up to a specific limit that increases with years of service
- A broad range of investment options is provided
- Employees are immediately vested in their savings and in the PH&S matching contribution
- Loans are available
- Eligibility: All W-2 compensated employees are eligible to participate upon their date of hire.
- There is a minimum contribution of \$50 for employees who participate and earn under \$30,000

The 457(b) Deferred Compensation Plan

- Employees are eligible if they have elected to save the maximum allowed in the Value Plan
- The plan allows employees to defer receiving all or a portion of their pay (1% to 100% of pay) until it is distributed to them at a later time
- A broad range of investment options is provided
- A variety of distribution options are available to employees under the plan

The Core Plan

- The Core Plan will be frozen after the last pay credit is made in the spring of 2010 for hours worked in 2009
- Employees' cash balance accounts will continue to grow with annual interest credits applied monthly, using the change in the Consumer Price Index (CPI) to establish the rate, with a minimum of CPI +1% starting in 2010 and the annual rate capped at 4%

Employees in the career average plan will have their benefit calculated as of December 31, 2009. This benefit will be adjusted upon retirement. The lump sum value of the benefit increases as the early retirement penalty decreases, up to age 65.

APPENDIX F

Job Title	Certifications by Agency	Available Certifications
Activities Specialist	National Certification Counsel Association of Activity Professionals (NCCAP)	NCCAP
Cardiac Sonographer, Pediatric	American Registry for Diagnostic Medical Sonography Fetal Medicine Foundation American Registry for Diagnostic Medical Sonography	Pediatric Echocardiography (PE) Nuchal Translucency Accreditation (NT) Fetal Echocardiography (FE)
Electrophysiology Tech	International Board of Heart Rhythm Examiners, American National Standards Institute	CEPS, CCDS, RCES
Cardiovascular Radiological Tech	American Registry of Radiology Techs (ARRT)	Cardiac Interventional Tech (CI)
Interventional Rad Tech	American Registry of Radiology Techs (ARRT)	Vascular Interventional Technologist (VI)
Maternity Tech	Association of Surgical Technology	AST NBSTSA
Nuclear Medicine Tech	Nuclear Medicine Technology Certification Board	Nuclear Medicine Technologists (NMT)'s Credential (NMTCB-NCT)
Pharmacy Tech	Pharmacy Technician Certification Board	Chemo Technician (NPTA)

Respiratory Therapist Certified/Registered	National Board for Respiratory Care (NBRC)	Neonatal Pediatric Specialist (NPS) Certificated Pulmonary Function Tech (CPFT) Registered Pulmonary Function Tech (RPFT) Adult Critical Care Specialist Credential (ACCS)
Surgical Technologist	Association of Surgical Technology NBSTSA	Certified Scrub Tech

Additionally, reimbursement may be obtained for certifications that an employee obtains to progress to a higher level position within their classification.

LETTER OF UNDERSTANDING

The purpose of this letter is to memorialize the additional understandings reached by the parties in negotiations.

Mental Health Counselors. Mental Health Counselors previously employed as Recreational Therapist shall retain their prior hours worked as a Recreational Therapist for seniority purposes.

Advancement of Electrophysiology Tech to Senior Electrophysiology Tech. It is the intention and desire of Sacred Heart to train and advance Electrophysiology (EP) Techs to Senior EP tech status. Once EP Techs are determined by Management to be able to independently perform the Senior EP Tech functions as described in the Senior EP Tech job description, the EP Tech shall be promoted to the Senior EP Tech classification.

Medical Benefits. For the life of the contract, the parties agree that the amount of bi-weekly medical premium payroll contributions will not increase by more than 10% on a blended average basis. The parties agree that Article 13.3 may be opened for bargaining in good faith by the Union if there are material increases (defined as more than a 10% increase) in in-network deductibles, in-network out of pocket maximums, and/or premium percentages. Changes in available health care providers and/or changes to out of network out of pocket deductibles/out of pocket maximums under existing plans shall not be considered a material reduction/increase in benefit during this Agreement. The Employer agrees to provide written notice of benefit plan changes on or before October 1, of the applicable year, at which point, upon the request of the Union, only Article 13.3 may be reopened and Article 14 will not apply. The parties 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.

Successorship. In the event of the sale, merger or transfer of the ownership of the Medical Center to an entity not a signatory to this Agreement, the Medical Center will provide the Union sixty (60) days' notice and will meet, at the Union's request, to discuss the impact of such change.

Committee on Career Advancement Opportunities for Surgical Tech. The parties will continue their current practice on Career Advancement Opportunities and related committee work for Surgical Technicians for the life of this Agreement. Opportunities identified by the committee will not be subject to any voting and/or ratification process by the bargaining unit during the term of this Agreement. Nothing herein is intended to (nor does it) reopen any article of this Agreement.

Histologist Non-Certified. Employees in the Histology Non-Certified ("Histotech Trainee") position will be in the bargaining unit. This position will be placed at Grade 14 in the wage scale. When posted, the position will be open to application from all employees who qualify under the terms of the position Job Description. Applicants will typically be promoted from Lab Assistant positions, though both internal and external candidates may be considered based on qualification. While in the trainee program, employees will work on schooling for half of the day and on-the-job training (OJT) the other half. The trainee program is generally two quarters in length, but may be extended to meet program requirements. Successful completion of Histotechnologist schooling and certificate will make the employee eligible for open

Histotechnologist positions as outlined in the Job Description.

Opening of Fairfax Behavioral Health. In the event that the Medical Center “contracts out” work (as defined by Article 5.9) to Fairfax Behavioral Health, the Medical Center agrees that, in addition to the requirements set forth in Article 5.9, it will provide at least 90-days notice to the Union of any such decision. Further, the Medical Center will make a good faith effort to commence discussions regarding impacts of the decision within fourteen (14) days following the initial 90-day notice provided to the Union.

Loss of volume due to the opening of Fairfax Behavioral Health will not be considered “contracting out” within the meaning of Article 5.9. In the event that the Medical Center experiences a loss of volume due to the opening of Fairfax Behavioral Health that will require layoffs of bargaining unit employees, the Medical Center will follow the applicable provisions set forth in Article 6 of the Agreement.

Mandatory Overtime and Mandatory Call Units. Bargaining unit members in mandatory call units will be eligible for the same three (3) hour minimum callback pay as the nurses when required to stay beyond their regularly scheduled shift for more than one (1) hour. This provision does not apply to bargaining unit members who are scheduled for standby immediately following their regular scheduled shift, as outlined in Article 8.7.1. The Union agrees that in the event that this callback pay requirement is modified and/or eliminated for nurses, this LOA and its callback pay provision relating to bargaining unit members who work for more than one (1) hour beyond their regularly scheduled shift will be modified and/or eliminated.

Time Off Benefits. The Union and Employer agree to meet on a regular basis throughout the life of this contract to discuss the potential implementation of a new time-off and leave program on or before December 1, 2023, provided the program is mutually agreeable to the Union and the Employer. If the parties reach agreement on new time-off benefits prior to that date, Articles 9, 10, and 11 can be re-opened for purposes of implementing the new time-off benefits only. Should no mutually agreeable solution be reached on the details of the new time-off and leave program, the current contract language will remain in force for the duration of the agreement.

Wages

2.5%, effective the first full pay period following date of ratification.

2.5%, effective the first full pay period following January 1 2022.

2.5%, effective the first full pay period following January 1 2023.

Market adjustments, effective the first full pay period following date of ratification.

Respiratory Therapist 2.25%

Activities Therapist 2.25%

A joint committee will be established that is composed of three (3) union members and three (3) management officials. The purpose of the committee will be to discuss issues relating to the employer's implementation of the modified overtime language in Article 7.6 and associated issues. Recommendations made by committee members shall be given good faith consideration for implementation by the Employer. A union representative may attend committee meetings which shall occur not less than once quarterly following ratification of the agreement for the two (2) quarters following ratification of the agreement.

PROVIDENCE SACRED HEART
MEDICAL CENTER



Bryan Fix, CHRO




Susan Stacey, COO/CNO

DATE: 5/13/21

UNITED FOOD & COMMERCIAL
WORKERS INTERNATIONAL UNION,
LOCAL 21

/s/ JM

James McGuinness, Negotiator



Mia Contreras, Executive Vice President

5/13/2021
DATE: _____

APPENDIX A
WAGE SCALES - PSHMC UFCW-TECH

POSITION TITLE	GRADE	LAWSON STEP																								
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25
ACTIVITIES SPECIALIST	33	22.81	23.38	23.97	24.57	25.16	25.81	26.44	27.13	27.77	28.46	29.2	29.92	29.92	30.65	31.42	31.42	32.21	32.21	32.21	33.05	33.05	33.85	33.85	34.70	34.70
ACTIVITIES SPECIALIST	33	23.38	23.96	24.57	25.18	25.79	26.46	27.10	27.81	28.46	29.17	29.93	30.67	30.67	31.42	31.42	32.21	32.21	33.02	33.02	33.88	33.88	34.70	34.70	35.57	35.57
ACTIVITIES SPECIALIST	33	23.96	24.56	25.18	25.81	26.43	27.12	27.78	28.51	29.17	29.90	30.68	31.44	31.44	32.21	32.21	33.02	33.02	33.85	33.85	34.73	34.73	35.57	35.57	36.10	36.10
CARDIAC SONOGRAPHER CARDIOLOGY	22	35.43	36.31	37.24	38.18	39.11	40.1	41.09	42.14	43.18	44.25	45.36	46.49	46.49	47.63	47.63	48.86	48.86	50.09	50.09	51.33	51.33	52.63	52.63	53.99	53.99
CARDIAC SONOGRAPHER CARDIOLOGY	22	36.32	37.22	38.17	39.13	40.09	41.10	42.12	43.19	44.26	45.36	46.49	47.65	47.65	48.82	48.82	50.08	50.08	51.34	51.34	52.61	52.61	53.95	53.95	54.72	54.72
CARDIAC SONOGRAPHER CARDIOLOGY	22	37.23	38.15	39.12	40.11	41.09	42.13	43.17	44.27	45.37	46.49	47.65	48.84	48.84	50.04	50.04	51.33	51.33	52.62	52.62	53.93	53.93	55.30	55.30	56.09	56.09
CARDIAC SONOGRAPHER LD	22L	36.93	37.81	38.74	39.68	40.61	41.6	42.59	43.64	44.68	45.75	46.86	47.99	47.99	49.13	49.13	50.36	50.36	51.59	51.59	52.83	52.83	54.13	54.13	54.89	54.89
CARDIAC SONOGRAPHER LD	22L	37.82	38.72	39.67	40.63	41.59	42.60	43.62	44.69	45.76	46.86	47.99	49.15	49.15	50.32	50.32	51.58	51.58	52.84	52.84	54.11	54.11	55.45	55.45	56.22	56.22
CARDIAC SONOGRAPHER LD	22L	38.73	39.65	40.62	41.61	42.59	43.63	44.67	45.77	46.87	47.99	49.15	50.34	50.34	51.54	51.54	52.83	52.83	54.12	54.12	55.43	55.43	56.80	56.80	57.59	57.59
CARDIAC SONOGRAPHER NEW	22	35.43	36.31	37.24	38.18	39.11	40.1	41.09	42.14	43.18	44.25	45.36	46.49	46.49	47.63	47.63	48.86	48.86	50.09	50.09	51.33	51.33	52.63	52.63	53.99	53.99
CARDIAC SONOGRAPHER NEW	22	36.32	37.22	38.17	39.13	40.09	41.10	42.12	43.19	44.26	45.36	46.49	47.65	47.65	48.82	48.82	50.08	50.08	51.34	51.34	52.61	52.61	53.95	53.95	54.72	54.72
CARDIAC SONOGRAPHER NEW	22	37.23	38.15	39.12	40.11	41.09	42.13	43.17	44.27	45.37	46.49	47.65	48.84	48.84	50.04	50.04	51.33	51.33	52.62	52.62	53.93	53.93	55.30	55.30	56.09	56.09
CARDIAC SONOGRAPHER PEDIATRIC	23	36.50	37.4	38.35	39.31	40.29	41.29	42.31	43.4	44.46	45.56	46.71	47.91	47.91	49.08	49.08	50.33	50.33	51.58	51.58	52.86	52.86	54.21	54.21	55.01	55.01
CARDIAC SONOGRAPHER PEDIATRIC	23	37.41	38.34	39.31	40.29	41.30	42.32	43.37	44.49	45.57	46.70	47.88	49.11	49.11	50.31	50.31	51.59	51.59	52.87	52.87	54.18	54.18	55.57	55.57	56.39	56.39
CARDIAC SONOGRAPHER PEDIATRIC	23	38.35	39.30	40.29	41.30	42.33	43.38	44.45	45.60	46.71	47.87	49.08	50.34	50.34	51.57	51.57	52.88	52.88	54.19	54.19	55.53	55.53	56.96	56.96	57.80	57.80
CARDIAC SONOGRAPHER PEDS LD	23L	38.00	38.9	39.85	40.81	41.79	42.79	43.81	44.90	45.96	47.06	48.21	49.41	49.41	50.58	50.58	51.83	51.83	53.08	53.08	54.36	54.36	55.71	55.71	56.51	56.51
CARDIAC SONOGRAPHER PEDS LD	23L	38.91	39.84	40.81	41.79	42.80	43.82	44.87	45.99	47.07	48.20	49.38	50.61	50.61	51.81	51.81	53.09	53.09	54.37	54.37	55.68	55.68	57.07	57.07	57.89	57.89
CARDIAC SONOGRAPHER PEDS LD	23L	39.85	40.80	41.79	42.80	43.83	44.88	45.95	47.10	48.21	49.37	50.58	51.84	51.84	53.07	53.07	54.38	54.38	55.69	55.69	57.03	57.03	58.46	58.46	59.30	59.30
CARDIOVASCULAR TECH	29	33.56	34.38	35.25	36.14	37.02	37.98	38.91	39.88	40.9	41.91	42.96	44.02	44.02	45.14	45.14	46.25	46.25	47.42	47.42	48.6	48.6	49.83	49.83	50.57	50.57
CARDIOVASCULAR TECH	29	34.40	35.24	36.13	37.04	37.95	38.93	39.88	40.88	41.92	42.96	44.03	45.12	45.12	46.27	46.27	47.41	47.41	48.61	48.61	49.82	49.82	51.08	51.08	51.83	51.83
CARDIOVASCULAR TECH	29	35.26	36.12	37.03	37.97	38.90	39.90	40.88	41.90	42.97	44.03	45.13	46.25	46.25	47.43	47.43	48.60	48.60	49.83	49.83	51.07	51.07	52.36	52.36	53.13	53.13
CARDIOVASCULAR TECH LD	29L	35.06	35.88	36.75	37.64	38.52	39.48	40.41	41.38	42.40	43.41	44.46	45.52	45.52	46.64	46.64	47.75	47.75	48.92	48.92	50.1	50.1	51.33	51.33	52.07	52.07
CARDIOVASCULAR TECH LD	29L	35.90	36.74	37.63	38.54	39.45	40.43	41.38	42.38	43.42	44.46	45.53	46.62	46.62	47.77	47.77	48.91	48.91	50.11	50.11	51.32	51.32	52.58	52.58	53.33	53.33
CARDIOVASCULAR TECH LD	29L	36.76	37.62	38.53	39.47	40.40	41.40	42.38	43.40	44.47	45.53	46.63	47.75	47.75	48.93	48.93	50.10	50.10	51.33	51.33	52.57	52.57	53.86	53.86	54.63	54.63
CV RADIOLOGIC TECH RADIOVASC	29	33.56	34.38	35.25	36.14	37.02	37.98	38.91	39.88	40.9	41.91	42.96	44.02	44.02	45.14	45.14	46.25	46.25	47.42	47.42	48.6	48.6	49.83	49.83	50.57	50.57
CV RADIOLOGIC TECH RADIOVASC	29	34.40	35.24	36.13	37.04	37.95	38.93	39.88	40.88	41.92	42.96	44.03	45.12	45.12	46.27	46.27	47.41	47.41	48.61	48.61	49.82	49.82	51.08	51.08	51.83	51.83
CV RADIOLOGIC TECH RADIOVASC	29	35.26	36.12	37.03	37.97	38.90	39.90	40.88	41.90	42.97	44.03	45.13	46.25	46.25	47.43	47.43	48.60	48.60	49.83	49.83	51.07	51.07	52.36	52.36	53.13	53.13
CV RADIOLOGIC TECH LD	29L	35.06	35.88	36.75	37.64	38.52	39.48	40.41	41.38	42.40	43.41	44.46	45.52	45.52	46.64	46.64	47.75	47.75	48.92	48.92	50.1	50.1	51.33	51.33	52.07	52.07
CV RADIOLOGIC TECH LD	29L	35.90	36.74	37.63	38.54	39.45	40.43	41.38	42.38	43.42	44.46	45.53	46.62	46.62	47.77	47.77	48.91	48.91	50.11	50.11	51.32	51.32	52.58	52.58	53.33	53.33
CV RADIOLOGIC TECH LD	29L	36.76	37.62	38.53	39.47	40.40	41.40	42.38	43.40	44.47	45.53	46.63	47.75	47.75	48.93	48.93	50.10	50.10	51.33	51.33	52.57	52.57	53.86	53.86	54.63	54.63

Inactive salary grades not included on the updated wage scales are as follows: 02L, 05L, 09, 09L, 10, 10L, 11, 16L, 17, 19, 30, 32L.
Should these salary grades be re-activated, a new wage scale will be published/updated.

APPENDIX A
WAGESCALES - PSHMC UFCW-TECH

POSITION TITLE	LAWSON STEP	YEAR																								
		CONTRACT STEP																								
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25
CV RADIOLOGIC TECH NEW	29	33.56	34.38	35.25	36.14	37.02	37.98	38.91	39.88	40.9	41.91	42.96	44.02	45.14	46.25	47.41	48.61	49.82	51.08	52.36	53.66	55.00	56.38	57.80	59.26	60.76
CV RADIOLOGIC TECH NEW	29	34.40	35.24	36.13	37.04	37.95	38.93	39.88	40.88	41.92	42.96	44.03	45.12	46.27	47.43	48.60	49.83	51.07	52.36	53.66	55.00	56.38	57.80	59.26	60.76	
CV RADIOLOGIC TECH NEW	29	35.26	36.12	37.03	37.97	38.90	39.90	40.88	41.90	42.97	44.03	45.13	46.25	47.43	48.60	49.83	51.07	52.36	53.66	55.00	56.38	57.80	59.26	60.76		
DIETETIC TECHNICIAN	07	19.72	20.10	20.5	20.92	21.37	21.78	22.2	22.64	23.11	23.59	24.04	24.52	25.01	25.52	26.05	26.56	27.12	27.63	28.19	28.76	29.34	29.93	30.53		
DIETETIC TECHNICIAN	07	20.21	20.60	21.01	21.44	21.90	22.32	22.76	23.21	23.69	24.18	24.64	25.13	25.64	26.16	26.70	27.22	27.78	28.31	28.85	29.39	29.93	30.53			
DIETETIC TECHNICIAN	07	20.72	21.12	21.54	21.98	22.45	22.88	23.33	23.79	24.28	24.78	25.26	25.76	26.28	26.81	27.37	27.90	28.59	29.03							
DIETETIC TECHNICIAN LD	07L	21.22	21.60	22	22.42	22.87	23.28	23.7	24.14	24.61	25.09	25.54	26.02	26.51	27.02	27.55	28.06	28.61	29.13	29.63	30.13	30.63	31.13			
DIETETIC TECHNICIAN LD	07L	21.71	22.10	22.51	22.94	23.40	23.82	24.26	24.71	25.19	25.68	26.14	26.63	27.14	27.66	28.20	28.72	29.39	29.82							
DIETETIC TECHNICIAN LD	07L	22.22	22.62	23.04	23.48	23.95	24.38	24.83	25.29	25.78	26.28	26.76	27.26	27.78	28.31	28.87	29.40	30.09	30.53							
ELECTROPHYSIOLOGY TECH SR NEW	24	40.86	41.89	42.89	43.99	45.08	46.22	47.37	48.54	49.77	51.01	52.28	53.60	54.98	56.39	57.70	59.16	60.62	62.11	63.61	65.14	66.69	68.26	69.85		
ELECTROPHYSIOLOGY TECH SR NEW	24	41.88	42.94	43.96	45.09	46.21	47.38	48.55	49.75	51.01	52.29	53.59	54.94	56.30	57.71	59.14	60.64	62.14	63.68	65.26	66.86	68.46	70.07			
ELECTROPHYSIOLOGY TECH SR NEW	24	42.93	44.01	45.06	46.22	47.37	48.56	49.76	50.99	52.29	53.60	54.93	56.31	57.71	59.15	60.62	62.16	63.69	65.26	66.86	68.46	70.07				
ELECTROPHYSIOLOGY TECH	63	38.86	39.83	40.83	41.84	42.9	43.94	45.07	46.17	47.36	48.53	49.74	51.00	52.26	53.56	54.91	56.29	57.71	59.15	60.63	62.13	63.63	65.13			
ELECTROPHYSIOLOGY TECH	63	39.83	40.83	41.85	42.89	43.97	45.04	46.20	47.32	48.54	49.74	50.98	52.28	53.57	54.90	56.28	57.70	59.15	60.63	62.13	63.63	65.13				
ELECTROPHYSIOLOGY TECH	63	40.83	41.85	42.90	43.96	45.07	46.17	47.36	48.50	49.75	50.98	52.25	53.59	54.91	56.27	57.69	59.14	60.63	62.13	63.63	65.13					
ELECTROPHYSIOLOGY TECH LD	63L	40.36	41.33	42.33	43.34	44.4	45.44	46.57	47.67	48.86	50.03	51.24	52.50	53.76	55.07	56.40	57.78	59.20	60.65	62.13	63.63	65.13				
ELECTROPHYSIOLOGY TECH LD	63L	41.33	42.33	43.35	44.39	45.47	46.54	47.70	48.82	50.04	51.24	52.48	53.78	55.07	56.40	57.78	59.20	60.65	62.13	63.63	65.13					
ELECTROPHYSIOLOGY TECH LD	63L	42.33	43.35	44.40	45.46	46.57	47.67	48.86	50.00	51.25	52.48	53.75	55.09	56.41	57.77	59.19	60.64	62.13	63.63	65.13						
ELECTROPHYSIOLOGY TECH SR	24	40.86	41.89	42.89	43.99	45.08	46.22	47.37	48.54	49.77	51.01	52.28	53.60	54.93	56.30	57.70	59.16	60.62	62.11	63.61	65.14	66.69	68.26			
ELECTROPHYSIOLOGY TECH SR	24	41.88	42.94	43.96	45.09	46.21	47.38	48.55	49.75	51.01	52.29	53.59	54.94	56.30	57.71	59.14	60.64	62.14	63.68	65.26	66.86	68.46	70.07			
ELECTROPHYSIOLOGY TECH SR	24	42.93	44.01	45.06	46.22	47.37	48.56	49.76	50.99	52.29	53.60	54.93	56.31	57.71	59.15	60.62	62.16	63.69	65.26	66.86	68.46	70.07				
ELECTROPHYSIOLOGY TECH SR LD	24L	42.36	43.39	44.39	45.49	46.58	47.72	48.87	50.04	51.27	52.51	53.78	55.10	56.43	57.8	59.2	60.66	62.12	63.64	65.19	66.66	68.26	69.85			
ELECTROPHYSIOLOGY TECH SR LD	24L	43.38	44.44	45.46	46.59	47.71	48.88	50.05	51.25	52.51	53.79	55.09	56.44	57.80	59.21	60.64	62.14	63.64	65.19	66.66	68.26	69.85				
ELECTROPHYSIOLOGY TECH SR LD	24L	44.43	45.51	46.56	47.72	48.87	50.06	51.26	52.49	53.79	55.10	56.43	57.81	59.21	60.65	62.12	63.66	65.19	66.66	68.26	69.85					
END TECHNICIAN	05	27.11	27.77	28.46	29.17	29.92	30.68	31.45	32.24	33.02	33.88	34.68	35.56	36.45	37.35	38.3	39.27	40.24	41.25	42.28	43.31	44.36	45.41			
END TECHNICIAN	05	27.79	28.46	29.17	29.90	30.67	31.45	32.24	33.05	33.85	34.73	35.55	36.45	37.36	38.28	39.26	40.25	41.25	42.28	43.31	44.36	45.41				
END TECHNICIAN	05	28.48	29.17	29.90	30.65	31.44	32.24	33.05	33.88	34.70	35.60	36.44	37.36	38.29	39.24	40.24	41.26	42.28	43.31	44.36	45.41					
HISTOLOGIST NON CERTIFIED	14	21.53	22.07	22.63	23.21	23.8	24.37	24.98	25.59	26.22	26.9	27.56	28.25	28.93	29.74	30.43	31.18	31.96	32.76	33.58	34.41	35.24	36.07			
HISTOLOGIST NON CERTIFIED	14	22.07	22.62	23.20	23.79	24.40	24.98	25.60	26.23	26.88	27.57	28.25	28.96	29.65	30.48	31.19	31.99	32.76	33.58	34.41	35.24	36.07				
HISTOLOGIST NON CERTIFIED	14	22.62	23.19	23.78	24.38	25.01	25.60	26.24	26.89	27.55	28.26	28.96	29.68	30.39	31.24	31.97	32.76	33.58	34.41	35.24	36.07					

inactive salary grades not included on the updated wage scales are as follows: 02L, 05L, 09, 09L, 10, 10L, 11, 11L, 16L, 17, 19, 32, 32L.
Should these salary grades be re-activated, a new wage scale will be published/updated.

APPENDIX A
WAGE SCALES - PSHMC UFCW-TECH

POSITION TITLE	Lawson Step	YEAR																											
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25			
HISTOTECHNOLOGIST	12	25.16	25.8	26.48	27.12	27.79	28.47	29.12	29.93	30.69	31.44	32.25	32.25	33.03	33.89	33.89	34.71	34.71	35.59	35.59	36.46	36.46	37.36	37.36	38.29	38.29	39.25	39.25	39.85
HISTOTECHNOLOGIST	12	25.79	26.45	27.14	27.80	28.48	29.18	29.95	30.68	31.46	32.23	33.06	33.06	33.86	34.74	34.74	35.58	35.58	36.48	36.48	37.37	37.37	38.29	38.29	39.25	39.25	39.85		
HISTOTECHNOLOGIST	12	26.43	27.11	27.82	28.50	29.19	29.91	30.70	31.45	32.25	33.04	33.89	33.89	34.71	35.61	35.61	36.47	36.47	37.39	37.39	38.30	38.30	39.25	39.25	39.85				
HISTOTECHNOLOGIST LD	12L	26.66	27.3	27.98	28.62	29.29	29.97	30.72	31.43	32.19	32.94	33.75	33.75	34.53	35.39	35.39	36.21	36.21	37.09	37.09	37.96	37.96	38.86	38.86	39.43				
HISTOTECHNOLOGIST LD	12L	27.29	27.95	28.64	29.30	29.98	30.68	31.45	32.18	32.96	33.73	34.56	34.56	35.36	36.24	36.24	37.08	37.08	37.98	37.98	38.87	38.87	39.79	39.79	40.38				
HISTOTECHNOLOGIST LD	12L	27.93	28.61	29.32	30.00	30.69	31.41	32.20	32.95	33.75	34.54	35.39	35.39	36.21	37.11	37.11	37.97	37.97	38.89	38.89	39.80	39.80	40.75	40.75	41.35				
INTERVENTIONAL RAD TECH NEW	29	33.56	34.38	35.25	36.14	37.02	37.98	38.91	39.88	40.9	41.91	42.96	42.96	44.02	45.14	45.14	46.25	46.25	47.42	47.42	48.6	48.6	49.83	49.83	50.57				
INTERVENTIONAL RAD TECH NEW	29	34.40	35.24	36.13	37.04	37.95	38.93	39.88	40.88	41.92	42.96	44.03	44.03	45.12	46.27	46.27	47.41	47.41	48.61	48.61	49.82	49.82	51.08	51.08	51.83				
INTERVENTIONAL RAD TECH NEW	29	35.26	36.12	37.03	37.97	38.90	39.90	40.88	41.90	42.97	44.03	45.13	45.13	46.25	47.43	47.43	48.60	48.60	49.83	49.83	51.07	51.07	52.36	52.36	53.13				
INTERVENTIONAL RAD TECH LD	29L	35.06	35.88	36.75	37.64	38.52	39.48	40.41	41.38	42.40	43.41	44.46	44.46	45.52	46.64	46.64	47.75	47.75	48.92	48.92	50.1	50.1	51.33	51.33	52.07				
INTERVENTIONAL RAD TECH LD	29L	35.90	36.74	37.63	38.54	39.45	40.43	41.38	42.38	43.42	44.46	45.53	45.53	46.62	47.77	47.77	48.91	48.91	50.11	50.11	51.32	51.32	52.58	52.58	53.33				
INTERVENTIONAL RAD TECH LD	29L	36.76	37.62	38.53	39.47	40.40	41.40	42.38	43.40	44.47	45.53	46.63	46.63	47.75	48.93	48.93	50.10	50.10	51.33	51.33	52.57	52.57	53.86	53.86	54.63				
IR CARDIOVASCULAR TECH	29	33.56	34.38	35.25	36.14	37.02	37.98	38.91	39.88	40.9	41.91	42.96	42.96	44.02	45.14	45.14	46.25	46.25	47.42	47.42	48.6	48.6	49.83	49.83	50.57				
IR CARDIOVASCULAR TECH	29	34.40	35.24	36.13	37.04	37.95	38.93	39.88	40.88	41.92	42.96	44.03	44.03	45.12	46.27	46.27	47.41	47.41	48.61	48.61	49.82	49.82	51.08	51.08	51.83				
IR CARDIOVASCULAR TECH	29	35.26	36.12	37.03	37.97	38.90	39.90	40.88	41.90	42.97	44.03	45.13	45.13	46.25	47.43	47.43	48.60	48.60	49.83	49.83	51.07	51.07	52.36	52.36	53.13				
IR CARDIOVASCULAR TECH NEW	29	33.56	34.38	35.25	36.14	37.02	37.98	38.91	39.88	40.9	41.91	42.96	42.96	44.02	45.14	45.14	46.25	46.25	47.42	47.42	48.6	48.6	49.83	49.83	50.57				
IR CARDIOVASCULAR TECH NEW	29	34.40	35.24	36.13	37.04	37.95	38.93	39.88	40.88	41.92	42.96	44.03	44.03	45.12	46.27	46.27	47.41	47.41	48.61	48.61	49.82	49.82	51.08	51.08	51.83				
IR CARDIOVASCULAR TECH NEW	29	35.26	36.12	37.03	37.97	38.90	39.90	40.88	41.90	42.97	44.03	45.13	45.13	46.25	47.43	47.43	48.60	48.60	49.83	49.83	51.07	51.07	52.36	52.36	53.13				
IR CARDIOVASCULAR TECH LD	29L	35.06	35.88	36.75	37.64	38.52	39.48	40.41	41.38	42.40	43.41	44.46	44.46	45.52	46.64	46.64	47.75	47.75	48.92	48.92	50.1	50.1	51.33	51.33	52.07				
IR CARDIOVASCULAR TECH LD	29L	35.90	36.74	37.63	38.54	39.45	40.43	41.38	42.38	43.42	44.46	45.53	45.53	46.62	47.77	47.77	48.91	48.91	50.11	50.11	51.32	51.32	52.58	52.58	53.33				
IR CARDIOVASCULAR TECH LD	29L	36.76	37.62	38.53	39.47	40.40	41.40	42.38	43.40	44.47	45.53	46.63	46.63	47.75	48.93	48.93	50.10	50.10	51.33	51.33	52.57	52.57	53.86	53.86	54.63				
LPN	28	22.48	23.10	23.71	24.35	25.02	25.69	26.4	27.11	27.83	28.6	29.37	29.37	30.16	30.97	30.97	31.80	31.80	32.66	32.66	33.53	33.53	34.37	34.37	34.89				
LPN	28	23.04	23.68	24.30	24.96	25.65	26.33	27.06	27.79	28.53	29.32	30.10	30.10	30.91	31.74	31.74	32.60	32.60	33.48	33.48	34.37	34.37	35.23	35.23	35.76				
LPN	28	23.62	24.27	24.91	25.58	26.29	26.99	27.74	28.48	29.24	30.05	30.85	30.85	31.68	32.53	32.53	33.42	33.42	34.32	34.32	35.23	35.23	36.11	36.11	36.65				
MAMMOGRAPHY TECH	27	32.29	32.90	33.55	34.22	34.91	35.63	36.31	37.04	37.79	38.56	39.32	39.32	40.12	40.91	40.91	41.73	41.73	42.56	42.56	43.41	43.41	44.5	44.5	45.17				
MAMMOGRAPHY TECH	27	33.10	33.72	34.39	35.08	35.78	36.52	37.22	37.97	38.73	39.52	40.30	40.30	41.12	41.93	41.93	42.77	42.77	43.62	43.62	44.50	44.50	45.61	45.61	46.30				
MAMMOGRAPHY TECH	27	33.93	34.56	35.25	35.96	36.67	37.43	38.15	38.92	39.70	40.51	41.31	41.31	42.15	42.98	42.98	43.84	43.84	44.71	44.71	45.61	45.61	46.75	46.75	47.46				

Inactive salary grades not included on the updated wage scales are as follows: 02L, 05L, 09L, 10L, 10L, 11L, 16L, 17L, 19L, 32L, 32L.
Should these salary grades be re-activated, a new wage scale will be published/updated.

APPENDIX A
WAGE SCALES - PSHMC UFOW-TECH

GRADE	POSITION TITLE	LAWSON STEP																									
		BASE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25
03	MATERNITY TECH NURSING SVC	23.14	23.77	24.43	25.06	25.75	26.48	27.16	27.9	28.66	29.44	30.22	30.22	31.04	31.04	31.87	31.87	32.75	32.75	33.61	33.61	34.52	34.52	35.38	35.38	35.91	35.91
03	MATERNITY TECH NURSING SVC	23.72	24.36	25.04	25.69	26.39	27.14	27.84	28.60	29.38	30.18	30.98	30.98	31.82	31.82	32.67	32.67	33.57	33.57	34.45	34.45	35.38	35.38	36.26	36.26	36.81	36.81
03	MATERNITY TECH NURSING SVC	24.31	24.97	25.67	26.33	27.05	27.82	28.54	29.32	30.11	30.93	31.75	31.75	32.62	32.62	33.49	33.49	34.41	34.41	35.31	35.31	36.26	36.26	37.17	37.17	37.73	37.73
03L	MATERNITY TECH NURSING SVC LD	24.64	25.27	25.93	26.56	27.25	27.98	28.66	29.4	30.16	30.94	31.72	31.72	32.54	32.54	33.37	33.37	34.25	34.25	35.11	35.11	36.02	36.02	36.88	36.88	37.41	37.41
03L	MATERNITY TECH NURSING SVC LD	25.22	25.86	26.54	27.19	27.89	28.64	29.34	30.10	30.88	31.68	32.48	32.48	33.32	33.32	34.17	34.17	35.07	35.07	35.95	35.95	36.88	36.88	37.76	37.76	38.31	38.31
03L	MATERNITY TECH NURSING SVC LD	25.81	26.47	27.17	27.83	28.55	29.32	30.04	30.82	31.61	32.43	33.25	33.25	34.12	34.12	34.99	34.99	35.91	35.91	36.81	36.81	37.76	37.76	38.67	38.67	39.23	39.23
31	MENTAL HEALTH COUNSELOR	22.31	22.87	23.44	24.03	24.61	25.24	25.86	26.53	27.16	27.83	28.56	28.56	29.26	29.26	29.98	29.98	30.73	30.73	31.5	31.5	32.32	32.32	33.11	33.11	33.6	33.6
31	MENTAL HEALTH COUNSELOR	22.87	23.44	24.03	24.63	25.23	25.87	26.51	27.19	27.84	28.53	29.27	29.27	29.99	29.99	30.73	30.73	31.50	31.50	32.29	32.29	33.13	33.13	33.94	33.94	34.44	34.44
31	MENTAL HEALTH COUNSELOR	23.44	24.03	24.63	25.25	25.86	26.52	27.17	27.87	28.54	29.24	30.00	30.00	30.74	30.74	31.50	31.50	32.29	32.29	33.10	33.10	33.96	33.96	34.79	34.79	35.30	35.30
06	MILT	23.34	23.91	24.52	25.1	25.75	26.4	27.09	27.73	28.43	29.13	29.88	29.88	30.62	30.62	31.39	31.39	32.19	32.19	32.96	32.96	33.79	33.79	34.61	34.61	35.13	35.13
06	MILT	23.92	24.51	25.13	25.73	26.39	27.06	27.77	28.42	29.14	29.86	30.63	30.63	31.39	31.39	32.17	32.17	32.99	32.99	33.78	33.78	34.63	34.63	35.48	35.48	36.01	36.01
06	MILT	24.52	25.12	25.76	26.37	27.05	27.74	28.46	29.13	29.87	30.61	31.40	31.40	32.17	32.17	32.97	32.97	33.81	33.81	34.62	34.62	35.50	35.50	36.37	36.37	36.91	36.91
06L	MILT LD	24.84	25.41	26.02	26.6	27.25	27.9	28.59	29.23	29.93	30.63	31.38	31.38	32.12	32.12	32.89	32.89	33.69	33.69	34.46	34.46	35.29	35.29	36.11	36.11	36.63	36.63
06L	MILT LD	25.42	26.01	26.63	27.23	27.89	28.56	29.27	29.92	30.64	31.36	32.13	32.13	32.89	32.89	33.67	33.67	34.49	34.49	35.28	35.28	36.13	36.13	36.98	36.98	37.51	37.51
06L	MILT LD	26.02	26.62	27.26	27.87	28.55	29.24	29.96	30.63	31.37	32.11	32.90	32.90	33.67	33.67	34.47	34.47	35.31	35.31	36.12	36.12	37.00	37.00	37.87	37.87	38.41	38.41
18	NUCLEAR MEDICINE TECH NEW	37.54	38.48	39.45	40.44	41.46	42.49	43.53	44.62	45.76	46.89	48.06	48.06	49.27	49.27	50.51	50.51	51.76	51.76	53.03	53.03	54.38	54.38	55.74	55.74	56.58	56.58
18	NUCLEAR MEDICINE TECH NEW	38.48	39.44	40.44	41.45	42.50	43.55	44.62	45.74	46.90	48.06	49.26	49.26	50.50	50.50	51.77	51.77	53.05	53.05	54.36	54.36	55.74	55.74	57.13	57.13	57.99	57.99
18	NUCLEAR MEDICINE TECH NEW	39.44	40.43	41.45	42.49	43.56	44.64	45.74	46.88	48.07	49.26	50.49	50.49	51.76	51.76	53.06	53.06	54.38	54.38	55.72	55.72	57.13	57.13	58.56	58.56	59.44	59.44
18L	NUCLEAR MEDICINE TECH NEW LD	39.04	39.98	40.95	41.94	42.96	43.99	45.03	46.12	47.26	48.39	49.56	49.56	50.77	50.77	52.01	52.01	53.26	53.26	54.53	54.53	55.88	55.88	57.24	57.24	58.08	58.08
18L	NUCLEAR MEDICINE TECH NEW LD	39.98	40.94	41.94	42.95	44.00	45.05	46.12	47.24	48.40	49.56	50.76	50.76	52.00	52.00	53.27	53.27	54.55	54.55	55.86	55.86	57.24	57.24	58.63	58.63	59.49	59.49
18L	NUCLEAR MEDICINE TECH NEW LD	40.94	41.93	42.95	43.99	45.06	46.14	47.24	48.38	49.57	50.76	51.99	51.99	53.26	53.26	54.56	54.56	55.88	55.88	57.22	57.22	58.63	58.63	60.06	60.06	60.94	60.94
18	NUCLEAR MEDICINE TECH RAD	37.54	38.48	39.45	40.44	41.46	42.49	43.53	44.62	45.76	46.89	48.06	48.06	49.27	49.27	50.51	50.51	51.76	51.76	53.03	53.03	54.38	54.38	55.74	55.74	56.58	56.58
18	NUCLEAR MEDICINE TECH RAD	38.48	39.44	40.44	41.45	42.50	43.55	44.62	45.74	46.90	48.06	49.26	49.26	50.50	50.50	51.77	51.77	53.05	53.05	54.36	54.36	55.74	55.74	57.13	57.13	57.99	57.99
18	NUCLEAR MEDICINE TECH RAD	39.44	40.43	41.45	42.49	43.56	44.64	45.74	46.88	48.07	49.26	50.49	50.49	51.76	51.76	53.06	53.06	54.38	54.38	55.72	55.72	57.13	57.13	58.56	58.56	59.44	59.44
18L	NUCLEAR MEDICINE TECH RAD LD	39.04	39.98	40.95	41.94	42.96	43.99	45.03	46.12	47.26	48.39	49.56	49.56	50.77	50.77	52.01	52.01	53.26	53.26	54.53	54.53	55.88	55.88	57.24	57.24	58.08	58.08
18L	NUCLEAR MEDICINE TECH RAD LD	39.98	40.94	41.94	42.95	44.00	45.05	46.12	47.24	48.40	49.56	50.76	50.76	52.00	52.00	53.27	53.27	54.55	54.55	55.86	55.86	57.24	57.24	58.63	58.63	59.49	59.49
18L	NUCLEAR MEDICINE TECH RAD LD	40.94	41.93	42.95	43.99	45.06	46.14	47.24	48.38	49.57	50.76	51.99	51.99	53.26	53.26	54.56	54.56	55.88	55.88	57.22	57.22	58.63	58.63	60.06	60.06	60.94	60.94
18L	NUC MED TECH/ACCRED CMPL COORD	39.04	39.98	40.95	41.94	42.96	43.99	45.03	46.12	47.26	48.39	49.56	49.56	50.77	50.77	52.01	52.01	53.26	53.26	54.53	54.53	55.88	55.88	57.24	57.24	58.08	58.08
18L	NUC MED TECH/ACCRED CMPL COORD	39.98	40.94	41.94	42.95	44.00	45.05	46.12	47.24	48.40	49.56	50.76	50.76	52.00	52.00	53.27	53.27	54.55	54.55	55.86	55.86	57.24	57.24	58.63	58.63	59.49	59.49
18L	NUC MED TECH/ACCRED CMPL COORD	40.94	41.93	42.95	43.99	45.06	46.14	47.24	48.38	49.57	50.76	51.99	51.99	53.26	53.26	54.56	54.56	55.88	55.88	57.22	57.22	58.63	58.63	60.06	60.06	60.94	60.94

Inactive salary grades not included on the updated wage scales are as follows: 02L, 05L, 09, 09L, 10, 10L, 11, 16L, 17, 19, 32, 33L.
Should these salary grades be re-activated, a new wage scale will be published/updated.

APPENDIX A
WAGE SCALES - PSHMC UFCW-TECH

POSITION TITLE	GRADE	YEAR																									
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	
NUTRITION CENTER TECHNICIAN	07	19.72	20.10	20.5	20.92	21.37	21.78	22.2	22.64	23.11	23.59	24.04	24.04	24.52	24.52	25.01	25.01	25.52	25.52	26.05	26.05	26.56	26.56	27.21	27.21	27.89	27.89
	07	20.21	20.60	21.01	21.44	21.90	22.32	22.76	23.21	23.69	24.18	24.64	24.64	25.13	25.13	25.64	25.64	26.16	26.16	26.70	26.70	27.22	27.22	27.90	27.90	28.59	28.59
	07	20.72	21.12	21.54	21.98	22.45	22.88	23.33	23.79	24.28	24.78	25.26	25.26	25.76	25.76	26.28	26.28	26.81	26.81	27.37	27.37	27.90	27.90	28.59	28.59	29.03	29.03
NUTRITION CENTER TECHNICIAN LD	07L	21.22	21.60	22	22.42	22.87	23.28	23.7	24.14	24.61	25.09	25.54	25.54	26.02	26.02	26.51	26.51	27.02	27.02	27.55	27.55	28.06	28.06	28.71	28.71	29.13	29.13
	07L	21.71	22.10	22.51	22.94	23.40	23.82	24.26	24.71	25.19	25.68	26.14	26.14	26.63	26.63	27.14	27.14	27.66	27.66	28.20	28.20	28.72	28.72	29.39	29.39	29.82	29.82
	07L	22.22	22.62	23.04	23.48	23.95	24.38	24.83	25.29	25.78	26.28	26.76	26.76	27.26	27.26	27.78	27.78	28.31	28.31	28.87	28.87	29.40	29.40	30.09	30.09	30.53	30.53
PHARMACY INVENTORY SPECIALIST	14	21.53	22.07	22.63	23.21	23.8	24.37	24.98	25.59	26.22	26.9	27.56	27.56	28.25	28.25	28.93	28.93	29.74	29.74	30.43	30.43	31.18	31.18	31.96	31.96	32.76	32.76
	14	22.07	22.62	23.20	23.79	24.40	24.98	25.60	26.23	26.88	27.57	28.25	28.25	28.96	28.96	29.65	29.65	30.48	30.48	31.19	31.19	31.96	31.96	32.76	32.76	33.58	33.58
	14	22.62	23.19	23.78	24.38	25.01	25.60	26.24	26.89	27.55	28.26	28.96	28.96	29.68	29.68	30.39	30.39	31.24	31.24	31.97	31.97	32.76	32.76	33.58	33.58	34.07	34.07
PHARMACY TECH	13	20.81	21.33	21.87	22.42	22.99	23.54	24.13	24.72	25.34	26.01	26.64	26.64	27.3	27.3	27.95	27.95	28.71	28.71	29.41	29.41	30.14	30.14	30.89	30.89	31.35	31.35
	13	21.33	21.86	22.42	22.98	23.56	24.13	24.73	25.34	25.97	26.66	27.31	27.31	27.98	27.98	28.65	28.65	29.43	29.43	30.15	30.15	30.89	30.89	31.66	31.66	32.13	32.13
	13	21.86	22.41	22.98	23.55	24.15	24.73	25.35	25.97	26.62	27.33	27.99	27.99	28.68	28.68	29.37	29.37	30.17	30.17	30.90	30.90	31.66	31.66	32.45	32.45	32.93	32.93
PHARMACY TECH - MED HISTORY	13L	20.81	21.33	21.87	22.42	22.99	23.54	24.13	24.72	25.34	26.01	26.64	26.64	27.30	27.30	27.95	27.95	28.71	28.71	29.41	29.41	30.14	30.14	30.89	30.89	31.35	31.35
	13L	21.33	21.86	22.42	22.98	23.56	24.13	24.73	25.34	25.97	26.66	27.31	27.31	27.98	27.98	28.65	28.65	29.43	29.43	30.15	30.15	30.89	30.89	31.66	31.66	32.13	32.13
	13L	21.86	22.41	22.98	23.55	24.15	24.73	25.35	25.97	26.62	27.33	27.99	27.99	28.68	28.68	29.37	29.37	30.17	30.17	30.90	30.90	31.66	31.66	32.45	32.45	32.93	32.93
PHLEBOTOMY TRAINER	02	20.78	21.31	21.84	22.39	22.93	23.51	24.09	24.7	25.33	25.98	26.62	26.62	27.27	27.27	27.92	27.92	28.68	28.68	29.37	29.37	30.09	30.09	30.85	30.85	31.32	31.32
	02	21.30	21.84	22.39	22.95	23.50	24.10	24.69	25.32	25.96	26.63	27.29	27.29	27.95	27.95	28.62	28.62	29.40	29.40	30.10	30.10	30.84	30.84	31.62	31.62	32.10	32.10
	02	21.83	22.39	22.95	23.52	24.09	24.70	25.31	25.95	26.61	27.30	27.97	27.97	28.65	28.65	29.34	29.34	30.14	30.14	30.85	30.85	31.61	31.61	32.41	32.41	32.90	32.90
RESPIRATORY THERAPIST CERT	58	27.31	28.05	28.84	29.59	30.40	31.20	32.06	32.94	33.79	34.73	35.69	35.69	36.64	36.64	37.63	37.63	38.64	38.64	39.68	39.68	40.76	40.76	41.78	41.78	42.41	42.41
	58	27.99	28.75	29.56	30.33	31.16	31.98	32.86	33.76	34.63	35.60	36.58	36.58	37.56	37.56	38.57	38.57	39.61	39.61	40.67	40.67	41.78	41.78	42.82	42.82	43.47	43.47
	58	28.69	29.47	30.30	31.09	31.94	32.78	33.68	34.60	35.50	36.49	37.49	37.49	38.50	38.50	39.53	39.53	40.60	40.60	41.69	41.69	42.82	42.82	43.89	43.89	44.56	44.56
RESPIRATORY THERAPIST CERT LD	58L	28.81	29.55	30.34	31.09	31.90	32.70	33.56	34.44	35.29	36.23	37.19	37.19	38.14	38.14	39.13	39.13	40.14	40.14	41.18	41.18	42.26	42.26	43.28	43.28	43.91	43.91
	58L	29.49	30.25	31.06	31.83	32.66	33.48	34.36	35.26	36.13	37.10	38.08	38.08	39.06	39.06	40.07	40.07	41.11	41.11	42.17	42.17	43.28	43.28	44.32	44.32	44.97	44.97
	58L	30.19	30.97	31.80	32.59	33.44	34.28	35.18	36.10	37.00	37.99	38.99	38.99	40.00	40.00	41.03	41.03	42.10	42.10	43.19	43.19	44.32	44.32	45.39	45.39	46.06	46.06
RESPIRATORY THERAPIST REG	30	29.19	29.94	30.72	31.51	32.35	33.18	34.08	34.94	35.87	36.79	37.77	37.77	38.78	38.78	39.79	39.79	40.82	40.82	41.90	41.90	43.02	43.02	44.04	44.04	44.72	44.72
	30	29.92	30.69	31.49	32.30	33.16	34.01	34.93	35.81	36.77	37.71	38.71	38.71	39.75	39.75	40.78	40.78	41.84	41.84	42.95	42.95	44.10	44.10	45.14	45.14	45.84	45.84
	30	30.67	31.46	32.28	33.11	33.99	34.86	35.80	36.71	37.69	38.65	39.68	39.68	40.74	40.74	41.80	41.80	42.89	42.89	44.02	44.02	45.20	45.20	46.27	46.27	46.99	46.99

Inactive salary grades not included on the updated wage scales are as follows: 03L, 05L, 09, 09L, 10, 10L, 11, 16L, 17, 19, 32, 32L.
Should these salary grades be re-activated, a new wage scale will be published/updated.

APPENDIX A
WAGE SCALES - PSHMC UFCW-TECH

POSITION TITLE	GRADE	Lawson Step	YEAR																									
			1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	
RESPIRATORY THERAPIST REG LD	30L	1	30.69	31.44	32.22	33.01	33.85	34.68	35.58	36.44	37.37	38.29	39.27	39.27	40.28	40.28	41.29	42.32	42.32	43.40	43.40	44.52	44.52	45.54	45.54	46.22	46.22	
RESPIRATORY THERAPIST REG LD	30L	2	31.42	32.19	32.99	33.80	34.66	35.51	36.43	37.31	38.27	39.21	40.21	40.21	41.25	42.28	42.28	43.34	43.34	44.45	44.45	45.60	45.60	46.64	46.64	47.34	47.34	
RESPIRATORY THERAPIST REG LD	30L	3	32.17	32.96	33.78	34.61	35.49	36.36	37.30	38.21	39.19	40.15	41.18	41.18	42.24	42.24	43.30	43.30	44.39	44.39	45.52	45.52	46.70	46.70	47.77	47.77	48.49	48.49
SURGICAL TECHNOLOGIST	03	1	23.14	23.77	24.43	25.06	25.75	26.48	27.16	27.9	28.66	29.44	30.22	30.22	31.04	31.04	31.87	31.87	32.75	32.75	33.61	33.61	34.52	34.52	35.38	35.38	35.91	35.91
SURGICAL TECHNOLOGIST	03	2	23.72	24.36	25.04	25.69	26.39	27.14	27.84	28.60	29.38	30.18	30.98	30.98	31.82	31.82	32.67	32.67	33.57	33.57	34.45	34.45	35.38	35.38	36.26	36.26	36.81	36.81
SURGICAL TECHNOLOGIST	03	3	24.31	24.97	25.67	26.33	27.05	27.82	28.54	29.32	30.11	30.93	31.75	31.75	32.62	32.62	33.49	33.49	34.41	34.41	35.31	35.31	36.26	36.26	37.17	37.17	37.73	37.73
SURGICAL TECHNOLOGIST LD	03L	1	24.64	25.27	25.93	26.56	27.25	27.98	28.66	29.4	30.16	30.94	31.72	31.72	32.54	32.54	33.37	33.37	34.25	34.25	35.11	35.11	36.02	36.02	36.88	36.88	37.41	37.41
SURGICAL TECHNOLOGIST LD	03L	2	25.22	25.86	26.54	27.19	27.89	28.64	29.34	30.10	30.88	31.68	32.48	32.48	33.32	33.32	34.17	34.17	35.07	35.07	35.95	35.95	36.88	36.88	37.76	37.76	38.31	38.31
SURGICAL TECHNOLOGIST LD	03L	3	25.81	26.47	27.17	27.83	28.55	29.32	30.04	30.82	31.61	32.43	33.25	33.25	34.12	34.12	34.99	34.99	35.91	35.91	36.81	36.81	37.76	37.76	38.67	38.67	39.23	39.23
TRIAGE COUNSELOR	16	1	23.41	24	24.61	25.2	25.83	26.51	27.15	27.83	28.52	29.24	29.98	29.98	30.72	30.72	31.5	31.5	32.29	32.29	33.06	33.06	33.92	33.92	34.74	34.74	35.26	35.26
TRIAGE COUNSELOR	16	2	24.00	24.60	25.23	25.83	26.48	27.17	27.83	28.53	29.23	29.97	30.73	30.73	31.49	31.49	32.29	32.29	33.10	33.10	33.89	33.89	34.77	34.77	35.61	35.61	36.14	36.14
TRIAGE COUNSELOR	16	3	24.60	25.22	25.86	26.48	27.14	27.85	28.53	29.24	29.96	30.72	31.50	31.50	32.28	32.28	33.10	33.10	33.93	33.93	34.74	34.74	35.64	35.64	36.50	36.50	37.04	37.04

Inactive salary grades not included on the updated wage scales are as follows: 02L, 05L, 09L, 10, 10L, 11, 16L, 17, 19, 32, 32L.
Should these salary grades be re-activated, a new wage scale will be published/updated.

THE UNION DIFFERENCE

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

A Voice at Work

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

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

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

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 46,000 other members of UFCW 21.

Statement of Your Right to Union Representation (Weingarten Rights)

“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.”

Know Your Rights:

- Fair Treatment and Respect
- Family and Medical Leave
- Union Representation

**Learn more about your
rights:**

www.ufcw21.org

*Our mission: building a powerful Union that fights for economic,
political and social justice in our workplaces and in our communities.*

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