

Agreement by and between
UFCW 3000
and
Tri-Cities Community Health

RN UNIT

Effective through 5/31/2026

UFCW3000

Faye Guenther, President • Joe Mizrahi, Secretary-Treasurer





WEINGARTEN RIGHTS

Your Right to Union Representation

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

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

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

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

Discipline? Contract violations?

Call the Member Resource Center

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

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

ARTICLE 1 – RECOGNITION

Section 1.1 Unit Recognition. The Employer recognizes UFCW 3000 as the exclusive bargaining representative for all full-time, part-time, per-diem, Registered Nurses and Registered Nurse Case Managers employed by the employer at its facilities located at 3180 W. Clearwater Drive, Kennewick, WA; 721 S. Auburn Street, Kennewick, WA; 830 W. Vineyard Drive Kennewick WA (School Based); 515 W. Court Street, Pasco, WA; 715 W. Court Street, Pasco, WA; 1801 E. Sheppard Street, Pasco, WA (School Based); 800 W. Court Street, Pasco, WA (Administration); 829 Goethals Drive, Richland, WA; and 915 Goethals Drive, Richland, WA; excluding all Billing Specialists, BM Social Workers I's (LICSW-Associates), BM Social Workers II's (LICSW), Central Intake Specialists, Certified Medical Assistant, Certified Para Optometric, Certified Nursing Assistants, Charge Nurses, Licensed Practical Nurses (LPNs), Collection Specialists, Dental Assistants, Dental Hygienists, Enrollment Specialists, Health Records Clerks, Health Unit Coordinators (HUC)-UCSD, Health Unit Coordinators NECCS, Health Unit Coordinators-Support Services, Health Unit Coordinators-Urgent Care, Janitors, Lifestyle Coaches, MA, Maintenance, Mental Health Case Managers, Operator Schedulers, Opticians in Training, Optometry Technicians, Outreach Community Health Workers, Patient Coordinators, Patient Services Specialists III, Patient Services Specialists I, Patient Services Specialists II, Peer Counselors, Pharmacists, Pharmacy Assistants, Pharmacy Technicians, Purchasing Clerks, Radiological Technologists, Receptionists, Referral Coordinators, Schedulers, Substance Use Disorder Professionals in Training, WIC Certifier/Clerks, WIC Clerks, 340B Pharmacy Technicians, all technical workers, confidential employees, managerial employees, and guards and supervisors as defined by the Act.

Section 1.2 Successorship. The Employer shall inform any legal successor that there is a Collective Bargaining Agreement in place and shall require the successor as a condition of any sale or other transaction resulting in a change of ownership to assume all obligations of the employer under that Collective Bargaining Agreement (CBA).

Section 1.3 Subcontracting. Ninety (90) calendar days prior to the implementation of any subcontracting, sale, lease or transfer of services that would result in the loss of regular hours of work currently performed by bargaining unit employees, the Employer will notify the Union of such a possibility. Upon such notification by the Employer, the Union will be provided with documentation of the need, financial impact, affected work and employees and other factors.

Section 1.4 New Unit Classifications. The Employer shall notify the Union of its intention to create new job classifications that may be appropriate to the bargaining unit and to meet the mutual legal obligation regard the same.

Section 1.5 Bargaining Unit Work. Nothing in this Article shall be construed to alter or modify the pre-existing classifications and work performed by such classifications at the time of this Agreement.

ARTICLE 2- UNION MEMBERSHIP AND REPRESENTATION

Section 2.1 Membership.

- (a) Regularly scheduled full-time and part-time employees who are members of the Union at the time of signing of this Agreement, and all full-time and part-time employees who join the Union during the term of this Agreement will retain their membership in good standing. All bargaining unit employees not members of the Union at the time of signing this Agreement will within thirty-one (31) days from the effective date of this Agreement become and remain members of the Union in good standing or pay the equivalent of monthly dues and initiation fees as described in Section 2.1(b) below.
- (b) All new employees hired subsequent to the date of signing of this Agreement will, as a condition of employment, within thirty-one (31) days from the date of employment become and remain members of the Union in good standing. Any employee who chooses to waive rights to participate as a Union member may satisfy the Union security obligation by payment to the Union of the equivalent of the periodic dues and initiation fees uniformly required of members or the periodic dues and initiation fees related to the Union's representational costs, fair share fees.
- (c) The Union will notify the Employer in writing that an employee has failed to acquire and maintain membership in the Union and will provide the Employer with a copy of the final notice to the affected employee that they have not acquired and maintained membership in the Union. In the event the employee fails or refuses to tender the dues and fees on which they are delinquent within thirty (30) calendar days of receipt by the Employer of such notice, the Employer will discharge said employee. The aforementioned time periods may be extended by mutual agreement of the Employer and the Union.

Section 2.2 Dues and Fees Deductions. The Employer shall deduct dues and the Union initiation fee, reinstatement fee, and any other optional dues or fees so authorized, 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. Deductions will be promptly transmitted to the Union by check payable to its order. The Employer shall provide the Union an electronic excelsior list of each employee's name, social security number and amount of each deduction. 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 shall arise against the Employer for or on account of any dues deduction made from the wages of such employee.

Section 2.3 Master Lists. The Employer shall supply the Union a list of all employees covered by this Agreement. Thereafter, the Employer will provide this list on a monthly basis. The list shall include the employees full name, address, telephone number (home and/or cell), email address (if available), employee identification number, social security number, work location, job classification, date of hire, rate of pay, and FTE status (hours per pay period). This list will be sent to the Union electronically. The Union will maintain the confidentiality of the social security numbers provided. The Union 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 social security numbers to the Union.

Section 2.4 Voluntary Political Action Fund Deduction. The Employer shall deduct the sum specified from the pay of each member of the Union who voluntarily executes a political action contribution wage assignment authorization form. When filed with the Employer, the authorization form will be honored in accordance with its terms. The authorization form will remain in effect until revoked in writing by the employee. The amount deducted and a roster of all employees using payroll deduction for voluntary political action contributions will be promptly transmitted to the Union by separate check payable to its order. Upon issuance and transmission of a check to the Union, the Employer's responsibility shall cease with respect to such deductions.

The Union and each employee authorizing the assignment of wages for payment of voluntary political action contributions hereby undertake to indemnify and hold the Employer harmless from all claims, demand, suits or other forms of liability that may arise against the Employer for or on behalf of any deduction made from wages of such employee.

The parties recognize that the Union is obligated under the Federal Election campaign Act (FECA) to reimburse the Employer for its reasonable cost of administering the deduction check off in the parties' Collective Bargaining Agreement. The Employer and the Union agree that one-quarter of one percent (.25%) for all amounts deducted pursuant to the Political Action Fund check off provision in the parties' Collective Bargaining Agreement will be used to reimburse the Employer for its reasonable costs of administering the check off.

Section 2.5 Bargaining Unit Representatives.

- (a)** The Union shall select nurses from the bargaining unit to function as Bargaining Unit Representatives. The bargaining unit representatives shall be allowed to participate in the investigation of grievances during working times. Unless otherwise agreed to by the employer other Union business shall be conducted only during non-working times and shall not interfere with patient care. The Union will provide the Human Resource Manager with a current list of all Bargaining Unit Representatives and their respective locations. The Employer is not required to recognize anyone as a Bargaining Unit Representatives who are not on the list.
- (b)** Bargaining Unit Representatives will not transact Union business which in any way interferes with the work of employees or services provided by the Employer. Upon notification to the Employer, Bargaining Unit Representatives may attend grievance meetings on work time; provided that, patient care is maintained. The Bargaining Unit Representative will notify and receive permission from their supervisor before interrupting their assigned work, and such permission will be granted unless a work operation requires the temporary postponement of the meeting.
- (c)** During regularly scheduled hours all investigatory, grievance and Labor-Management meetings with the Employer will be considered work time for participants and will be compensated for at the appropriate rate of pay. The parties may mutually agree that other meetings may also be considered work time.

Section 2.6 New Hire Orientation (NEO). Authorized Union representatives should have access to new hires during orientation for at least thirty (30) minutes on paid time for both the steward and new hire (should include virtual NEOs where applicable). Where an employer does not conduct a new hire orientation, an authorized Union representative and new employee should be allowed thirty (30) minutes on paid time to conduct a union new member meeting.

Section 2.7 Access to Premises. Authorized representatives of the Union may have access to areas of the Employer's premises for the purpose of investigating grievances and contract compliance. Provided however, that authorized Union representatives first give the Employer reasonable prior notice of the intended visit and its general purpose and general destination, and that no interference with patient care or the normal and orderly operation of the Employer or the employees' work will result. Upon arrival, authorized Union representatives will obtain a visitor's pass from Human Resources or Administration. Authorized union representatives will not compromise patient confidentiality as a result of their visitation.

Section 2.8 Bulletin Board. A bulletin board in a prominent location at each facility shall be designated for the use of the bargaining unit. A copy of all materials posted will be provided to the Human Resource Manager or designee prior to posting and will be signed and dated by the union representative.

Section 2.9 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 hire. The Union will provide copies of this Agreement to the Employer.

Section 2.10 Meeting Rooms. The Union shall be permitted to use premises of the employers for meetings of the bargaining unit, provided sufficient advance request for meeting facilities is made to the designated administrator and space is available.

Section 2.11 Negotiations. Subject to overall business considerations, supervisors will release negotiation team members for contract negotiations. This time will be considered time worked.

ARTICLE 3 – DEFINITIONS

Section 3.1 Regular Full-Time Nurse. A regular full-time nurse is a nurse who is scheduled to work at least thirty hours per seven (7) day pay period on a regularly scheduled basis.

Section 3.2 Regular Part-Time Nurse. A regular part-time nurse is a nurse who is scheduled to work less than thirty (30) hours but no less than twenty (20) hours per seven (7) day pay period on a regularly scheduled basis.

Section 3.3 PRN (Per Diem) Nurses. A non-regularly scheduled nurse who works as needed during any period when the employer needs to schedule additional work to be done and does not receive benefits. PRN employees shall receive a ten percent (10%) wage differential in lieu of benefits other than those required by law.

Section 3.4 Preceptor. A Preceptor may be a regular full-time or part-time nurse who volunteers and is assigned by the Site Manager the specific responsibility for teaching the new skill development of a nurse, extern students, new hire or internal transfers requiring addition skills acquisition or Nurses returning to work with a gap in nursing experience. A preceptor normally will not have more than one (1) nurse assigned at a time. A qualified non-bargaining unit employee may serve as a preceptor, including but not limited to, Nurse Practitioners or those holding RN or LPN credentials. It is understood that staff nurses during the ordinary course of their responsibilities will be expected to participate in the general orientation process of new nurses, including providing or informational assistance, support and guidance, and that this shall not be deemed working as a preceptor and shall not qualify for additional compensation.

Section 3.5 Base Rate of Pay. As used in this Agreement, the term base rate shall be defined as a nurse's straight time hourly rate, exclusive of any shift differential or other premiums.

ARTICLE 4 – MANAGEMENT RIGHTS

Section 4.1 Management Rights. This Agreement acknowledges that the Employer has the trusted obligation to provide certain medical and treatment services, and related health care within the community.

In order to carry out this trusted obligation, the Employer reserves the exclusive right to exercise the customary functions of management including the right to require standards of performance and maintain order and efficiency: to direct employees and determine job assignments and work schedules: to determine the materials and equipment to be used: to implement improved operational methods and procedures; to determine staffing requirements; to determine the kind and location of facilities; to determine whether the whole or any part of the operation shall continue to operate; to contract out the whole or any part of the operation; to hire, promote, layoff, or discipline or discharge for just cause employees; to make reasonable working rules and regulations of procedure and conduct and determine work shifts; provided, however, that the exercise of management rights and responsibilities is to be consistent with the terms and conditions of the Agreement.

ARTICLE 5 – NO STRIKE NO LOCK OUT

Section 5.1 No Strike. During the life of this Agreement, the Union, its officials, representatives, agents and members, and each employee covered by this Agreement, will not authorize, sanction, cause, call, encourage, assist, threaten or engage in any strike (including sympathy strikes), sit-down, stay-in, walkout, work stoppage, refusal to report for work (such as a concerted mass sickness), slowdown (including working to-rule), refusal to perform any portion of jobs, curtailment of work, protest in sympathy with striking workers, boycott or any other restriction, or interruption or interference with Employer operations. The Union will use its best efforts to curtail any activity covered by this Article.

Section 5.2 No Lock Out. The Employer shall not engage in a lockout of employees during the term of this Agreement.

ARTICLE 6 – GRIEVANCE PROCEDURE

Section 6.1 Grievance Defined. A grievance is defined as an alleged breach of the terms and conditions of the Agreement. If any such grievance arises, it shall be submitted subject to the following grievance procedure and time limits. Time limits set forth in the following steps may only be extended by mutual written consent of the parties hereto. Failure by the employee or Union to follow the requirements and time limits contained herein for the filing and processing of grievances shall render the grievance null and void.

Step 1: Employee and Immediate Supervisor – If an employee has a grievance, the employee and/or Union representative must first present the grievance in writing to the employee's immediate supervisor within twenty (20) business days from the date the employee knew or should reasonably have known that an alleged breach of this Agreement had occurred. The grievance shall state the contractual articles violated and the relief sought. The immediate supervisor or designee shall respond in writing to the employee within twenty (20) business days following receipt of the written grievance or within ten (10) business days of a Step 1 meeting if such a meeting is scheduled.

Step 2: Employee, Director of Operations and Director of Human Resources – If the matter is not resolved to the employee's satisfaction at Step 1, the employee and/or Union representative shall refer the written grievance to the Director of Human Resources or designee within ten (10) business days following the postmark date of the mailing of the written decision at Step 1. A conference between the employee, a Union representative, the Director of Operations or designee, and Director of Human Resources or designee shall be held at a mutually agreeable time. The Director of Human Resources or designee shall issue a written reply within ten (10) business days following receipt of the grievance or the Step 2 meeting, whichever is later.

Step 3: Mediation – Before advancing a grievance to arbitration, within (10) business days of the receipt of the Step 2 response, either party may request that the parties utilize the services of a Federal Mediation and Conciliation Service Commissioner to mediate the grievance. Any mediation in the step is subject to mutual agreement.

Step 4: Arbitration – If the grievance is not settled based on the foregoing procedures, either the Employer or the Union may submit the issue to arbitration by written notice to the other party within ten (10) business days following the Union's receipt of the Step 2 response (or within ten (10) business days following the conclusion of mediation in Step 3) Within ten (10) business days of the notification that a dispute is submitted for arbitration, either party may request that the Federal Mediation and Conciliation Service submit a panel of seven (7) arbitrators. Upon receipt of the list, the arbitrator shall be selected by each party alternately striking names until only one remains. To determine which party strikes the first name, the parties shall flip a coin. The arbitrator shall promptly conduct a hearing on the grievance. The expenses of any arbitration will be shared equally by the Employer and the Union; however, each party shall bear its own expenses of representation and witnesses. Subject to judicial review for those limited circumstances where courts have found such review to be appropriate, the arbitrator's decision shall be final and binding on all parties.

Section 6.2 Grievance Meetings. Except in termination grievances, time spent in grievance meetings by grievant(s) will be paid time, so long as the time is during regularly

scheduled shift hours. Otherwise, grievance meetings occurring during not regularly scheduled shift hours shall be unpaid.

ARTICLE 7 – LABOR/MANAGEMENT COMMITTEE

Section 7.1 Labor/Management Committee Rules. The Employer and the Union create and continue a joint Labor/Management Committee, which will be effective during the term of this contract. There will be three (3) members appointed by the Union and three (3) members appointed by the Employer on the Committee. The purpose of the Committee is to foster improved communications between the Employer and the employees and address issues and disputes between the parties. The function of the Committee will be to resolve, where practicable, disputes or issue of the Parties. Any member of the Committee may recommend issues to be discussed. All such issues will be placed on the Committee's agenda for discussion.

Either party may caucus at any time during Labor/Management Committee Meetings. Both Parties shall submit any proposed agenda items, with specificity, no later than seven (7) calendar days prior to the scheduled Labor/Management Committee meeting. Any items submitted later than seven (7) calendar days may, by mutual agreement, be scheduled, but if not, will be forwarded to the subsequent scheduled Labor/Management Committee Meeting.

The Labor/Management Committee will establish a mutually agreeable meeting schedule of at least one (1) meeting per quarter. Committee members will suffer no loss of pay if they attend Labor/Management Committee meetings with Employer representatives while on duty status up to a maximum of two (2) hours per meeting unless the parties mutually agree to extend the meeting time. Either party may request an ad hoc meeting to address current issues upon mutual agreement. In the event of a declared emergency, a meeting shall be scheduled as soon as practicable to address the emergent circumstances.

ARTICLE 8 – HEALTH AND SAFETY

Section 8.1 Workplace Safety. The Employer will maintain a safe and healthful workplace in accordance with state, local and federal safety regulations and laws.

Section 8.2 Reasonable Accommodation. The Employer will make reasonable efforts to accommodate the needs of employees who can demonstrate that health problems are caused or aggravated by the workplace. The Employer will fully comply with the Americans with Disabilities Act (ADA).

Section 8.3 Health and Safety Committee. The Employer will form a Health and Safety Committee composed of employee and Employer representatives. This Committee will meet on a regular basis, at least quarterly each year, to investigate health and safety issues and to advise the Employer of educational and preventative health measures for the workplace and its employees. Such meetings during normal working hours will be

considered time worked for all bargaining unit committee members. To the extent an RN is not selected through the Charter election process, the Union may appoint an RN to serve on the Committee.

ARTICLE 9 – COMPENSATION

Section 9.1 Wage Rates. Employees covered by this Agreement shall be paid in accordance with the wage scale as set forth in the Agreement. Following ratification, Employees shall move to the step closest to, but above, their current wage rate, and then receive one additional step, equivalent to two percent (2%).

This Agreement shall not preclude the Employer, at its option, from paying wages and/or benefits more than those specified in this agreement, provided that the amount of the increase shall be the same for all employees.

Section 9.2 Annual Increases. On June 1 of each year after the first year of this collective bargaining agreement (6/1/2024 and 6/1/2025), the wage scale shall be increased by two percent (2%), as an annual wage increase.

Additionally, in the full pay period following an employee's date of hire each year, employees shall move one Step on the wage scale, equivalent to two percent (2%).

Section 9.3 Merit Increases. Following the date of ratification, nurses covered by this Agreement will advance a step on the wage scale based upon an annual performance evaluation. Annual performance evaluations shall occur prior to an employee's anniversary date each year and be graded as one of three (3) grades: below expectations, meets expectations, or exceeds expectations.

Achieving each grade on the annual performance evaluation shall result in the following:

- A below expectations grade on the performance evaluation shall not receive any additional compensation.
- A meets expectations grade on the performance evaluation shall receive a one time flat rate bonus of \$100.
- An exceeds expectations grade on the performance evaluation shall receive a one time flat rate bonus of \$250.

Section 9.4 Certification Pay. Nurses who are or who become certified in a clinical specialty approved by the Chief Operations Officer, shall receive a onetime Step adjustment of two percent (2%) for each year they maintain such certification. Should the certification lapse, the employee shall forfeit the step increase. In no event may any employee receive compensation for more than one (1) certification.

Section 9.5 Recognition for Past Experience. All nurses hired during the term of this Agreement shall be given no less than half credit for continuous recent nursing experience when placed on the wage scale.

Recent continuous experience shall be defined as nursing experience without a break in nursing experience of three (3) years or more, which would reduce the level of nursing skill. The Employer retains the ability to consider additional factors, including but not limited to, the type of Employer, complexity of experience, or other relevant experience factors to increase the credit given for prior service.

All current nurses shall have their past experience evaluated under the above criteria and shall receive a wage adjustment, where applicable, under such criteria, within ten (10) days of ratification of the collective bargaining agreement. Such adjustment shall be retroactive to the ratification date.

Section 9.6 Market Adjustments. If during the life of this contract it becomes necessary to consider market rate adjustments to address retention and recruitment issues, the Union may request the employer meet to discuss in good faith.

ARTICLE 10 – HOURS OF WORK AND OVERTIME

Section 10.1 Work Day. The normal workday for full FTE employees shall consist of eight (8) hours work to be completed within nine (9) consecutive hours, or ten (10) hours of work to be completed within eleven (11) consecutive hours, or eight (8) hours work to be completed within eight and one-half (8½) consecutive hours, or ten (10) hours of work to be completed within ten and one-half (10½) consecutive hours, as assigned.

Section 10.2 Work Period. The normal work period for full FTE employees shall consist of forty (40) hours of work within a regularly recurring seven (7) day period.

Section 10.3 Overtime Definition. All time worked in excess of forty (40) hours time worked, during one work week by employees shall be considered overtime. Overtime must be paid in accordance with applicable law and/or contractual provisions and may not be waived by the nurse or the Employer. All overtime must be approved by the immediate supervisor or designee.

Section 10.4 Overtime Procedure. Where the Employer has determined that a scheduled overtime opportunity exists (more than seven (7) days in advance), the Employer will first attempt to meet its overtime requirements on a voluntary basis by seniority, where skill, performance on the job, ability, and experience are determined by the Employer to be substantially equal.

Prior to the start of each work week, Employees interested in unscheduled overtime opportunities during that work week shall request that their name be added to the voluntary overtime list for unscheduled overtime by electronic request to their site manager. Where the Employer has determined that an unscheduled overtime opportunity exists (less than seven (7) days in advance), the Employer will select employees from the voluntary unscheduled overtime list first, by seniority, where skill, performance on the job, ability, and experience are determined by the Employer to be substantially equal. Continuation of a shift shall not be deemed unscheduled overtime.

For both scheduled and unscheduled overtime, when insufficient volunteers are available, overtime will be assigned by reverse seniority to the qualified employees at work at the location within the classification where the overtime is required, when possible, where skill, performance on the job, ability, and experience are determined by the Employer to be substantially equal.

Section 10.5 Overtime Pay. Overtime shall be compensated at the rate of one and one-half (1½) times the nurse's base rate of pay.

Section 10.6 Paid Time. Time paid for but not worked shall not count as time worked for purposes of computing overtime pay. There shall be no pyramiding or duplication of overtime (or premium pay paid at the rate of time and one-half).

Section 10.7 Meal/Rest Periods. Meal and rest periods shall be administered in accordance with state law (WAC 296-126-092). All nurses working 8- or 10-hour shifts shall receive an unpaid meal period of at least one-half (½) and no more than (1) hour, as assigned. Employees working eight (8) or ten (10) hour shifts shall be allowed two (2) paid rest periods of fifteen (15) minutes each, which may be taken intermittently. Nurses required to work during their meal periods shall be compensated for such work at the appropriate rate.

Section 10.8 Work Schedules. A monthly work schedule will be posted at least fourteen (14) days in advance of the effective date of the schedule. Employees will be notified directly of any change in schedule. Except for extenuating circumstances beyond the Employer's control, after the schedule is posted, individual assignment of hours of work during the period of the posting may only be changed by mutual agreement between the employee and Employer. The employer will develop a set schedule for nurses in sites that have multiple RN's, and set schedules will be awarded by seniority, where skill, performance on the job, ability, and experience are determined by the Employer to be substantially equal. There will be a bidding process by seniority within five business days of ratification.

Section 10.9 Assignments in Other Locations. Where the Employer knows that a reassignment to a different Employer location will be an on-going regular assignment, the employee should be notified at least two (2) weeks in advance.

Section 10.10 Work on a Scheduled Day Off. Any time actually worked by a full- or part-time nurse on their scheduled day off with less than twenty-four (24) hours notice shall be compensated at one and one-half (1½) times the regular rate of pay.

Section 10.11 Continuation of Regularly Scheduled Shifts. Normal business and patient care circumstances may require the continuation of an employee's regularly scheduled shift beyond normally scheduled hours. Should an employee have a previously scheduled obligation that conflicts with their ability to continue their shift as required, such employee shall provide notice to the site manager as soon as practicable

of the conflict to allow the site manager to cover the continuation of shift, where necessary.

Section 10.12 Flex Time. At the employee's request and supervisor's approval, an employee's regular shift may be modified on a temporary basis to accommodate hours worked in excess of regularly scheduled shifts within the FLSA workweek. These modifications can include, but are not limited to, shift start time and shift end time.

ARTICLE 11 – PREMIUM PAY

Section 11.1 Report Pay. Nurses who report for work as scheduled, unless otherwise notified in advance of the time to report for work, and are released from duty by the Employer, shall receive a minimum of two (2) hours of work or two (2) hours of pay.

The employer endeavors to provide at least two (2) hours' notice in advance of the time to report for work in the event a nurse is not needed to work a scheduled shift.

Section 11.2 Preceptor Pay. Any nurse who is assigned preceptor duties shall be paid a premium of one dollar (\$1.00) per hour for all hours worked as preceptor. See Compensation Proposal. Employer is not interested in a Float Premium.

ARTICLE 12 – NURSING EDUCATION/LICENSE

Section 12.1 In-Service. Time spent at mandatory in-service meetings will be paid at the appropriate rate of pay. The Employer will make a good faith effort to schedule all mandatory training at times when nurses can attend, including time periods before or after their scheduled shift.

The Employer will reimburse nurses for all approved expenses the nurses incur while attending off-site educational offerings at the request of the Employer greater than twenty (20) miles from the Employee's assigned clinic.

Each nurse is responsible for maintaining their current nursing license. Failure to have primary source verification on file with Washington State may result in suspension. The Employer will be responsible for each nurse's annual renewal fee.

Section 12.2 Continuing Education. Continuing Education funds are allocated on TCCH's fiscal year (June 1 to May 31) and will renew every fiscal year thereafter. Continuing Education benefits will be used for direct costs associated with continuing education related to the Registered Nurses license such as registration for learning classes, travel to learning classes, and accommodations while at learning classes, other learning materials such as reference books for patient care. The benefits cannot be used for electronic devices-TCCH will supply a loaner computer to Registered Nurses if needed to complete any online learning classis. Such financial assistance shall be subject to the approval of the subject matter, verification of attendance and/or completion of the course,

and temporary budgetary constraints as determined by the COO. Unused amounts shall not be carried from one year to the next.

If a continuing education expense or request is denied by the Site Manager, the denial can be submitted for review by the CEO, if so requested by the Registered Nurse.

TCCH will provide Continuing Education benefits to Registered Nurses of \$1000.00 and the current number of required continuing education hours for maintenance of RN licensure (currently eight (8) hours per year), with approval. Upon request and approval by the COO, additional compensation or hours may be provided based on benefit to the organization.

ARTICLE 13 – EMPLOYMENT PRACTICES

Section 13.1 Nondiscrimination. The Employer and the Union agree not to discriminate or condone harassment in any manner, in conformance with applicable laws, against any employee by reason of race, color, religion, creed, sex, national origin, age, marital status, sexual orientation gender identity or expression, or sensory, mental or physical disability, subject to occupational requirements and ability to perform within those requirements, or membership in the Union. The Employer and the Union agree that conditions of employment shall be consistent with applicable laws regarding nondiscrimination in employment.

Section 13.2 Notice of Resignation. Nurses who have completed the probationary period shall give fourteen (14) days written notice of intended resignation. Failure to provide notice under this section shall result in waiver of the cash out of vacation leaves.

Section 13.3 Discipline and Discharge. The Employer may suspend, discharge or otherwise discipline employees for just cause. A copy of all written disciplinary actions shall be given to the nurse. Nurses shall be required to sign the written disciplinary action for the purpose of acknowledging receipt thereof only. A nurse may request the attendance of a Union representative during any investigatory meeting which they believe may lead to disciplinary action. Any discipline by the employer of a nurse will be subject to the grievance and arbitration provisions of this Agreement. Records of disciplinary actions will be considered a part of the employee's personnel file.

Section 13.4 Progressive Discipline. The Employer and the Union agree that in correcting inappropriate employee conduct the Employer will, where appropriate, use progressive discipline which may include oral reprimands, written reprimands, suspension, and dismissal. The Employer will evaluate the conduct of the employee and the circumstances of the incident to determine what level of discipline is appropriate.

Section 13.5 Evaluations. The Employer will maintain a performance evaluation program to measure the nurse's job performance. Nurses shall normally receive a written evaluation prior to the end of the probationary period and annually thereafter. Nurses shall sign the evaluation to indicate that they have seen the document.

Section 13.6 Personnel File. The employee or Union Representative, if the employee so authorizes in writing, may examine the employee's personnel file during normal business office hours with advance notice given to the Employer. Such requests are limited to a reasonable frequency and reasonable times.

Section 13.7 Floating. Employees may be floated to other work locations based on business need and patient load. Where skill, performance on the job, ability, and experience are determined by the Employer to be substantially equal, seniority will be the determining factor for floating.

Section 13.8 Job Openings and Transfers. Notice of vacant bargaining unit positions will be posted on the Employer's online career webpage for ninety-six (96) hours prior to filling. Requests for lateral transfer should be submitted consistent with the internal application process. Employees must have completed twelve (12)~~six (6)~~ months of non-probationary continuous service, with no documented performance issues, to qualify for a lateral transfer. Where, in the Employer's judgment, a current employee and an outside applicant have relatively equal qualifications for the job, preference will be given to the current employee. Where, in the Employer's judgment, two current employees are equally qualified for the job, preference will be given to the senior employee.

At the time of a known vacancy and within five (5) business days, where multiple registered nurses are assigned to one location, with set schedules, the employees may select their preferred set schedule based on seniority, where skill, performance on the job, ability, and experience are determined by the Employer to be substantially equal, seniority will be the determining factor for floating. Subsequent to the selection, the remaining set schedule shall be assigned to the vacancy and posted.

Nurses transferring to a new site/department shall be subject to a one hundred and twenty (120) day period for performance review. This one hundred twenty (120) day period of performance review may be extended in writing by mutual consent. During this performance review period, the Employer will notify the nurse in writing of any deficiencies in performance. If the nurse fails to meet standards of performance as determined by the Employer, the nurse shall be returned to the nurse's prior position, if that position continues to be vacant. If the position has been filled, prior to being subject to layoff, the Employer will review other potential job opportunities with the nurse.

Section 13.9 Rehire. Employees who are rehired within twelve (12) months shall be rehired at no less than their prior wage with prior levels of benefit accrual and seniority being reinstated.

ARTICLE 14 – HOLIDAYS

Section 10.1 Recognized Holidays. The following holidays shall be recognized under this Agreement:

New Years Day	Labor Day
President's Day	
Memorial Day	
	Thanksgiving Day
Independence Day	Day After Thanksgiving
One (1) Personal Holidays	Christmas Day

A recognized holiday that falls on a Saturday will be observed on the preceding Friday, if it falls on Sunday it will be observed on the following Monday.

Employees who are not normally scheduled to work on the day of the week on which a holiday falls will have the choice of an additional day off during that week.

Section 14.2 Pay on a Holiday. Holiday pay will be calculated based on the employee's regular rate of pay times the number of hours the employee would otherwise have worked on that day. Paid time off for holidays will be counted as hours worked for the purposes of determining whether overtime pay is owed. Any employee working on a recognized holiday will receive holiday pay plus wages at time and one-half (1.5) their regular rate of pay.

Section 14.3 Personal Holidays. Personal holidays are flexible holidays that an employee can use to celebrate a holiday of their choice, attend a special event, or take time off from work for any reason. Request for personal holiday shall be treated the same as vacation requests.

ARTICLE 15 – VACATION BENEFITS

Section 15.1 Vacation Accrual. Eligible employees begin to accrue vacation time according to the vacation accrual schedule.

An eligible employee is defined as:

- Regular Full Time
- Regular Part Time

Vacation benefits are calculated on the basis of a "benefit year", the 12-month period that begins at the time the employee starts to earn vacation benefits. Paid vacation can be taken in hourly, daily or weekly increments with a minimum of one (1) hour. Vacation pay will be calculated based on the employee's regular pay rate and will not include any special forms of compensation such as incentives or overtime. Any regular straight time hours worked that fall under the designated workweek will accrue vacation benefit hours.

Vacation Accrual Schedule: Based on a 40-hour work week (Regular Full Time)

<u>Year</u>	<u>Days</u>	<u>Hours</u>	<u>Factor Per Hour</u>
➤ First Year	12 vacation days	96 hours	.046154
➤ Second Year	15 vacation days	120 hours	.057693
➤ Third Year	18 vacation days	144 hours	.069231
➤ Fourth Year	21 vacation days	168 hours	.080770
➤ Ninth Year	23 vacation days	184 hours	.088461
➤ Twelve or more years	25 vacation days	200 hours	.096153

Section 15.2 Vacation Accrual Cap. In the event that available vacation is not used by the end of the calendar year, the maximum amount of unused vacation hours allowed to carry over are 208 hours. Any hours over the maximum of 208 on January 1st of each year will be forfeited. Upon mutual agreement and based on extenuating circumstances, employees may be permitted to cash-out or carry over vacation. Failure to schedule time off or manage time shall not qualify for cash-out or carry over.

Section 15.3 Vacation Upon Separation. Upon separation of employment, employees will be paid for unused vacation time that has been earned through the last day of work. Subject to Article __ Employment Practices, Section 2 – Notice of Resignation.

Section 15.4 Vacation Requests and Approval. Employees are required to submit vacation requests as far in advance as possible, but no later than fourteen (14) calendar days. Vacation requests will be approved if the employee will have the hours available in their bank prior to commencement of requested vacation. However, all requests will be reviewed on a number of factors, including but not limited to, departmental coverage, staffing requirements, seniority, and business needs.

Section 15.5 Leave Without Pay. Leave without pay will only be granted for the following circumstances:

- (a) Court Order (employee legally required to appear) – divorce hearing, child custody hearing, etc.
- (b) Subpoena
- (c) Approved Medical Leave(s)

Section 15.6 Vacation Unavailability or Cancellation. As an employee reaches the date of a pre-approved vacation, but does not have the hours available for the full pre-approved vacation leave, the employee will only be allowed to take the hours available at the time of pre-approved vacation. The supervisor and employee will mutually agree to the hours/days/weeks taken that is available. The supervisor may approve on a case-by-case scenario. Cancellation of vacation by the employee must be provided at least five (5) business days prior to the date of the approved scheduled vacation. The employee will only be placed back on the schedule if there is a vacancy on the schedule. Failure of the employee to provide timely notice will result in the employee being required to use the pre-approved vacation time, unless otherwise approved by the supervisor.

ARTICLE 16 – SICK LEAVE

Section 16.1 Accrual and Use of Paid Sick and Safe Leave. Eligible employees begin to accrue paid sick and safe leave upon the first day of employment.

Paid sick and safe leave accrues at a rate of .046154 hours for every straight time hour worked.

Paid sick and safe leave may be used in increments of 6 minutes or greater to cover all or just part of a workday.

Eligible employees may begin to use their accrued paid sick and safe leave after they complete ninety (90) days working for the Company.

Employees can use paid sick and safe leave for an absence on any day for which they were required to work.

Employees are not required to search for or find an employee to cover their work when they take paid sick and safe leave. Paid sick and safe leave taken in accordance with this Article will not be counted as an absence or occurrence that may result in discipline under any company policy. Any sick and safe leave absences in excess of three (3) consecutive days, or patterns of leave that are inappropriate (including but not limited to, taking Mondays or Fridays off sick consistently) may require documentation to support the absence.

Sick and Safe Leave will be Used in accordance with the employers Sick and Safe Leave Policies.

Employees should specify that the requested time off is for sick or safe leave reasons (as opposed to, for example, vacation time), so that the absence may be designated accordingly.

Section 16.2 Rate of Pay for Sick and Safe Leave. Sick and safe leave will be paid at the employee's regular rate of pay at the time the employee uses the leave.

Section 16.3 Annual Carry-Over and Catastrophic Leave Bank. Employees may carry over no more than two hundred (200) hours of sick leave annually. Any sick leave beyond two hundred (200) hours shall be placed into a catastrophic leave bank to be used for FMLA eligible occurrences. It will be the choice of the employee of which sick bank they will use for the FMLA occurrences.

Section 16.4 Separation From Employment. Compensation for accrued and unused sick and safe leave and catastrophic leave bank is not provided upon separation from employment, except employees who terminate in good standing after twenty (20) years or more employment at Tri-Cities Community Health. Such employees shall receive

payment at their regular rate of pay for twenty-five percent (25%) of all hours accrued in excess of two hundred (200) hours of accumulated sick leave.

ARTICLE 17 – LEAVES OF ABSENCE

Section 17.1 Definition. A leave of absence is a period of time during which an employee temporarily leaves the employ of the Employer with the intention of resuming employment on a definite identified date and may be paid, unpaid or a combination of both, depending on the circumstances of the leave, the collective bargaining agreement, Employer policies, 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. An employee's position will be held as required by law. If the job is not held, return from leave of absence is contingent upon an opening for which the individual is qualified.

Section 17.2 Leave Request. All leaves are to be requested in writing generally at least fourteen (14) 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. If denied, the written reply must state reasons for denying the leave. All requests will be reviewed on a number of factors, including but not limited to, departmental coverage, staffing requirements, seniority, and business needs. Employees are required to provide a complete and sufficient medical certification confirming their need for health a leave.

Leave With Pay. Leave with pay shall not alter an employee's anniversary date or tenure date or the accrual rate of paid leaves which would otherwise be earned by the employee.

Leave Without Pay. Leave without pay shall not alter an employee's anniversary date or the accrual rate of paid leaves which would otherwise be earned by the employee.

Section 17.3 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.

Section 17.4 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.

Section 17.5 Union Leave. Leave without pay for up to five (5) days per calendar year will be granted upon request of an employee for Union business or educational conferences and workshops. An additional five (5) days of leave without pay per calendar

year may be granted for Union business or educational conferences and workshops, upon request of an employee and good cause shown for the additional need.

Section 17.6 Family and Medical Leave and Paid Family Medical Leave. In accordance with applicable State and Federal law, Employees shall be entitled to all rights and benefits therein.

Section 17.7 Bereavement Leave. After completion of probation, employees shall be allowed up to three (3) cumulative days off of their normal scheduled hours of work with pay for death of a family member as defined below. The employee may choose to extend the bereavement to 7 cumulative business days but must use remaining days out of sick bank. Bereavement leave will be paid only with respect to a workday on which the employee would otherwise have worked and shall not apply to an employee's scheduled days off, holidays, vacation, or any other day in which the employee would not, in any event, have worked. Scheduled days off will not be changed to avoid payment of bereavement leave. Bereavement leave shall be paid for at the employee's regular straight-time hourly rate. Family member shall be defined consistent with the definition of family member in RCW 50A.05.010.

Section 17.8 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. Leave may be paid, unpaid, or a combination of both, depending on the circumstances of the leave and applicable leave laws. During the term of the personal leave, the Employee's FTE will be held, return from personal leave is contingent upon an opening for which the individual is qualified. Any leave granted under this section shall allow the employer to utilize any resources necessary to cover the vacancy, not subject to any other restrictions for coverage of work provided within the collective bargaining agreement. Personal leaves are granted at the discretion of the Employer.

Section 17.9 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 18 – SENIORITY

Section 18.1 Definition. Seniority is defined as a full-time or part-time nurse's continuous length of service as a registered nurse with the Employer from that nurse's most recent date of hire, subject to Article __, Section __ - Rehire. Seniority shall not apply to a nurse until completion of the required probationary period. Upon satisfactory completion of this probationary period, the nurse shall be credited with seniority from the Employee's most recent date of hire.

Benefits accrual will be determined based on an Employee's seniority. A nurse's seniority will be used for purposes of layoff, recall, and bidding for preferred schedules, consistent with Article 13, Section 13.8 - Job Openings and Transfers.

Section 18.2 Termination of Seniority. Seniority shall terminate upon discontinuation of the employment relationship. For example, discharge, resignation, retirement, refusal to accept a comparable job opening offered by the Employer while on the recall list, failure to comply with specified recall procedures, failure to return from a leave of absence, leave of absence due to illness or injury in excess of twelve months (not including protected leaves or utilization of accrued leaves) . This section is subject to Article 13, Section 13.9 - Rehire.

Section 18.3 Seniority Roster. The Employer will maintain a seniority roster which will be available upon request.

Section 18.4 Seniority and Reduction-in-Force. Seniority will be the determining factor in reductions in force and recalls from reductions in force when such factors as skill, competence, and ability are equal.

Section 18.5 Reduction-in-Force Procedure. The Employer will notify the Union fourteen (14) calendar days prior to implementing a reduction in force. Representatives of the Union and the Employer will meet to discuss alternatives. In the event of such a reduction in force, the Employer will notify nurses involved fourteen (14) calendar days before the impending reduction in force. The Chief Operations Officer shall give every consideration to reassigning or reorienting nurses to different departments. The following order of reduction in force will be followed.

- a. Probationary nurses; and
- b. Regularly scheduled nurses by length of service.

Section 18.6 Reinstatement Roster. Upon reduction in force, such nurses will be placed on a reinstatement roster for twelve (12) months from the date of the commencement of the reduction in force. A nurse will be removed from the roster upon refusal to accept recall to a comparable position, or at the end of the twelve (12) months. A nurse will not accrue seniority while on reduction-in-force status, but will retain seniority and prior levels of benefits.

Section 18.7 Recall Procedure. When a vacancy is to be filled from the reinstatement roster, the order of reinstatement will be in the reverse order of layoff, if skill, competency, and ability are considered equal. A nurse will be considered eligible for recall to a qualified position for up to twelve (12) months. Upon reinstatement, the nurse will resume accrual of seniority from the date of reduction-in-force. It is the nurse's responsibility to keep the Clinic informed as to current address and telephone number. New nurses will not be hired until qualified nurses who are on layoff have been recalled or have refused recall.

ARTICLE 19 – RETIREMENT PLAN

The Employer will continue to provide the 403(b) retirement plan for all eligible employees. Retirement benefits and eligibility requirements for participation shall be defined by the Employer's plan. There shall be no modifications or reductions to the current plan offered to the employees for the life of this contract.

ARTICLE 20 – MEDICAL, DENTAL, AND VISION INSURANCE

For the duration of this Agreement, the Employer will continue to provide medical, surgical and hospital insurance, vision, dental and all other insurance coverage to all eligible full-time and part-time employees at the same level of benefits and co-pays to employees as exists at the time of ratification of this Agreement. The Employer may offer optional alternative plans. Co-pays, as referenced in this section, refers to any employee cost share that is part of the benefit plan design (i.e. office visitation costs, ER co-pays, pharmaceutical co-pays and similar payments) and any monthly premium share paid (bi-monthly) by employees for their own and/or family type coverage, which shall be no higher than the employee cost share required of all other employees of the Employer, not to exceed upon the effective date of the Agreement, fifteen percent (15%).

The Employer will notify the Union of its intent to change carriers or any benefit plan design at least ninety (90) days prior to the renewal date. The Employer and the Union will jointly review the proposed changes and will include in their review data on usage rates, rate changes and employee input including formal and informal survey data as appropriate.

ARTICLE 21 – FLEXIBLE SPENDING ACCOUNTS

The Employer will continue to provide the opportunity to participate in the flexible spending accounts (FSAs) administered at the time of this Agreement. There shall be no modifications or reductions to the current FSA accounts offered to the employees for the life of this contract.

ARTICLE 22 – LIFE AND AD&D INSURANCE

The Employer will continue to provide Basic Life/AD&D insurance at no cost to the employee and will continue to provide the opportunity to purchase additional Supplemental insurance. There shall be no modifications or reductions to the current Life and AD&D insurance offered to the employees for the life of this contract.

ARTICLE 23 – EMPLOYEE ASSISTANCE PROGRAM (EAP)

The Employer will continue to provide the employee assistance program at no cost to the employees. There shall be no modifications or reductions to the current EAP program for the life of this contract.

ARTICLE 24 – SAVINGS CLAUSE

If any section of this Agreement is declared invalid or unconstitutional for any reason, such declaration of invalidity or unconstitutionality shall not affect the other sections or portions thereof which shall be valid.

ARTICLE 25 – DURATION

This Agreement shall be in effect upon ratification by the Parties and shall remain in full force and effect through May 31, 2026.

Tri-Cities Community Health

UFCW 3000 Nurses

By Kristy Needham Date 10/11/2023
Kristy Needham
Acting Chief Executive Officer

Faye Guenther 9.19.2023
By _____ Date _____
Faye Guenther
UFCW 3000 President

Jackie Williams 9.19.2023
By _____ Date _____
Jackie Williams
UFCW 3000 Union Representative

APPENDIX A – WAGE TABLE

Increase between Steps			2%
Annual Increase			2%
Step	2023	2024	2025
Base	\$34.00	\$34.68	\$35.37
1	\$34.68	\$35.37	\$36.08
2	\$35.37	\$36.08	\$36.80
3	\$36.08	\$36.80	\$37.54
4	\$36.80	\$37.54	\$38.29
5	\$37.54	\$38.29	\$39.06
6	\$38.29	\$39.06	\$39.84
7	\$39.06	\$39.84	\$40.63
8	\$39.84	\$40.63	\$41.45
9	\$40.63	\$41.45	\$42.27
10	\$41.45	\$42.27	\$43.12
11	\$42.27	\$43.12	\$43.98
12	\$43.12	\$43.98	\$44.86
13	\$43.98	\$44.86	\$45.76
14	\$44.86	\$45.76	\$46.67
15	\$45.76	\$46.67	\$47.61
16	\$46.67	\$47.61	\$48.56
17	\$47.61	\$48.56	\$49.53
18	\$48.56	\$49.53	\$50.52
19	\$49.53	\$50.52	\$51.53
20	\$50.52	\$51.53	\$52.56
21	\$51.53	\$52.56	\$53.61
22	\$52.56	\$53.61	\$54.69
23	\$53.61	\$54.69	\$55.78
24	\$54.69	\$55.78	\$56.90
25	\$55.78	\$56.90	\$58.03

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 50,000 other members of UFCW 3000.

Union Leadership

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

My Shop Steward is:

My Union Rep is:

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

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

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

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

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

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

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

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

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

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

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