

2007 – 2010

EMPLOYMENT AGREEMENT

By and Between

EVERGREEN HOSPITAL MEDICAL CENTER

and

SEIU 1199NW

(Hospital Unit)

This Agreement is made and entered into by and between Evergreen Hospital Medical Center (hereinafter referred to as the “Employer” or the “Hospital”) and SEIU 1199NW, (hereinafter referred to as the “Union”). The purpose of this Agreement is to set forth the understanding reached between the parties with respect to wages, hours of work and conditions of employment.

ARTICLE 1 – RECOGNITION

The Employer recognizes the Union as the sole and exclusive bargaining representative for all full-time and regular part-time clerical and service employees of King County Public Hospital District 2 (Evergreen Hospital), excluding casual employees, supervisors, confidential employees, and all other employees.

ARTICLE 2 – UNION MEMBERSHIP AND DUES

- 2.1 **Membership.** All full-time and part-time employees who are members of the Union at the time of the signing of this Agreement, and all full-time and part-time employees who voluntarily join the Union during the term of this Agreement must retain their membership in good standing. Good standing is herein defined as the tendering of Union dues on a timely basis. Employees who fail to comply with this requirement shall be discharged by the Employer within thirty (30) days after receipt of written notice to the Employer from the Union, unless the employee fulfills the membership obligation set forth in this Agreement within that thirty (30) day period. Any employee who is a member of the Union may voluntarily withdraw from the Union by giving written notice to the Union by certified mail with the last ten (10) days prior to the expiration date of this Agreement.
- 2.2 **Dues Deduction.** Upon presentation of a voluntarily submitted, individually signed authorization form, the Employer agrees to deduct from the paycheck of each employee the monthly dues required of members of the Union. The amounts deducted shall be transmitted monthly to the Union on behalf of the employees involved, and upon transmittal, the Employer’s responsibility shall cease with respect to such deductions. The Union hereby undertakes to indemnify and hold the Employer harmless from all

claims, demands, suits or other forms of liability which shall arise against the Employer for or on account of any such deduction made from the wages of an employee pursuant to the terms of this Agreement. The deduction of Union dues may be terminated by an employee on written notice to the Union.

- 2.3 Bargaining Unit Roster. Monthly, the Employer shall provide the Union with a list of all employees covered by this Agreement. The list shall include names, addresses, employee identification numbers, hire dates, job classifications, shifts, standard hours per week, gross earnings for the preceding two (2) pay periods and hourly rates of pay for each employee. This list shall be emailed in Microsoft Excel or transmitted in another mutually agreeable format.

Each month, the Employer shall also send a list of new hires and their addresses and a list of all employees who have terminated their employment during the previous month.

- 2.4 Delegates. The Union shall have the right to select a delegate(s) from among employees in the unit. The delegate shall not be recognized by the Employer until the Union has given the Employer written notice of the selection. Unless otherwise agreed to by the Employer, the investigation of grievances and other Union business shall be conducted only during nonworking times, and shall not interfere with the work of other employees.
- 2.5 Bulletin Boards. The Employer will provide space on bulletin boards on all units and departments and near the cafeteria for the use of the Union. The Employer will determine the locations. The Union will provide a copy of posted materials to the Human Resources Department at the time of posting and all postings shall be dated and signed by a designated Union representative. The Union agrees to limit the posting of Union materials to the bulletin boards designated by the Employer.
- 2.6 Access to Premises. The Union's duly authorized representatives shall have access to the Employer's premises where employees covered by this Agreement are working for the purpose of investigation working conditions and grievances; provided, however, the Union representatives first notify the Associate Administrator, Human Resources or designee. The Union shall not have access to patient care areas without prior approval from the Employer. Such visits shall not interfere with or disturb the employees in the performance of work, shall not interfere with patient care, and shall be limited to areas which do not violate Hospital security and/or confidential Hospital files.
- 2.7 Contract. The Employer shall distribute a copy of this Agreement to all new employees covered by this Agreement. The cost of printing such Agreement shall be borne by the Union. The Union may attach an introductory letter to the contracts to be distributed.
- 2.8 Union Meetings. In accordance with Hospital policy, the Union may use designated meeting rooms of the Employer for meetings of the local unit, providing sufficient advance request of the facility is made in accordance with Hospital policies and procedures and space is available.
- 2.9 New Employee Orientation. Delegates and/or Executive Board members (or designees), not to exceed two (2) in number, may meet with new employees during orientation (on

unpaid time), at a time designated by the Employer, to introduce employees to the Union and the Union contract. The Union shall provide a copy of the Collective Bargaining Agreement to the employee. The meeting shall not exceed one quarter (1/4) hour in duration, and shall be on paid time for the new employee. By the end of the week prior to each new employee orientation, the Employer shall provide the Union with a list of all employees scheduled for the orientation. This list shall include the date of the orientation and the name, standard hours per week, job classification, start date, shift and department of each new employee attending the orientation.

- 2.10 Voluntary Political Action Fund Deduction. During the term of this Agreement, 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 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 the payment of voluntary political action contributions 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. In consideration for the Employer's agreement regarding voluntary PAC Fund deductions, the Union agrees that neither bargaining unit employees nor Union representatives will solicit for political action fund deductions in work areas nor will there otherwise be any disruption to patient care or business operations. 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 voluntary PAC Fund deductions. The Employer and the Union agree that one-quarter of one percent (.25%) of all amounts deducted is a reasonable amount to cover the Employer's costs of administering this deduction. Accordingly, the parties agree that the Employer will retain one-quarter of one percent (.25%) of all amounts deducted for the voluntary PAC Fund to reimburse the Employer for its reasonable costs of administering the deductions.

ARTICLE 3 – MANAGEMENT RIGHTS

- 3.1 The Union recognizes that the Employer has the obligation of serving the public with the highest quality of medical care, efficiently and economically, and meeting medical emergencies. Therefore, subject to the express terms and conditions of this Agreement, the management of the Hospital 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 Hospital 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 subcontract its operations, including the right to utilize the services of registry/agency personnel, is vested exclusively in the Employer.

- 3.2 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 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 **Full-time Employee.** An employee who is regularly scheduled on a continuing basis to work forty (40) hours within a seven (7) day period or eighty (80) hours within a fourteen (14) day period.
- 4.1.1 **7/70 Staffing.** An employee regularly scheduled on a continuing basis to work ten (10) hours per day on seven (7) consecutive days, followed by seven (7) consecutive days off work shall be regarded as a full-time employee.
- 4.1.2 **12-Hour Staffing.** An employee regularly scheduled to work on a basis of three (3) twelve (12) hour days per seven (7) day period shall be regarded as a full-time employee.
- 4.2 **Part-time Employees.** Except as provided in subsection 4.1.1 and 4.1.2 above, an employee who is regularly scheduled on a continuing basis to work less than forty (40) hours per week, or eighty (80) hours within a fourteen (14) day period.
- 4.2.1 **Part-time 7 Day Staffing.** An employee regularly scheduled on a continuing basis to work less than ten (10) hours per day, on seven (7) consecutive days, followed by seven (7) consecutive days off work.
- 4.3 **Probationary Employee.** An employee who has been hired by the Employer on a full-time basis for ninety (90) calendar days or less, or on a part-time basis for one hundred twenty (120) calendar days or less, unless extended by mutual consent for a period not to exceed a total of six (6) months. Upon completion of the required probationary period, the employee shall become a regular employee. During the probationary period, an employee shall not be eligible to receive any benefits provided for in this Agreement, except that any probationary employee who has worked three (3) calendar months may take paid sick leave accrued since the date of hire, is eligible for holiday pay, and will be covered by the Employer's medical and dental insurance if otherwise eligible. During or at the conclusion of the probationary period, either the Employer or the employee may decide to terminate the employment relationship for any reason without notice or pay in-lieu of notice; such terminations shall not be subject the grievance procedure.
- 4.4 **Lead Person.** Lead positions may be designated by the Employer on either a temporary or regular basis. Employees designated as lead shall be paid a premium of ten percent

(10%) over the regular rate of pay for their classification for all hours worked as a lead. Prior to the selection of a lead employee, the lead position will be advertised in the department for seventy-two (72) hours, in order to provide employees an opportunity to express their interest in the lead position. The assignment of a lead shall be at the sole discretion of the Employer. Replacing a supervisor from time to time shall be considered a normal part of the duties of a lead and no additional premium shall be paid for such time.

4.4.1 Training Pay. Employees specifically assigned the responsibility for the planning, organizing, teaching and evaluating the new skill development of a new employee, or an employee changing to a new classification, shall receive temporary lead pay for this assignment. The training assignment must include four (4) or more hours of continuous and direct training, or one-half (1/2) shift if greater than an eight (8) hour shift. It is understood that employees in the ordinary course of their responsibilities are expected to participate in orienting the employee to department operations, procedures and processes, including providing informational assistance, support, guidance, audit and feedback to employees. At the sole discretion of the Employer, a supervisor may determine to pay temporary lead pay for a training assignment where there is a material change in an employee's job duties.

4.5 Casual Employees. Employees who are hired to work during a period when additional work of any nature requires a temporarily augmented force, or in the event of an emergency, or to relieve regular employees because of illness, leave of absence or to work during holidays or vacation periods. This definition shall include employees (including students) scheduled on an "on-call" basis. Casual employees are not covered by this Agreement and shall not receive seniority, longevity, steps, or other benefits. Casual employees employed continuously for thirty (30) or more hours per month in the same position over a six (6) month period shall, upon request, be reclassified to regular employee status if qualified to perform the essential functions of the position in the judgment of the Employer; provided, however, this commitment shall not apply to casual employees assigned to special projects, vacation coverage, or coverage for sick leave or leaves of absence.

4.6 Month and Year. For purposes of this Agreement and the method of computing wages, longevity steps, seniority, benefits and conditions of employment provided herein, a "month" shall be defined as 173.3 hours of pay and a "year" shall be defined as 2080 hours of pay excluding standby pay, not to exceed 2080 hours within any twelve (12) month period.

4.6.1 7/70 Staffing. A "month" shall be defined as 151.6 hours of pay. A "year" shall be defined as 1820 hours of pay (excluding standby pay), not to exceed 1820 hours within any twelve (12) month period.

4.6.2 12-Hour Staffing. A "month" shall be defined as 156 hours of pay. A "year" shall be defined as 1872 hours of pay not to exceed 1872 hours within any twelve (12) month period.

ARTICLE 5 – EMPLOYMENT PRACTICES

- 5.1 Equal Opportunity. The Employer and the Union agree that conditions of employment shall be consistent with applicable state and federal laws regarding nondiscrimination.
- 5.2 Personnel File. After the probationary period, employees shall have access to the information in their personnel file. Employees shall have the right to comment on the material and such comment shall be included in the employee's personnel files. Employees shall receive copies of all Personnel Action Request forms which specify conditions of hiring, change in status, shift or leaves of absence.
- 5.3 Posting. The Employer shall electronically publish and post on a designated bulletin board notices of positions to be filled in advance of filling the position in order to afford present employees an opportunity to apply for consideration. Eligible employees interested in changing job classifications and/or shifts must submit an electronic request in accordance with Hospital policy regarding job bidding.
- 5.4 Orientation. Orientation will consist of a basic comprehensive program in which the employee will be oriented through a combination of instructional conference, floor and/or shift work. The objectives of orientation shall be to familiarize new personnel with the objectives and philosophy of the Employer and procedures, to orient new personnel to Hospital policies and procedures, and to instruct new employees as to their functions and responsibilities as defined in job descriptions. The Hospital shall provide orientation for new employees and to employees assigned new duties adequate for the employees to perform their tasks independently.
- 5.5 Discipline or Discharge. Discipline or discharge shall only be for just cause. The Employer shall be the sole judge of whether there is cause for discipline, provided, however, that said judgment may be the subject of a grievance pursuant to Article 15 to determine whether or not that judgment was reasonable and was not arbitrary or capricious. "Just cause" shall include the concept of progressive discipline (such as verbal and written reprimands and the possibility of suspension without pay), provided, however, an employee may be subject to immediate dismissal or suspension based upon the seriousness of the offense. The employee will receive a copy of any written reprimands. Employees shall be required to sign and date the written warning for the purpose of acknowledging receipt thereof. An employee may request the attendance of a Union representative at scheduled disciplinary meetings as provided for and limited by law.
- 5.6 Notice of Resignation. Employees shall be required to give at least fourteen (14) calendar days, prior written notice of resignation. This fourteen (14) calendar day notice requirement shall not include vacation time or unverified sick leave. Failure to give notice shall result in loss of accrued vacation benefits. The Employer will give consideration to situations that would make such notice by the employee impossible.
- 5.6.1 7/70 Staffing. Employees working a 7/70 schedule shall give not less than twenty-one (21) calendar days' prior written notice of resignation.

- 5.7 Notice of Termination. Employees who have completed the required probationary period shall receive at least fourteen (14) calendar days' notice of termination or pay (prorated for part-time employees) in lieu thereof (including any accrued vacation pay if the employee has worked one (1) calendar year or more), except in cases of discharge for just cause.
- 5.7.1 7/70 Staffing. Employees working a 7/70 schedule shall receive at least twenty-one (21) calendar days' prior written notice of termination.
- 5.8 Performance Appraisal. A written appraisal of performance shall be conducted at the end of the probationary period and annually thereafter. Upon request, a copy of the performance appraisal shall be made available to the employee.
- 5.9 Job Descriptions. A job description shall be established for each classification within the bargaining unit. If there is a significant change in the job duties of a job classification within the bargaining unit, the Employer will notify the Union in writing at least two (2) weeks prior to implementation of the change.
- 5.10 Use of Auto. If an employee is required by the Employer to use his or her own automobile to travel in order to conduct Hospital business, the Employer will continue its present policy of reimbursing the employee for mileage at the IRS rate. Travel must be authorized in advance by the Manager and approved by a Director.
- 5.11 Contracting Out of Bargaining Unit Work. The Employer will give the Union sixty (60) calendar days' advance notice of its decision to subcontract, sell or transfer any bargaining unit work. During that sixty (60) day period, the Employer will meet and confer with the Union to discuss the implications of the decision and consider any alternatives the Union may present. Such discussions will be concluded within twenty (20) calendar days from the date the Hospital advises the Union of its decision.
- 5.12 Labor/Management Committee. The Employer, jointly with employees selected by the Union, shall establish a Labor/Management Committee to assist with personnel and other mutual problems. The purpose of the Labor/Management Committee shall be to foster improved communication between the Employer and the staff and to improve working conditions, efficiency, patient care and employee satisfaction. The Committee may address staffing issues and department productivity. The function of the Committee shall be limited to an advisory rather than a decision-making capacity. The Committee will recommend solutions to identified problems. The Committee shall be established on a permanent basis and shall consist of not more than six (6) representatives of the Employer and not more than six (6) bargaining unit employees, with not more than one (1) employee from each job classification and/or department. The Committee will be representative of hospital work areas. The number of Committee participants may be expanded by the mutual agreement of the Employer and the Union. The Committee shall not meet less than bi-monthly or as often as mutually agreed. The Committee shall operate under guidance of co-chairs, one to be selected by the Employer and one by the Union. The co-chairs shall prepare a common written agenda for each meeting to be distributed to all Committee members at least three (3) days in advance of the meeting;

however, failure to place an item on the agenda will not preclude the Committee from addressing any issue. Committee members will be compensated for up to one (1) hour at their regular rate of pay for scheduled time away from their regular work day to attend the meeting.

ARTICLE 6 – SENIORITY, LAYOFF AND RECALL

- 6.1 **Definition.** Seniority shall mean an employee’s continuance length of service with the Employer from most recent date of hire as a regular employee. Seniority shall not apply to an employee until completion of the required probationary period. Upon satisfactory completion of this probationary period, the employee shall be credited with seniority from most recent date of hire.
- 6.2 **Layoff.** If a permanent or prolonged reduction of personnel is necessary, including the elimination of position(s), the Employer shall first seek volunteers from the affected classifications. If the reduction need is not met by volunteers, the employee(s) to be laid off will be the employee(s) in the affected job classification(s) who has the least seniority. (Note: Procedurally, the Employer will identify the least senior employee in the classification [job title] on the shift and in the department where the reduction is needed. This person would be offered the position of the least senior employee in that employee’s job classification in the bargaining unit or, in the alternative, layoff.) The Employer will give the Union at least seven (7) days’ advance notice of a layoff. This notice will be treated confidentially until the affected employees are formally notified by the Employer. Upon request, the parties will meet for the purpose of reviewing the procedure to be utilized and the order of layoff. Employees subject to layoff shall receive fourteen (14) days’ notice of layoff or pay in-lieu thereof based on scheduled work days.
- 6.2.1 **Restructure.** A restructure of staff may occur when two (2) or more units/departments merge or consolidate; when the FTE complement on a unit is reconfigured or changed; or when a change in staffing pattern (e.g. 12-hour staffing to 8 or 10-hour staffing, or vice versa) or change in skill mix occurs. If a restructure of a department affects twenty-five percent (25%) or more of the employees in the department, then the Employer shall allow all employees in the affected jobs classifications or re-bid on the available remaining positions on the basis of seniority, providing skill, ability and experience are considered substantially equal in the opinion of the Employer. For purposes of this section, an employee’s qualifications will be considered equal to another employee’s qualifications if that employee could reasonably expect to be trained to perform the new job within one (1) month. If the restructure affects less than twenty-five percent (25%) of the employees in the department, the Employer, at its option, may re-bid the affected positions or utilize other methods for change as provided for in this Agreement.
- 6.3 **Recall.** Employees on layoff status shall be placed on a reinstatement roster for a period of one (1) year from the date of layoff. When vacancies occur, the order of reinstatement shall be the reverse of layoff providing the employee’s skills and ability to fill the

position are considered equal in the opinion of the Employer. There will be no loss of benefits if the employee is reemployed within twelve (12) months.

6.3.1 Employees shall be notified by certified mail at the employee's address on file in the Department of Human Resources of the date to return to work from recall. It shall be the employee's responsibility to keep the Employer informed as to the employee's current address. The employee shall respond within three (3) days (excluding weekends and holidays) to indicate their interest in returning to work. If the employee does not respond within three (3) days but wants to be retained on the recall list, the employee will forfeit the right to recall to that position but the employee will remain on the Recall Roster. If the employee does not respond within seven (7) days of the notice of recall, the employee will be removed from the Recall Roster and the employee's personnel records will be adjusted to reflect the termination of the employee. If the employee needs to give notice because of employment with another employer, up to fourteen (14) days will be allowed for returning to work.

6.3.2 Should an employee on the recall list be offered a job in a different job classification, the employee shall be subject to a ninety (90) day period for performance review. This ninety (90) day period of performance review may be extended in writing by mutual consent. At any time during this performance review period, the Employer will notify the employee in writing of any deficiencies in performance, what the employee must do to correct the deficiencies and how the Employer will assist in that process. Except for situations involving safety issues or gross incompetence, the Employer will give two (2) weeks' advance notice of performance deficiencies prior to terminating the employee from the new position. If the employee fails to meet standards of performance, as determined by the Employer, the employee will no longer be allowed to continue in that position. The employee will be eligible for reinstatement to the employee's prior classification and prior department based upon available openings. If the employee is not reinstated due to the lack of an available opening, the employee will be treated as being on layoff status and subject to the recall provisions set forth in Section 6.3.

6.4 Job Openings. Where such factors as qualifications, competence and efficiency are considered equal by the Employer, seniority shall be the controlling consideration in full-time and part-time job openings. Employees on recall status (6.3) will be considered for positions after employees currently working but prior to filling a position with an outside applicant, subject to employee qualifications. The Employer shall be the sole judge of the qualifications, competence and efficiency of its employees, provided that such judgments are reasonable, made in good faith and not arbitrary or capricious. To be eligible for a transfer to a different department or job classification (excluding promotions within a department), an employee must have been in her or his current position for at least six (6) months in accordance with Hospital policy.

- 6.5 Severance Pay. The Employer will provide employees with the same severance pay policy as is provided to other Hospital employees. Employees who accept severance pay are not eligible for layoff and recall.
- 6.6 Termination. Seniority shall terminate upon cessation of the employment relationship; for example, discharge, resignation, retirement, refusal to accept a comparable job opening (same classification, standard hours and shift) offered by the Employer while on layoff, after twelve (12) consecutive months of layoff, or failure to comply with specified recall procedures.

ARTICLE 7 – HOURS OF WORK AND OVERTIME

- 7.1 Work Day. The normal work day shall consist of eight (8), nine (9), ten (10), or twelve (12) hours of work, excluding meal periods.
- 7.2 Work Period. The normal work period shall consist of forty (40) hours of work within a seven (7) day period or eighty (80) hours of work within a fourteen (14) day period.
- 7.2.1 7 Day Staffing. The normal work period shall consist of a seven (7) consecutive day period of work followed by seven (7) consecutive days off duty.
- 7.2.2 12-Hour Staffing. The normal, full-time, work period shall consist of three (3) twelve (12) hour shifts per seven (7) day period.
- 7.3 Innovative Work Schedules. An innovative work schedule is defined as a work schedule that requires a change, modification or waiver of certain provisions of this Agreement. Innovative work schedules not specified in this Agreement or Addenda hereto may be established by the Employer with the consent of the Union. Where work schedules other than a five (5) eight (8) day schedule are utilized, the Employer shall have the right to revert back to the five (5) eight (8) hour day schedule or to a work schedule which is recognized by this Agreement after thirty (30) days' advance notice to employees.
- 7.4 Overtime. All overtime must be approved by the appropriate supervisor. Overtime shall be paid for at the rate of one and one-half (1½) times the regular rate of pay for all time worked beyond the normal full-time work day or normal work period. If an employee works more than four (4) consecutive hours beyond the scheduled full-time work day, all additional overtime hours following the first four (4) hours of overtime shall be paid at the rate of double (2x) the employee's regular rate of pay. Overtime will be paid to the nearest fifteen (15) minutes calculated at one and one-half (1 ½) times the employee's regular rate of pay which shall include shift differential, lead pay, and benefit option premium. Time paid for but not worked shall not count as time worked for the purpose of computing overtime; provided, however, full-time employees called in to work on their scheduled day off in a week in which a designated holiday occurs shall be paid time and one-half (1½) for all hours worked on that day. There shall be no pyramiding or duplication of overtime and/or premium pay paid at the rate of time and one-half (1½) or double time (2x). Work schedules will not be altered for the sole purpose of avoiding the payment of overtime.

- 7.4.1 7 Day Staffing. If an employee works seven (7) consecutive days (including low census days) followed by seven (7) consecutive days off, the employee shall receive time and one-half (1½) for all hours worked during the employee's schedule week off.
- 7.4.2 12-Hour Staffing. Overtime shall be paid at the rate of time and one-half (1½) for the first two (2) hours after the end of a twelve (12) hour shift or after forty (40) hours in a seven (7) day work period as defined by the Hospital. Overtime shall be paid at the rate of time and one-half (1½) for all time worked after thirty-six (36) hours in a seven (7) day period, if a full-time twelve (12) hour employee works in excess of thirty-six (36) hours. All time worked beyond fourteen (14) consecutive hours worked shall be paid at the rate of double time (2x).
- 7.5 Meal/Rest Period. All employees shall receive an unpaid thirty (30) minute meal period during each regular work day; provided, however, that if an employee is required by the Employer to remain on the premises or to work during the meal period, such time shall be considered as time worked for pay purposes. Employees shall receive two (2) fifteen (15) minute paid rest periods during each eight (8) or ten (10) hour work day. During these rest periods, employees shall remain on the Hospital premises. Meal periods and rest periods shall be administered in accordance with state law (WAC 296-126-092).
- 7.6 Work Schedule. Monthly work schedules shall be posted no less than ten (10) days prior to the effective date of the schedule. The Employer retains the right to adjust work schedules to maintain an efficient and orderly operation. Except in emergency conditions, unforeseeable conditions beyond the Employer's control and low census conditions, employee work schedules once posted shall only be changed by mutual agreement of the Employer and the employee. An employee whose posted work schedule is to be changed shall be notified as soon as possible of such change.
- 7.7 Low Census. During periods of low census, the Employer will first ask for volunteers. If there are no volunteers, the Employer will endeavor to rotate low census equitably among all employees in a department by shift, subject to skill, competence, ability and availability as determined by the Employer. A list of the number of low census hours (including voluntary low census days) for each employee will be maintained and be available. Employees taking low census shall continue to accrue benefits on cancelled hours of work. At the employee's option an employee may use vacation pay for low census. In the event the Employer places an employee on standby status while on low census, the employee may request vacation pay for that day in addition to standby pay.
- 7.7.1 Report Pay. Employees who are ordered to report to work or report for work as scheduled (unless otherwise notified in advance) and are released from duty by the Employer shall have the choice of accepting another assignment within the department for a minimum period of time equal to one-half (1/2) of the employee's scheduled hours for that day or leaving the Hospital without further compensation for that day. This commitment shall not apply when the Employer has made a good faith effort to notify the employee of shift

cancellation but has been repeatedly unable to reach the employee on separate occasions. It shall be the responsibility of each employee to notify the Employer of the employee's current address and telephone number. Failure to do shall excuse the Employer from these minimum pay requirements. Except as otherwise provided herein, employees shall not be paid for time not worked.

- 7.8 Weekend Work. The Employer will rotate weekend work in a fair and equitable manner according to the needs of the department. Insofar as practical, weekend work will be scheduled so as to allow two (2) out of every four (4) weekends off. This section shall not apply to employees who voluntarily agree to more frequent weekend duty or to employees who have been specifically hired to work weekends.
- 7.9 Work in Advance of Shift. When an employee is required to report for work with twelve (12) hours or less notice in advance of the previously schedule shift and continues working during the schedule shift, all hours worked prior to the scheduled shift shall be paid at time and one-half (1½) the straight-time rate of pay.
- 7.10 Increased Hours for Part-Time Employees. The Hospital shall continue its present practice of offering part-time employees the opportunity to increase their hours before temporary employees are called in or before new employees are hired. The hours shall be filled on the basis of seniority, providing the applicant's skills, competence and ability are deemed substantially equal by the Hospital. The Hospital shall be the sole judge of an individual's qualifications, which shall be based upon job related criteria.
- 7.11 Staff Meetings. Mandatory staff meetings shall be considered as time worked. Any employee required to attend a staff meeting on a day off or to attend a meeting that begins more than one-half (½) hour after the end of the employee's shift or ends more than one-half (½) hour before the employee's shift begins shall be paid for a minimum of two (2) hours.
- 7.12 Rest Between Shifts. In scheduling work assignments, the Employer will make a good faith effort to provide each employee with at least ten (10) hours off duty between shifts. In the event an employee is required to work with less than ten (10) hours off duty between shifts, all time worked within this ten (10) hour period shall be at time and one-half (1½). This section shall not apply to non-mandatory continuing education, committee meetings, staff meetings or to standby and callback assignments performed pursuant to Article 8.

ARTICLE 8 – COMPENSATION

- 8.1 Wage Rages. Employees covered by this Agreement shall be paid no less than the wages set forth in Appendix A attached hereto and made a part of this Agreement.
- 8.2 Compensation Effective Dates. All increases in compensation set forth in this Agreement shall become effective the first full payroll period on or after the date(s) designated.

8.3 Recognition of Past Experience. Full-time and part-time employees hired during the term of this Agreement shall be compensated at a wage level in accordance with the following plan unless otherwise agreed to by the Employer and employee involved:

- a. Employees with two (2) or more years of continuous recent experience shall be employed at not less than Step 1.
- b. Employees with four (4) or more years of continuous recent experience shall be employed at not less than Step 2.
- c. Employees with six (6) or more years of continuous recent experience shall be employed at not less than Step 3.

The Employer shall be the sole judge of the relevancy of past work experience.

8.4 Shift Differential. Effective on Date of Ratification, employees assigned to work the evening shift shall be paid a shift differential of one dollar and ten cents (\$1.10) per hour over the employee's hourly rate of pay. Employees assigned to work the night shift shall be paid a shift differential of one dollar and seventy-five cents (\$1.75) per hour over the employee's hourly rate of pay. If a majority of the employee's hours of work fall after 5:00 p.m., the employee will receive shift differential for the entire evening shift. For purposes of shift differential and the majority of hours rule, day shift begins at 7:00 a.m. If a majority of the employee's hours of work fall after 11:00 p.m., the employee will receive night shift differential for the entire shift.

8.5 Standby Pay. Employees placed on standby status off Hospital premises shall be compensated at the rate of two dollars and seventy-five cents (\$2.75) per hour. Standby duty shall not be counted as hours worked for purposes of computing overtime or eligibility for longevity steps or benefits. Employees on standby shall be provided with signal devices upon request. A standby assignment does not begin until completion of the employee's regularly scheduled shift and any overtime hours worked in conjunction with the employee's regular shift and the employee has clocked out. Standby pay shall only be paid while on standby status and shall not be paid after the employee has been called back to work. Effective November 1, 2008, standby pay shall be increased to three dollars (\$3.00) per hour.

8.6 Callback. Employees called back to work while on standby status shall be paid for the time actually worked at a rate of one and one-half (1½) times their regular rate of pay. There shall be no pyramiding of callback and standby pay. When called back to duty, an employee shall be paid for a minimum of three (3) hours at the callback rate. The Employer will attempt to avoid calling in employees who are not on standby status. If it becomes necessary, however, to require additional personnel to work, such employees shall be guaranteed a minimum of three (3) hours' work or pay at the appropriate rate of pay.

8.7 Work in Higher Classification. Any employee who is assigned by a supervisor to perform the duties and accept the responsibilities of a higher paid position for a period of

three (3) hours or more shall be paid for the time so worked at the rate of pay of the higher classification that will provide additional compensation for the employee.

- 8.8 Transfers/Promotions. If an employee transfers from one job classification and wage range to another, all hours accrued toward the next longevity step in the prior wage range shall be counted when accruing hours toward the employee's next longevity step in the new wage range.
- 8.9 Weekend Premium. Effective Date of Ratification, an employee who works on weekend shift shall receive seventy-five cents (\$.75) per hour premium pay for each hour worked on the weekend in addition to the employee's regular rate of pay. The weekend shall be defined as all hours between 11:00 p.m. Friday and 11:00 p.m. Sunday. Premium pay provided for in this section shall not apply to time spent for educational purposes. Effective November 1, 2008, this premium shall be increased to one dollar (\$1.00) per hour.

ARTICLE 9 – HOLIDAYS

- 9.1 Holidays. The following days shall be recognized as holidays under this Agreement:

New Year's Day	Labor Day
President's Day	Thanksgiving Day
Memorial Day	Christmas Day
Independence Day	(1) Personal Holiday

- 9.1.1 Rotation of Holidays. Scheduled time off over holidays, either for the holiday itself or as part of a vacation request shall be rotated among employees within a work unit.
- 9.2 Personal Holiday. The personal holiday will be scheduled off by mutual consent. The personal holiday shall accrue on a calendar year basis and must be taken off within the calendar year in which it is earned. The personal holiday may not be carried over from one year to the next.
- 9.3 Accrual Rate. Holiday pay shall be based on an annual accrual rate of .0308 hours of holiday pay for each paid hour.
- 9.4 Holidays Not Worked. Employees who are not required to work on one of the holidays designated in Section 9.1 shall receive up to eight (8) hours' holiday pay provided they work their regularly scheduled day before and regularly scheduled day after the holiday, unless their absence is excused or authorized by the Employer.
- 9.4.1 7/70 Staffing. Employees shall be paid seven (7) hours' straight time pay on holidays not worked. Part-time employees shall receive holiday pay on a pro rata basis.
- 9.5 Holidays Worked. Any employee who is required to work on a holiday designated in 9.1 (excluding personal holidays) shall be paid one and one-half (1½) times their regular rate

of pay for all hours worked. Full-time employees shall also receive up to eight (8) hours' holiday pay. Part-time employees will receive one (1) hour of holiday pay for each hour worked on the holiday to a maximum of eight (8) hours' pay. Any overtime hours will be paid at one and one-half (1½) times the employee's regular rate of pay.

- 9.6 Night Shift. Holiday pay for employees working the night shift shall be given for the shift where the majority of the hours worked are on the designated calendar date for the holiday.
- 9.7 Direct Cash Payment Option. At the employee's request, accrued personal holiday hours may be paid off in cash in-lieu of taking holiday time off.

ARTICLE 10 – VACATIONS

- 10.1 Eligibility. No vacation pay shall be due any employee whose length of continuous service is less than six (6) calendar months, nor shall vacation pay be due any employee without proper advance notice of resignation.
- 10.2 Vacation Accrual. Employees shall accrue vacation benefits according to the following schedule:

<u>During Years:</u>	<u>Rate of Accrual</u>	<u>Annual Hours (per 2080 Paid Hours</u>
1 through 3	.0384/paid hour	80 hours
4 through 6	.0577/paid hour	120 hours
7 through 10	.0673/paid hour	140 hours
11 through 14	.0808/paid hour	168 hours
15 or more	.0846/paid hour	176 hours

- 10.2.1 7/70 Staffing. Employees working a 7/70 schedule shall accrue vacation benefits according to the following schedule:

<u>During Years:</u>	<u>Rate of Accrual</u>	<u>Annual Hours (per 2080 Paid Hours</u>
1 through 3	.0384/paid hour	70 hours
4 through 6	.0577/paid hour	105 hours
7 through 10	.0673/paid hour	122 hours
11 through 14	.0808/paid hour	147 hours
15 or more	.0846/paid hour	154 hours

- 10.3 Vacation Scheduling. The Employer retains the right to schedule vacations so that there will be no disruption in the Hospital routine. Requests to take accrued vacation in the months of June through August must be submitted in writing to the Department Head by April 1st of each year. Vacation requests for the last two (2) weeks in December shall be made by October 1st. Vacation requests submitted by April 1st (by October 1st for December vacations) shall be granted by seniority subject to departmental requirements

and the requirements of 9.1.1, Rotation of Holidays. Employees applying for vacation after April 1st and all other requests must be submitted in writing at least one (1) month in advance and shall be granted by submittal date. The Employer will respond within fourteen (14) days of receipt of the request. Two employees from the same team, shift and station will not be scheduled for vacation at the same time without prior supervisory approval.

10.3.1 After completing twelve (12) calendar months of employment, employees may take paid vacation off as they accrue vacation hours, subject to prior scheduling as described above. Vacation hours shall not normally be accumulated and carried over from one anniversary year to another. Under special circumstances and only when approved by the Employer, extensions for the use of accumulated vacation hours may be granted.

10.4 Direct Cash Payment Option. At the employee's request, accrued vacation hours may be paid off in cash rather than scheduling and taking paid vacation time off. If an employee exercises this option, the employee shall not be eligible to schedule additional time off without pay.

ARTICLE 11 – SICK LEAVE

11.1 Sick Leave Accrual. Sick leave shall be accumulated by eligible employees at a rate of .046 per paid hour up to a maximum of 576 hours. Sick leave benefits shall be accrued from the date of hire, but any employee shall not be entitled to take sick leave during the first three (3) calendar months of employment.

11.2 Sick Leave Benefits. Sick leave benefits shall be paid at the employee's straight time rate of pay for bona fide cases of personal illness or injury, including pregnancy, miscarriage, abortion, and childbirth, which incapacitated the employee from performing regular duties. Sick leave may also be used for the illness or injury of a dependent child under the age of eighteen (18) and up to three (3) days may be used for emergency care for the employee's spouse, child or parent.

11.3 Proof of Illness. The Employer reserves the right to require reasonable written proof of illness. Proven abuse or excessive use of sick leave may be cause for discharge.

11.4 Sick Leave Conversion to Vacation. After one (1) full calendar year of continuous employment and annually thereafter, employees who have demonstrated superior attendance may qualify for the conversion of unused sick leave hours to vacation hours. If less than thirty-two (32) hours have been paid as sick leave during the first calendar year of employment, up to thirty-two hours of accrued sick leave may be converted to sixteen (16) hours of:

1. cash payment, or
2. vacation credit and

added to the employee's vacation accrual for use like any other vacation time.

After three (3) years of continuous employment and annually thereafter, employees who have been paid less than thirty-two (32) hours of sick leave during the prior calendar year of employment may convert up to thirty-two (32) hours of accrued sick leave to thirty-two (32) hours of:

1. cash payment, or
2. vacation credit and

added to the employee's vacation accrual for use like any other vacation time. This benefit shall be prorated for eligible part-time employees. Sick hours paid in the prior calendar year will be subtracted from the eligible hours. For example, an employee who has taken eight (8) hours of sick leave during the prior calendar year may elect to convert twenty-four (24) hours of sick leave to twelve (12) hours of vacation or cash payment ($32 - 8 = 24 \div 2 = 12$). This ratio is 1:1 after three (3) years of employment.

11.4.1 Employees who have accumulated the maximum of 576 hours shall, at the end of each calendar year, convert fifty percent (50%) of the unused sick leave in excess of 576 hours to cash.

ARTICLE 12 –LEAVES OF ABSENCE

- 12.1 **In General.** All leaves of absence must be requested from the Employer in writing as far in advance as possible, stating the reason for the leave and the amount of time requested. A written reply to grant or deny the request and stating the conditions of the leave of absence shall be given by the Employer within thirty (30) days of the request. All leaves of absence shall be without pay unless specifically provided for herein or agreed to by the Employer. Accrued vacation time must be used prior to requesting a non-medical leave of absence, except that employees shall not be required to use accrued vacation for leaves of absence of less than five (5) working days. A leave of absence begins on the first day of absence from work.
- 12.2 **Disability Health Leave.** After one (1) year of continuous employment, a leave of absence for health reasons shall be granted upon the recommendation of a physician for the period of disability up to six (6) months, without loss of benefits to the date such leave commences. Employees on a disability health leave will be allowed to return to the employee's former position so long as the total absence (including time on paid sick leave and/or vacation) does not exceed ninety (90) calendar days. An employee on a health leave of absence for longer than ninety (90) calendar days will receive priority for the first available similar opening for which the employee is qualified. The leave shall be granted after sick leave which the employee is eligible to receive has been utilized.
- 12.3 **Disability Maternity Leave.** Upon completion of the probationary period, a maternity leave of absence limited to the period of physical disability shall be granted without loss of seniority or benefits accrued to the date such leave commences. If the employee returns from a maternity leave on a timely basis after the period of disability, the employee shall be given the same or similar job she vacated, and one of equal pay. The

leave shall be granted after sick leave which the employee is eligible to receive has been utilized.

- 12.4 Personal Leave. After one (1) calendar year of continuous employment, an employee may apply for a personal leave of absence without pay. The Employer will determine whether or not the leave shall be granted and the duration thereof. Personal leaves of absence will not generally be granted for longer than three (3) months.
- 12.5 Military Leave. A leave of absence required in order for an employee to maintain status in a military reserve of the United States shall be granted in accordance with state law. There shall be no loss of benefits accrued to the date such leave commences, and shall not be considered part of the employee's earned annual leave time.
- 12.6 Education Leave. After one (1) year of continuous employment, permission may be granted for a leave of absence without pay for work related educational opportunities, without loss of accrued benefits, provided such leave does not jeopardize Hospital service.
- 12.6.1 If the Employer requires an employee to attend an outside workshop or in-service program, an employee's regular wage and tuition expenses will be paid by the Employer.
- 12.6.2 The Employer is not responsible for time spent by an employee or related costs associated therewith which are required by state or federal law in order that an employee is eligible to work in an allied health profession. Employees may have access to paid educational leave as provided for in this section for this purpose.
- 12.7 Bereavement Leave. Up to twenty-four (24) hours of paid leave (pro rata for part-time employees) may be allowed for death in the immediate family. An additional sixteen (16) hours (pro rata for part-time employees) may be allowed when travel of over five hundred (500) miles round trip is required to attend the funeral. Immediate family is defined as grandparent, parent, step-parent, spouse, domestic partner, brother, sister, child, step-child, grandchild or the in-law equivalent of parents, brother or sister. Bereavement pay is to compensate employees for time normally worked.
- 12.8 Jury Duty. Any employee who is called upon to serve on jury duty on a regularly scheduled working day shall be compensated by the Employer for the difference between the amount of any compensation derived from jury duty (excluding mileage reimbursement) and the normal straight time rate of pay due the employee for the period of jury service. All employees who receive a jury summons should report immediately to their supervisor to discuss time off for jury service. When reporting for jury service, the employee shall request of the jury bailiff that the employee be released as soon as the employee's services are no longer needed.
- 12.9 Benefits During Leave. An employee on an unpaid leave of absence will not continue to accrue benefits during that leave, but there shall be no loss of previously accrued benefits if the employee returns to work as scheduled at the end of the allowed leave. To the

extent allowed by the applicable insurance policy, an employee desiring insurance benefits to continue during a leave of absence may do so by paying the full premium to the Employer monthly in advance unless otherwise provided by law for a family or medical leave.

12.10 Return to Work (Non-Disability Leaves). Employees who indicate their availability to return to work on a timely basis in accordance with an approved leave of absence agreement shall be entitled to the same position if the leave is six (6) weeks or less, including both paid and unpaid time. If the leave exceeds six (6) weeks, the employee shall be given the first available similar opening for which the employee is qualified; provided, however, this commitment shall be limited to six (6) months following the date the employee was able to return to work. An employee who does not return to work at the end of the allowed leave of absence may be terminated as of the last paid day. Reapplication shall be necessary for any further employment.

12.11 Parenting Leave. After one (1) year of continuous regular employment, permission shall be granted for a leave of absence to: (a) care for a newborn or newly adopted child of the employee under the age of six at the time of placement or adoption, or (b) care for a child under the age of eighteen (18) years old of the employee who has a terminal health condition. A leave of absence begins on the first absence from work or, in the case of childbirth, on the first day after the mother's temporary medical disability from childbirth has ended. Parenting leave shall be unpaid except: (a) an employee shall use accrued vacation at the beginning of the leave, and (b) an employee on leave to care for a seriously ill child may use accrued sick leave at the beginning of the leave as permitted by state law and thereafter use accrued vacation. Except in special circumstances, employees must give at least thirty (30) days' advance written notice of parenting leave. Parenting leave must be completed within twelve (12) months after the birth or placement for adoption. An employee on parenting leave not exceeding twelve (12) weeks from date of first absence from work or, in the case of childbirth, from the day after the mother's temporary medical disability from childbirth has ended, shall be entitled to return to his or her prior position. Thereafter the employee shall be entitled to the first available position for which the employee is qualified. Such leave shall not exceed one (1) year. If both parents of the newborn or newly adopted child are employees, they shall be entitled to a total of twelve (12) weeks of parenting leave to be granted to only one (1) employee parent at a time. Alleged violations of the parenting leave provisions shall be submitted to the grievance procedure set forth herein in accordance with the Family Leave Law. Parenting leave shall be consistent with and subject to the conditions and limitations set forth by state law.

12.11.1 Family and Medical Leave. The Employer shall provide leaves of absence in compliance with the Family and Medical Leave Act of 1993, a summary of which may be obtained in the Human Resources office.

ARTICLE 13 – EMPLOYEE BENEFITS

13.1 Medical and Dental Insurance. Beginning the first of the month following the date of hire, all full-time and all part-time employees regularly working twenty (20) or more

hours per week shall be included under and covered by the Employer's group insurance plan providing medical, surgical, hospital, and dental insurance benefits with the employee's premiums to be paid by the Employer.

- 13.2 Benefit Option Plan. In-lieu of all benefits except for shift differential, call back pay, standby pay, weekend premium and longevity steps, a part-time employee may elect a twelve percent (12%) wage differential. This election must occur when first eligible for benefits or within ten (10) days of the signing of this Agreement, whichever is later, or annually on dates designated in advance by the Employer, providing enrollment is approved by the carrier. Employees will be given advance notice of such dates. Thereafter, no change in benefit compensation shall be granted during the term of this Agreement. Any accrued vacation shall be paid to the employee at the time the employee elects the twelve percent (12%) wage differential.
- 13.3 Workers Compensation/Unemployment Compensation. The Employer will provide Workers' Compensation Insurance and Unemployment Compensation Insurance in accordance with the laws of the State of Washington. Upon request, an employee may elect to receive from accrued sick leave the difference between Worker's Compensation benefits and the employee's regular rate of pay.
- 13.4 Health Tests. At the time of employment, all employees shall receive a tuberculin skin test or chest X-ray as required by the State of Washington. Each eligible employee may order, and the Hospital laboratory will provide, an annual CBC, pap smear and urinalysis without expense to the employee, but the results will only be forwarded to a physician selected by the employee.
 - 13.4.1 Health and Safety. The Employer remains committed to providing education, products and equipment, work practice controls, and engineering controls to minimize employee risks from occupational injury or exposure. The Hospital shall also continue to provide confidential twenty-four (24) hour information and referral for employees sustaining occupational injury or exposure. This commitment to employee health and safety is documented in Employer's Infection Control/Employee Health/Policies and Procedures.
 - 13.4.1.1 Hepatitis B Vaccine and Hepatitis C Exposure. Vaccine is offered in Employee Health Services without cost to any employee at risk of exposure to Hepatitis B. Following a blood borne exposure, the Employer will not only test for HEP B and HIV, but also HEP C.
 - 13.4.1.2 Tuberculosis Exposure Control Program. All employees working in patient care areas will be provided annual PPD screenings. Employees in high risk areas may be screened more frequently. Any employee who is a PPD converter as a result of an occupational exposure at the Hospital will be referred to a Public Health physician or appropriate medical specialist for follow up, including preventive therapy, at no cost to employee.

- 13.4.2 Drug and Alcohol Free Workplace. The Employer, the employees and the Union have a joint interest in workplace safety and job performance, and collectively acknowledge that alcohol and drug abuse are inconsistent with this joint interest. The Employer and the Union also acknowledge that employees continue to be responsible for maintaining satisfactory job performance and attendance, and for complying with the Employer's policies and procedures. Employees with job performance, attendance, or conduct problems are subject to corrective action.
- 13.4.3 Drug Free Workplace Policy. The Employer will establish a drug-free workplace policy, including reasonable cause drug testing. The policy will require the Employer to maintain an Employee Assistance Program as a resource for employees. Employees who may have an alcohol or drug-related problem are strongly encouraged to seek assistance or referrals to rehabilitation or treatment programs through the Employee Assistance Program.
- 13.4.4 Treatment and Rehabilitation. The Employer and the Union recognize that alcohol and chemical dependency are chronic and treatable conditions. The Employer and the Union support efforts which will enable a chemically impaired employee to remain in their chosen profession/vocation after rehabilitation. Employees needing help in dealing with drug and alcohol problems are strongly encouraged to voluntarily seek treatment and rehabilitation referrals through the Employee Assistance Program or the State's Substance Abuse Monitoring Program, and to use their health insurance, sick leave, or medical leave, as appropriate. Employees voluntarily requesting assistance prior to experiencing job performance, attendance, or misconduct problems will not be subject to disciplinary action for having sought treatment for alcohol or chemical dependency, and will be given a medical leave of absence by the Employer.
- 13.5 Prescriptions. Employees may purchase available prescriptions or over-the-counter drugs from the Hospital pharmacy at cost plus reasonable handling charge to be established by the Employer.
- 13.6 Retirement. Contributions on behalf of employees covered by this Agreement shall be made in accordance with the terms of the retirement plan established by the Employer for all its employees. The rate of contribution by the Employer shall be based on the employee's current rate of pay.
- 13.7 Eligibility Requirements. Participation in medical, dental and any other insurance or retirement benefits provided by the Employer shall be subject to specific plan eligibility requirements. In the event the Employer modifies its current plan or provides an alternative plan(s), the Employer will review the plan changes with the Union prior to implementation.
- 13.8 Continuing Education. Full-time employees will be eligible for three hundred dollars (\$300) of continuing education funds per calendar year (prorated for part-time

employees). These funds may be used to cover wages, classes, books or supplies for approved programs. Continuing education funds are separate from any tuition reimbursement program offered by the Employer.

ARTICLE 14 – NO STRIKE – NO LOCKOUT

The parties to this Agreement realize that the Employer provides special and essential services to the community, and that for this and other humanitarian reasons, it is the intent of the parties to settle disputes by the grievance procedure provided for herein. It is, therefore, agreed that during the term of this Agreement, (a) the Employer shall not lock out its employees, and (b) neither the employees nor their agents or other representatives, including but not limited to the Union, shall directly or indirectly authorize, assist, encourage or participate in any way in any strike, including any sympathy strike, picketing, walkout, slowdown, boycott or any other interference with the operations of the Employer, including any refusal to cross any other labor organization or other party's picket line. In the event of any such activity referred to in clause (b) above, the Union and its officers will do everything within their power to end or avert the same. In addition, any employee participating in any of the prohibited activities specified herein, shall be subject to immediate dismissal or replacement, at the discretion of the Employer.

ARTICLE 15 – GRIEVANCE PROCEDURE

Grievance Defined. A grievance is defined as an alleged breach of the express terms and conditions of the Agreement. It is the desire of the parties to this Agreement that grievances be adjusted informally wherever possible and at the first level of supervision. If a grievance arises, it shall be submitted to the following grievance procedure.

Time limits set forth in the following steps may only be extended by mutual written consent of the parties hereto.

Step 1. Employee and Manager.

If any employee has a grievance, the employee and the Union representative, if requested by the employee, shall first present the grievance in writing to the employee's Manager within fourteen (14) calendar days from the date the employee became aware or reasonably should have been aware of the event from which the grievance arose. Upon receipt thereof, the Manager 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.

Step 2. Employee, Delegate and Director.

If the matter is not resolved to the employee's satisfaction at Step 1, the employee shall present the grievance to the Director (and/or designated representative) within fourteen (14) calendar days of the Manager's decision. A conference between the employee (and/or Delegate or designee if requested by the employee) and the Director shall be held at a mutually agreeable time. The Director shall issue a written reply with fourteen (14) calendar days

following the grievance meeting. The Union may submit a grievance under the provisions of Step 2.

Step 3. Employee, Delegate/Organizer and Vice President.

If the matter is not resolved within fourteen (14) days of receipt of the written response from Step 2, the Union may refer the grievance in writing to the Vice President (and/or designated representative) who shall meet within fourteen (14) calendar days for the purpose of resolving the grievance. The Vice President or a designee shall endeavor to resolve the grievance and will respond in writing within fourteen (14) calendar days of the meeting with the grievant.

Step 4. Arbitration.

If the grievance is not settled on the basis of the foregoing procedures, the Union may submit the issue in writing to final and binding arbitration within fourteen (14) calendar days after the decision of the Vice President in Step 3. If the Employer and the Union fail to agree on the arbitrator, a list of eleven (11) arbitrators shall be requested from the Federal Mediation and Conciliation Service. The parties shall thereupon alternate in striking a name from the panel until one name remains. The person whose name remains shall be the arbitrator. The arbitrator 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. 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. 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 they may be relevant to a pending or potential grievance, or to pending negotiations for a renewal of the collective bargaining agreement. If necessary, the Arbitrator shall resolve discovery rights of the parties as to grievances submitted to arbitration.

ARTICLE 16 – GENERAL PROVISIONS

- 16.1 **Complete Agreement.** The parties acknowledge that during the negotiations which resulted in this Agreement all 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 understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the Employer and the Union, for the term of this Agreement, each voluntarily and unqualifiedly waives the right, and each agrees that he other shall not be obligated to bargain collectively with respect to any subject or matter not specifically discussed

during negotiations or covered 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.

- 16.2 Past Practices. Any and all agreements, written and verbal, previously entered into by the parties hereto are mutually cancelled and superseded by this Agreement. Unless specifically provided herein to the contrary, past practices shall not be binding on the Employer or the Union.
- 16.3 Disaster. The Employer shall be relieved of any and all obligations hereunder in the event of and during the term of a disaster or catastrophe directly affecting the Hospital such as, but not limited to, a fire, flood, explosion, power failure, earthquake, or other act outside the control of the Employer and causing disruption to the Hospital's normal operations.
- 16.4 State and Federal Laws. This Agreement shall be subject to all future and present applicable federal and state laws, executive orders of the President of the United States or the Governor of the State of Washington, and rules and regulations of governing authority. 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.
- 16.5 Duration. This Agreement shall become effective on the Date of Ratification, 2007, and shall continue in full force and effect through and including October 31, 2010.

IN WITNESS WHEREOF the parties hereto have caused this Agreement to be executed on this 8th day of November, 2007.

**EVERGREEN HOSPITAL MEDICAL
CENTER**

SEIU 1199NW

David S. Danielson
Sr. Vice President – Operations

Diane Sosne
President

Mark A. Hutcheson
Employer Representative

Emily Van Bronkhorst
Executive Vice President

EVERGREEN HOSPITAL MEDICAL CENTER

- Department:** Diagnostic Imaging
- Title:** Diagnostic Imaging Transcriptionist Productivity/Incentive Plan A
- Policy Number:** 1008
- Policy:** Diagnostic Imaging transcriptionists are eligible for incentive pay based on report turn-around-time and productivity.
- Purpose:** To promote team success, provide referring physicians with timely reports, and reward high productivity transcriptionists with bonus pay.

Procedure:

Incentive pay is based on two formulas: (1) **Group Incentive** and (2) **Individual Performance Incentive**.

A. (1) **Group Incentive:**

Group incentive is based on report turn-around-time (time dictated to time typed). At the end of each pay period, a report identifying the average T-A-T for that two (2) week period will be given to the Supervisor. Based on the average T-A-T for the pay period, each transcriptionist will be paid a lump-sum depending on the T-A-T and the total line contribution by each transcriptionist.

T-A-T Pool:	0.0 – 1.5 hours = \$3000
	1.6 – 2.0 hours = \$2500
	2.1 – 2.5 hours = \$2000
	2.6 – 3.0 hours = \$1500
	3.1 – 3.5 hours = \$1000
	3.6 – 4.0 hours = \$500

Each transcriptionist will be paid a percentage based on the actual lines they have contributed for the pay period.

For Example:

If the total line count for the pay period was 60,000 lines, and transcriptionist (B) contributed a total of 10,400 lines the calculation would be as follows: 10,400 divided by 60,000 to find the percentage of lines contributed. Then multiply that by the total amount in the pool. $10,400/60,000 = 17\% \times \$2000.00 = \$346.00$

(If the T-A-T for the pay period is 0.0 – 1.0 the total amount in the pool is \$3000. If the T-A-T for the pay period is 1.1 – 1.5, then the total amount in the pool is \$2500.00, etc.)

(2) Individual Performance Incentive.

In addition, a second incentive bonus is available at seven cents (\$.07) per line after the initial 150 lines per productive hour, Monday through Friday. And eleven cents (\$.11) per line after the standard has been met will apply on weekend shifts and Holidays. A minimum of 150 lines per productive hour is required for a transcriptionist before he/she can receive the individual incentive. Each transcriptionist will submit an “Incentive Worksheet” with their time card at the end of each pay period. This incentive worksheet is a compilation of the following information input daily by transcriptionists:

- a. Number of lines produced
- b. Productive hours worked
- c. Actual hours worked
- d. Baselines required
- e. Bonus lines (if applicable)
- f. Calculated incentive (if applicable).

Productive hours will equal the number of hours in each shift minus paid breaks, system down time and staff meetings. Reasons other than paid breaks will be documented on the “comments” section of the daily productivity log and must be approved by the supervisor.

The base lines required are 150 per productive hour. A ten (10) hour shift will have nine and one-half (9 ½) productive hours and require a minimum of 1425 lines an hour. An eight (8) hour shift will have seven and one-half (7 ½) productive hours and will require 1125 base lines.

10 hr shift = 9.5	productive hours = 1425 lines
8 hr shift = 7.5	productive hours = 1125 lines
6 hr shift = 5.5	productive hours = 825 lines
5 hr shift = 4.75	productive hours = 712 lines
4 hr shift = 3.75	productive hours = 562 lines
2 hr shift = 2	productive hours = 300 lines

- B. The incentive pay is paid with regular time card pay check (every other week).
- C. If a transcriptionist is training a new employee, this training time is documented so as not to be included in typing hours.
- D. Quality Assurance:
 - a. The Radiologists review all their final reports within forty-eight (48) hours of transcription. If there is any error, the report will be given to the transcriptionist for immediate generation of an addendum.

- b. The transcriptionists will perform at ninety-eight (98%) accuracy or better. If this is not achieved, action regarding their performance will be discussed with the employee.

- E. Each incentive worksheet is signed and is attached to the time card for supervisor's approval. Each time card is stamped with the incentive bonus formula. The transcriptionists are responsible for writing in the line count bonus that appears on the incentive worksheet. The supervisor will write in the turn-around-time group bonus after that figure has been calculated (at the end of the pay period). Any reports that have been corrected during that pay period will also be attached to each time card.

- F. When new technology is implemented this policy will be reviewed and revised if necessary.

The Transcription Lead will receive ten percent (10%) of the total Group T-A-T incentive and line count incentive if eligible.

Effective Date: July 12, 1998

Date of Review: February, 2000

Date of Revision: July, 1998; July, 1998; October, 1998; November, 1998; June, 1999; May, 2001

Prepared By: Shawn Fitzpatrick, Vicki Moore

Approved By: _____
Gene Hoefling, Director-Diagnostic Imaging

LETTER OF UNDERSTANDING

1. This letter will confirm agreement reached by Evergreen and SEIU 1199NW during recent collective bargaining to achieve more affordable health care benefits for Evergreen and its employees and their dependants. Specifically, both parties agree to explore the benefits offered by Public Employees Benefits Board.

SEIU will submit a recommendation to Evergreen. The parties will meet and discuss the recommendation. If Evergreen and SEIU agree to the PEBB alternatives, they will jointly work to complete the application and enrollment by January 1, 2009.

2. Within thirty (30) calendar days after ratification of this Agreement, the Employer shall pay to each bargaining unit employee who is actively on the payroll as of the date of ratification a sum of money equal to 2.5% of that employee's gross W-2 taxable earnings for all of 2005 and all of 2006, less normal withholding and payroll deductions.

3. For purposes of administering Article 1 of the new collective bargaining agreement, "regular part-time" is defined by the PERC decision. The Employer will report to the Union the names of employees and hours worked in classifications covered by the agreement on a six (6) month basis, to be reported to the Union after the first pay period of January, and after the first pay period of June, each year.

Dated this _____ day of November, 2007.

EVERGREEN HOSPITAL MEDICAL CENTER SEIU 1199NW

By: _____

By: _____

**A-1
APPENDIX A
EVERGREEN HOSPITAL MEDICAL CENTER
WAGE SCHEDULE**

**Effective Date of
Ratification**

Job Title	PS1	PS2	PS3	PS4	PS5	PS6	PS7	PS8	PS9	PS10	PS11	PS12	PS13		PS14		PS15		PS16	
	Base	1 yr	2 yr	3 yr	4 yr	5 yr	6 yr	7 yr	8 yr	9 yr	10 yr	11 yr	12 yr	13 yr	14 yr	15 yr	16 yr	17 yr	18 yr	19 yr
Dishwasher	10.48	10.75	11.01	11.29	11.57	11.86	12.16	12.46	12.77	13.09	13.42	13.76	14.10	14.10	14.45	14.45	14.81	14.81	15.18	15.18
CS Support	11.25	11.54	11.82	12.12	12.42	12.73	13.05	13.38	13.71	14.06	14.41	14.77	15.14	15.14	15.51	15.51	15.90	15.90	16.30	16.30
Cook's Helper	11.64	11.93	12.23	12.54	12.85	13.17	13.50	13.84	14.18	14.54	14.90	15.27	15.65	15.65	16.05	16.05	16.45	16.45	16.86	16.86
ES Tech	11.70	11.99	12.29	12.59	12.91	13.23	13.56	13.90	14.25	14.61	14.97	15.35	15.73	15.73	16.12	16.12	16.53	16.53	16.94	16.94
Linen Aide	11.70	11.99	12.29	12.59	12.91	13.23	13.56	13.90	14.25	14.61	14.97	15.35	15.73	15.73	16.12	16.12	16.53	16.53	16.94	16.94
Courier	11.94	12.24	12.54	12.86	13.18	13.51	13.85	14.19	14.55	14.91	15.28	15.67	16.06	16.06	16.46	16.46	16.87	16.87	17.29	17.29
Floor Care	12.00	12.30	12.61	12.93	13.25	13.58	13.92	14.27	14.62	14.99	15.36	15.75	16.14	16.14	16.55	16.55	16.96	16.96	17.38	17.38
Cook I	12.00	12.30	12.61	12.93	13.25	13.58	13.92	14.27	14.62	14.99	15.36	15.75	16.14	16.14	16.55	16.55	16.96	16.96	17.38	17.38
Office Support	12.00	12.30	12.61	12.93	13.25	13.58	13.92	14.27	14.62	14.99	15.36	15.75	16.14	16.14	16.55	16.55	16.96	16.96	17.38	17.38
Diet Clerk	12.58	12.89	13.22	13.55	13.89	14.23	14.59	14.95	15.33	15.71	16.10	16.51	16.92	16.92	17.34	17.34	17.78	17.78	18.22	18.22
Nutrition Storeskeeper	12.58	12.89	13.22	13.55	13.89	14.23	14.59	14.95	15.33	15.71	16.10	16.51	16.92	16.92	17.34	17.34	17.78	17.78	18.22	18.22
Stores Clerk	12.58	12.89	13.22	13.55	13.89	14.23	14.59	14.95	15.33	15.71	16.10	16.51	16.92	16.92	17.34	17.34	17.78	17.78	18.22	18.22
CS Tech 1	12.99	13.31	13.64	13.99	14.33	14.69	15.06	15.44	15.82	16.22	16.62	17.04	17.47	17.47	17.90	17.90	18.35	18.35	18.81	18.81
Surgical Svcs Asst	12.99	13.31	13.64	13.99	14.33	14.69	15.06	15.44	15.82	16.22	16.62	17.04	17.47	17.47	17.90	17.90	18.35	18.35	18.81	18.81
HIM Tech	13.13	13.46	13.79	14.14	14.49	14.86	15.23	15.61	16.00	16.40	16.81	17.23	17.66	17.66	18.10	18.10	18.55	18.55	19.02	19.02
Telecom Operator	13.13	13.46	13.79	14.14	14.49	14.86	15.23	15.61	16.00	16.40	16.81	17.23	17.66	17.66	18.10	18.10	18.55	18.55	19.02	19.02
ES Svcs Coord	13.13	13.46	13.79	14.14	14.49	14.86	15.23	15.61	16.00	16.40	16.81	17.23	17.66	17.66	18.10	18.10	18.55	18.55	19.02	19.02
DI Support	13.13	13.46	13.79	14.14	14.49	14.86	15.23	15.61	16.00	16.40	16.81	17.23	17.66	17.66	18.10	18.10	18.55	18.55	19.02	19.02

Job Title	PS1	PS2	PS3	PS4	PS5	PS6	PS7	PS8	PS9	PS10	PS11	PS12	PS13		PS14		PS15		PS16	
	Base	1 yr	2 yr	3 yr	4 yr	5 yr	6 yr	7 yr	8 yr	9 yr	10 yr	11 yr	12 yr	13 yr	14 yr	15 yr	16 yr	17 yr	18 yr	19 yr
Unit Tech	13.23	13.56	13.90	14.25	14.60	14.97	15.34	15.73	16.12	16.52	16.94	17.36	17.79	17.79	18.24	18.24	18.69	18.69	19.16	19.16
Clinical Lab Asst	13.23	13.56	13.90	14.25	14.60	14.97	15.34	15.73	16.12	16.52	16.94	17.36	17.79	17.79	18.24	18.24	18.69	18.69	19.16	19.16
DI Scheduler	13.40	13.73	14.07	14.43	14.79	15.16	15.54	15.92	16.32	16.73	17.15	17.58	18.02	18.02	18.47	18.47	18.93	18.93	19.40	19.40
Cook II	13.49	13.83	14.17	14.53	14.89	15.26	15.64	16.04	16.44	16.85	17.27	17.70	18.14	18.14	18.60	18.60	19.06	19.06	19.54	19.54
Health Unit Coord	13.49	13.83	14.17	14.53	14.89	15.26	15.64	16.04	16.44	16.85	17.27	17.70	18.14	18.14	18.60	18.60	19.06	19.06	19.54	19.54
Cash Applications Rep	13.58	13.92	14.27	14.62	14.99	15.36	15.75	16.14	16.55	16.96	17.38	17.82	18.26	18.26	18.72	18.72	19.19	19.19	19.67	19.67
Refunds/Overpayment Rep	13.58	13.92	14.27	14.62	14.99	15.36	15.75	16.14	16.55	16.96	17.38	17.82	18.26	18.26	18.72	18.72	19.19	19.19	19.67	19.67
Customer Relations Rep	13.58	13.92	14.27	14.62	14.99	15.36	15.75	16.14	16.55	16.96	17.38	17.82	18.26	18.26	18.72	18.72	19.19	19.19	19.67	19.67
Self Pay Collection Rep	13.58	13.92	14.27	14.62	14.99	15.36	15.75	16.14	16.55	16.96	17.38	17.82	18.26	18.26	18.72	18.72	19.19	19.19	19.67	19.67
Insurance Collection Rep	13.58	13.92	14.27	14.62	14.99	15.36	15.75	16.14	16.55	16.96	17.38	17.82	18.26	18.26	18.72	18.72	19.19	19.19	19.67	19.67
Ins Claims Submission Rep	13.58	13.92	14.27	14.62	14.99	15.36	15.75	16.14	16.55	16.96	17.38	17.82	18.26	18.26	18.72	18.72	19.19	19.19	19.67	19.67
Patient Accounts Rep	13.58	13.92	14.27	14.62	14.99	15.36	15.75	16.14	16.55	16.96	17.38	17.82	18.26	18.26	18.72	18.72	19.19	19.19	19.67	19.67
Patient Registrar	13.58	13.92	14.27	14.62	14.99	15.36	15.75	16.14	16.55	16.96	17.38	17.82	18.26	18.26	18.72	18.72	19.19	19.19	19.67	19.67
CS Tech II (Cert)	13.58	13.92	14.27	14.62	14.99	15.36	15.75	16.14	16.55	16.96	17.38	17.82	18.26	18.26	18.72	18.72	19.19	19.19	19.67	19.67
ED Tech	13.99	14.34	14.70	15.07	15.44	15.83	16.22	16.63	17.05	17.47	17.91	18.36	18.81	18.81	19.29	19.29	19.77	19.77	20.26	20.26
Clinical Lab Asst II	13.99	14.34	14.70	15.07	15.44	15.83	16.22	16.63	17.05	17.47	17.91	18.36	18.81	18.81	19.29	19.29	19.77	19.77	20.26	20.26
Medical Assistant	13.99	14.34	14.70	15.07	15.44	15.83	16.22	16.63	17.05	17.47	17.91	18.36	18.81	18.81	19.29	19.29	19.77	19.77	20.26	20.26
Transcriptionist	14.41	14.77	15.14	15.52	15.91	16.31	16.71	17.13	17.56	18.00	18.45	18.91	19.38	19.38	19.87	19.87	20.36	20.36	20.87	20.87

A-2
APPENDIX A
EVERGREEN HOSPITAL MEDICAL CENTER
WAGE SCHEDULE

Effective November 1, 2008

Job Title	PS1	PS2	PS3	PS4	PS5	PS6	PS7	PS8	PS9	PS10	PS11	PS12	PS13		PS14		PS15		PS16	
	Base	1 yr	2 yr	3 yr	4 yr	5 yr	6 yr	7 yr	8 yr	9 yr	10 yr	11 yr	12 yr	13 yr	14 yr	15 yr	16 yr	17 yr	18 yr	19 yr
Dishwasher	10.80	11.07	11.34	11.63	11.92	12.22	12.52	12.84	13.16	13.49	13.82	14.17	14.52	14.52	14.89	14.89	15.26	15.26	15.64	15.64
CS Support	11.59	11.88	12.18	12.48	12.80	13.12	13.44	13.78	14.12	14.48	14.84	15.21	15.59	15.59	15.98	15.98	16.38	16.38	16.79	16.79
Cook's Helper	11.99	12.29	12.60	12.91	13.23	13.56	13.90	14.25	14.61	14.97	15.35	15.73	16.12	16.12	16.53	16.53	16.94	16.94	17.36	17.36
ES Tech	12.05	12.35	12.66	12.97	13.30	13.63	13.97	14.32	14.68	15.04	15.42	15.81	16.20	16.20	16.61	16.61	17.02	17.02	17.45	17.45
Linen Aide	12.05	12.35	12.66	12.97	13.30	13.63	13.97	14.32	14.68	15.04	15.42	15.81	16.20	16.20	16.61	16.61	17.02	17.02	17.45	17.45
Courier	12.30	12.61	12.93	13.25	13.58	13.92	14.27	14.62	14.99	15.36	15.75	16.14	16.55	16.55	16.96	16.96	17.38	17.38	17.82	17.82
Floor Care	12.36	12.67	12.99	13.31	13.65	13.99	14.34	14.70	15.06	15.44	15.83	16.22	16.63	16.63	17.04	17.04	17.47	17.47	17.91	17.91
Cook I	12.36	12.67	12.99	13.31	13.65	13.99	14.34	14.70	15.06	15.44	15.83	16.22	16.63	16.63	17.04	17.04	17.47	17.47	17.91	17.91
Office Support	12.36	12.67	12.99	13.31	13.65	13.99	14.34	14.70	15.06	15.44	15.83	16.22	16.63	16.63	17.04	17.04	17.47	17.47	17.91	17.91
Diet Clerk	12.96	13.29	13.62	13.96	14.31	14.67	15.03	15.41	15.80	16.19	16.60	17.01	17.44	17.44	17.87	17.87	18.32	18.32	18.78	18.78
Nutrition Storeskeeper	12.96	13.29	13.62	13.96	14.31	14.67	15.03	15.41	15.80	16.19	16.60	17.01	17.44	17.44	17.87	17.87	18.32	18.32	18.78	18.78
Stores Clerk	12.96	13.29	13.62	13.96	14.31	14.67	15.03	15.41	15.80	16.19	16.60	17.01	17.44	17.44	17.87	17.87	18.32	18.32	18.78	18.78
CS Tech 1	13.38	13.71	14.05	14.40	14.76	15.13	15.51	15.90	16.30	16.71	17.12	17.55	17.99	17.99	18.44	18.44	18.90	18.90	19.37	19.37
Surgical Svcs Ast	13.38	13.71	14.05	14.40	14.76	15.13	15.51	15.90	16.30	16.71	17.12	17.55	17.99	17.99	18.44	18.44	18.90	18.90	19.37	19.37
HIM Tech	13.52	13.86	14.21	14.56	14.93	15.30	15.68	16.08	16.48	16.89	17.31	17.74	18.19	18.19	18.64	18.64	19.11	19.11	19.59	19.59
Telecom Operator	13.52	13.86	14.21	14.56	14.93	15.30	15.68	16.08	16.48	16.89	17.31	17.74	18.19	18.19	18.64	18.64	19.11	19.11	19.59	19.59
ES Svcs Coord	13.52	13.86	14.21	14.56	14.93	15.30	15.68	16.08	16.48	16.89	17.31	17.74	18.19	18.19	18.64	18.64	19.11	19.11	19.59	19.59
DI Support	13.52	13.86	14.21	14.56	14.93	15.30	15.68	16.08	16.48	16.89	17.31	17.74	18.19	18.19	18.64	18.64	19.11	19.11	19.59	19.59

Job Title	PS1	PS2	PS3	PS4	PS5	PS6	PS7	PS8	PS9	PS10	PS11	PS12	PS13		PS14		PS15		PS16	
	Base	1 yr	2 yr	3 yr	4 yr	5 yr	6 yr	7 yr	8 yr	9 yr	10 yr	11 yr	12 yr	13 yr	14 yr	15 yr	16 yr	17 yr	18 yr	19 yr
Unit Tech	13.63	13.97	14.32	14.68	15.04	15.42	15.81	16.20	16.61	17.02	17.45	17.88	18.33	18.33	18.79	18.79	19.26	19.26	19.74	19.74
Clinical Lab Asst	13.63	13.97	14.32	14.68	15.04	15.42	15.81	16.20	16.61	17.02	17.45	17.88	18.33	18.33	18.79	18.79	19.26	19.26	19.74	19.74
DI Scheduler	13.80	14.14	14.50	14.86	15.23	15.61	16.00	16.40	16.81	17.23	17.66	18.11	18.56	18.56	19.02	19.02	19.50	19.50	19.98	19.98
Cook II	13.89	14.24	14.60	14.96	15.34	15.72	16.11	16.52	16.93	17.35	17.78	18.23	18.69	18.69	19.15	19.15	19.63	19.63	20.12	20.12
Health Unit Coord	13.89	14.24	14.60	14.96	15.34	15.72	16.11	16.52	16.93	17.35	17.78	18.23	18.69	18.69	19.15	19.15	19.63	19.63	20.12	20.12
Cash Applications Rep	13.99	14.34	14.70	15.06	15.44	15.83	16.22	16.63	17.04	17.47	17.90	18.35	18.81	18.81	19.28	19.28	19.76	19.76	20.26	20.26
Refunds/Overpayment Rep	13.99	14.34	14.70	15.06	15.44	15.83	16.22	16.63	17.04	17.47	17.90	18.35	18.81	18.81	19.28	19.28	19.76	19.76	20.26	20.26
Customer Relations Rep	13.99	14.34	14.70	15.06	15.44	15.83	16.22	16.63	17.04	17.47	17.90	18.35	18.81	18.81	19.28	19.28	19.76	19.76	20.26	20.26
Self Pay Collection Rep	13.99	14.34	14.70	15.06	15.44	15.83	16.22	16.63	17.04	17.47	17.90	18.35	18.81	18.81	19.28	19.28	19.76	19.76	20.26	20.26
Insurance Collection Rep	13.99	14.34	14.70	15.06	15.44	15.83	16.22	16.63	17.04	17.47	17.90	18.35	18.81	18.81	19.28	19.28	19.76	19.76	20.26	20.26
Ins Claims Submission Rep	13.99	14.34	14.70	15.06	15.44	15.83	16.22	16.63	17.04	17.47	17.90	18.35	18.81	18.81	19.28	19.28	19.76	19.76	20.26	20.26
Patient Accounts Rep	13.99	14.34	14.70	15.06	15.44	15.83	16.22	16.63	17.04	17.47	17.90	18.35	18.81	18.81	19.28	19.28	19.76	19.76	20.26	20.26
Patient Registrar	13.99	14.34	14.70	15.06	15.44	15.83	16.22	16.63	17.04	17.47	17.90	18.35	18.81	18.81	19.28	19.28	19.76	19.76	20.26	20.26
CS Tech II (Cert)	13.99	14.34	14.70	15.06	15.44	15.83	16.22	16.63	17.04	17.47	17.90	18.35	18.81	18.81	19.28	19.28	19.76	19.76	20.26	20.26
ED Tech	14.41	14.77	15.14	15.52	15.90	16.31	16.71	17.13	17.55	18.00	18.44	18.91	19.38	19.38	19.87	19.87	20.36	20.36	20.88	20.88
Clinical Lab Asst II	14.41	14.77	15.14	15.52	15.90	16.31	16.71	17.13	17.55	18.00	18.44	18.91	19.38	19.38	19.87	19.87	20.36	20.36	20.88	20.88
Medical Assistant	14.41	14.77	15.14	15.52	15.90	16.31	16.71	17.13	17.55	18.00	18.44	18.91	19.38	19.38	19.87	19.87	20.36	20.36	20.88	20.88
Transcriptionist	14.84	15.21	15.60	15.99	16.38	16.79	17.21	17.64	18.09	18.54	19.00	19.48	19.96	19.96	20.46	20.46	20.97	20.97	21.50	21.50

A-3
APPENDIX A
EVERGREEN HOSPITAL MEDICAL CENTER
WAGE SCHEDULE

Effective November 01, 2009

Job Title	PS1	PS2	PS3	PS4	PS5	PS6	PS7	PS8	PS9	PS10	PS11	PS12	PS13		PS14		PS15		PS16	
	Base	1 yr	2 yr	3 yr	4 yr	5 yr	6 yr	7 yr	8 yr	9 yr	10 yr	11 yr	12 yr	13 yr	14 yr	15 yr	16 yr	17 yr	18 yr	19 yr
Dishwasher	11.12	11.40	11.68	11.98	12.28	12.58	12.90	13.22	13.55	13.89	14.24	14.59	14.96	14.96	15.33	15.33	15.71	15.71	16.11	16.11
CS Support	11.94	12.24	12.54	12.86	13.18	13.51	13.85	14.19	14.55	14.91	15.28	15.67	16.06	16.06	16.46	16.46	16.87	16.87	17.29	17.29
Cook's Helper	12.35	12.66	12.97	13.30	13.63	13.97	14.32	14.68	15.05	15.42	15.81	16.20	16.61	16.61	17.02	17.02	17.45	17.45	17.88	17.88
ES Tech	12.41	12.72	13.04	13.36	13.70	14.04	14.39	14.75	15.12	15.50	15.88	16.28	16.69	16.69	17.10	17.10	17.53	17.53	17.97	17.97
Linen Aide	12.41	12.72	13.04	13.36	13.70	14.04	14.39	14.75	15.12	15.50	15.88	16.28	16.69	16.69	17.10	17.10	17.53	17.53	17.97	17.97
Courier	12.67	12.99	13.31	13.65	13.99	14.34	14.70	15.06	15.44	15.83	16.22	16.63	17.04	17.04	17.47	17.47	17.90	17.90	18.35	18.35
Floor Care	12.73	13.05	13.38	13.71	14.06	14.41	14.77	15.14	15.51	15.90	16.30	16.71	17.13	17.13	17.55	17.55	17.99	17.99	18.44	18.44
Cook I	12.73	13.05	13.38	13.71	14.06	14.41	14.77	15.14	15.51	15.90	16.30	16.71	17.13	17.13	17.55	17.55	17.99	17.99	18.44	18.44
Office Support	12.73	13.05	13.38	13.71	14.06	14.41	14.77	15.14	15.51	15.90	16.30	16.71	17.13	17.13	17.55	17.55	17.99	17.99	18.44	18.44
Diet Clerk	13.35	13.69	14.03	14.38	14.74	15.11	15.49	15.87	16.27	16.68	17.09	17.52	17.96	17.96	18.41	18.41	18.87	18.87	19.34	19.34
Nutrition Storeskeeper	13.35	13.69	14.03	14.38	14.74	15.11	15.49	15.87	16.27	16.68	17.09	17.52	17.96	17.96	18.41	18.41	18.87	18.87	19.34	19.34
Stores Clerk	13.35	13.69	14.03	14.38	14.74	15.11	15.49	15.87	16.27	16.68	17.09	17.52	17.96	17.96	18.41	18.41	18.87	18.87	19.34	19.34
CS Tech 1	13.78	14.12	14.48	14.84	15.21	15.59	15.98	16.38	16.79	17.21	17.64	18.08	18.53	18.53	18.99	18.99	19.47	19.47	19.95	19.95
Surgical Svcs Ast	13.78	14.12	14.48	14.84	15.21	15.59	15.98	16.38	16.79	17.21	17.64	18.08	18.53	18.53	18.99	18.99	19.47	19.47	19.95	19.95
HIM Tech	13.93	14.28	14.64	15.00	15.38	15.76	16.15	16.56	16.97	17.40	17.83	18.28	18.73	18.73	19.20	19.20	19.68	19.68	20.17	20.17
Telecom Operator	13.93	14.28	14.64	15.00	15.38	15.76	16.15	16.56	16.97	17.40	17.83	18.28	18.73	18.73	19.20	19.20	19.68	19.68	20.17	20.17
ES Svcs Coord	13.93	14.28	14.64	15.00	15.38	15.76	16.15	16.56	16.97	17.40	17.83	18.28	18.73	18.73	19.20	19.20	19.68	19.68	20.17	20.17
DI Support	13.93	14.28	14.64	15.00	15.38	15.76	16.15	16.56	16.97	17.40	17.83	18.28	18.73	18.73	19.20	19.20	19.68	19.68	20.17	20.17

Job Title	PS1	PS2	PS3	PS4	PS5	PS6	PS7	PS8	PS9	PS10	PS11	PS12	PS13		PS14		PS15		PS16	
	Base	1 yr	2 yr	3 yr	4 yr	5 yr	6 yr	7 yr	8 yr	9 yr	10 yr	11 yr	12 yr	13 yr	14 yr	15 yr	16 yr	17 yr	18 yr	19 yr
Unit Tech	14.04	14.39	14.75	15.12	15.50	15.88	16.28	16.69	17.10	17.53	17.97	18.42	18.88	18.88	19.35	19.35	19.84	19.84	20.33	20.33
Clinical Lab Asst	14.04	14.39	14.75	15.12	15.50	15.88	16.28	16.69	17.10	17.53	17.97	18.42	18.88	18.88	19.35	19.35	19.84	19.84	20.33	20.33
DI Scheduler	14.21	14.57	14.93	15.31	15.69	16.08	16.48	16.89	17.32	17.75	18.19	18.65	19.11	19.11	19.59	19.59	20.08	20.08	20.58	20.58
Cook II	14.31	14.67	15.03	15.41	15.80	16.19	16.60	17.01	17.44	17.87	18.32	18.78	19.25	19.25	19.73	19.73	20.22	20.22	20.73	20.73
Health Unit Coord	14.31	14.67	15.03	15.41	15.80	16.19	16.60	17.01	17.44	17.87	18.32	18.78	19.25	19.25	19.73	19.73	20.22	20.22	20.73	20.73
Cash Applications Rep	14.41	14.77	15.14	15.51	15.90	16.30	16.71	17.13	17.55	17.99	18.44	18.90	19.38	19.38	19.86	19.86	20.36	20.36	20.87	20.87
Refunds/Overpayment Rep	14.41	14.77	15.14	15.51	15.90	16.30	16.71	17.13	17.55	17.99	18.44	18.90	19.38	19.38	19.86	19.86	20.36	20.36	20.87	20.87
Customer Relations Rep	14.41	14.77	15.14	15.51	15.90	16.30	16.71	17.13	17.55	17.99	18.44	18.90	19.38	19.38	19.86	19.86	20.36	20.36	20.87	20.87
Self Pay Collection Rep	14.41	14.77	15.14	15.51	15.90	16.30	16.71	17.13	17.55	17.99	18.44	18.90	19.38	19.38	19.86	19.86	20.36	20.36	20.87	20.87
Insurance Collection Rep	14.41	14.77	15.14	15.51	15.90	16.30	16.71	17.13	17.55	17.99	18.44	18.90	19.38	19.38	19.86	19.86	20.36	20.36	20.87	20.87
Ins Claims Submission Rep	14.41	14.77	15.14	15.51	15.90	16.30	16.71	17.13	17.55	17.99	18.44	18.90	19.38	19.38	19.86	19.86	20.36	20.36	20.87	20.87
Patient Accounts Rep	14.41	14.77	15.14	15.51	15.90	16.30	16.71	17.13	17.55	17.99	18.44	18.90	19.38	19.38	19.86	19.86	20.36	20.36	20.87	20.87
Patient Registrar	14.41	14.77	15.14	15.51	15.90	16.30	16.71	17.13	17.55	17.99	18.44	18.90	19.38	19.38	19.86	19.86	20.36	20.36	20.87	20.87
CS Tech II (Cert)	14.41	14.77	15.14	15.51	15.90	16.30	16.71	17.13	17.55	17.99	18.44	18.90	19.38	19.38	19.86	19.86	20.36	20.36	20.87	20.87
ED Tech	14.84	15.21	15.59	15.99	16.38	16.80	17.21	17.64	18.08	18.54	19.00	19.48	19.96	19.96	20.47	20.47	20.98	20.98	21.50	21.50
Clinical Lab Asst II	14.84	15.21	15.59	15.99	16.38	16.80	17.21	17.64	18.08	18.54	19.00	19.48	19.96	19.96	20.47	20.47	20.98	20.98	21.50	21.50
Medical Assistant	14.84	15.21	15.59	15.99	16.38	16.80	17.21	17.64	18.08	18.54	19.00	19.48	19.96	19.96	20.47	20.47	20.98	20.98	21.50	21.50
Transcriptionist	15.29	15.67	16.06	16.46	16.88	17.30	17.73	18.17	18.63	19.09	19.57	20.06	20.56	20.56	21.08	21.08	21.60	21.60	22.14	22.14