

Agreement between
SEIU Healthcare 1199NW and Providence Health and
Services

Providence St. Joseph Hospital
Chewelah, WA

2017 - 2020 Contract

(Service Unit)

COLLECTIVE BARGAINING AGREEMENT

BY AND BETWEEN

**SERVICE EMPLOYEES INTERNATIONAL UNION
HEALTHCARE 1199 NW**

AND

**PROVIDENCE ST. JOSEPH'S HOSPITAL
CHEWELAH, WASHINGTON**

2017 – 2020

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This Agreement is made and entered into by and between the SEIU Healthcare 1199 NW hereinafter referred to as the “Union” and Providence St. Joseph’s Hospital, hereinafter referred to as the “Hospital” or the “Employer”. 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 – PREAMBLE

The purpose of this Agreement is to facilitate the achievement of the mutual goal of improving patient care by establishing standards of wages, hours and other conditions of employment, and to provide an orderly system of employer-employee relations, facilitating joint discussions and cooperative solutions of mutual problems.

It is intended that this Agreement will meet, among others, the following purposes:

- 1) To provide for the highest degree of efficiency and effectiveness in the accomplishment of the mission of Providence St. Joseph’s Hospital;
- 2) To promote fair and reasonable working conditions; and
- 3) To adjust promptly any grievances arising under this Agreement.

ARTICLE 2 – RECOGNITION

2.1 Recognition The Employer recognizes the Union as the exclusive collective bargaining representative for all full-time, part-time and supplemental employees employed by the Employer at its Chewelah, Washington facility in the job classifications that were included in this bargaining unit certified by the NLRB in Case No. 19-RC-14113: financial counselors, discharge planners; respiratory therapists; restorative aides; social workers; LPNs; surgical technicians; CT/mammo technicians; clerical assistants; medical records clerks; registrars ; physical therapy secretary; unit secretaries; nursing charge coordinator; maintenance engineers; dietary aides; laboratory assistants; pharmacy technicians; linen aides; cooks; physical therapy aides; radiology aides; certified nursing assistants; nurse technicians; and environmental aides; coder abstractor RHIT, coder non-certified. This bargaining unit excludes all other employees, including but not limited to, professional employees (such as physicians, RNs, CRNAs, physicians assistants, medical technologists, occupational therapists, physical therapists, pharmacists and activity coordinators), supervisors, managers, guards, and a confidential employee (the administrative secretary), as defined by the National Labor Relations Act.

ARTICLE 3 – MEMBERSHIP

3.1 Membership All employees working under this Agreement on its effective date who are then members of the Union and all employees who voluntarily become members of the union during their employment under this Agreement must remain a member in good standing for the life of the Agreement. The requirement to remain a member in good standing will be satisfied by the payment of regular initiation fees and dues uniformly applied to other members of the Union for the class of membership appropriate to employees in the bargaining unit. It will also be satisfied by paying that portion of dues that supports the Union’s collective bargaining

activities (the Union's "fair share" representation fee) or making alternative payments to a non-religious charity in accordance with applicable law. A member in good standing may voluntarily withdraw from membership by giving written notice to the Union and the Hospital, provided such notice is received by the Union and the Hospital within the final sixty (60) days of this Agreement. If such an employee fails to give timely notice of withdraw, the employee must maintain membership in good standing until s/he gives timely notice of withdrawal during a subsequent contract.

All bargaining unit employees who are hired after the effective date of this Agreement shall have thirty (30) calendar days from the date of hire in which to give written notice by certified or registered mail to the Union at its headquarter offices of their intent to not join the Union or pay service fees to the Union. Such written notice must be postmarked within thirty (30) calendar days from the date of hire, with a copy furnished to the Employer.

In the event a newly-employed bargaining unit employee fails to exercise the foregoing option within thirty (30) days, then said employee shall be required to become a member of the Union (or pay the service fee) within sixty (60) calendar days from the date of hire. Failure to comply with this condition after the passing of sixty (60) calendar days shall, at the written request of the Union, result in immediate discharge of the employee.

3.2 Dues Deduction Upon presentation of a voluntarily submitted, individually signed dues deduction form the Hospital agrees to deduct from the paycheck of any employee in the bargaining unit in twenty-four (24) equal deductions per year the monthly dues required of members by the Union. The amounts deducted will be transmitted by the Hospital to the Union by check payable to the Union's order each month. Upon issuance and transmittal of this check to the Union, the Hospital's responsibility shall cease with respect to the deductions. The Union and each employee authorizing the assignment of his/her wages for the payment of Union dues hereby undertakes to indemnify and hold the Hospital harmless from all claims, actions or proceedings arising from any dues deductions made hereunder by the Hospital. The Union shall advise the Hospital of any adjustments made to the dues at least thirty (30) days in advance of the effective date of such adjustment. An employee may withdraw from dues deduction upon written notice to the Hospital and the Union.

3.3 Bargaining Unit Information Every month, the Employer shall provide the Union with a list of the employees in the bargaining unit, their employee identification number, home address and telephone number, position held, status (*i.e.*, full-time, part-time or supplemental), date of hire, date of termination (if applicable) and current rate of pay.

ARTICLE 4 – UNION REPRESENTATION

4.1 Union Access The Union's authorized staff representatives may have access to those areas of the Employer's premises which are open to the general public for the purpose of investigating grievances and contract compliance at reasonable times, after advance notice to the Hospital's Administrator or Human Resources Manager. Access to the Employer's premises shall be subject to the same general rules applicable to other non-employees and shall not interfere with or disturb employees in the performance of their work during working hours and shall not interfere with patient care or the normal operation of the Hospital.

4.1.1 Exclusive Representative The Union, as the sole and exclusive representative of the bargaining unit employees, shall have the exclusive right to represent employees in the contractual grievance procedure herein.

4.2 Delegates The Union may select employees from the bargaining unit to function as delegates. The Union will give the Employer written notice of the names of delegates, their normal hours/shift, location, department(s) assignment, and designated backup. Unless otherwise agreed to by the Employer, the investigation of grievances and other union business shall be conducted only during non-working times and shall not interfere with the work of other employees. With prior notice to the supervisor, a steward will be granted unpaid release time as needed to adjust grievances.

4.2.1 Training Up to three (3) delegates shall be allowed time off to take eight (8) hours of training in leadership development and resolving workplace issues, with prior notice to the supervisor. Such notice should be given as soon as reasonably possible. Delegates may elect to take this time as unpaid or use their PTO. Notification and time off shall be in accordance with Article 15.11 Union Leave.

4.2.2 New Hire Orientation With prior supervisory approval, a delegate will be given unpaid leave for one-half hour during the General Orientation to introduce this Agreement to new bargaining unit employees. The employer will notify a designated union delegate of the dates of new hire orientation for the calendar year no later than January 1st of that year. By the end of the week prior to each new employee orientation, the employer will endeavor to make available to the Union a list of all bargaining unit employees then scheduled for orientation. This list shall include the date of orientation, name, FTE, job classification, start date, shift, department, of each new bargaining unit employee attending the orientation.

4.2.3 Negotiations Subject to adequate notification by the employees to their appropriate supervisor and scheduling requirements, the Employer will endeavor to give employees who are serving as the Union's negotiating team members unpaid release time for contract negotiations.

4.3 Bulletin Boards If the Union provides bulletin boards, the Hospital will designate them for the use of the bargaining unit for the posting of official Union notices relating to Union business. Any posted notice shall be signed or initialed by a delegate and courtesy copies shall be provided to Human Resources at the time of posting

4.4 Distribution of Agreement The Union shall provide copies of this Agreement to each bargaining unit employee presently employed. A bargaining unit representative shall provide a copy to new employees during orientation. The cost of reproducing the Agreement for these purposes shall be borne by the Union.

4.5 Meeting Rooms The Union may use Hospital meeting rooms for educational offerings or meetings provided advance request is made to Human Resources or designee, and space is available.

ARTICLE 5 – DEFINITIONS

5.1 Regular Full-Time Employee An employee who is regularly scheduled to work forty (40) hours per week or eighty (80) hours in a fourteen (14) day period, and who has successfully completed the probationary period.

5.2 Regular part-time Employee An employee who is regularly scheduled to work less than forty (40) hours per week or eighty (80) hours in a fourteen (14) day period and who has successfully completed the probationary period. Unless otherwise provided herein, a part-time employee shall be compensated in the same manner as a full-time employee except that wages and benefits shall be prorated in proportion to the employee's actual hours worked.

5.3 Supplemental Employee An employee who is hired to work during any period when additional work of any nature requires a temporarily augmented work force, or who is hired to work in the event of an emergency or employee absence, or who is hired to work on an on-call basis. Supplemental employees shall make themselves available to work at least five (5) shifts per six (6) week period (two (2) of which must be other than the day shift, three (3) of which must be weekend shifts), and at least one summer holiday (Memorial Day, Independence Day, Labor Day) and one winter holiday (Thanksgiving, Christmas).

5.3.1 Supplemental employees shall receive longevity increments and shall be eligible for overtime, shift differential, weekend premium (if applicable to position), standby pay, call back pay, and one and one-half (1-1/2) times their regular rate of pay for all hours worked on a recognized holiday.

5.3.2 In lieu of any employee benefits or premium pay (except as provided above), supplemental employees shall be paid a ten percent (10%) wage differential above their longevity increment.

5.3.3 Supplemental employees who have not made themselves available, per Section 4.3, may be removed from the supplemental roster if approved by Human Resources.

5.4 Temporary Employees Temporary employees are hired for a limited period of time or for a specific project(s), generally not more than six (6) months, with no expectation for continuing employment. The number of hours worked each pay period has no bearing on their classification. Temporary employees are not eligible for benefits, nor are they included in this bargaining unit.

5.5 Probationary Period The first ninety (90) calendar days shall be considered a probationary period for all full-time and part-time employees. The probationary period for supplemental employees shall be the longer of four hundred sixteen (416) paid hours or ninety (90) calendar days. An employee's probationary period may be extended in writing by the Hospital for the longer of an additional four hundred sixteen (416) paid hours or ninety (90) calendar days. After successful completion of the probationary period, the employee shall be considered a regular employee. During the probationary period, an employee may be terminated without notice or cause and without recourse to the grievance procedure. Regular full-time or part-time employees who change to supplemental status and then return to full-time or part-time status shall not be subject to another probationary period.

ARTICLE 6 – EMPLOYMENT PRACTICES

6.1 Notice of Resignation Licensed practical nurses who have completed their probationary period shall be required to give at least four (4) weeks written notice of resignation. Other employees who have completed the probationary period shall be required to give at least two (2) weeks written notice of resignation.

6.2 Discipline and Discharge A regular employee shall be disciplined and/or discharged only for just cause. A regular employee who believes s/he has been disciplined or discharged without just cause shall be entitled to appeal the discipline or discharge through the grievance procedure. The Employer uses progressive discipline except for situations for which immediate dismissal is appropriate. Which level of progressive discipline the Employer will use in a given situation will depend on the circumstances and severity of the regular employee's conduct or work performance as evaluated by the Hospital. Disciplinary actions (including a verbal counseling/warning) shall be documented in writing and a copy of the documentation shall be given to the employee. Employees may be requested to sign the documentation of the disciplinary action for the purpose of acknowledging receipt.

6.3 Union Representation A regular employee may request the presence of a delegate during any investigatory interview which is likely to lead to disciplinary action or during any disciplinary action (other than verbal counseling's/verbal warnings).

6.4 Performance Evaluations/Competency Assessments Employees normally receive a performance evaluation and/or competency evaluation prior to the end of the probationary period and annually thereafter. Employees shall acknowledge such reviews by signature; such signature will imply neither agreement nor disagreement with the reviews. A copy of the reviews shall be given to the employee if a copy is requested. The employee may provide a written response to the reviews which shall be retained with the reviews in the employee's personnel file. .

6.5 Personnel Files Personnel records will be maintained for each employee. By appointment, employees may inspect their personnel records at mutually convenient times with a representative of the Human Resources Department in attendance. If an employee does not feel that the contents of the file are accurate, s/he may submit a written rebuttal, which will be placed in the file.

6.6 Travel A licensed practical nurse who is required by the Hospital to accompany the patient traveling by ambulance shall be considered to be in the employ of the Hospital. All such time spent traveling shall be considered time worked. Overtime will apply when appropriate.

6.6.1 Mileage Subject to prior supervisory approval, employees required by the Hospital to use their personal automobile on Hospital business will be reimbursed for their mileage at the current IRS rate.

6.7 Floating The Employer retains the right to change an employee's daily work assignment on a shift-by-shift basis by floating the employee to another work area to meet patient care needs. Additionally, employees who are primarily scheduled to work in a

unit/department, who have been oriented to another unit/department, may also be scheduled periodically to work in the other unit/department in order to maintain their orientation to and skills in the other unit/department. Employees will be expected to perform all basic job functions when floating. If an employee is required to float to an area to which the employee has not been oriented, the employee shall receive a brief orientation to the unit's routines and physical layout. Orientation will be dependent upon the employee's previous experience and familiarity with the operational area to which such employee is assigned to float. If during a floating assignment an employee is asked to perform a task or procedure for which the employee does not feel qualified or trained to perform, it is the employee's obligation to immediately discuss with the appropriate supervisor the tasks the employee believes s/he is not qualified to perform. No employee will be required to float to an outside hospital.

6.8 Low Census Low census is defined as a decline in work and/or patient care requirements resulting in a temporary decrease in working hours for a given shift.

. In the event that low census arises, volunteers will be sought first within the affected job classification(s). If there are no volunteers or insufficient volunteers, registry and supplemental employees in the affected job classification(s) will be assigned low census. In the event that additional low census needs to be assigned, low census shall be assigned by rotation of full- and part-time employees from a list maintained for that purpose. Rotation shall occur among all members of an affected job classification on the affected unit and shift unless skills, ability, experience, competence or qualifications, as determined by the Hospital, require a particular employee to be retained for the affected shift. When such an employee is retained on the affected shift rather than taking his/her turn in the rotation, the employee shall remain next in the rotation for low census.

6.8.1 Low Census Standby

At the Hospital's discretion, employees who have been low censused may be placed on standby. Staff who are subject to low census may use earned personal holidays or earned vacation in increments not to exceed the length of the regularly scheduled shift and such paid time shall nevertheless count in the low census rotation. Employees called into work from low census standby shall be paid at the appropriate rate which will not necessarily be overtime unless such hours otherwise meet the definition of overtime under Section 7.3.

6.9 Nondiscrimination The Employer and the Union shall not discriminate on the basis of an employee's race, creed, religion, color, age, gender, national origin, marital status, veteran status, disability, or any other basis prohibited by applicable local, state, or federal law. Both parties further agree that Providence St. Joseph's Hospital is not subject to the Washington Law Against Discrimination.

The Employer and the Union agree that conditions of employment shall be consistent with applicable laws regarding non-discrimination.

6.10 Job Descriptions Employees will receive a copy of their job description when hired and when the description changes.

6.11 Restructures In the event of a merger of two or more units into a single unit or a restructuring of an existing department or unit, the employer will determine the number of regular full-time and regular part time FTEs by shift required for the new or restructured department or unit. Prior to determining the schedule, the employer will meet with the employees of the affected department(s) or unit(s) to discuss the reconfiguration of the FTEs in the department(s) or unit(s) and the new work schedules. Employees within a classification may bid for the same shifts / same hours they had prior to the restructuring, based on seniority, providing skill, competence, and ability are considered substantially equal in the opinion of the employer. If through this bid process an employee is unable to retain the same shift / same hours he / she had prior to the restructuring, he / she may bump to other shifts within the employee's classification based on seniority, providing skill, competence and ability are considered equal in the opinion of the employer.

ARTICLE 7 – SENIORITY

7.1 Definition Seniority shall be defined as an employee's continuous length of service with the Hospital from the employee's most recent date of hire in the bargaining unit. Seniority shall not apply to an employee until completion of the probationary period. Upon satisfactory completion of the probationary period, the employee shall be credited with seniority from most recent date of hire in the bargaining unit. Length of service as an employee of the Hospital shall be used to determine vacation and benefit accruals.

7.1.1 An employee who accepts a position with the Hospital outside the bargaining unit shall have his/her bargaining unit seniority frozen, provided s/he does not have a break in employment with the Hospital. Such an employee may use his/her frozen seniority when applying for and after returning to a bargaining unit position. For purposes of bargaining unit seniority, his/her date of hire shall be adjusted to reflect the time period s/he worked outside the bargaining unit.

7.2 Termination of Seniority Seniority shall terminate upon cessation of the employment relationship, for example, discharge, resignation, retirement, refusal to accept a job opening for which the employee is qualified that is offered by the Employer while on layoff, after twelve (12) consecutive months of layoff, failure to comply with the recall procedures of this Agreement, or failing to report for work without notifying the Hospital of the reason for absence for three (3) or more consecutive days.

7.3 Layoffs The following order of layoff is established in the event such may occur:

First, newly hired supplemental, part-time or full-time employees in the affected job classification in the affected unit/department who have not completed their probationary period.

Second, the least senior supplemental employees in the affected job classification, in the affected unit/department who have completed their probationary period.

Finally, the least senior regular full- or part-time employee(s) by job classification in the affected unit/department.

Bargaining unit seniority for purposes of the order of layoff shall be measured from the most recent date of hire or appointment to the affected job classification, in the affected unit/department. If a layoff requires the Hospital to reconfigure the remaining FTE positions, and/or schedule of the remaining positions in the affected job classification(s) and unit/department(s), such employees shall bid on the reconfigured position(s) by seniority in their job classification.

7.3.1 A senior regular full- or part-time employee affected by a layoff may transfer to a vacant position elsewhere in the bargaining unit if the affected employee is currently qualified to perform the vacant position. If there are no vacant position(s), if the affected employee has previous full- or part-time experience in another bargaining unit job classification, and if the affected employee is still currently qualified to perform that previous job classification, such employee may bump the least senior employee in that job classification, provided, however, that the employee being bumped must have less total bargaining unit seniority than the affected employee and the affected employee may only bump once during the current layoff.

7.3.2 Prior to the announcement or notice of layoff to the affected employee(s), the Hospital shall notify the Union fourteen (14) days in advance of the layoff. Upon request, the Union and the Hospital shall review the order of layoff within the affected job classification(s) and unit(s)/department(s). The Hospital will give the employee(s) involved fourteen (14) days' notice of layoff or pay in lieu thereof, if possible.

7.4 Roster After ratification of this Agreement, upon the Union's request an initial seniority roster will be developed and given to the Union. In the event of a layoff, the seniority roster will be updated, given to the Union, and made available to bargaining unit employees at the Human Resources Department. The Union may also request an updated seniority list from the Hospital, but such requests shall be made no more frequently than every three (3) months.

7.5 Recall Employees on layoff status shall be placed on a recall list for a period of twelve (12) months from the date of layoff. When position vacancies occur in the job classification from which an employee was laid off, employees will be reinstated in reverse order of the layoff providing skills, abilities and experience are considered equal in the opinion of the Hospital. Any recall of employees out of seniority will be communicated to the Union in advance of the recall. Employees on layoff must keep the Employer informed as to their current address and telephone number. A recalled employee must return to work within fourteen (14) calendar days of the delivery or attempted delivery of the notice of recall or s/he will lose his/her seniority and be removed from the recall roster, and the Hospital will have no further obligation with respect to this employee.

7.6 Job Openings Notices of open positions in job classifications covered by this Agreement shall be posted at least seven (7) calendar days in advance of filling the position in order to afford current employees the first opportunity to apply. Postings will include the FTE status, the number of scheduled hours per week, shift(s), and any required registration, certification or license. In filling vacancies covered by this Agreement, bargaining unit

employees shall be given first consideration on the basis of seniority; providing skills, abilities and experience of the applicants are not overriding factors as determined by the Employer.

7.6.2 To be considered for an opening, the employee must apply online at the Hospital's applicant tracking site. If due to patient care considerations, the Hospital is unable to transfer an employee who has successfully applied for a vacant position, that position may be filled on a temporary basis, for up to three (3) months, and the employee will be notified as to when the transfer will be expected to occur.

7.6.3 If an employee who is promoted or transferred into another bargaining unit job is found to be unsatisfactory during the initial thirty (30) days in the new job, and if such employee's performance in his/her prior job was documented as satisfactory at the time of promotion or transfer, such employee may elect to return to his/her prior position provided it has yet to be filled or s/he may elect to reclassify to supplemental status in his/her prior job and thereafter apply for posted vacancies pursuant to Section 6.6.

ARTICLE 8 – HOURS OF WORK AND OVERTIME

8.1 Work Day The normal work day shall consist of eight (8) hours work to be completed within eight and one-half (8-1/2) consecutive hours, ten (10) hours work to be completed within ten and one-half (10-1/2) consecutive hours, or twelve (12) hours of work to be completed in thirteen (13) consecutive hours; provided, however, at 12-hour shift employee's request, the second half-hour meal period may be waived so that the employee's twelve (12) hour shift is completed in twelve and one-half (12-1/2) consecutive hours.

8.2 Work Period The normal work period for employees scheduled for ten (10) hour shifts shall consist of forty (40) hours of work within a seven (7) day period. The normal work period for employees scheduled for twelve (12) hour shifts is thirty-six (36) hours of work within a seven (7) day period. The normal work period for employees scheduled to work eight (8) hour shifts is eighty (80) hours of work within a fourteen (14) day period.

8.2.1 Innovative Schedules An innovative schedule is defined as a work schedule that requires a change, modification, or waiver of any of the provisions of this Agreement. Innovative schedules may be established with the mutual consent of the Hospital, the Union, and the affected employee(s). Prior to implementing an innovative schedule, the Employer and the Union shall agree on the terms and conditions related to that innovative schedule before mutual consent between the employee(s), the Union, and the Hospital occurs. The innovative schedule shall be memorialized in writing, and shall specifically address any terms of this Agreement which have been mutually modified and the circumstances under which the Hospital may discontinue the innovative schedule.

8.3 Overtime Definition All time worked in excess of the normal workday or forty (40) hours during one work week by employees exclusively scheduled to work either ten (10) or twelve (12) hour shifts shall be considered overtime. All time worked in excess of eight (8) hours in one day or eighty (80) hours during a fourteen (14) day period by employees exclusively scheduled to work eight (8) hour shifts shall be considered overtime. All time worked in excess

of the normal work day or forty (40) hours during one work week by employees working a mix of 8, 10, or 12 hour shifts shall be considered overtime.

8.3.1 Advance Approval. All overtime shall be approved in advance by the employee's supervisor.

8.3.2 Computation Overtime pay shall be computed at the rate of one and one-half (1 ½) times the employee's regular rate of pay. Overtime shall be computed to the nearest one-quarter (1/4) hour.

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

8.4 Meal/Rest Periods Meal periods and rest periods shall be administered in accordance with state law (WAC 296-126-092). All employees working eight (8) or ten (10) hour shifts shall receive one unpaid meal period of one-half (½) hour. Employees working twelve (12) hour shifts shall receive two (2) one-half (1/2) hour unpaid meal periods, but may waive their second meal period as provided in Section 7.1. All employees shall be allowed two (2) paid fifteen (15) minute rest periods during each shift of eight (8) or ten (10) hours in duration. Employees working twelve (12) hour shifts shall receive three (3) paid fifteen (15) minute rest periods. Employees required to work during their meal or rest periods shall be compensated for such work at the appropriate rate. Unless an employee has obtained prior supervisory approval, employees may not combine breaks and meal periods, nor may they leave early due to missed breaks and/or meal periods.

8.5 Rest Between Shifts Unless performing standby duty, full- and part-time employees working eight (8) hour shifts shall have an unbroken rest period of at least twelve (12) hours between scheduled shifts. Unless performing standby duty, full- and part-time employees working ten (10) or twelve (12) hour shifts shall have an unbroken rest period of at least ten (10) hours between shifts, unless otherwise mutually agreeable to the employee and the Hospital. Any time worked by such employees on the subsequent shift without the stated rest between shifts shall be paid for at the rate of one and one-half times the regular rate. This Section shall not apply when there is less than the applicable rest between shifts due to the employee's request for a schedule change, the employee's and the Hospital's mutual agreement to change a schedule, or due to an on-going innovative schedule.

8.6 Work Schedules The Employer retains the right to determine which areas will work what schedules/shifts and to adjust work schedules to maintain an efficient and orderly operation. It is recognized and understood that changes in the hours of work may also occur from time to time, resulting from several causes such as, but not limited to, vacations, leaves of absence, holidays, absenteeism, employee time off requests, temporary shortage of personnel, low census, high census and emergencies. Schedules shall be posted at least ten (10) days before the first day of the four (4) week (minimum) schedule time period. After the schedule is posted, except for special situations involving patient care (including low or high census), individual schedules cannot be changed except by mutual agreement. Any mutual agreement to change an

individual employee's schedule after the schedule is posted will be documented in writing with a copy given to the affected employee(s).

8.7 Work on Scheduled Day Off Any time actually worked by a full- or part-time employee on his/her scheduled day off with less than twenty-four (24) hours' notice shall be compensated at one and one-half (1-1/2) times the employee's regular rate of pay.

8.8 Temporary Assignment to a Higher Job Classification in the Bargaining Unit When the Hospital assigns an employee temporarily to a higher job classification for one hour or more such employee will be paid for actual hours worked in the temporary assignment at the appropriate rate of pay for the higher paid job classification.

ARTICLE 9 – COMPENSATION

9.1 Wage Rates Employees covered by this Agreement shall be paid the applicable wage rates set forth in Appendix A to this Agreement.

Year 1 – 2.0%, Effective the first full pay period following date of ratification

Year 2 – 2.0%, Effective the first full pay period following June 30, 2018

Year 3 - 1.50%, Effective the first full pay period following June 30, 2019

Minimum Wage - Effective the first full pay period following June 30, 2019, current employees earning a base wage less than \$13.50 per hour will be moved to the next closest step on the wage scale that is at least \$13.50 per hour. After June 30, 2019 and until all steps on the scale are at least \$13.50 per hour, if the appropriate step for a new hire would pay an hourly rate less than \$13.50 per hour, they will be placed on the next closest step that is at least \$13.50 per hour.

9.1.1 Longevity Increases Each employee will advance to the next longevity step at the beginning of the payroll period on or after the completion of one year of service and annually thereafter following the anniversary of their date of hire. For the purposes of this section "anniversary date of hire" means the anniversary of the most recent date the employee was hired by the Hospital.

9.2 Recognition for Previous Experience Full and part-time employees first employed during the term of this Agreement shall be compensated at a longevity increment in accordance with the following plan.

9.2.1 Employees with at least one (1) year of continuous recent experience shall be employed at not less than the first increment level.

9.2.2 Employees with two (2) years of continuous recent experience shall be employed at not less than the second increment level.

9.2.3 Employees with three (3) years of continuous recent experience shall be employed at not less than the third increment level.

9.2.4 Employees with four (4) years of continuous recent experience shall be employed at not less than the fourth increment level.

9.2.5 Employees with five (5) years of continuous recent experience shall be employed at not less than the fifth increment level.

9.2.6 Employees with more than six (6) years of continuous experience shall be employed at the appropriate increment level on Appendix A, based upon a formula which gives the employee one (1) additional year of experience credit for every two (2) years of continuous experience beyond six (6) years.

For purposes of this section, continuous recent experience shall be defined as relevant prior experience at an acute care hospital or long term care facility without a break of more than two years in an equivalent job classification (as determined by the Hospital) to the one for which the employee applied.

9.3 Wage and Benefit Minimums Nothing contained herein shall prohibit the Employer, at its sole discretion, from paying wages and/or benefits in excess of those specified in this Agreement.

ARTICLE 10 – PREMIUM PAY

10.1 Technical Staff Shift Differential LPNs, Bio Med Techs, Certified Surgery Techs, Respiratory Therapists Registered, Respiratory Therapists Certified, CT/Mammo Techs, Rad Techs, Ultrasound Techs, PT Assistants, OT Assistants, Pharmacy Techs and Nurse Techs (collectively “technical staff”) assigned to work the second shift (where the majority of the scheduled hours are between 3-11 p.m.) shall be paid a shift differential of one dollar and forty-five cents (\$1.45) per hour over the hourly rate of pay. Technical staff assigned to work the third shift (where the majority of the scheduled hours are between 11 p.m.-7 a.m.) shall be paid a shift differential of one dollar and seventy-five cents (\$1.75) per hour over the hourly rate.

10.1.1 Other Employees’ Shift Differential All other employees assigned to work the second shift (where the majority of the scheduled hours are between 3:00 and 11:00 p.m.) shall be paid a shift differential of one dollar (\$1.00) per hour over the hourly rate of pay. All other employees assigned to work the third shift (where the majority of the scheduled hours are between 11:00 p.m. and 7:00 a.m.) shall be paid a shift differential of one dollar and thirty cents (\$1.30) per hour over the hourly rate of pay.

10.2 Standby Pay The Hospital has the right to determine whether and if so which employees will be assigned or scheduled for standby duty. Employees scheduled in advance for standby or assigned standby status off Hospital premises shall be compensated at the rate of two dollars and seventy-five cents (\$2.75) per hour. Any employees on standby are expected to respond promptly to calls and return promptly to work when needed (e.g., the employee’s normal seasonal commuting time). Standby duty shall not be counted as hours worked for purposes of computing overtime, seniority, longevity increments or employee benefits.

10.2.1 Operating Room Surgical technicians scheduled in advance for standby will receive a minimum of one (1) hour’s pay at the appropriate rate for assisting at surgical procedures that are scheduled with twenty-four (24) or more hours’ notice. If surgical technicians who are scheduled in advance for standby are required to assist at a procedure

scheduled with less than twenty-four (24) hours' notice or with an unscheduled emergency procedure, they shall be paid for assisting at such procedures at the rate of one (1) and one-half times (1-½) the surgical technician's hourly rate of pay for a minimum of one (1) hour. Standby pay shall cease upon the surgical technician's return to work.

10.2.2 Other Scheduled Standby Other employees scheduled in advance for standby on the posted schedule will receive a minimum of two (2) hour's pay at the rate of one and one-half (1-½) times the employee's hourly rate if such employee is called in to work from scheduled standby. Standby pay shall cease upon the employee's return to work.

10.2.3 Unscheduled Standby Any other employees called in from standby, including but not limited to employees who are assigned standby while low censused, shall be compensated at the appropriate rate for a minimum of two (2) hours. Standby pay shall cease upon the employee's return to work.

10.2.4 Travel time to and from the Employer shall not be considered time worked. The callback minimum shall not apply when the employee reports for work in advance of an assigned shift.

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

10.4 Weekend Premium . Technical staff as defined in Section 9.1, who work on a weekend shall receive one dollar and seventy-five cents (\$1.75) per hour for each hour worked on the weekend in addition to such employee's hourly rate of pay. All other employees shall receive a weekend premium of one dollar and twenty-five cents (\$1.25) per hour worked on the weekend in addition to such employee's hourly rate of pay. The weekend shall be defined for day and evening shift employees as Saturday and/or Sunday. For night shift employees, the weekend shall be defined as Friday and/or Saturday nights.

10.5 Orienter Pay New employees may be assisted with their orientation by a co-worker who is designated by the supervisor to be the Orienter. The supervisor will identify the number of hours the Orienter will assist with orientation up to a maximum of forty (40) hours and the Orienter shall receive a premium of thirty-five cents (\$0.35) per hour for the identified hours worked in this capacity. The Orienter will be responsible for completing the necessary orientation duties required by the department's supervisor.

10.6 Lead Premium A temporary assignment to a lead position for 2 or more hours shall be compensated with the lead premium for all hours worked in that position. The lead premium shall be \$1.25 per hour. Management reserves the right to make judgments about appropriate times and situations for lead premiums (i.e., the need for lead assignments) as well as the appropriate individual(s) to assign the lead duties to. The lead premium will contribute towards the regular rate of pay calculation for overtime.

ARTICLE 11 – SICK LEAVE

11.1 Earning Full- and part-time employees earn sick leave at the rate of .04625 hours for all paid and low census hours starting with the first day of employment. Sick leave may not be used during the first ninety (90) days.

11.2 Maximum Accumulation The maximum sick leave that will be allowed to be accrued is one thousand (1,000) hours.

11.3 Sick Leave Compensation If a regular full-time and part-time employee is absent from work due to illness, injury or preventative health care, the Hospital shall pay the employee's sick leave pay for each day of absence to the extent of the illness or injury or to the amount of the employee's earned sick leave, whichever is less. Sick leave may be used for the illness, injury, and preventative care of a minor child or to care for other family members with a serious illness as specified in the Washington Family Care Act (RCW 49.12.265 etc.). Sick leave may not be used after giving notice of resignation without providing verification of illness or injury from the employee's healthcare provider.

11.4 Physician's Statement The Hospital may request a physician's statement during an absence to verify an employee's or family member's injury or illness and/or certify an employee's fitness to perform essential duties.

11.5 Coordination of Sick Leave/Worker' Compensation When a regular full-time or part-time employee is eligible to receive payments under the Worker's Compensation Act, earned but unused sick leave may be used to supplement such payments to make up the difference between compensation received under the Worker's Compensation Act and the employee's regular rate of pay, but not to exceed the net earnings the employee would normally have received during a normal work period.

ARTICLE 12 – HOLIDAYS

12.1 Recognized Holidays There shall be nine (9) paid holidays recognized by the Hospital, as follows:

New Year's Day	Labor Day
Memorial Day	Thanksgiving Day
Independence Day	Christmas Day
3 Personal Holidays	

Newly hired full-or part-time employees, or employees newly promoted to a benefit position, are immediately eligible for Recognized Holidays. (For example, if an employee is hired 9/1 and Labor Day falls on 9/2, that employee would be eligible for holiday pay for Labor Day.)

Recognized Holidays can be taken up to 60 days before or after the actual holiday subject to departmental scheduling policies. If the holiday is not taken within 60 days after the holiday it will be forfeited.

Employees are eligible for Personal Holidays following completion of their first 90 days. Newly hired employees or employees promoted to a benefit position are eligible for Personal Holidays during their first calendar year (January 1 through December 31) of employment according to the following guidelines. Employees newly hired or promoted to a benefit position from January 1st through the end of February are eligible for three Personal Holidays for each calendar year. Employees newly hired or promoted to a benefit position on or after March 1st through August 31st will receive only two Personal Holidays during their first calendar year of employment (through December). Starting with their 2nd calendar year of employment, they will receive three Personal Holidays. Employees newly hired or promoted to a benefit position on or after September 1st will not be eligible for any Personal Holidays during the remainder of that year (September to December) of employment. Personal Holidays can be taken at any time during the calendar year subject to departmental scheduling policies. If Personal Holidays are not used by December 31st, they will be forfeited.

12.1.1 Additional Holidays If the Employer recognizes additional holiday(s) for Hospital employees during the term of this Agreement, employees covered under this Agreement will automatically receive those holidays.

12.2 Work on a Recognized Holiday Holiday work shall be rotated by the Employer among full- and part-time employees to the extent possible. Regular supplemental, part-time and full-time employees required to work an eight (8) hour shift on a recognized holiday (excluding personal holidays) shall be paid at one and one-half (1-½) times their hourly rate. The holiday time and one-half premium is only paid for those hours on a ten (10) or twelve (12) hour shift which fall on the twenty-four (24) hour holiday period. Regular full- and part-time employees required to work a recognized holiday (excluding personal holidays) will also receive within sixty (60) days a pro-rated compensatory day off.

12.3 No Work on a Holiday If a holiday falls on the regular full- or part-time employee's scheduled day off, they will be given the pro-rated compensatory day off at the hourly rate. When a holiday occurs during such an employee's vacation, the employee will be paid the pro-rated compensatory day off and the recognized holiday will not be charged to the vacation accrual.

12.4 Holiday Pay The amount of holiday pay granted for a holiday will be calculated based on twenty percent (20%) of the average weekly hours worked or scheduled (whichever is greater) every six months (January-June and July-December) up to a maximum of eight (8) hours. For newly hired full-or part-time employees or for employees who change their status, holiday pay will be calculated on scheduled hours until completion of the first full calculation period.

12.5 Holiday Pay Upon Termination After completion of ninety days () of employment, a full- or part-time employee who terminates in good standing shall be paid for any earned but unused Personal Holidays. "Good standing" is defined as resignation with proper notice, layoff, or discharge other than for just cause.

ARTICLE 13 – VACATION

13.1 Earning Full- and part-time employees earn vacation benefits from date of hire, for all paid and low census hours, at the following rates:

<u>Years of Service</u>	<u>Per Hour</u>	<u>Maximum Yearly Accumulation</u>
0-3 years	.038462	80 hours
4-9 years	.057692	120 hours
10-19 years	.076923	160 hours
20+ years	.088462	184 hours

The maximum vacation accumulation allowed at any one time is three hundred sixty-eight (368) hours. Provided, however, if an employee has attempted at least three (3) or more times, to schedule a vacation according to the procedures set forth in this Agreement, and the employee's requests have been denied by the Employer because staffing/patient care requirements did not allow the employee to be scheduled off during the requested time periods, the Hospital shall allow the employee to carry forward the accrual in excess of three hundred sixty-eight hours, for a period of three (3) additional months. During these three (3) additional months, the Hospital and the employee will make a good faith effort to schedule the employee to use this excess vacation accrual. Any such excess accrual which is not utilized by the employee by the end of this three (3) month period will be forfeited.

13.2 Use After completion of six (6) months, regular full- and part-time employees may schedule the use of any vacation benefits earned in increments of not less than one (1) hour. Vacation pay shall be the amount the employee would have earned had the employee worked during that period at the employee's hourly rate.

13.3 Vacation Pay at Termination After completion of six (6) months of employment, a regular full- or part-time employee who terminates in good standing shall be paid for any earned but unused vacation benefits. "Good standing" shall be defined as resignation with proper notice, layoff or discharge other than for just cause.

13.4 General Scheduling The Employer shall retain the right to determine the scheduling of vacations. Employees shall submit their non-prime time vacation requests no later than 30 days prior to the posting of the applicable schedule on forms maintained for that purpose. Non-prime time vacation requests shall be approved or denied no later than the posting date of the next schedule. In the case of conflicting requests by employees for vacation or limitations imposed by the Employer on vacation requests, seniority shall prevail in assigning vacations. However, seniority may not override an already approved vacation.

13.4.1 Prime Time Vacation Scheduling The Prime Time Summer Vacation Period shall be defined as June 1 through August 31 of each year. The Prime Time Summer Vacation Request Period shall be from February 1 through March 1 of each year. In the event of conflicting requests for vacation time by two or more employees within a department during the Prime Time Summer Vacation Request Period, seniority shall prevail. The Hospital shall post the approved Prime Time Summer Vacation schedule by April 15. No more than two (2) consecutive calendar weeks of vacation may be taken during the Prime Time Summer Vacation

and seniority may only be exercised once on a Prime Time Summer Vacation. Adequate staffing will be maintained.

13.4.2 Prime Time Holiday Vacation Scheduling The Prime Time Holiday Vacation Period shall be defined as December 20 through January 5. Requests for Prime Time Holiday Vacations will be submitted by October 1 and will be approved on a rotational basis. The Prime Time Holiday Vacation schedule will be posted by November 1. Prime Time Holiday Vacation shall be granted in conjunction with the holiday rotation practices of the department. Adequate staffing will be maintained.

ARTICLE 14 – MEDICAL AND INSURANCE BENEFITS

14.1 Group Medical/Dental The Employer shall provide group medical/dental plan coverage for all eligible full- and part-time employees covered by this Agreement who are regularly scheduled to work at least twenty (20) hours per week. Through 2019, eligible employees with budgeted hours of at least .75 full-time equivalency will receive group medical/dental benefits at no premium cost for the employee portion of the premium for at least one of the plans subject to the completion of the employee health assessment. Eligible full- and part-time employees may enroll their eligible dependents at their own cost.

14.2 Retirement Plan The Employer will provide a retirement plan for all eligible employees. Retirement benefits and eligibility requirements for participation will be defined by the Employer's plan.

14.3 Tax-Deferred Retirement Savings Plan The Hospital will provide a tax-deferred savings plan for all eligible employees. Benefits and eligibility requirements for participation shall be defined by the Employer's plan.

14.4 Life Insurance The Employer shall provide a group life insurance plan for all eligible employees. Life insurance benefits and eligibility requirements for participation shall be defined by the Employer's plan.

14.5 Flexible Spending Account The Employer will provide a Section 125 Plan (Flexible Spending Account) for all eligible employees. Benefits and eligibility requirements for participation shall be defined by the Employer's plan.

14.6 Changes in Group Benefits The Employer reserves the right to change unilaterally insurance providers or carriers and/or modify the benefits provided in its system-wide group insurance or other employee benefit plans that are sponsored for the Hospital; provided, however, that the Employer will give at least sixty (60) calendar days' notice to the Union regarding any changes or modifications in its system-wide group benefits that are sponsored for the Hospital's unionized employees; and provided further, however, that such changes or modifications are uniform as to the Hospital's unionized employees.

ARTICLE 15 – LEAVES OF ABSENCE

15.1 General All leaves are to be requested by notifying the manager and contacting the third party administrator generally at least thirty (30) days in advance when the need for leave is foreseeable or

as soon as practical under the circumstances. A written reply to grant or deny the request shall be given by the third party administrator. During the leave, the employee is expected to keep in regular contact with his or her supervisor. An employee on a leave of absence will not continue to accrue seniority or benefits during that leave, but there shall be no loss of previously accrued seniority or benefits if the employee returns to work at the end of the leave. Leaves to which an employee is entitled under state or federal law, like the Family Medical Leave Act (FMLA) will be administered in accordance with such laws and their interpretive regulations. Whenever an employee is eligible for more than one type of leave, all applicable leaves will run concurrently unless stated otherwise

15.2 Health Leave Upon completion of the probationary period, a leave of absence may be granted without pay to a full- or part-time employee for health reasons (including disability due to pregnancy or childbirth) upon the certification of a healthcare provider for a period up to six (6) calendar months, without loss of accrued seniority or benefits to the date such leave commences. Eligible employees (e.g., those employees who have worked at least twelve (12) calendar months and 1250 hours) who take a health leave will be using their FMLA entitlement. The Employer may require second or third opinions from a health care provider certifying the need for the leave provided the Employer pays for such examinations. Employer may require recertification's concerning the continuing need for the leave . If the employee's absence from work for health reasons does not exceed twelve (12) work weeks, the employee shall return to work in the same area, shift and former full-time or part-time status. Thereafter, for the duration of the leave not to exceed six (6) calendar months, upon requesting return to work when there has not been a layoff, the employee shall be offered the first available opening for which the employee is qualified.

The employee must use any accrued sick leave or vacation during a health leave. Prior to the employee returning from a health leave of absence, the Employer may require a statement from a healthcare provider certifying the employee's capability to perform the essential functions required of the position.

When there has been a layoff, reinstatement shall be according to the recall provisions of this Agreement.

15.3 Jury Duty A full- or part-time employee who is required to serve on a jury on a regularly scheduled work day shall be compensated by the Employer, subject to its personnel policies, pay or other remuneration (e.g., parking or lunch allowance) received from the Court may be retained by the caregiver. Employees who serve as jurors will be administratively assigned to the day shift for the duration of the jury duty. Night shift employees shall be given up to eight (8) hours off without pay immediately prior to serving as a juror, if requested by the employee.

15.4 Witness Leave An employee who is called to be a witness on behalf of the Employer in a judicial or administrative proceeding shall be compensated by the Hospital for the difference between the employee's witness fee pay and the employee's hourly rate of pay. An employee who is called as a witness on behalf of the Hospital will be administratively assigned to the day shift. Employees subpoenaed for judicial or administrative proceedings not involving the Employer will be given unpaid release time. Night shift employees shall be given up to eight

(8) hours off without pay immediately prior to any judicial or administrative proceeding, if requested by the employee.

15.5 Unpaid Personal Leave. Upon completion of one year's employment, full- or part-time employees may request personal leave without pay for a period of up to six (6) calendar months without loss of seniority to the date such leave commences. An employee who is granted personal/emergency leave may be required to use accrued vacation and personal holidays during the leave. If vacation and personal holidays are exhausted during the leave, the personal/emergency leave is unpaid. If an employee contemplates taking work elsewhere during an unpaid personal leave, the employee shall inform the Employer. Employees granted personal leaves (whether paid or unpaid) will have their benefits maintained for up to two months. Thereafter they will be offered COBRA. If the employee's unpaid leave of absence does not exceed two (2) calendar weeks, the employee shall return to work on the same unit, shift and former full-time or part-time status. Thereafter, for the duration of the leave, the employee may apply for any available opening for which s/he is qualified. The hourly rate of an employee returning from an unpaid personal leave of absence shall not be less than that paid prior to the granting of the leave, provided the employee returns to the same classification from which s/he took the leave.

15.6 Parental Leave After completion of twelve (12) calendar months of employment and working 1250 hours, a full- or part-time employee will be granted leave for a period of up to twelve (12) work weeks for the purpose of paternity, legal adoption, or foster care placements. Eligible employees who take parental leave will be using their FMLA entitlement. If earned vacation or floating holiday benefits are available, they must be used and counted as part of the twelve (12) weeks of parental leave. If earned vacation or floating holiday benefits are unavailable, the entire parental leave will be unpaid. Parental leave shall be in addition to any health leave given to a female employee due to pregnancy related disabilities. Parental leave shall be completed within twelve (12) calendar months after the birth or placement or adoption or foster care. Provided the employee has not already exhausted her/his FMLA entitlement, then for that period of a parental leave which counts towards the employee's FMLA entitlement, the Employer and the employee shall continue their respective contributions towards the group medical/dental plan. Employees on parental leave shall be returned to their same or an equivalent job of like pay if they return at the conclusion of the twelve (12) work weeks provided the employee's position was not otherwise eliminated in a layoff. When there has been a layoff, reinstatements will be according to the recall provisions of this Agreement.

15.7 Bereavement Leave Full- or part-time employees shall be allowed up to five (5) working days off with pay up to a maximum of 40 hours in a calendar week in the event of death in the employee's immediate family; provided, however, that such bereavement leave shall be for only those days during the week which they were scheduled to work. Bereavement leave pay will be pro-rated to the employee's FTE. If additional time off is needed, the full- or part-time employee may request it from his/her supervisor, and if approved, such additional time off may be granted as vacation or unpaid personal leave. Immediate family shall be defined as spouse, registered domestic partner, son or daughter (or current in-law through marriage or partnership), father or mother (or current in-law through marriage or partnership), brother or sister (or current spouse), stepparent, stepchild, stepbrother, stepsister, grandparent, grandchild, or any person that was living together in the same household in a relationship considered substantially comparable to any of the aforementioned. Bereavement leave must typically be taken within two weeks of

the date of death. Proof of death or relationship may be required. When requesting bereavement leave, family relationship must be indicated on the timesheet. Bereavement leave is paid at the employee's hourly rate of pay.

15.8 Family Medical Leave After completion of twelve (12) calendar months of employment and working 1250 hours, a full- or part-time employee will be granted unpaid leave for a period of up to twelve (12) work weeks for the purpose of caring for a child, spouse or parent with a serious health condition. If earned sick leave, vacation or floating holidays are available, they will be counted as part of the family medical leave. Eligible employees who take a family medical leave will be utilizing their FMLA entitlement. The Employer may require that the employee submit a completed healthcare provider certification documenting the need for a family medical leave. Second and third opinions may be required at the Employer's expense. Recertification's may also be required during the leave if the Employer needs verification of the continuing need for a family medical leave. Provided the employee has not already exhausted his/her FMLA entitlement, the Employer and employee shall continue their respective contributions towards the group medical and dental insurance during the family medical leave. Employees returning from a family medical leave shall be returned to their same job or an equivalent job of like pay if they return at the conclusion of their twelve (12) work week entitlement under the FMLA provided the employee's position was not otherwise eliminated in a layoff. Where there has been a layoff, reinstatement will be according to the recall provisions of this Agreement.

15.9 Military-Related Leaves

15.9.1 Leave in order for an employee to maintain the employee's status in the United States reserves or active military service shall be granted without pay and without loss of benefits accrued to the date such leave commences, and shall not be considered part of such employee's earned vacation unless the employee desires to use earned vacation during such leave.

15.9.2 After completion of twelve (12) calendar months of employment and provided an employee has worked at least 1,250 hours in the 12 months preceding the requested leave start date, an eligible employee shall be granted (a) up to twelve (12) work weeks of unpaid FMLA leave in a twelve (12) month period due to a qualified emergency arising out of a spouse's, parents' or child's call to or active military duty in the armed forces; and/or (b) up to twenty-six (26) weeks of unpaid FMLA leave in a twelve (12) month period to care for a spouse, child, parent or other relative to whom the employee is "next of kin" ("covered service member"), if such covered service member suffers from an injury or illness incurred on active military duty, that has or may render the covered service member medically unfit to perform military duty, and who is either undergoing medical treatment (including outpatient treatment) recuperation or therapy, or who is on the temporarily disabled retired list. The actual amount of FMLA leave available for these purposes will depend upon how much FMLA the employee has already taken for other FMLA qualifying reasons within the 12 month period prior to the requested leave start date. If the employee has available accrued paid leave it must be used during these FMLA leaves. The employee may be required to provide verification of the family member's call to active duty or a health care provider's certification of the illness or injury incurred by the covered service member while on active duty. While using these forms of

FMLA leave, the employee and the Hospital will continue their respective premium contributions to the Hospital's group health insurance plan. The Hospital will also hold the employee's same job or an equivalent job of like pay, provided the employee returns to work at the conclusion of FMLA leave and the employee's position was not otherwise eliminated in a layoff. Where there has been a layoff, reinstatement will be according to the recall provisions of this Agreement.

15.9.3 Employees who have worked an average of 20 or more hours per week may take up to 15 days of unpaid leave due to their spouse's impending call or order to active military duty during a period of military conflict, or due to their spouse's leave from deployment during a period of military conflict. Accrued paid vacation may be used by the employee during this leave, at the employee's option. An employee must provide the Hospital with at least five (5) business days' notice of the need to take leave under this subsection. An employee's position will be held while an employee is on leave under this subsection. If the employee is FMLA eligible and the reason the employee takes leave under this Subsection 14.9.3 also qualifies for FMLA leave under Subsection 14.9.2, the employee will be using both leave entitlements simultaneously.

15.10 Domestic Violence Leave If employees are victims of domestic violence, sexual assault or stalking, they may take a reasonable leave from work to take care of related legal or law enforcement needs or obtain medical treatment, mental health counseling or social services assistance in accordance with RCW 49.76. Employees who are family members of a victim may also take reasonable leave to help such family member obtain similar treatment or help. This leave is unpaid unless the employee uses any available paid time off (sick leave, vacation, etc.). The employee must provide advance notice of his/her need for such leave, whenever possible. In the event of an emergency or unforeseen circumstances precluding advance notice, the employee must provide the Hospital notice of the need for such a leave no later than the end of the first day that the employee takes such leave. If the Hospital requests, the employee may be required to provide verification of the need for such leave and familial relationship (e.g. a birth certificate, police report, court order, and/or documentation from the victim's clergy member, victim advocate, attorney or healthcare provider). For the purposes of this Section, "family member" includes an employee's child, spouse, parent, parent-in-law, grandparent, or a person who the employee is dating.

14.11 Union Leave

Subject to appropriate advance notice and patient care/scheduling needs, employees shall be granted union leave without pay, not to exceed 14 days in a calendar year to attend meetings, conventions, seminars, educational, or any other function called by the Union consistent with the parties interest in developing a collaborative and supportive relationship. Union representatives/delegates will work with management to identify appropriate coverage during the leave.

ARTICLE 16 – STAFF DEVELOPMENT

16.1 Orientation The Employer will provide a reasonable orientation for newly hired employees, employees floating other areas, or employees who are transferred on other than a

temporary basis to a new unit/department. The Employer may schedule new employee orientations and inform the employee as to when they will occur. Orientation may be a combination of in-service, floor and shift work experiences. Orientation objectives will be to familiarize new personnel with the objectives and philosophy of the Hospital; to orient new personnel to policies and procedures, their essential job functions and their responsibilities as defined in the job description; and to provide learning experiences for the promotion of safe and quality patient care.

16.2 In-Service Education The primary responsibility for continuing education rests with each individual employee. Employees are encouraged to communicate their suggestions and requests with regard to in-service education topics to the appropriate supervisor or manager within the Hospital. The Hospital shall attempt to have in-service education programs approved for continuing education credits. Announcements concerning in-service education programs will be posted in advance and efforts will be made to schedule programs in a way that accommodates varying work schedules. When announcements concerning in-service education programs are posted, the Hospital will designate if attendance is mandatory. Employees will coordinate with their supervisor their attendance at an in-service which is scheduled during their normal work day and attendance at such in-services (whether voluntary or mandatory) shall be compensated at the appropriate rate. With prior managerial approval, employees shall be paid for attendance at in-services (whether voluntary or mandatory) during their off duty hours, and time spent at such in-services shall be considered time worked for the purpose of computing overtime; provided, however, that such attendance shall not trigger the requirements of Section 7.5 (Rest Between Shifts). When self-study materials are available, employees will be allowed thirty (30) days to review mandatory in-service materials for mandatory in-services they may have missed. After thirty (30) days, unless the employee has requested and been granted an extension from his/her manager, employees may not be scheduled until mandatory in-service attendance requirements are met.

16.3 Tuition Reimbursement Tuition reimbursement for college credit courses at approved educational institutions will be subject to the Hospital's tuition reimbursement policy.

16.4 Unit/Department Staff Meetings. With at least a week's advance notice, employees may be required to attend staff meetings scheduled by the Hospital, unless excused in advance by their manager. Employees shall be paid for attendance at staff meetings and time spent at staff meetings shall be considered time worked for the purpose of computing overtime.

ARTICLE 17 – CONFERENCE COMMITTEE

17.1 Conference Committee The Conference Committee may meet at least once each calendar quarter at mutually convenient times. Additional meetings may be scheduled upon the request of either party upon presentation of proposed agenda. The purposes of the Committee shall be to foster improved communications between the Hospital, the bargaining unit representatives and the bargaining unit members; function as a forum for considering constructively the improvement of the health care workplace; work constructively for the improvement of patient care and the facility's operations; make recommendations to the Hospital concerning staffing; consider constructively the improvement of safety and health conditions or reduce workplace hazards; and considering constructively strategies for improving or increasing

job satisfaction. The Committee shall prepare an agenda of topics to be discussed. If minutes are kept, they should be distributed to Committee members and may be posted on the bargaining unit's bulletin board(s). The Committee shall be advisory and will not discuss matters subject to collective bargaining or Union matters. The Committee shall be composed of up to four (4) bargaining unit members elected by the Union's local bargaining unit; and up to four (4) managers or supervisors appointed by Hospital. Two (2) bargaining unit members and two (2) management members will constitute a quorum. The Committee will select from among its members co-chairs, representing a bargaining unit member and a manager or supervisor. The co-chairs shall be responsible for scheduling and chairing the meetings and preparing any minutes that may be kept. Committee members shall be paid for attendance at Committee meetings and hours spent in attendance at such meetings shall be considered time worked for purposes of computing overtime.

ARTICLE 18 – DRUG AND ALCOHOL FREE WORKPLACE

18.1 Drug/Alcohol Testing The Employer may require alcohol or drug testing, including pre-employment and reasonable cause drug and alcohol testing in accordance with its personnel policies. The Employer also maintains 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.

ARTICLE 19 – GRIEVANCE PROCEDURE

19.1 General A grievance is defined as an alleged breach by the Employer of the terms and conditions of the Agreement. It is the desire of the parties to this Agreement that grievances be adjusted informally whenever 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 consent confirmed in writing or by an exchange of faxes or emails between the parties hereto. If the Union or an employee fails to present his/her/its grievance within the specified time limit, the grievance shall be considered waived and shall not thereafter be subject to consideration under this grievance procedure. Human Resources representatives may participate at any stage of the grievance procedure.

Step 1 – Employee and Manager or immediate supervisor The employee will first attempt to resolve a grievance informally with the manager or immediate supervisor. If the matter is not resolved to the employee's satisfaction, then the employee and/or the Union shall reduce the grievance to writing and present it to the manager or immediate supervisor within fourteen (14) days of the date the employee was aware or reasonably should have been aware of the grievance. The manager or immediate supervisor shall schedule a meeting in an attempt to resolve the grievance within seven (7) calendar days following receipt of the written grievance between the grievant, a delegate (if requested by the grievant) and the manager or immediate supervisor. The manager or immediate supervisor shall issue a written response to the grievant and the Union within seven (7) calendar days of the meeting.

19.2 Step 2 – Director and Union Representative If the matter is not resolved at Step 1, the grievance shall be submitted in writing by the Union Representative to the

Department's Director within seven (7) calendar days from the grievant's receipt of the written reply from the manager or immediate supervisor. The Director or designee, the Human Resources Manager, the Union Representative or a designee, and the grievant shall meet within seven (7) calendar days from the date of the Director's receipt of the written grievance in an attempt to resolve the grievance. The Director or designee shall issue a written reply to the Union with a copy to the grievant within seven (7) calendar days of the meeting between the parties.

19.3 Step 3 - Senior Executive Leader and Union Representative If the matter is not resolved at Step 2, the grievance shall be submitted in writing by the Union Representative to the Hospital's Senior Executive Leader within seven (7) calendar days from the grievant's receipt of the written reply from the Director. The Hospital Senior Executive Leader or designee, the Human Resources Manager, the Union Representative or a designee, and the grievant shall meet within seven (7) calendar days from the date of the Senior Executive Leader receipt of the written grievance in an attempt to resolve the grievance. The Senior Executive Leader or designee shall issue a written reply to the Union with a copy to the grievant within seven (7) calendar days of the meeting between the parties.

19.4 Step 4 - Arbitration If the grievance is not settled on the basis of the foregoing procedures, and if the grievant and the Union have complied with the specific procedures, requirements and time limits in this grievance procedure, the Union may, within twenty-one (21) calendar days following receipt of the written reply from the Administrator or designee in Step 2, submit the issue in writing to final and binding arbitration. The Union will also promptly request a list of seven (7) arbitrators from the Federal Mediation and Conciliation Service. The parties shall thereupon alternate in striking a name from the panel until one name remains. The parties to strike the first name shall be determined by a coin toss. The person whose name remains shall be the arbitrator. The arbitrator shall schedule a hearing and render a decision as promptly as possible.

19.4.1 The jurisdiction and authority of the arbitrator and his/her opinion and award shall be confined exclusively to the interpretation and/or application of the express provision(s) of this Agreement at issue between the Union and the Hospital. S/he shall have no authority to add to, detract from, alter, amend, or modify any provision of this Agreement; to impose on either party a limitation or obligation not explicitly provided for in this Agreement; or to establish or alter any wage rate or wage structure. The written award of the arbitrator on the merits of any grievance adjudicated within his/her jurisdiction and authority shall be final and binding on the aggrieved employee, the Union and the Hospital.

19.4.2 Each party shall bear one-half (1/2) of the fee of the arbitrator and any other expense jointly incurred incident to the arbitration hearing. All other expenses, including but not limited to attorney's fees, shall be borne by the party incurring them and neither party shall be responsible for the expense of witnesses called by the other party.

ARTICLE 20 – UNINTERRUPTED PATIENT CARE

20.1 Uninterrupted Patient Care The parties to this Agreement realize that the Employer provides special and essential services to the community, and for this and other

humanitarian reasons, it is the intent of the parties to settle disputes by the grievance procedure provided 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 any other representatives shall, directly or indirectly, authorize, assist, encourage or participate in any way in any strike, including any sympathy strike, picketing, walk-out, slowdown, boycott or any other interference with the operations of the Employer, including any refusal to cross any other labor organization's picket line. The participation in any strike, sympathy strike, picketing, walkout, slowdown, boycott or any other interference with the operations of the Employer shall be cause for the employee's immediate dismissal.

ARTICLE 21 – GENERAL PROVISIONS

21.1 State and Federal Laws This Agreement shall be subject to all present and future 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 governmental authority. Should any provision or provisions become unlawful by virtue of the above or by 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 term of the Agreement. If any provision is held invalid, the Employer and the Union shall enter into immediate negotiations for the purpose, and solely for the purpose, of arriving at a mutually satisfactory replacement for such provision. Any changes or amendments to this Agreement shall be in writing and duly executed by the parties hereto.

21.2 Past Practices Any and all agreements, written and verbal, previously entered into by the parties hereto are in all things mutually cancelled and superseded by this Agreement. Unless specifically provided herein to the contrary, or documented a memorandum of understanding or letter agreement negotiated in connection with this Agreement, past practices shall not be binding on the Employer.

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

ARTICLE 22 – MANAGEMENT RIGHTS

22.1 Management Rights The management of the Employer's Hospital and the direction of the working force, including the right to hire, assign, classify, train, orient, evaluate, schedule, suspend, transfer, promote, discharge and discipline for just cause; to determine and

assign essential job duties; to create and update job descriptions; to determine reasonable work rules and personnel policies; to maintain discipline and efficiency of its employees; to relieve employees from duty because of lack of work; to determine the nature and extent to which the Hospital shall be operated; to change methods or procedures; to use new equipment; to establish schedules; to introduce new or improved services, methods or facilities; to extend, limit, curtail or subcontract all or part of its operations, including the right to utilize the services of registry or temporary personnel, is vested exclusively in the Employer. The above statement of management rights shall not be deemed to exclude other functions not listed herein and nothing in this Agreement is intended to, or is it to be construed in any way, to interfere with the prerogative of the Hospital to manage and control its operations. In no case shall exercise of the Employer's management rights, however, be in derogation of the terms or conditions of this Agreement.

ARTICLE 23 – DURATION OF AGREEMENT

23.1 Duration This Agreement shall become effective upon ratification (August 16, 2017), unless otherwise noted herein. This Agreement shall continue in full force and effect through June 30, 2020. Written notice of either parties' desire to amend or terminate this Agreement will be provided by that party to the other party by certified mail upon not more than one hundred sixty (160) nor less than ninety (90) calendar days prior to the expiration date. Should timely notice be given, bargaining shall commence at a date which will be mutually agreed upon by the parties.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be duly executed as of the dates indicated below.

SERVICE EMPLOYEES INT'L UNION,
LOCAL 1199 NW

PROVIDENCE ST. JOSEPH'S HOSPITAL

By *Diane Sosne*
Diane Sosne, President

By *Ron Rehn*
Ron Rehn, Chief Administrative Officer

Date 11/27/17

Date 11-8-17

**SERVICE EMPLOYEES
INTERNATIONAL UNION
LOCAL 1199NW MEMBERS**

X Blair Anundson
Blair Anundson, Chief Negotiator

X Tia Miller
Tia Miller

X Ginger R. Burkey
Ginger Burkey

X Cheryl Johnson
Cheryl Johnson

X Jenna Lussier
Jenna Lussier

X Fawna Serna
Fawna Serna

X Lori Aull
Lori Aull

X Michael Leisch
Michael Leisch

X Bridget McCoy
Bridget McCoy

Appendix A
Wage Scales - PSJH SEIU

POSITION DESCRIPTION	PAY SCHEDULE	GRADE	YEAR ¹	Contract Step:	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19		
				Base	Year	Years	Years	Years	Years	Years	Years	Years	Years	Years	Years	Years	Years	Years	Years	Years	Years	Years	Years	Years	Years
				Lawson Step:	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	
ACTIVITY AIDE I ²	SWESJSEIU	13	1	\$12.78	\$13.05	\$13.33	\$13.58	\$13.85	\$14.26	\$14.56	\$14.83	\$15.13	\$15.45	\$15.92	\$16.22	\$16.54	\$16.89	\$17.22	\$17.56	\$17.91	\$18.27	\$18.64	\$19.00		
ACTIVITY AIDE I	SWESJSEIU	13	2	\$13.04	\$13.31	\$13.60	\$13.85	\$14.13	\$14.55	\$14.85	\$15.13	\$15.43	\$15.76	\$16.24	\$16.54	\$16.87	\$17.23	\$17.56	\$17.91	\$18.27	\$18.64	\$19.01	\$19.38		
ACTIVITY AIDE I	SWESJSEIU	13	3	\$13.24	\$13.51	\$13.80	\$14.06	\$14.34	\$14.77	\$15.07	\$15.36	\$15.66	\$16.00	\$16.48	\$16.79	\$17.12	\$17.49	\$17.82	\$18.18	\$18.54	\$18.92	\$19.30	\$19.67		
ADMISSIONS CLERK	SWESJSEIU	15	1	\$12.76	\$13.02	\$13.26	\$13.53	\$13.80	\$14.22	\$14.49	\$14.78	\$15.09	\$15.39	\$15.84	\$16.17	\$16.49	\$16.81	\$17.15	\$17.49	\$17.84	\$18.20	\$18.57	\$18.94		
ADMISSIONS CLERK	SWESJSEIU	15	2	\$13.02	\$13.28	\$13.53	\$13.80	\$14.08	\$14.50	\$14.78	\$15.08	\$15.39	\$15.70	\$16.16	\$16.49	\$16.82	\$17.15	\$17.49	\$17.84	\$18.20	\$18.56	\$18.94	\$19.32		
ADMISSIONS CLERK	SWESJSEIU	15	3	\$13.22	\$13.48	\$13.73	\$14.01	\$14.29	\$14.72	\$15.00	\$15.31	\$15.62	\$15.94	\$16.40	\$16.74	\$17.07	\$17.41	\$17.75	\$18.11	\$18.47	\$18.84	\$19.22	\$19.61		
CERT OCCUPATIONAL THERAPY ASST	SWESJSEIU	49	1	\$26.50	\$27.04	\$27.57	\$28.13	\$28.69	\$29.56	\$30.15	\$30.75	\$31.37	\$31.99	\$32.95	\$33.61	\$34.27	\$34.97	\$35.67	\$36.38	\$37.11	\$37.84	\$38.60	\$39.38		
CERT OCCUPATIONAL THERAPY ASST	SWESJSEIU	49	2	\$27.03	\$27.58	\$28.12	\$28.69	\$29.26	\$30.15	\$30.75	\$31.37	\$32.00	\$32.63	\$33.61	\$34.28	\$34.96	\$35.67	\$36.38	\$37.11	\$37.85	\$38.60	\$39.37	\$40.17		
CERT OCCUPATIONAL THERAPY ASST	SWESJSEIU	49	3	\$27.44	\$27.99	\$28.54	\$29.12	\$29.70	\$30.60	\$31.21	\$31.84	\$32.48	\$33.12	\$34.11	\$34.79	\$35.48	\$36.21	\$36.93	\$37.67	\$38.42	\$39.18	\$39.96	\$40.77		
CLINICAL REGISTRAR/DATA ENTRY	SWESJSEIU	21	1	\$13.58	\$13.85	\$14.13	\$14.41	\$14.70	\$15.15	\$15.44	\$15.75	\$16.07	\$16.39	\$16.87	\$17.22	\$17.56	\$17.91	\$18.27	\$18.65	\$19.01	\$19.39	\$19.79	\$20.18		
CLINICAL REGISTRAR/DATA ENTRY	SWESJSEIU	21	2	\$13.85	\$14.13	\$14.41	\$14.70	\$14.99	\$15.45	\$15.75	\$16.07	\$16.39	\$16.72	\$17.21	\$17.56	\$17.91	\$18.27	\$18.64	\$19.02	\$19.39	\$19.78	\$20.19	\$20.58		
CLINICAL REGISTRAR/DATA ENTRY	SWESJSEIU	21	3	\$14.06	\$14.34	\$14.63	\$14.92	\$15.21	\$15.68	\$15.99	\$16.31	\$16.64	\$16.97	\$17.47	\$17.82	\$18.18	\$18.54	\$18.92	\$19.31	\$19.68	\$20.08	\$20.49	\$20.89		
CODER ABTRACTOR RHIT	SWESJSEIU	32	1	\$17.81	\$18.17	\$18.53	\$18.89	\$19.29	\$19.86	\$20.25	\$20.66	\$21.08	\$21.50	\$22.14	\$22.58	\$23.03	\$23.49	\$23.98	\$24.43	\$24.94	\$25.43	\$25.94	\$26.46		
CODER ABTRACTOR RHIT	SWESJSEIU	32	2	\$18.17	\$18.53	\$18.90	\$19.27	\$19.68	\$20.26	\$20.66	\$21.07	\$21.50	\$21.93	\$22.58	\$23.03	\$23.49	\$23.96	\$24.46	\$24.92	\$25.44	\$25.94	\$26.46	\$26.99		
CODER ABTRACTOR RHIT	SWESJSEIU	32	3	\$18.44	\$18.81	\$19.18	\$19.56	\$19.98	\$20.56	\$20.97	\$21.39	\$21.82	\$22.26	\$22.92	\$23.38	\$23.84	\$24.32	\$24.83	\$25.29	\$25.82	\$26.33	\$26.86	\$27.39		
CODER NON CERT	SWESJSEIU	31	1	\$17.24	\$17.57	\$17.92	\$18.31	\$18.66	\$19.21	\$19.60	\$19.98	\$20.40	\$20.80	\$21.43	\$21.85	\$22.28	\$22.74	\$23.18	\$23.64	\$24.12	\$24.60	\$25.09	\$25.59		
CODER NON CERT	SWESJSEIU	31	2	\$17.58	\$17.92	\$18.28	\$18.68	\$19.03	\$19.59	\$19.99	\$20.38	\$20.81	\$21.22	\$21.86	\$22.29	\$22.73	\$23.19	\$23.64	\$24.11	\$24.60	\$25.09	\$25.59	\$26.10		
CODER NON CERT	SWESJSEIU	31	3	\$17.84	\$18.19	\$18.55	\$18.96	\$19.32	\$19.88	\$20.29	\$20.69	\$21.12	\$21.54	\$22.19	\$22.62	\$23.07	\$23.54	\$23.99	\$24.47	\$24.97	\$25.47	\$25.97	\$26.49		
COOK	SWESJSEIU	16	1	\$13.07	\$13.34	\$13.61	\$13.88	\$14.15	\$14.57	\$14.86	\$15.16	\$15.47	\$15.77	\$16.25	\$16.56	\$16.91	\$17.26	\$17.58	\$17.94	\$18.29	\$18.66	\$19.03	\$19.42		
COOK	SWESJSEIU	16	2	\$13.33	\$13.61	\$13.88	\$14.16	\$14.43	\$14.86	\$15.16	\$15.46	\$15.78	\$16.09	\$16.58	\$16.89	\$17.25	\$17.61	\$17.93	\$18.30	\$18.66	\$19.03	\$19.41	\$19.81		
COOK	SWESJSEIU	16	3	\$13.53	\$13.81	\$14.09	\$14.37	\$14.65	\$15.08	\$15.39	\$15.69	\$16.02	\$16.33	\$16.83	\$17.14	\$17.51	\$17.87	\$18.20	\$18.57	\$18.94	\$19.32	\$19.70	\$20.11		
DIETARY AIDE	SWESJSEIU	06	1	\$11.60	\$11.83	\$12.06	\$12.31	\$12.55	\$12.94	\$13.18	\$13.44	\$13.72	\$13.99	\$14.42	\$14.70	\$15.01	\$15.30	\$15.60	\$15.92	\$16.24	\$16.55	\$16.89	\$17.24		
DIETARY AIDE	SWESJSEIU	06	2	\$11.83	\$12.07	\$12.30	\$12.56	\$12.80	\$13.20	\$13.44	\$13.71	\$13.99	\$14.27	\$14.71	\$14.99	\$15.31	\$15.61	\$15.91	\$16.24	\$16.56	\$16.88	\$17.23	\$17.58		
DIETARY AIDE	SWESJSEIU	06	3	\$12.01	\$12.25	\$12.48	\$12.75	\$12.99	\$13.40	\$13.64	\$13.92	\$14.20	\$14.48	\$14.93	\$15.21	\$15.54	\$15.84	\$16.15	\$16.48	\$16.81	\$17.13	\$17.49	\$17.84		
ENVIRONMENTAL AIDE	SWESJSEIU	06	1	\$11.60	\$11.83	\$12.06	\$12.31	\$12.55	\$12.94	\$13.18	\$13.44	\$13.72	\$13.99	\$14.42	\$14.70	\$15.01	\$15.30	\$15.60	\$15.92	\$16.24	\$16.55	\$16.89	\$17.24		
ENVIRONMENTAL AIDE	SWESJSEIU	06	2	\$11.83	\$12.07	\$12.30	\$12.56	\$12.80	\$13.20	\$13.44	\$13.71	\$13.99	\$14.27	\$14.71	\$14.99	\$15.31	\$15.61	\$15.91	\$16.24	\$16.56	\$16.88	\$17.23	\$17.58		
ENVIRONMENTAL AIDE	SWESJSEIU	06	3	\$12.01	\$12.25	\$12.48	\$12.75	\$12.99	\$13.40	\$13.64	\$13.92	\$14.20	\$14.48	\$14.93	\$15.21	\$15.54	\$15.84	\$16.15	\$16.48	\$16.81	\$17.13	\$17.49	\$17.84		

POSITION DESCRIPTION	PAY SCHEDULE	GRADE	YEAR ¹	Contract Step:	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19		
				Base	Year	Years	Years	Years	Years	Years	Years	Years	Years	Years	Years	Years	Years	Years	Years	Years	Years	Years	Years	Years	Years
				Lawson Step:	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	
FINANCIAL COUNSELOR	SWESJSEIU	21	1	\$13.58	\$13.85	\$14.13	\$14.41	\$14.70	\$15.15	\$15.44	\$15.75	\$16.07	\$16.39	\$16.87	\$17.22	\$17.56	\$17.91	\$18.27	\$18.65	\$19.01	\$19.39	\$19.79	\$20.18		
FINANCIAL COUNSELOR	SWESJSEIU	21	2	\$13.85	\$14.13	\$14.41	\$14.70	\$14.99	\$15.45	\$15.75	\$16.07	\$16.39	\$16.72	\$17.21	\$17.56	\$17.91	\$18.27	\$18.64	\$19.02	\$19.39	\$19.78	\$20.19	\$20.58		
FINANCIAL COUNSELOR	SWESJSEIU	21	3	\$14.06	\$14.34	\$14.63	\$14.92	\$15.21	\$15.68	\$15.99	\$16.31	\$16.64	\$16.97	\$17.47	\$17.82	\$18.18	\$18.54	\$18.92	\$19.31	\$19.68	\$20.08	\$20.49	\$20.89		
LAB ASST	SWESJSEIU	17	1	\$13.78	\$14.04	\$14.31	\$14.61	\$14.91	\$15.34	\$15.65	\$15.97	\$16.29	\$16.61	\$17.13	\$17.46	\$17.80	\$18.17	\$18.51	\$18.90	\$19.28	\$19.67	\$20.03	\$20.44		
LAB ASST	SWESJSEIU	17	2	\$14.06	\$14.32	\$14.60	\$14.90	\$15.21	\$15.65	\$15.96	\$16.29	\$16.62	\$16.94	\$17.47	\$17.81	\$18.16	\$18.53	\$18.88	\$19.28	\$19.67	\$20.06	\$20.43	\$20.85		
LAB ASST	SWESJSEIU	17	3	\$14.27	\$14.53	\$14.82	\$15.12	\$15.44	\$15.88	\$16.20	\$16.53	\$16.87	\$17.19	\$17.73	\$18.08	\$18.43	\$18.81	\$19.16	\$19.57	\$19.97	\$20.36	\$20.74	\$21.16		
LPN	SWESJSEIU	34	1	\$19.00	\$19.39	\$19.78	\$20.17	\$20.57	\$21.18	\$21.60	\$22.04	\$22.49	\$22.93	\$23.62	\$24.09	\$24.57	\$25.06	\$25.55	\$26.08	\$26.60	\$27.13	\$27.68	\$28.23		
LPN	SWESJSEIU	34	2	\$19.38	\$19.78	\$20.18	\$20.57	\$20.98	\$21.60	\$22.03	\$22.48	\$22.94	\$23.39	\$24.09	\$24.57	\$25.06	\$25.56	\$26.06	\$26.60	\$27.13	\$27.67	\$28.23	\$28.79		
LPN	SWESJSEIU	34	3	\$19.67	\$20.08	\$20.48	\$20.88	\$21.29	\$21.92	\$22.36	\$22.82	\$23.28	\$23.74	\$24.45	\$24.94	\$25.44	\$25.94	\$26.45	\$27.00	\$27.54	\$28.09	\$28.65	\$29.22		
MAINTENANCE ENGINEER	SWESJSEIU	24	1	\$18.62	\$19.00	\$19.37	\$19.76	\$20.16	\$20.77	\$21.17	\$21.59	\$22.03	\$22.46	\$23.14	\$23.60	\$24.06	\$24.56	\$25.07	\$25.54	\$26.06	\$26.58	\$27.11	\$27.66		
MAINTENANCE ENGINEER	SWESJSEIU	24	2	\$18.99	\$19.38	\$19.76	\$20.16	\$20.56	\$21.19	\$21.59	\$22.02	\$22.47	\$22.91	\$23.60	\$24.07	\$24.54	\$25.05	\$25.57	\$26.05	\$26.58	\$27.11	\$27.65	\$28.21		
MAINTENANCE ENGINEER	SWESJSEIU	24	3	\$19.27	\$19.67	\$20.06	\$20.46	\$20.87	\$21.51	\$21.91	\$22.35	\$22.81	\$23.25	\$23.95	\$24.43	\$24.91	\$25.43	\$25.95	\$26.44	\$26.98	\$27.52	\$28.06	\$28.63		
MAMMO/CT/RADIOLOGY TECH	SWESJSEIU	43	1	\$27.14	\$27.69	\$28.24	\$28.80	\$29.38	\$30.26	\$30.87	\$31.49	\$32.11	\$32.75	\$33.73	\$34.39	\$35.10	\$35.80	\$36.51	\$37.24	\$37.98	\$38.73	\$39.53	\$40.32		
MAMMO/CT/RADIOLOGY TECH	SWESJSEIU	43	2	\$27.68	\$28.24	\$28.80	\$29.38	\$29.97	\$30.87	\$31.49	\$32.12	\$32.75	\$33.41	\$34.40	\$35.08	\$35.80	\$36.52	\$37.24	\$37.98	\$38.74	\$39.50	\$40.32	\$41.13		
MAMMO/CT/RADIOLOGY TECH	SWESJSEIU	43	3	\$28.10	\$28.66	\$29.23	\$29.82	\$30.42	\$31.33	\$31.96	\$32.60	\$33.24	\$33.91	\$34.92	\$35.61	\$36.34	\$37.07	\$37.80	\$38.55	\$39.32	\$40.09	\$40.92	\$41.75		
MATERIALS COORD	SWESJSEIU	241	1	\$14.95	\$15.25	\$15.54	\$15.85	\$16.18	\$16.66	\$16.99	\$17.34	\$17.69	\$18.02	\$18.58	\$18.94	\$19.33	\$19.72	\$20.09	\$20.51	\$20.91	\$21.32	\$21.78	\$22.20		
MATERIALS COORD	SWESJSEIU	241	2	\$15.25	\$15.56	\$15.85	\$16.17	\$16.50	\$16.99	\$17.33	\$17.69	\$18.04	\$18.38	\$18.95	\$19.32	\$19.72	\$20.11	\$20.49	\$20.92	\$21.33	\$21.75	\$22.22	\$22.64		
MATERIALS COORD	SWESJSEIU	241	3	\$15.48	\$15.79	\$16.09	\$16.41	\$16.75	\$17.24	\$17.59	\$17.96	\$18.31	\$18.66	\$19.23	\$19.61	\$20.02	\$20.41	\$20.80	\$21.23	\$21.65	\$22.08	\$22.55	\$22.98		
MEDICAL RECORDS CLERK	SWESJSEIU	12	1	\$12.47	\$12.72	\$12.98	\$13.24	\$13.50	\$13.91	\$14.20	\$14.46	\$14.75	\$15.06	\$15.50	\$15.81	\$16.14	\$16.47	\$16.78	\$17.13	\$17.47	\$17.81	\$18.17	\$18.53		
MEDICAL RECORDS CLERK	SWESJSEIU	12	2	\$12.72	\$12.97	\$13.24	\$13.50	\$13.77	\$14.19	\$14.48	\$14.75	\$15.05	\$15.36	\$15.81	\$16.13	\$16.46	\$16.80	\$17.12	\$17.47	\$17.82	\$18.17	\$18.53	\$18.90		
MEDICAL RECORDS CLERK	SWESJSEIU	12	3	\$12.91	\$13.16	\$13.44	\$13.70	\$13.98	\$14.40	\$14.70	\$14.97	\$15.28	\$15.59	\$16.05	\$16.37	\$16.71	\$17.05	\$17.38	\$17.73	\$18.09	\$18.44	\$18.81	\$19.18		
NAC/UNIT SECRETARY ³	SWESJSEIU	13	1	\$12.78	\$13.05	\$13.33	\$13.58	\$13.85	\$14.26	\$14.56	\$14.83	\$15.13	\$15.45	\$15.92	\$16.22	\$16.54	\$16.89	\$17.22	\$17.56	\$17.91	\$18.27	\$18.64	\$19.00		
NAC/UNIT SECRETARY	SWESJSEIU	13	2	\$13.04	\$13.31	\$13.60	\$13.85	\$14.13	\$14.55	\$14.85	\$15.13	\$15.43	\$15.76	\$16.24	\$16.54	\$16.87	\$17.23	\$17.56	\$17.91	\$18.27	\$18.64	\$19.01	\$19.38		
NAC/UNIT SECRETARY	SWESJSEIU	13	3	\$13.24	\$13.51	\$13.80	\$14.06	\$14.34	\$14.77	\$15.07	\$15.36	\$15.66	\$16.00	\$16.48	\$16.79	\$17.12	\$17.49	\$17.82	\$18.18	\$18.54	\$18.92	\$19.30	\$19.67		
NURSING ASST CERTIFIED	SWESJSEIU	13	1	\$12.78	\$13.05	\$13.33	\$13.58	\$13.85	\$14.26	\$14.56	\$14.83	\$15.13	\$15.45	\$15.92	\$16.22	\$16.54	\$16.89	\$17.22	\$17.56	\$17.91	\$18.27	\$18.64	\$19.00		
NURSING ASST CERTIFIED	SWESJSEIU	13	2	\$13.04	\$13.31	\$13.60	\$13.85	\$14.13	\$14.55	\$14.85	\$15.13	\$15.43	\$15.76	\$16.24	\$16.54	\$16.87	\$17.23	\$17.56	\$17.91	\$18.27	\$18.64	\$19.01	\$19.38		
NURSING ASST CERTIFIED	SWESJSEIU	13	3	\$13.24	\$13.51	\$13.80	\$14.06	\$14.34	\$14.77	\$15.07	\$15.36	\$15.66	\$16.00	\$16.48	\$16.79	\$17.12	\$17.49	\$17.82	\$18.18	\$18.54	\$18.92	\$19.30	\$19.67		
OFFICE COORD REHAB SVCS	SWESJSEIU	30	1	\$16.73	\$17.07	\$17.41	\$17.76	\$18.11	\$18.66	\$19.03	\$19.41	\$19.80	\$20.19	\$20.81	\$21.21	\$21.64	\$22.08	\$22.52	\$22.96	\$23.42	\$23.91	\$24.36	\$24.85		
OFFICE COORD REHAB SVCS	SWESJSEIU	30	2	\$17.06	\$17.41	\$17.76	\$18.12	\$18.47	\$19.03	\$19.41	\$19.80	\$20.20	\$20.59	\$21.23	\$21.63	\$22.07	\$22.52	\$22.97	\$23.42	\$23.89	\$24.39	\$24.85	\$25.35		
OFFICE COORD REHAB SVCS	SWESJSEIU	30	3	\$17.32	\$17.67	\$18.03	\$18.39	\$18.75	\$19.32	\$19.70	\$20.10	\$20.50	\$20.90	\$21.55	\$21.95	\$22.40	\$22.86	\$23.31	\$23.77	\$24.25	\$24.76	\$25.22	\$25.73		

POSITION DESCRIPTION	PAY SCHEDULE	GRADE	YEAR ¹	Contract Step:	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19		
				Base	Year	Years	Years	Years	Years	Years	Years	Years	Years	Years	Years	Years	Years	Years	Years	Years	Years	Years	Years	Years	Years
				Lawson Step:	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	
PHARMACY TECH	SWESJSEIU	31	1	\$17.24	\$17.57	\$17.92	\$18.31	\$18.66	\$19.21	\$19.60	\$19.98	\$20.40	\$20.80	\$21.43	\$21.85	\$22.28	\$22.74	\$23.18	\$23.64	\$24.12	\$24.60	\$25.09	\$25.59		
PHARMACY TECH	SWESJSEIU	31	2	\$17.58	\$17.92	\$18.28	\$18.68	\$19.03	\$19.59	\$19.99	\$20.38	\$20.81	\$21.22	\$21.86	\$22.29	\$22.73	\$23.19	\$23.64	\$24.11	\$24.60	\$25.09	\$25.59	\$26.10		
PHARMACY TECH	SWESJSEIU	31	3	\$17.84	\$18.19	\$18.55	\$18.96	\$19.32	\$19.88	\$20.29	\$20.69	\$21.12	\$21.54	\$22.19	\$22.62	\$23.07	\$23.54	\$23.99	\$24.47	\$24.97	\$25.47	\$25.97	\$26.49		
PHYSICAL THERAPY AIDE II	SWESJSEIU	18	1	\$13.47	\$13.74	\$14.03	\$14.29	\$14.59	\$15.02	\$15.33	\$15.63	\$15.94	\$16.27	\$16.75	\$17.09	\$17.43	\$17.77	\$18.12	\$18.49	\$18.85	\$19.24	\$19.62	\$20.01		
PHYSICAL THERAPY AIDE II	SWESJSEIU	18	2	\$13.74	\$14.01	\$14.31	\$14.58	\$14.88	\$15.32	\$15.64	\$15.94	\$16.26	\$16.60	\$17.09	\$17.43	\$17.78	\$18.13	\$18.48	\$18.86	\$19.23	\$19.62	\$20.01	\$20.41		
PHYSICAL THERAPY AIDE II	SWESJSEIU	18	3	\$13.95	\$14.22	\$14.52	\$14.80	\$15.10	\$15.55	\$15.87	\$16.18	\$16.50	\$16.85	\$17.35	\$17.69	\$18.05	\$18.40	\$18.76	\$19.14	\$19.52	\$19.91	\$20.31	\$20.72		
PHYSICAL THERAPY ASSISTANT	SWESJSEIU	49	1	\$26.50	\$27.04	\$27.57	\$28.13	\$28.69	\$29.56	\$30.15	\$30.75	\$31.37	\$31.99	\$32.95	\$33.61	\$34.27	\$34.97	\$35.67	\$36.38	\$37.11	\$37.84	\$38.60	\$39.38		
PHYSICAL THERAPY ASSISTANT	SWESJSEIU	49	2	\$27.03	\$27.58	\$28.12	\$28.69	\$29.26	\$30.15	\$30.75	\$31.37	\$32.00	\$32.63	\$33.61	\$34.28	\$34.96	\$35.67	\$36.38	\$37.11	\$37.85	\$38.60	\$39.37	\$40.17		
PHYSICAL THERAPY ASSISTANT	SWESJSEIU	49	3	\$27.44	\$27.99	\$28.54	\$29.12	\$29.70	\$30.60	\$31.21	\$31.84	\$32.48	\$33.12	\$34.11	\$34.79	\$35.48	\$36.21	\$36.93	\$37.67	\$38.42	\$39.18	\$39.96	\$40.77		
RADIOLOGY AIDE	SWESJSEIU	11	1	\$12.11	\$12.34	\$12.58	\$12.85	\$13.10	\$13.48	\$13.76	\$14.04	\$14.31	\$14.61	\$15.03	\$15.34	\$15.64	\$15.95	\$16.28	\$16.61	\$16.93	\$17.28	\$17.62	\$17.96		
RADIOLOGY AIDE	SWESJSEIU	11	2	\$12.35	\$12.59	\$12.83	\$13.11	\$13.36	\$13.75	\$14.04	\$14.32	\$14.60	\$14.90	\$15.33	\$15.65	\$15.95	\$16.27	\$16.61	\$16.94	\$17.27	\$17.63	\$17.97	\$18.32		
RADIOLOGY AIDE	SWESJSEIU	11	3	\$12.54	\$12.78	\$13.02	\$13.31	\$13.56	\$13.96	\$14.25	\$14.53	\$14.82	\$15.12	\$15.56	\$15.88	\$16.19	\$16.51	\$16.86	\$17.19	\$17.53	\$17.89	\$18.24	\$18.59		
RADIOLOGY TECH	SWESJSEIU	41	1	\$26.61	\$27.15	\$27.69	\$28.25	\$28.80	\$29.67	\$30.27	\$30.87	\$31.49	\$32.12	\$33.08	\$33.73	\$34.40	\$35.11	\$35.80	\$36.52	\$37.25	\$37.98	\$38.74	\$39.54		
RADIOLOGY TECH	SWESJSEIU	41	2	\$27.14	\$27.69	\$28.24	\$28.82	\$29.38	\$30.26	\$30.88	\$31.49	\$32.12	\$32.76	\$33.74	\$34.40	\$35.09	\$35.81	\$36.52	\$37.25	\$38.00	\$38.74	\$39.51	\$40.33		
RADIOLOGY TECH	SWESJSEIU	41	3	\$27.55	\$28.11	\$28.66	\$29.25	\$29.82	\$30.71	\$31.34	\$31.96	\$32.60	\$33.25	\$34.25	\$34.92	\$35.62	\$36.35	\$37.07	\$37.81	\$38.57	\$39.32	\$40.10	\$40.93		
REGISTRAR	SWESJSEIU	21	1	\$13.58	\$13.85	\$14.13	\$14.41	\$14.70	\$15.15	\$15.44	\$15.75	\$16.07	\$16.39	\$16.87	\$17.22	\$17.56	\$17.91	\$18.27	\$18.65	\$19.01	\$19.39	\$19.79	\$20.18		
REGISTRAR	SWESJSEIU	21	2	\$13.85	\$14.13	\$14.41	\$14.70	\$14.99	\$15.45	\$15.75	\$16.07	\$16.39	\$16.72	\$17.21	\$17.56	\$17.91	\$18.27	\$18.64	\$19.02	\$19.39	\$19.78	\$20.19	\$20.58		
REGISTRAR	SWESJSEIU	21	3	\$14.06	\$14.34	\$14.63	\$14.92	\$15.21	\$15.68	\$15.99	\$16.31	\$16.64	\$16.97	\$17.47	\$17.82	\$18.18	\$18.54	\$18.92	\$19.31	\$19.68	\$20.08	\$20.49	\$20.89		
RESP THERAPIST CERT	SWESJSEIU	33	1	\$22.76	\$23.22	\$23.67	\$24.14	\$24.65	\$25.37	\$25.90	\$26.39	\$26.93	\$27.47	\$28.28	\$28.86	\$29.44	\$30.03	\$30.63	\$31.24	\$31.85	\$32.50	\$33.15	\$33.81		
RESP THERAPIST CERT	SWESJSEIU	33	2	\$23.22	\$23.68	\$24.14	\$24.62	\$25.14	\$25.88	\$26.42	\$26.92	\$27.47	\$28.02	\$28.85	\$29.44	\$30.03	\$30.63	\$31.24	\$31.86	\$32.49	\$33.15	\$33.81	\$34.49		
RESP THERAPIST CERT	SWESJSEIU	33	3	\$23.57	\$24.04	\$24.50	\$24.99	\$25.52	\$26.27	\$26.82	\$27.32	\$27.88	\$28.44	\$29.28	\$29.88	\$30.48	\$31.09	\$31.71	\$32.34	\$32.98	\$33.65	\$34.32	\$35.01		
RESP THERAPIST REG	SWESJSEIU	35	1	\$25.01	\$25.52	\$26.02	\$26.56	\$27.08	\$27.89	\$28.46	\$29.02	\$29.61	\$30.18	\$31.10	\$31.73	\$32.35	\$33.01	\$33.66	\$34.34	\$35.02	\$35.73	\$36.43	\$37.16		
RESP THERAPIST REG	SWESJSEIU	35	2	\$25.51	\$26.03	\$26.54	\$27.09	\$27.62	\$28.45	\$29.03	\$29.60	\$30.20	\$30.78	\$31.72	\$32.36	\$33.00	\$33.67	\$34.33	\$35.03	\$35.72	\$36.44	\$37.16	\$37.90		
RESP THERAPIST REG	SWESJSEIU	35	3	\$25.89	\$26.42	\$26.94	\$27.50	\$28.03	\$28.88	\$29.47	\$30.04	\$30.65	\$31.24	\$32.20	\$32.85	\$33.50	\$34.18	\$34.84	\$35.56	\$36.26	\$36.99	\$37.72	\$38.47		
RESTORATIVE AIDE	SWESJSEIU	18	1	\$13.47	\$13.74	\$14.03	\$14.29	\$14.59	\$15.02	\$15.33	\$15.63	\$15.94	\$16.27	\$16.75	\$17.09	\$17.43	\$17.77	\$18.12	\$18.49	\$18.85	\$19.24	\$19.62	\$20.01		
RESTORATIVE AIDE	SWESJSEIU	18	2	\$13.74	\$14.01	\$14.31	\$14.58	\$14.88	\$15.32	\$15.64	\$15.94	\$16.26	\$16.60	\$17.09	\$17.43	\$17.78	\$18.13	\$18.48	\$18.86	\$19.23	\$19.62	\$20.01	\$20.41		
RESTORATIVE AIDE	SWESJSEIU	18	3	\$13.95	\$14.22	\$14.52	\$14.80	\$15.10	\$15.55	\$15.87	\$16.18	\$16.50	\$16.85	\$17.35	\$17.69	\$18.05	\$18.40	\$18.76	\$19.14	\$19.52	\$19.91	\$20.31	\$20.72		
SOCIAL WORKER NON MSW	SWESJSEIU	25	1	\$16.03	\$16.33	\$16.68	\$17.00	\$17.34	\$17.89	\$18.22	\$18.58	\$18.95	\$19.35	\$19.92	\$20.33	\$20.73	\$21.14	\$21.56	\$21.98	\$22.44	\$22.87	\$23.33	\$23.82		
SOCIAL WORKER NON MSW	SWESJSEIU	25	2	\$16.35	\$16.66	\$17.01	\$17.34	\$17.69	\$18.25	\$18.58	\$18.95	\$19.33	\$19.74	\$20.32	\$20.74	\$21.14	\$21.56	\$21.99	\$22.42	\$22.89	\$23.33	\$23.80	\$24.30		
SOCIAL WORKER NON MSW	SWESJSEIU	25	3	\$16.60	\$16.91	\$17.27	\$17.60	\$17.96	\$18.52	\$18.86	\$19.23	\$19.62	\$20.04	\$20.62	\$21.05	\$21.46	\$21.88	\$22.32	\$22.76	\$23.23	\$23.68	\$24.16	\$24.66		

POSITION DESCRIPTION	PAY SCHEDULE	GRADE	YEAR ¹	Contract Step:	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	
				Base	Year	Years	Years	Years	Years	Years	Years	Years	Years	Years	Years	Years	Years	Years	Years	Years	Years	Years	Years	Years
				Lawson Step:	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
SURGICAL TECH CERT	SWESJSEIU	26	1		\$18.53	\$18.90	\$19.29	\$19.67	\$20.06	\$20.67	\$21.07	\$21.51	\$21.93	\$22.36	\$23.03	\$23.49	\$23.97	\$24.45	\$24.93	\$25.43	\$25.95	\$26.46	\$26.99	\$27.52
SURGICAL TECH CERT	SWESJSEIU	26	2		\$18.90	\$19.28	\$19.68	\$20.06	\$20.46	\$21.08	\$21.49	\$21.94	\$22.37	\$22.81	\$23.49	\$23.96	\$24.45	\$24.94	\$25.43	\$25.94	\$26.47	\$26.99	\$27.53	\$28.07
SURGICAL TECH CERT	SWESJSEIU	26	3		\$19.18	\$19.57	\$19.98	\$20.36	\$20.77	\$21.40	\$21.81	\$22.27	\$22.71	\$23.15	\$23.84	\$24.32	\$24.82	\$25.31	\$25.81	\$26.33	\$26.87	\$27.39	\$27.94	\$28.49
ULTRASOUND TECHNOLOGIST	SWESJSEIU	59	1		\$27.71	\$28.27	\$28.83	\$29.42	\$29.99	\$30.90	\$31.53	\$32.15	\$32.79	\$33.45	\$34.45	\$35.14	\$35.84	\$36.56	\$37.28	\$38.03	\$38.80	\$39.57	\$40.36	\$41.18
ULTRASOUND TECHNOLOGIST	SWESJSEIU	59	2		\$28.26	\$28.84	\$29.41	\$30.01	\$30.59	\$31.52	\$32.16	\$32.79	\$33.45	\$34.12	\$35.14	\$35.84	\$36.56	\$37.29	\$38.03	\$38.79	\$39.58	\$40.36	\$41.17	\$42.00
ULTRASOUND TECHNOLOGIST	SWESJSEIU	59	3		\$28.68	\$29.27	\$29.85	\$30.46	\$31.05	\$31.99	\$32.64	\$33.28	\$33.95	\$34.63	\$35.67	\$36.38	\$37.11	\$37.85	\$38.60	\$39.37	\$40.17	\$40.97	\$41.79	\$42.63

Note(s):

¹ Year 1 reflects effective date of August 20, 2017 (first pay period following ratification); Year 2 reflects first pay period following June 30, 2018; Year 3 reflects first pay period following June 30, 2019.

² Position re-classified from grade 09 to grade 13 effective August 20, 2017 (first pay period following ratification).

³ Position re-classified from grade 10 to grade 13 effective August 20, 2017 (first pay period following ratification).

LETTERS OF UNDERSTANDING

Innovative Shifts

The parties agree the Employer may maintain all schedule shifts of variable lengths (other than 8, 10, and 12) that exist on ratification. If new positions of variable length are desired, the Employer agrees to provide the Union with seven (7) days advance notice and bargain upon request.

Medical Benefits

The Employer agrees to offer group medical insurance and dental and vision coverage during this Agreement. For medical insurance, health incentive funding for each of the medical plans will not be reduced, provided employees participate in the Employer's wellness program. Further, through 2018, there will be no material changes to the HSA plan in network deductibles or in network out of pocket maximums. The amount of twice monthly medical premium payroll contributions will not increase by more than 10% in benefit year 2018 and no more than 10% in 2019. The parties agree that the Employer does not have an obligation to bargain over changes required by applicable law or regulation (e.g., Health Care Reform) although the Union may ask to bargain over the effects of such changes. After 2019, any medical insurance changes will be governed by Article 14.

Conference Committee

In Conference Committee, the Hospital and the Union will discuss the following issues within ninety (90) days of the ratification of this collective bargaining agreement:

- Departmental policies relating to the allocation of mandatory low census with the goal of minimizing the financial impact of mandatory low census on employees covered by this agreement;
- Improving awareness about the Employee Help Fund, Caregiver Assistance Program, and Medical Plan Assistance Program;
- Fair weekend scheduling.

Medical Assistant Program

No sooner than April 1, 2018 and no later than May 31, 2018, the employer and union shall meet and discuss future job categories that may require Medical Assistant certification and participate in the Medical Assistant training program. The parties will determine the scope of the Medical Assistant job codes and propose a Medical Assistant wage scale.



RACHELLE L. WILLS
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August 24, 2017

SENT VIA EMAIL AND REGULAR U.S. MAIL

Blair Anundson
SEIU Healthcare 1199 NW
901 East 2nd Ave., Suite 110
Spokane, WA 99202
Email: blaira@seiu1199nw.org

RE: SEIU 1199NW and Providence St. Joseph Hospital

Dear Blair:

I am writing in regard to the now-ratified Collective Bargaining Agreement, effective July 1, 2017 – June 30, 2020 between SEIU 1199NW and Providence St. Joseph Hospital. As you know, during the course of our negotiations, the parties agreed to additional market adjustments to the step schedule for certain positions in the Bargaining Unit. This letter summarizes those market adjustments, which, along with the negotiated across-the-board increases for all positions in the bargaining unit, will be effective the first full pay period following ratification. The adjustments are as follows:

EVS Aide:	1%
Dietary Aide:	1%
Cook:	1%
NAC:	1%
Activity Aide:	Brought to NAC grade and wage scale
NAC/Unit Secretary:	Brought to NAC grade and wage scale
Surgical Tech:	1%

Please let me know if you have any questions regarding the above.

Best Regards,

A handwritten signature in blue ink, appearing to read "R. Wills", is written over the typed name.

Rachelle L. Wills
Senior Labor & Employment Counsel