

**Agreement
between**

**Yakima Valley Memorial Hospital and SEIU Healthcare
1199NW**

Yakima Valley Memorial Hospital

2020 - 2023

SVC

AGREEMENTS

By and Between

YAKIMA VALLEY MEMORIAL HOSPITAL

and

SEIU HEALTHCARE 1199NW

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ARTICLE 1 – RECOGNITION

The Hospital recognizes SEIU Healthcare 1199NW as the sole and exclusive representative for all full-time, part-time, per diem, occasional and available service unit employees at Yakima Valley Memorial Hospital as stated in the certification of the National Labor Relations Board in Case No. 19-RC-084190, a copy of which is attached as Exhibit A.

ARTICLE 2 – MEMBERSHIP

2.1 **Membership.** Membership in the Union is not a required condition of employment. All employees covered by this Agreement who are members of the Union in good standing on the effective date of this Agreement, or who become members of the Union in good standing during the term of this Agreement, shall remain members of the Union during the term of this Agreement.

Any employee who is a member of the Union may voluntarily withdraw from the Union by giving written notice to the Union by certified mail with a copy to the Human Resources Department within the last thirty (30) days prior to the expiration date of this Agreement.

2.2 **Current Address.** Employees will keep the Employer informed of any changes in address or phone number.

2.3 **Rosters.** Monthly, the Hospital shall provide the Union with a list of all employees covered by this Agreement. The list shall include names, addresses, employee identification numbers, hire dates, job classification, shift, FTE status, gross earnings for the preceding two (2) pay periods and hourly rates for pay for each employee and normal hours worked per pay period. This list shall be emailed in Microsoft Excel or transmitted in another mutually agreeable format.

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

2.4 **Payroll Deductions.** The Hospital shall deduct Union dues from employees' pay upon written authorization from the individual employee. Dues shall be transmitted to the office of the Union on a biweekly pay period basis by check payable to its order along with a list of each dues paying member, social security number, dues paid, hours worked and gross earnings.

2.5 **Voluntary Political Action Fund Deduction.** During the term of this Agreement, the Hospital shall deduct the sum specified from the pay of each member of the Union who voluntarily executes an SEIU COPE political action contribution wage authorization form. When filed with the Hospital, the authorization form will be honored in accordance with its terms. The authorization form will remain in effect until revoked in writing by the employee. The amount deducted and a roster of all employees using payroll deduction for voluntary political action contributions will be promptly transmitted to the Union by a separate check payable to its order. Upon issuance and transmission of a check to the Union, the Hospital's responsibility shall cease with respect to such deductions. The Union and each employee authorizing the assignment of wages for the payment of voluntary political action contributions hereby indemnifies and holds the Hospital harmless from all claims, demands, suits or other forms of liability that may arise against the Hospital for or on account of any deduction made

from the wages of such employee. The parties recognize that the Union is obligated under the Federal Election Campaign Act (FECA) to reimburse the Hospital for its reasonable cost of administering the COPE check-off in the parties' Collective Bargaining Agreement. The Hospital and the Union agree that one-quarter of one percent (0.25%) of all amounts checked off is a reasonable amount to cover the Hospital's costs of administering this check-off. Accordingly, the parties agree that the Hospital will retain one-quarter of one percent (0.25%) of all amounts deducted pursuant to the COPE check-off provision in the parties' Collective Bargaining Agreement to reimburse the Hospital for its reasonable costs of administering the check-off.

2.6 **Hold Harmless.** The Union will indemnify and hold the Employer harmless from all claims, demands, suits or other forms of liability that may arise against the Employer for or on account of any action taken by the Employer pursuant to this Article.

ARTICLE 3 – EMPLOYMENT PRACTICES

3.1 **Employment Status.** The employment status of employees shall be determined as follows:

- a. **Probationary** status is held by all employees for the first three (3) consecutive months of employment, unless extended by mutual agreement of the employee and Employer. A probationary employee may be terminated without cause and without recourse to the grievance procedure.
- b. **Regular** status is held by full-time, part-time and occasional employees after three (3) months' employment unless the probationary period is extended by mutual agreement of the employee and Employer.
- c. **Full-time** status is held by all employees regularly scheduled to work forty (40) hours per seven (7) day work period or eighty (80) hours per fourteen (14) day work period.
- d. **Part-time** status is held by all employees regularly scheduled to work at least twenty (20) hours per seven (7) day period or at least forty (40) hours per fourteen (14) day period. All part-time employees shall be compensated on the same basis as full-time employees, except that benefits shall be reduced in proportion to the reduced work week which they work (except compassionate leave).
- e. **Occasional** status is held by all employees who regularly work less than twenty (20) hours per seven (7) day period or forty (40) hours in a fourteen (14) day period.
- f. **Available** status is held by all employees who do not work definitely scheduled hours, but make themselves available for work when needed. Shift differential, standby and callback pay, worked holiday and weekend premiums, and degree/certification pay will apply. No benefits or job-bidding seniority will accrue. Internal educational and employment requirements must be met to maintain available status. Available status employees must work a minimum of three (3) shifts during each consecutive three (3)

month period. Employees reclassified to available status shall retain their prior step level for pay purposes in addition to the hours needed to maintain available status.

g. Per Diem status is held by all employees who do not work definitely scheduled hours, but make themselves available for work when needed, including more than one (1) shift (days, evenings or nights), and at least two (2) holidays per calendar year and one (1) out of four (4) consecutive weekends. Employees reclassified to per diem status shall retain their prior step level for pay purposes plus a fifteen percent (15%) premium above the base rate of pay in lieu of all benefits except shift differential, standby and callback pay, worked holiday and weekend premiums, and degree/certification pay. Job-bidding seniority shall not accrue. Step increases shall occur based on Article 6.1. Per Diem employees who return to regular full-time or part-time status within twelve (12) months shall have their seniority and accrual rates reinstated. Employees who change to per diem from full-time or part-time status shall have the option of whether to retain accrued sick leave or receive a termination pay-out (Section 10.6) during the twelve (12) month period.

3.2 **Preceptor.** A preceptor is an employee experienced and proficient in clinical teaching and communication skills, who has completed the appropriate in-service program and/or is assigned by the Employer the responsibility for planning, organizing and evaluating the training of newly hired employees or students. It is understood that employees in the ordinary course of their responsibility will be expected to participate in the general assistance, support, guidance, and orientation for new employees and generally is short term in nature.

3.3 **New Classification.** The Hospital may establish new classifications as needed, after first notifying the Union in advance of the proposed classification and the rate of pay. The Union may request discussion of the proposed classification and rate of pay. Any disputes shall be subject to the grievance and arbitration procedure.

3.4 **Notice of Resignation.** Regular employees shall give not less than two (2) weeks' written notice of intended resignation. Failure to give the required notice shall result in loss of accrued holiday, vacation and sick leave benefit.

3.5 **Discharge/Discipline.** No regular status employee shall be disciplined or discharged except for cause. Where appropriate, an employee will be counseled prior to discharge or disciplinary action. A written record of the charges (except verbal warnings) forming the basis for disciplinary action shall be made available to the affected employee. A system of progressive discipline will be practiced when appropriate. Which disciplinary action is taken depends upon the seriousness of the affected employee's conduct as determined by the Hospital.

3.6 **Report Pay.** Employees who report for work as scheduled (unless otherwise notified in advance) and are released from duty by the Employer because of low census shall receive a minimum of four (4) hours of work at the regular rate of pay. This commitment shall not apply when the Employee volunteers to be released from duty or the Employer has made a good faith effort to notify the employee at least one and one-half (1 ½) hours in advance of the scheduled shift not to report for work. Documented attempts to reach the employee will be recorded. It

shall be the responsibility of the employee to notify the Hospital of the employee's current address and telephone number.

3.7 **Low Census.** The Hospital shall, within the Hospital unit, endeavor to implement low census as follows:

- a. Outside agency.
- b. Overtime (not due to callback), whenever possible.
- c. Volunteers. Employees who are scheduled to work but volunteer to be released from duty due to low census shall continue to receive medical and dental coverage.
- d. Available employees.
- e. Return employees to authorized hours.
- f. Occasional employees.
- g. Per diem employees. Regular employees rotated equitably as long as the required skill levels and operational requirements of the Hospital are met, beginning with the least senior employee in the unit. A traveling employee who is employed on a contract basis for a defined period of weeks shall participate in the rotation of low census.
- h. Low census hours taken shall be considered hours paid for the accrual of all benefits and seniority. Prior to assigning low census hours, the Hospital may assign the employee to skill development, planned cross-training consistent with organization and patient care needs as determined by the Hospital, or other related duties within the Hospital for which the employee is qualified. To maintain equitable rotation, employees may choose to work other than their regularly scheduled shifts. An employee who is required to take low census shall have the opportunity to state to the employee's supervisor that he/she wishes to work that day. That supervisor shall attempt to locate work in the Hospital that the employee is qualified to perform subject to 3.14 ("Float"). Consideration for such temporary reassignment shall be given to employees who, in the Hospital's judgment, are more affected by low census. If an employee is required to take low census, the employee will be excused for the entire scheduled shift unless mutually agreed otherwise. An employee may use accrued holiday and vacation leave during low census.

3.8 **Temporarily-Reduced Schedules.** Full-time and part-time employees who agree to work temporarily-reduced schedules at the request of the Hospital shall not lose any benefits to which their authorized status otherwise entitled them provided the reduced time does not exceed thirty (30) days in one (1) year. Where the reduction exceeds thirty (30) days in one (1) year, the employee's FTE status shall be changed.

The Hospital shall post any new and vacant employee positions, FTEs, or any portion of an FTE on the intranet for not less than five (5) calendar days. New positions will not be posted on the weekends. A temporary position (one which the human resource director expects to exist for less

than ninety (90) days need not be posted). The Employer shall not fill the position for the first five (5) days of the posting unless circumstances require immediate replacement. An employee may apply at the time of posting. The employee will be notified when the position has been filled. Whenever a job opening occurs in the bargaining unit, the Hospital will give preference to currently employed employees, provided their skill, competency, and ability to perform the position are equal with those of the other applicant as determined by the human resource director based upon documented performance standards, evaluations, and qualifications. When filling a position with currently employed employees, their skill, competency, and ability to perform the position as determined by the Hospital, will be controlling; when such skill, competency, and ability is equal, the more senior employee will get the position. At the Hospital's discretion, an employee's request for transfer to a new position may be denied if the employee's current position has been held for less than one (1) year.

An available or per diem employee who has been working regularly on the monthly schedule for four (4) months or more (excluding coverage for planned or unplanned absences, FMLA, jury duty workers' compensation absences, etc.) may ask their manager and/or Human Resources to do a review to determine whether a regular status position should be posed for the hours being worked. A staff member in the affected department may also make this request. The Hospital will complete its review within fourteen (14) days and will either request to post the hours, or provide a written determination based on the needs of the unit involved and the reasons the hours have been worked.

3.9 **Personnel File.** All employees shall have access to see their personnel files by appointment with the HR Director or his/her designee.

3.10 **Contract.** The Hospital shall distribute a copy of this Agreement, provided by the Union, to each newly hired registered employee in the bargaining unit within the first week of employment/orientation.

3.11 **Performance Evaluations.** A performance evaluation program should be considered as a step in bringing about, as well as determining, progress in achieving personal and professional growth and development, resulting in better patient care. Employees should participate in a performance evaluation at the end of their probationary period and annually thereafter. The employee will be given access to their evaluation. The employee may make additions to or comment on the performance evaluation, in writing, and attach it as a permanent part of their evaluation record. Employees will receive their annual salary increases independent of whether they have received their annual evaluations.

3.12 **Personnel Action Forms.** Electronic Personnel Action Forms, to which an employee will have access, will be used to specify changes in employment status. Upon request, a copy of the Personnel Action Form showing change in status, pay, shift or leave of absence will be made available to the employee at the time of the change. A new employee will be given access to the form specifying date of hire, and step for salary purposes.

3.13 **Float.** Except in emergencies, employees will only be required to float to those areas within the Hospital where they have received orientation necessary to perform assigned tasks. When required to float, employees will not be required to perform tasks or procedures for which

they have not been trained. The Hospital and Union encourage the employees to meet new challenges and gain new knowledge.

3.14 **Job Transfer.** Employees receiving transfer to new positions will be assured that position as soon as practical. Should a delay arise, the employee will receive written explanation.

3.15 **Orientation.** The orienting employee will be assigned to work with other experienced employees in order to facilitate the learning of needed skills and the organization of the unit/department. A Skills Check List specific to each unit/department will be used to indicate past experiences and present needs for the orienting employee. The Employee Manager or Supervisor will make a good faith effort to adjust assignments based on the documented skills level attained or needed.

3.16 **Regular Rate of Pay.** The regular rate of pay shall be defined as the employee's hourly wage plus any applicable shift differential, certification pay and lead pay if in a permanent lead position.

3.17 **Successors.** The Hospital will notify any legal successor about this Agreement, and encourage any such successor to adopt the Agreement.

ARTICLE 4 – SENIORITY- LAYOFF- RECALL

4.1 **Definition.** For layoff and recall purposes, subject to the other provisions of this Article seniority is determined based upon hours paid (excluding overtime) since the most recent date of hire in the bargaining unit. Seniority shall not apply to an employee until completion of the required probationary period. Upon satisfactory completion of this probationary period, the employee shall be credited with seniority from most recent date of hire.

4.1.1 **Loss of Seniority.** Seniority shall terminate for any of the following reasons:

- a. Voluntary termination;
- b. Discharge for proper cause;
- c. Failure to report from layoff within five (5) days after receiving notification to return to work (subject to Article 4.3);
- d. Failure to keep the Hospital informed of current address, telephone number and the employee's continued interest in employment while on layoff. (Article 4.3.1);
- e. Layoff for more than twelve (12) consecutive months;
- f. Absence due to occupational sickness or injury at work for more than twelve (12) months, after using accrued sick leave and/or vacation; this time may be extended by mutual agreement;

g. Absence due to other sickness or injury for more than six (6) months, after using accrued sick leave and/or action; this time may be extended by mutual agreement.

TA 10/16/164.1.2. On a one time only basis, employees who transfer back to an FTE position (for example, move from available status to a full time and/or part time position) within six (6) months, shall have their prior seniority reinstated.

4.2 **Layoff.** A layoff is defined as a permanent or prolonged reduction in the number of employees employed by the Hospital, excluding reductions by attrition. Layoffs shall be by job classification within a department/unit. In the event of a layoff, the employee(s) with the least amount of seniority shall be laid off first. Providing skill, competence and ability are considered substantially equal in the opinion of the Hospital. An applicable certification shall be considered a bona fide "qualification" for purposes of this section. Prior to implementing a layoff, the Hospital will seek volunteers for layoff from among employees in those job titles affected by the layoff. Agency personnel, travelers and probationary employees within the affected job title will be released prior to laying off regular employees. Open (vacant) positions within the job title affected by a layoff (or mutually agreed upon related job titles) will not be filled during the period beginning with the notice of layoff to the date of the layoff.

4.2.1 **Layoff Notice.** Prior to the announcement or notice of layoff to the employee(s), the Hospital shall notify the Union of the layoff. Thirty (30) days' advance notice of layoff (or pay in lieu thereof) will be given to the employees subject to layoff except for unforeseeable conditions preventing such notice, which are beyond the Hospital's control. For layoff purposes, the cutoff date for determining seniority shall be the end of the pay period immediately before the announcement of layoff. Upon Union request, the parties will meet for the purpose of discussing the effects of the layoff. The Union shall receive a seniority roster, together with listings of any vacant bargaining unit positions.

4.2.2 **Unit Closure.** If a unit is permanently closed, this closure shall be regarded as a layoff and the above procedures shall be utilized.

4.2.3 **Reassignment.** In the event the layoff results in more employees being assigned to a shift than are required, the least senior employee(s) on the affected shift(s) shall be reassigned.

4.2.4 **Layoff Options.**

- a. Employees subject to layoff have the option to take a vacant position for which they are qualified or would be qualified if, in the Hospital's determination based upon established criteria, the employee could reasonably be expected to become competent and qualified to perform the required work with up to three (3) weeks training/orientation.
- b. Displace an employee in the appropriate job title per Article 4.5.
- c. Recall per Article 4.3

4.3 **Recall.** Employees on layoff status shall be placed on a reinstatement roster for a period of twelve (12) months from the date of layoff. When vacancies occur within their job titles, employees will be reinstated. Employees providing skill, competence and ability are considered equal or greater in the opinion of the Hospital. If an employee is offered recall to any position which is not comparable (i.e., different job title, FTE or shift), the employee may decline recall without loss of seniority or position on the reinstatement roster. An employee on recall shall retain employment status and benefits accrued to the date of commencement of layoff, but that employee shall not accrue benefits while on layoff. Upon reinstatement, the employee shall have previously accrued seniority and eligible benefits restored and the employee shall again commence accruing seniority and benefits.

4.3.1 **Notification to Hospital.** Employees on layoff must submit to the Hospital a written statement expressing a continuing interest in employment with the Hospital. These statements must be sent by certified mail to the Hospital's Human Resources Department during the ten (10) day period following three (3) months, six (6) months and nine (9) months of layoff, respectively. If the employee fails to meet this notification requirement by the specified dates, or if the employee fails to keep the Hospital notified of a current mailing address and home telephone number, the employee's name shall be eliminated from the recall list and the Hospital's recall commitments shall terminate.

4.3.2 **Temporary/Intermittent Work.** If requested by the employee, an employee specifically designated for layoff may take scheduled temporary shifts throughout the Hospital on the basis of seniority; provided the employee is qualified as determined by the Hospital, based upon established criteria, and the additional hours do not result in overtime or premium pay. If an employee has been laid off, the employee may notify the Director of Human Resources in writing of the employee's interest in and specific availability for temporary/intermittent/Per Diem work. The employee will identify those job titles and departments/units the employee is competent to work and the shifts and days of the week the employee is available. The Hospital will make a good faith effort to provide as much work for the employee as is practical in mutually agreed upon job titles and departments/units subject to the employee's availability and the ability of the Hospital to notify the employee on a timely basis. Subject to these conditions, such laid off employees will be given the opportunity to work in approved job titles and departments/units ahead of other per diem, available, or occasional employees.

4.4 **Department/Unit Restructure.** In the event of a merger of two (2) or more units into a single unit or there is an organizational restructuring of an existing department or unit, the Hospital will determine the number of full-time and part-time FTEs by shift required for the new or restructured department or unit. A listing of the FTEs for each shift on the new/restructured department(s) or unit(s), including any qualification requirements, shall be posted on the department(s) or unit(s) for at least seven (7) days. Other vacant bargaining unit positions will also be posted on the department(s) or unit(s) at that time. By the end of the posting period, each employee shall have submitted to the Hospital a written list which identifies and ranks the employee's preferences for all available positions (first to last). Based upon these preference lists, the Hospital will assign employees to positions on the new/restructured department(s) or unit(s) based upon seniority, providing skill, competence and ability are considered substantially equal in the opinion of the Hospital. It shall be the responsibility of the employee to notify the

Hospital of any previous job title that the employee worked in within five (5) days of being notified of the department/unit restructure.

4.4.1 **Layoff Options.** If an employee(s) is not assigned a position on the new or restructured department or unit, the employee(s) will have layoff options as per Article 4.2.4.

4.5 **Low Seniority Pool.** A pool of the least senior employees in the same job classification in the Hospital will be created equal to the number of employees with that job classification who are designated for layoff. In order of seniority, employees designated for layoff may choose to displace any position in the low seniority pool, provided the employee is not in the pool and is qualified or would be qualified for the position if, in the Hospital's determination, based upon established criteria, the employee could reasonably be expected to become competent and qualified to perform the required work with up to three (3) weeks training/orientation. Any employee displaced from this pool shall be subject to layoff with recall or may apply for a vacant position in accordance with Article 4.2.4, sections a. and c.

4.6 **Change in Worked Hours.** If a permanent or prolonged reduction in hours of work is determined by the Hospital to be necessary, the least senior employee(s) on the shift in that department/unit will receive the reduction. The Hospital will first seek volunteers from the unit and shift to accomplish these changes. Any employee subject to an involuntary reduction pursuant to this section shall be given preference for additional hours on the unit and shift as new hours for which they are qualified become available up to their prior FTE. Any full-time or part-time employee subject to an hours reduction under this section shall be given preference for temporary/intermittent work throughout the Hospital up to their prior position under the same conditions as those set forth in Section 4.3.2. This commitment shall last for a period of twelve (12) months from date of the hours reduction.

ARTICLE 5 – HOURS OF WORK AND OVERTIME

5.1 **Standard Work Period.** The standard work period shall consist of forty (40) hours of work within a seven (7) day period or eighty (80) hours within a fourteen (14) day period.

5.2 **Standard Work Day.** The standard work day shall consist of eight (8) hours' work to be completed within eight and one-half (8 ½) consecutive hours with a thirty (30) minute meal break. A ten (10) minute rest period will be allowed as near to the middle of each four (4) hour half-work day as is possible. If the employee cannot take a rest period or meal period, the employee will be paid at the rate established in the Overtime Article. The Employer will not discipline employees for accurately reporting missed meal periods or rest breaks. The Employer reserves the right to address the reasons the meal periods or rest breaks have been missed.

5.3 **Schedules.** A schedule for two full pay periods (4 weeks) shall be posted by no later than two (2) weeks prior to the beginning of the first (1st) day of the schedule. No employee shall be required to work in excess of six (6) consecutive days unless the employee agrees otherwise. Once posted, schedule changes shall not occur unless done so by mutual consent.

5.4 **Innovative Shifts, Work Periods and Days.** [Moved from 5.11 to new 5.4 and renumbered paragraphs that follow] The Hospital and the employees mutually recognize the

benefit innovative work schedules may have on recruitment and retention of qualified employees. To further encourage the exploration, development, and offering of innovative work schedules, the Hospital and the employees agree to work together to create an environment where employees and managers have an opportunity to consider innovative work schedules, taking into consideration such factors as patient care needs, employee interest, cost impact on operations, turnover and vacancy rates, the use of overtime and employee morale.

The innovative work day may be ten (10) or twelve (12) hours.

Employees working a ten (10) hour shift will receive two (2) ten (10) minute paid rest breaks and a thirty (30) minute unpaid meal period. Employees working a twelve (12) hour shift will receive three (3) ten (10) minute paid rest breaks, and a thirty (30) minute unpaid meal period.

Prior to adding, deleting, or making a change in hours to or from innovative work schedules involving an employee (other than one employee replacing another employee), the Hospital will send a notice of such change to the Union. Upon request, the Hospital will discuss the change in a meeting of employees in the affected unit/department.

By mutual agreement between the unit/department manager and the employee, an employee wishing to work twelve (12) hour shifts and who is unable to find a daytime partner may work 11:00 p.m. to 11:00 a.m.; 7:00 p.m. to 7:00 a.m.; or 3:00 p.m. to 3:00 a.m., twelve (12) hour shifts.

Innovative shift employees regularly scheduled to work three (3) twelve (12) hour shifts per week shall be compensated for hours worked and will accrue sick pay, holidays and health benefits as if working forty (40) hours per week.

Where work schedules other than the eight (8) hour day work schedule are utilized, the Hospital shall have the right to revert back to the eight (8) hour day schedule or the work schedule which was in effect immediately prior to the alternative work schedule after six (6) weeks' advance notice to employees. Prior to implementation of a change in work schedule involving a unit or facility, the Hospital will meet with the Union to discuss the contemplated change of schedule.

Agreements to work innovative work periods and schedules may be utilized with mutual agreement between the Hospital and the employee involved, and shall be put in writing and signed by the employee and a Hospital representative.

5.5 Rest Between Shifts. The Hospital will endeavor to schedule employees so that they have an unbroken rest period of at least twelve (12) hours between shifts, unless the change is by mutual agreement. All time worked within nine and one-half (9 ½) hours and continuing until the completion of the shift shall be paid at time and one-half (1 ½). Provided, however, that this Section 5.5 shall not apply to those instances where an employee reports for work three (3) hours or less in advance of the employee's next regularly scheduled shift and the employee has had at least nine and one-half (9 ½) hours off duty prior to the employee reporting for work. This rule shall apply whether the callback assignment is contiguous with the next scheduled shift or whether the callback assignment is completed prior to the beginning of the next scheduled shift and a break in service occurs. This Section 5.5 shall apply if the employee is called back to work more than three (3) hours prior to the beginning of the employee's next regularly scheduled shift,

and does not have a rest break interval of at least nine and one-half (9 ½) hours off duty after completing the callback assignment and before the next scheduled shift.

5.6 **Weekends.** The Hospital will continue its good faith effort to schedule all full-time and part-time employees for two (2) out of four (4) continuous weekends off. If an employee is not on call and is scheduled (per Section 5.3, Schedules) and works any part of the three (3) successive weekends, the employee will be paid at the rate of one and one-half (1 ½) times the employee's regular rate for all hours worked on the third (3rd) successive weekend. When an employee works on an unscheduled weekend, all hours worked will be paid at time and one-half (1 ½). This section does not apply those employees who volunteer for more frequent weekend duty.

5.7 **Weekend Premium.** An employee working on a weekend shall be paid a premium in accordance with Article 7 for each hour worked on the weekend in addition to the employee's regular rate of pay. An employee who is voluntarily scheduled and works a weekend, and who was scheduled for three (3) out of the previous four (4) continuous weekends, will be paid in accordance with Article 7 for each hour worked on that weekend. Weekend premium will be paid on overtime hours worked. For purposes of weekend premium pay, the weekend shall be defined for day and evening personnel as Saturday and Sunday; for night personnel the weekend shall be Friday and Saturday night.

5.8 **Shift Rotation.** The Hospital will make a good faith effort to eliminate shift rotation. Shift rotation will be used only when there are no other reasonable alternatives. When shift rotation is used, volunteers will first be sought. Shift rotation shall be distributed among the staff as equitably as practical.

5.9 **Hours Compensated.** Time paid, excluding overtime, shall be considered as time worked for purposes of computing pension coverage, dental, medical, surgical and hospital insurance, benefits (the percent of holiday, sick leave, vacation, and professional time the employee receives) and seniority. If an employee is excused from a regularly-scheduled shift due to having worked hours in addition to the regular schedule, then the employee shall receive all the above accruals on the hours scheduled but not worked.

5.10 **Overtime.** Any time actually worked before and/or after a standard workday of at least eight (8) hours shall be paid at the rate of time and one-half (1 ½) of the regular rate of pay for the first four (4) hours, and at the rate of two (2) times the regular rate of pay for the remaining hours. Employees in the positions of medical records transcriptionist, patient access trainer and pre-billing representative shall not be subject to overtime payments when exceeding the standard or innovative workday as a result of their duties; and such employees will receive overtime when their duties cause them to exceed forty (40) worked hours within an individual week. Other jobs may be added to this classification upon mutual agreement between the Hospital and the Union. No later than twelve (12) months following the ratification of this Agreement, the Service Employee Practice Committee should meet to evaluate the 40-hour work week provision.

Any time actually worked before and/or after the innovative workday shall be paid at the rate of time and one-half (1 ½) the regular rate of pay if less than sixteen (16) hours are worked. If

sixteen (16) or more hours are worked, the innovative shift employee will be paid two times (2x) the regular rate of pay for all hours worked over twelve (12) hours.

Regular pay is to include shift differential and certification pay (7.5). Overtime pay shall begin as of the end of the scheduled workday and shall be calculated to the nearest fifteen (15) minutes. There shall be no pyramiding of overtime pay and/or premium pay paid at the rate of one and one-half (1 ½) or double time (2x). Overtime is to be requested and, if approved, approved by the employee's supervisor or designee prior to the end of the scheduled shift whenever possible, but in any event, within twenty-four (24) hours of the shift during which it was worked.

5.10.1 Change in Worked Hours. When an employee, at the request of the Employer, reports to work in advance of the assigned shift, the employee and the supervisor may mutually agree that the employee may go home prior to the end of the assigned shift, with pay for time worked.

5.11 Hours paid for time not worked. Vacation, holiday and sick days shall be paid at the normal rate of pay in addition to all actual hours worked in that pay period.

ARTICLE 6 – COMPENSATION

6.1 Wage Increases.

6.1.1 Effective the first full pay period following ratification (insert date) the new wage scale Appendix A will go into effect.

6.1.2 The Hospital will create Patient Access II position at Step 12 and Patient Access III at Step 14 (wage chart to be updated). Caregivers in grade 11 who receive less than a 1% increase following ratification (and the creation of patient access positions) will receive a \$500 lump sum payment via a separate check on the second full pay period following ratification. Effective the first full pay period following January 1, 2021 a 2% wage increase to hourly rates will be implemented for all bargaining unit employees.

6.1.3 Effective the first full pay period following January 1, 2022, a 2% wage increase to hourly rates will be implemented for all bargaining unit employees.

6.2 Wage Schedule. The wage rate and steps for each classification shall be as set forth in Appendix A.

6.2.1 Employees whose hourly wage exceeds the top wage in the wage scale will receive the annual wage increases but will not be eligible for step advancements until their hourly wage is encompassed within the wage scale.

6.3 Implementation of Wage Changes. Changes in rates of pay shall become effective at the beginning of the pay period on or after the contract effective date. Step increases are effective on an employee's anniversary date.

6.4 New Hire Placement. New hires possessing the minimum qualifications for their jobs will start at the base salary of the grade assigned for their job. A new employee will receive one

(1) step per one (1) year of relevant experience on top of the base salary for their job up to step fourteen (14). Any new hire with more than fourteen (14) years of experience starting salary will be capped at step fourteen (14) for their particular job; however, these employees will still be eligible for the longevity step advancement as they complete further years of service.

6.5 **Longevity Step Advancement.** Employees will advance to the next longevity step at the beginning of the payroll period on or after completion of one (1) year service and annually thereafter.

6.5.1 If an employee is promoted to a position at a higher paid job classification she/he shall be placed on the new wage scale at the appropriate step pursuant to Article 6.4. Promotion increases are granted concurrently with the employee's assumption of his/her new job. There will be no change to the employee's review date for longevity step advancements due to a promotion.

6.5.2 If an employee is moved to a new job title in the same pay grade, the employee shall be placed on the appropriate step pursuant to Article 6.4, with no change to the employee's anniversary review date for longevity step placement.

6.5.3 If an employee is moved to a new job title in a lower pay grade, the employee shall be placed on the appropriate step pursuant to Article 6.4, with no change to the employee's anniversary review date.

ARTICLE 7 – PREMIUM PAY

7.1 **Shift Differential.** Employees working evening duty (3:00 p.m. to 11:30 p.m. shift) shall receive an additional one dollar and fifty-five cents (\$1.55) per hour over their regular rate of pay, and employees working night duty (11:00 p.m. to 7:30 a.m. shift) shall receive an additional two dollars and fifty cents (\$2.50) per hour over their regular rate of pay. Employees with scheduled shifts overlapping the aforementioned regular shift times shall be paid the appropriate shift differential for the hours worked.

7.2 **Standby.** Employees required to "stand by" shall be paid four dollars (\$4.00) per hour for all hours on standby.

7.3 **Callback.** Any time actually worked in callback shall be compensated at the rate of time and one-half (1 ½) of the regular rate of the employee concerned, except for holidays, when time worked in callback shall be compensated at the rate of two (2) times the regular rate of pay of the employee concerned and shall be paid in addition to the regular pay for standby call. When called back, the employee shall receive time and one-half (1 ½) (double time for holidays) for a minimum of two (2) hours, but not more than eight (8) hours' pay at the callback rate unless actually worked. The minimum callback hours shall not apply when the employee reports for work in advance of the assigned shift.

Employees who are called back to work in two (2) consecutive eight (8) hour periods shall be paid double time (2x) for all callback time worked in the third (3rd) consecutive eight (8) hour period. Employees who work sixteen (16) hours continuously will be paid double time (2x) after the twelfth (12th) consecutive hour.

7.3.1 Callback Work. Subject to patient care considerations, the Employer will make a good faith effort to provide relief for an employee who requests the next shift off or a change in the employee's start time or end time the following shift when the employee has been working on call. To be considered, the employee must notify the Employer not later than one and one-half (1 ½) hours in advance of the employee's scheduled shift if making such a request. At the employee's request, an accrued holiday or a vacation day may be used, or the time off may be considered a low census day (EXA).

7.4 Temporary Assignment to a Higher Position. The assignment to any higher paid position for any portion of a shift shall be compensated with an additional one dollar and fifty cents (\$1.50) per hour over an employee's normal rate of pay.

7.5 Premium Pay Summary.

- a. Preceptor: \$1.00
- b. Weekend: \$1.10 Pay grades 5-9
\$2.15 Pay Grades 10-16
- c. Shift Differential:
 - (i) Evenings: \$1.55
 - (ii) Nights: \$2.50
- d. Standby: \$4.00
- e. Certification: \$.75 (maximum of two job-related certifications)

(i) Eligible employee certifications must be granted from a nationally recognized organization with the authority to award credentialing. The certification must require specific years/hours of experience in the specialty area, passing of an initial credentialing exam and recertification via continuing education and/or reexamination. Certification pay will not be approved for certifications that are required for job positions. An employee will notify the respective director/manager in writing upon completion of the additional certification. The employee will also provide a copy of the original certificate/degree. Certification pay will commence, upon receipt of the stated documents, at the beginning of the next pay period.
- f. Lead: \$1.50
- g. Bilingual: \$50 per pay period (if pass test, and perform interpretation services requested by management during pay period).

ARTICLE 8 – HOLIDAYS

8.1 **Holidays.** For full-time and part-time employees, holiday pay shall accrue at the rate of 0.03077 hours for each hour compensated (Section 5.9). Accrued holiday pay may be utilized for the following eight (8) holidays:

New Year's Day	President's Day
Memorial Day	Independence Day
Labor Day	Thanksgiving Day
Christmas Day	Employee's Birthday Anniversary

Employees with five (5) or more years of full-time seniority service in a full-time and/or part-time position will accrue 0.03462 hours for each hour compensated and will also be granted a floating holiday. It is agreed that holiday work shall be rotated by the Hospital.

8.2 **Work on a Holiday.** Any employee required to work on a holiday shall receive time and one-half (1 ½) for working that holiday. At the employee's option, stated prior to the holiday, a regular employee shall receive accrued holiday pay for that day, or for a compensatory day off with regular pay, to be scheduled prior to or following the holiday. The Hospital will endeavor to schedule an employee off on the day the employee requests.

8.3 **Holiday on Day Off.** If a holiday falls on an employee's regular day off, the employee is to receive a compensatory day prior to or following the holiday off with regular pay. Accrued holiday pay shall be used for such days.

8.4 **Holiday Observance.** Calendar dates to be observed as holidays shall be specified by the Hospital at least one (1) month in advance by notices posted in conspicuous locations in the Hospital. Holiday payment at time and one-half (1 ½) will be paid on a specified day only.

8.5 **Birthday Holiday.** To receive their birthday off, employees shall notify the Employee Manager or Supervisor at least one (1) week prior to the posting of the schedule. Another day off in lieu of the birthday may be scheduled before or after the birthday. If the employee works the birthday, after submitting the above request or works the scheduled day off in lieu of the birthday, the employee will receive holiday time and one-half (1 ½) pay plus accrued holiday pay.

ARTICLE 9 – VACATIONS

9.1 **Vacation Schedule.** Full-time and part-time employees shall accrue vacation with pay annually after each year of continuous employment based upon hours compensated (Section 5.8) in accordance with the following schedule (days refer to full-time employment with vacation taken in eight (8) hour days):

1 - 4 years	=	0.03846 hours (10 days)
5 - 8 years	=	0.05769 hours (15 days)
9 - 10 years	=	0.06538 hours (17 days)
11 - 15 years	=	0.07692 hours (20 days)
16 - 20 years	=	0.08461 hours (22 days)
21 or more years	=	0.09615 hours (25 days)

9.2 **Vacation Pay Rate.** Vacation pay shall be paid at the employee’s normal rate of pay.

9.3 **Termination Benefits.** After completion of one (1) year of employment, an employee who leaves the employment of the Hospital, after giving two (2) weeks’ written notice to the Hospital, shall be entitled to payment for any vacation benefits which have been earned and which remain unpaid.

9.4 **Change in Worked Hours.** An employee desiring a vacation shall request in writing the desired vacation time as far in advance as is reasonable but not less than fourteen (14) calendar days before the schedule is posted. Employees shall be entitled to schedule vacation for five (5) days or more to coincide with weekends off and shall not be required to schedule weekend work in excess of the weekend work requirements set forth in Section 5.5, either before or after scheduled vacation time. The employee requesting vacation sixty (60) days or less in advance will be notified in writing within fourteen (14) calendar days after the request is received by the Employee’s Manager whether a vacation, for a full week or more, is approved. Employees requesting vacation over sixty (60) days in advance will be notified in writing at least thirty (30) days in advance of the requested vacation whether their request is approved. Coverage of the departments/units and the staffing to cover vacation shall be the responsibility of the Employee Manager or Supervisor. Management will take into consideration needs of the Hospital and other staff in granting vacations. An employee will be paid no more than the employee’s accrued vacation. In cases of conflicting requests for vacation, seniority shall prevail; seniority shall not affect approved vacations.

9.5 **Maximum Accumulation.** Employees are encouraged to take earned vacation annually; in any event, the employee will not accumulate more than two (2) years of earned vacation.

9.6 **Change in Status.** When an employee’s status changes from full-time to part-time, the first two (2) weeks of vacation will be paid at the employee’s current work schedule. Additional vacation will be paid as earned, unless there are extenuating circumstances as determined by the Hospital.

ARTICLE 10 – SICK LEAVE

10.1 **Accumulation.** Full-time and part-time employees shall accumulate sick leave in two banks: Protected sick leave (“PSL”) and contractual sick leave (“CSL”)

a. PSL shall accumulate at a rate of .025 for each hour compensated. CSL shall accumulate at the rate of .02116 hours for each one (1) hour compensated. Sick leave benefits shall accumulate from date of hire.

b. Employees shall be allowed to carry over fifty-two (52) hours of accrued, unused PSL year-to-year. Accrual of CSL shall be capped at six hundred sixty-eight (668) hours and can be carried over year to year.

10.2 **Compensation.** After completion of the probationary period, the first day of illness shall be compensated. Sick leave shall be paid at the employee’s regular rate of pay (including shift differential).

10.3 **Authorized Purposes.** Employees shall be allowed to choose which leave bank from which to deduct accrued leave. If an employee does not choose a bank, the Hospital will deduct leave from PSL first. Unless otherwise specified, CSL and PSL may be used for any of the following purposes:

a. Illness, injury, medical disability (including temporary disability because of pregnancy or childbirth) of the employee.

b. Illness or injury of a family member as defined by applicable law.

c. PSL can be used for other purposes as authorized by state law.

d. The Hospital reserves the right to require reasonable proof of such illness, temporary disability, or appropriate use of sick leave. The Hospital will comply with state law when requesting proof of an appropriate use for PSL, including the procedures for resolving claims that a medical verification request constitutes an unreasonable burden or expense. If Workers’ Compensation is received, such payment shall be deducted from sick leave payment.

10.4 **Abuse of Sick Leave.** Employees may be disciplined for a pattern of abuse and/or clear abuse of CSL and PSL.

10.5 **Medical and Dental Appointments.** Required time for medical and/or dental appointments which cannot be scheduled outside the employee’s normal work schedule may be compensated. Scheduled appointments must be approved by either the Manager or Supervisor five (5) days in advance.

10.6 **Other Sick Leave Benefits.** Upon termination, employees who have completed five (5) or more years’ employment and who give proper notice subject to Section 3.4 shall receive twenty-five percent (25%) of accrued combined sick leave after a deductible according to the following schedule:

Years of Employment Deductible

5 but less than 10	160 hrs.
10 but less than 15	120 hrs.
15 but less than 20	80 hrs.
20 or more	40 hrs.

Employees who are terminated for cause are not eligible for benefits contained in this section.

10.7 **Notification of Absence from Work.** Employees working the first (day) shift shall, when practicable, notify the Employer at least two (2) hours in advance of the employee's scheduled shift if the employee is unable to report for duty as scheduled. Employees working the second (evening) and third (night) shift shall notify the Employer at least three (3) hours in advance of the employee's scheduled shift if the employee is unable to report for duty as scheduled. The employee must notify the Employer each day of absence if the employee is unable to work unless prior arrangements have been made with supervision.

10.8 **Notification- Elective Surgery.** An employee shall notify the immediate Supervisor at least three (3) weeks in advance of scheduling elective surgery, which may be scheduled sooner if there are extenuating circumstances.

10.9 **Change in Status.** When an employee's status changes from full-time to part-time, the first two (2) weeks of sick leave will be paid at the employee's current work schedule. Additional sick leave will be paid as earned unless there are extenuating circumstances as determined by the Hospital.

ARTICLE 11 – HEALTH PROGRAM

11.1 **Dental, Medical, Surgical and Hospital Insurance.** The Hospital will provide a dental, medical/surgical, and hospital insurance plan to all regular full-time employees. Part-time employees may participate on a pro rata basis. Employees' dependents may participate in the plan.

11.2 **Health Tests.** At the beginning of employment and annually thereafter, the Hospital shall provide and the employee shall satisfactorily complete skin tests or X-Rays, as required by law, at no cost to the employee. The Hospital will also follow all CDC and OSHA recommendations.

11.3 **Eye Care.** The Hospital will provide an Eye Care Plan to all regular full-time and regular part-time employees.

11.4 **Employee Assistance Plan.** An Employee Assistance Plan (EAP) is offered to all full-time and part-time employees of the Hospital. Details of the Plan are available in the Personnel Department.

11.5 **Medical Benefits Advisory Committee (Jointly Conducted with RN Unit).** The Union will appoint up to three (3) service unit and three (3) RN unit representatives from the bargaining units. The Employer will appoint up to six (6) management representatives. All

employee representatives on the committee will be on paid release time for the meetings. This committee will meet quarterly to concentrate efforts to research, review and adopt incentive-based wellness programs. The Committee may also provide recommendations regarding plan design and cost controls, including, but not limited to, the prescription drug program, premiums, co-pays, and inpatient and outpatient benefits provided under the plan.

On an annual basis in the last quarter of the year, the Committee meeting shall be to review the current medical plan, anticipated cost increases, and review of data on utilization of the plan. The meeting date and time will be set by management, upon at least fourteen (14) days' advance written notice to the Union. The meeting shall occur prior to annual implementation of changes to the plan. The Committee will endeavor to: (1) make the information about prescription drug pricing available to employees covered under Memorial's PPO and HSA plans and (2) expand Memorial's PPO and HSA pharmacy network to include selected retail pharmacies at the Tier 1 level.

11.6 **Memorial Medical Expenses.** Effective on ratification, employees covered under Memorial insurance plans who have outstanding balances to Memorial Hospital or Memorial Physicians will be offered payment plans upon request. Employees who comply with the agreed-upon payment plan will not be subject to collections or garnishment.

ARTICLE 12 – RETIREMENT PLAN

12.1 **401(k) Plan.** The Hospital will provide a 401(k) plan for all employees. Benefits and eligibility requirements are defined in the plan documents.

ARTICLE 13 – LEAVES OF ABSENCE

13.1 **Request for Leave.** All leaves are to be requested from the Hospital or designee in writing as far in advance as possible, stating all pertinent details and the amount of time requested. A written reply to the request shall be given within twenty-one (21) calendar days. An employee must have one (1) year of continuous employment at Yakima Valley Memorial Hospital to be eligible for a leave of absence.

13.2 **Maternity Health Leave.** Employees returning from a leave due to the employee's health, including maternity of up to six (6) weeks or eight (8) weeks with a three (3) month notice, shall have the opportunity to return to the same unit, shift, and former full-time or part-time status unless that position does not exist due to layoff. In such event, Section 4.2.4 shall apply. Time in paid status may be added to unpaid status for a total of six (6) weeks or eight (8) weeks with three (3) months' notice. The employee may exhaust sick leave accrual prior to other accrued benefits being utilized. If an employee has a personal, medical emergency, then eight (8) weeks may be granted.

13.3 **Family Leave.** Employer will follow applicable state and federal laws regarding Family and Medical Leave.

13.4 **Family Care Act of 2003.** Employer will follow applicable state law.

13.5 **Personal Leave.** After one (1) year of continuous employment, leave without pay may be granted upon request of an employee for a period of up to six (6) weeks for personal reasons, without loss of benefits accrued to the date such leave commences. Employees with ten (10) or more years of service with the Hospital may be granted a leave for any approved reason for up to six (6) weeks, unpaid; and shall have the opportunity to return to the same unit, shift, and former full-time or part-time status, unless that position does not exist due to layoff. In such event, Section 4.2.4 shall apply. Time in paid status may be added to unpaid status for a total of up to twelve (12) weeks.

13.6 **Leave With Pay.** Leave with pay shall not alter an employee's anniversary date of employment or otherwise affect compensation or status with the Employer.

13.7 **Leave Without Pay.** Leave without pay for a period of thirty (30) days or less shall not alter an employee's anniversary date of employment or the amount of vacation pay or sick leave credits which would otherwise be earned. Leave without pay in excess of thirty (30) days shall result in the employee's effective date of employment for seniority purposes being adjusted to reflect the period of leave and no benefits shall accrue. Employees returning from an approved leave of absence shall be reassigned to their former positions, if open. If the former position has been filled, the returning employee shall be assigned to the first available opening for which the employee is qualified.

13.8 **Military Leave.** The Hospital will comply with applicable federal and state laws regarding military leave.

13.9 **Educational Leave.** After one (1) year of continuous employment, permission may be granted for leave of absence of up to one (1) year without pay for study without loss of accrued benefits. Educational leave may include formal academic study or other significant professional development activities, as approved by the Hospital. The employee will not suffer a loss of either their current wage or accrued benefits at the time of taking an approved LOA for twelve (12) months or less are regained by the employee upon returning at the end of the approved leave.

13.10 **Compassionate Leave.** After the three (3) month probationary period, full-time and part-time employees may be absent on compassionate leave for up to three (3) regularly-scheduled work days without loss of pay in case of death in the immediate family. The term "immediate family" is defined as the employee's grandparent, parent, spouse, domestic partner, brother, sister, child, grandchild, mother-in-law, father-in-law, brother-in-law, sister-in-law, and any corresponding step-relative or relative living in the employee's household. Additional leave without pay may be granted at the discretion of the Hospital.

13.11 **Jury Duty.** Regularly scheduled employees who are called to serve on jury duty or as a subpoenaed witness in a Federal or State Court case in a professional employee capacity directly related to employment by the Hospital shall be compensated by the Hospital for the difference between their jury duty or witness pay and their normal straight-time rate.

ARTICLE 14 – SERVICE EMPLOYEE PRACTICE COMMITTEE

Recognizing the value of employees' thoughts, ideas and problem-solving abilities, the Hospital, jointly with employees selected by the Union, shall establish a Service Employee Practice Committee to assist with personnel and other mutual problems. The purpose of the Committee shall be to foster improved communication between the Hospital and the staff and to improve working conditions and patient and employee satisfaction and employee recruitment and retention. The Committee may address staffing issues. The function of the Committee shall be limited to an advisory rather than a decision-making capacity. The Committee will recommend solutions to identified problems including staffing, patient and employee satisfaction and employee recruitment and retention. The Committee shall be established on a permanent basis and shall consist of not more than seven (7) representatives of the Employer and not more than seven (7) bargaining unit employees, with not more than one (1) employee from each job classification and/or department. The Committee representatives of the Hospital and the employees shall each designate a co-chair of the Committee. The Hospital and the Union will have alternate representatives selected to attend in the event the primary designated representatives are unable to attend the Committee meeting. The Committee will be representative of hospital work areas. The number of Committee participants may be expanded by the mutual agreement of the Hospital and the Union. The Committee shall meet not less than quarterly or as often as mutually agreed. The co-chairs, after consultation, shall determine the agenda for each meeting. The Committee shall designate one member to take minutes of the meeting, which shall be circulated to all members. Staffing concerns from the service employees regularly working in patient care units will be assigned to the Nursing Practice & Staffing Committee process included in the RN contract.

ARTICLE 15 – EDUCATION

15.1 **Tuition Reimbursement.** Employees will be eligible for tuition reimbursement as defined in the Hospital's Tuition Reimbursement Policy.

ARTICLE 16 – GRIEVANCE PROCEDURE

16.1 **Grievance Defined.** A grievance is defined as an alleged breach of the terms and conditions of this Agreement. It is the desire of the parties to this Agreement that grievances be adjusted informally wherever possible and at the first level of supervision. Time limits set forth in the following steps may only be extended by mutual written consent of the parties hereto. Failure of an employee to file a grievance on a timely basis or to timely advance a grievance in accordance with the time limits set forth below will constitute withdrawal of the grievance and a final resolution of the matter. Failure of the Employer to comply with the time limits set forth below shall result in the grievance being automatically elevated to the next step without any further action necessary on the part of the employee. The grievant may be present at each meeting at which the employee's grievance is discussed.

16.2 **Grievance Procedure.** A grievance shall be submitted to the following grievance procedure:

Step 1 Employee and Immediate Supervisor.

The employee will first attempt to resolve the problem with the employee's immediate supervisor within thirty (30) days after the occurrence of the event which gave rise to the grievance. The immediate supervisor will have fourteen (14) days to respond. An employee's colleague or a Union delegate may be present, if requested by the employee.

Step 2 Employee and Manager, or Human Resources Representative.

If the matter is not resolved above, the employee shall reduce the grievance to writing and shall present same within fourteen (14) days to the employee's manager, with a copy provided to the Vice President of Human Resources. The manager or his/her designee shall meet with the employee for the purpose of resolving the dispute. If the employee's manager is also the employee's immediate supervisor under Step 1, the Human Resources Director (or his/her designee) shall instead meet with the employee for the purpose of resolving the dispute. An employee's colleague or a Union delegate may be present, if requested by the employee. The manager or designee shall issue a written reply within fourteen (14) days following the receipt of the grievance. A grievance over a discharge may be initially presented at Step 2.

Step 3 Administrator/Designee and Union Representative.

If the matter is not resolved on the basis of the foregoing procedures, the grievance shall be referred within ten (10) days after the decision made in Step 2 in writing to the Hospital Administrator and the Union Representative who shall meet within fourteen (14) calendar days for the purpose of resolving the dispute. The Administrator or his/her designee shall render a decision in writing within fourteen (14) days of the meeting.

Step 4 Mediation.

If the matter is not resolved at Step 3, if both parties agree in writing, a mediator from FMCS shall be asked to schedule a mediation process at the earliest mutually convenient available date. The agreement for mediation must be reached within fourteen (14) days of the Union's receipt of the Step 3 decision. The purpose of the mediation is to help the parties settle the underlying grievance by mutual agreement.

Step 5 Arbitration.

If the grievance is not settled on the basis of the foregoing procedures, either the Hospital or the Union may submit the issue in writing to arbitration within ten (10) days after the decision made in Step 3. Within five (5) days of notification that the dispute is submitted for arbitration, the Hospital and the Union shall attempt to agree on an arbitrator. If the Hospital and the Union fail to agree on an arbitrator, a list of eleven (11) Pacific Northwest situated arbitrators shall be requested from the Federal Mediation and Conciliation Service. The parties shall thereupon alternate in striking a name from the panel until one (1) name remains. The person whose name remains shall be the arbitrator. The arbitrator's decision shall be final and binding on all parties. The arbitrator shall have no authority to add to, subtract from, or otherwise change or modify

the provisions of this Agreement as they may apply to the specific facts of the issue in dispute. Each party shall bear one-half (1/2) of the fee of the arbitrator and any other expense jointly incurred incident to the arbitration hearing. All other expenses shall be borne by the party incurring them, and neither party shall be responsible for the expenses of witnesses called by the other party.

Time is of the essence in the filing and processing of a grievance; however, the parties may mutually agree in writing to extend any of these time periods.

ARTICLE 17 – UNION RIGHTS

17.1 **Union Delegates.** A list of Union delegates from the bargaining unit, elected in accordance with the Union's District and National Bylaws, shall be provided to the Hospital. Such delegates will receive complaints and process grievances, provided that such activity does not interfere with the work assignment of the Union delegate or other employees. Grievances and other Union business will be processed on break or lunch time and not in work, patient care, or visitor reception areas. Management expressly, in advance, may approve that work time be used. The parties acknowledge the general proposition that Union business performed by the Union delegate, representative, and employees, including the investigation of grievances, will be conducted during nonworking hours (e.g., coffee breaks, lunch periods, and before and after shift). The Hospital will recognize up to eight (8) Union delegates, but not more than one (1) from each unit/department. The Union will supply the Hospital's Human Resources Director with the names of the Union delegates and shall keep the list current.

Subject to appropriate advance notice, schedule and staffing requirements, Union officers and delegates (not to exceed a total of eight [8] employees) may be approved to use eight (8) hours per calendar year of their vacation or unpaid leave to attend Union-sponsored training in leadership, representation and dispute resolution.

17.2 **Negotiations.** The Hospital will make a good faith effort to schedule up to twenty (20) employee negotiators for unpaid release time for joint negotiations.

17.3 **Union's Executive Board.** A good faith effort shall be made to schedule off a Union delegate or employee who serves on the Union's Executive Board so that the employee may attend designated meetings. Requests for such scheduling must be made prior to the schedule being made up and posted.

17.4 **Meeting Rooms.** In accordance with Hospital policy, the Union shall be permitted to use designated premises of the Hospital for educational and business meetings of the local unit, with or without Union staff present, provided no more than four (4) weeks' advance request for meeting facilities is made to a designated administrator and space is available. A preference shall exist for such meetings to take place in the Chinook House.

17.5 **Bulletin Board.** The Hospital shall provide bulletin board space for use by the employees of each unit. The bulletin board space shall be used for posting Union meeting announcements and educational announcements. The Union agrees to limit the posting of Union materials to the designated bulletin boards. It is the responsibility of the Union delegates as defined in Section 17.1 to ensure compliance with this Article.

17.6 **Orientation.** A Union delegate or officer shall be allowed one-quarter (1/4) of one (1) hour of unpaid time at a time designated by the Employer during the regularly scheduled orientation for newly hired bargaining unit members for the purpose of introducing bargaining unit members to the Union and to this Agreement.

ARTICLE 18 – HOSPITAL RIGHTS

The Union recognizes that the Employer has the obligation of serving the public with the highest quality of medical care, efficiently and economically, and/or meeting medical emergencies. The Union further recognizes the right of the Employer to operate and manage the Hospital including but not limited to the right to require standards of performance and to maintain order and efficiency; to direct employees and to determine job assignments and working schedules; to determine the materials and equipment to be used; to implement improved operational methods and procedures; to determine staffing requirements; to determine the kind and location of facilities; to determine whether the whole or any part of the operation shall continue to operate; to select and hire employees; to promote and transfer employees; to discipline, demote or discharge employees for just cause; to lay off employees for lack of work; to recall employees; to require reasonable overtime work of employees; and to promulgate rules, regulations and personnel policies, provided that such rights shall not be exercised so as to violate any of the specific provisions of this Agreement. The parties recognize that the above statement of management responsibilities is for illustrative purposes only and should not be construed as restrictive or interpreted so as to exclude those prerogatives not mentioned which are inherent to the management function. All matters not covered by the language of this Agreement shall be administered by the Hospital on a unilateral basis in accordance with such policies and procedures as it from time to time shall determine.

ARTICLE 19 – UNION, EMPLOYEE, AND EMPLOYER RESPONSIBILITIES

19.1 **Quality Patient Care.** The Union and the Employer agree to encourage the employees covered by this Agreement to perform efficient work and service; to encourage each employee to advance his/her professional growth, to avoid and discourage waste of materials, time, and manpower; and to work together to promote and advance the delivery of quality patient care continuously.

19.2 **No Strike/No Lockout.** The Hospital and the Union, realizing that a hospital is different in its operation from industries because of the type of service rendered to the community, and for humanitarian purposes, agree that there shall be no lock-outs on the part of the Employer nor suspension of work on the part of the employees, it being one of the purposes of this Agreement to guarantee that there shall be no strikes, picketing, lock-outs, sympathetic strikes, sympathetic picketing, work stoppages, or work slowdowns, and that all disputes will be settled as hereinafter provided.

19.3 **Violation of Agreement.** In the event of any violation of the terms of this Agreement, the responsible and authorized representative of the Union or the Hospital, as the case may be, shall promptly take such affirmative action as is within their power to correct and terminate such violation.

ARTICLE 20 – EQUAL EMPLOYMENT OPPORTUNITY

Neither the Hospital nor the Union will discriminate against any individual with respect to compensation, terms, conditions, or privileges of employment because of but not limited to race, color, religion, disability, national origin, age, gender, sexual orientation or other protected classes, in accordance with applicable law.

ARTICLE 21 – OCCUPATIONAL HEALTH AND SAFETY

The Hospital will maintain a safe and healthful work place in compliance with all federal, state and local laws applicable to the safety and health of its employees.

Membership on the Hospital's Safety Committee shall include three (3) employees selected by the Union.

The Hospital shall provide adequate orientation, training and education for employees who may be routinely exposed to potentially-hazardous substances and harmful biological and/or physical agents in their jobs.

Employees assigned to locations where exposure to ionizing radiation is hazardous, as determined by the Radiation Safety Committee, shall be issued a film badge or similar detection device. The Hospital will maintain records of the employee's exposure.

Any employee who identifies an ergonomic problem within their workspace may submit a written request for an ergonomic evaluation of their workspace to the Safety Manager or designee. Within fourteen (14) days an evaluation of the workspace will be conducted to make recommendations as necessary and appropriate. The Employer will take prompt steps to address any adjustments that need to be made based on that evaluation. If the employee disagrees with the decision, he or she should provide written notice of the reason for disagreement to Human Resources, which will review the concern and take appropriate steps.

ARTICLE 22 – EFFECTIVE DATE AND DURATION OF THE AGREEMENT

This Agreement shall be effective upon ratification (November 5, 2020), and shall continue in effect until January 1, 2023 and shall continue in full force and effect from year to year thereafter unless notice has been given in writing, ninety (90) days prior to January 1, 2023 or any anniversary date thereafter by either party, that this Agreement is to be amended or terminated.

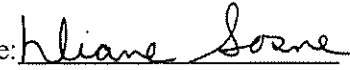
Signed this 15th day of June, 2021.

YAKIMA VALLEY MEMORIAL HOSPITAL

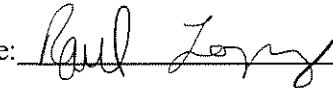
Name: 

Title: CSO

SEIU HEALTHCARE 1199NW

Name: 

Title: President

Name: 

Title: Lead Organizer

SERVICE
EMPLOYEES
INTERNATI
ONAL
UNION
LOCAL
1199NW
MEMBERS



Brenda Ponce, 2FW NAC



Adela Cuevas, EVS



Alice Westphal, 3EW NAC



Raul Lopez, Lead Negotiator

Erica M Corral

Erica Corral, Psychiatric NAC

Patricia Lizotte

Patricia Lizotte, Dietary

Rodolfo Silva

X

Rodolfo Silva, EVS

LETTER OF INTENT NO. 1

For the duration of this Agreement, eligible employees may cash out accrued vacation and/or holiday time on the following terms.

- Eligible employees must have twelve (12) months consecutive employment with a minimum of 40 hours of vacation and holiday remaining in their account.
- Eligible employees can cash out up to forty (40) hours per calendar year.
- To request cash-out, employees must complete a Memorial form and forward it to Human Resources. There will only be one cash-out available per year per employee.
- Human Resources will verify eligibility. An eligible employee will receive vacation or holiday pay on the next regularly scheduled pay day.
- Vacation/holiday pay is taxed as regular income.
- An employee cannot submit a cash-out vacation/holiday request after announcing his or her resignation.

LETTER OF INTENT NO. 3

SUBCONTRACTING

Subcontracting. The Hospital agrees to give the Union at least thirty (30) days' advance written notice prior to subcontracting that negatively impacts the current bargaining unit, absent exigent circumstances. Upon request, the Employer will meet with the Union to bargain the effects of any such decision and provide all information requested and legally required to be furnished. This Letter of intent expires upon expiration of this Agreement.



Exhibit A

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
REGION 19

<p>YAKIMA VALLEY MEMORIAL HOSPITAL Employer and SEIU HEALTHCARE 1199NW Petitioner</p>	<p>Case 19-RC-084190</p>
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TYPE OF ELECTION: STIPULATED

CERTIFICATION OF REPRESENTATIVE

An election has been conducted under the Board's Rules and Regulations. The Tally of Ballots shows that a collective-bargaining representative has been selected. Timely objections were filed but were withdrawn, and I hereby approve such withdrawal.

As authorized by the National Labor Relations Board, it is certified that a majority of the valid ballots have been cast for


SEIU HEALTHCARE 1199NW

and that it is the exclusive collective-bargaining representative of the employees in the following appropriate unit.

Unit: All full-time, part-time, occasional, available, and per diem nonprofessional service and maintenance employees including those in the following classifications: Cardiac Monitor Tech, Caterer, Central Supply / OR Workroom Tech I and II, Chart Preparer / Wound Management Services, Cook, Diet Clerk, Dietary Aide, Dietary Stock Clerk, Dishwasher, Emergency Department Technician, Endoscopy Assistant (Endoscopy Tech), Gift Shop Sales Associate, Groundskeeper II, GS Floor Technician, Housekeeper (including all Housekeepers in the Housekeeping Department), Imaging Assistant, Infusion Care Clerical / Home Infusion, Laundry Worker (Linen Service Aide), Materials Distributer, Materials Mess / Distributor, Materials Distributer Lead, Materials Management Secretary (Purchasing Secretary / Materials Management), Materials Management Specialist, Medical Records Clerk, Nursing Assistant Certified, Office Coordinator / Environmental Services, OB Technician, OR / Anesthesia Aide / Transport (Surgery Aide / Transport), OR Materials Coordinator, OR Prep Tech, Patient Access Rep / Registration Representative, Patient Access Trainer / Registration Services, PBX Attendant, Pharmacy Assistant, Phlebotomist / EKG Tech, Phlebotomist / EKG Tech Lead, Physical Therapy / OT Aide, Printer, Psychiatry Office Coordinator / Psychiatric Physicians, Purchasing Agent, Registration Services Support Representative (Registration Services Scheduling Specialists), Respiratory Care Equipment Tech, Respiratory Care Extender, Scanner, Secretary / Cardiac Rehab WP2, Support Staff / Clinical Resource Management (Office Support / CRM), Secretary / Pharmacy Care Center, Transcriptionist, Translator / Interpreter, Unit Secretary, Wound Care Secretary / Wound Care Services, X-Ray Secretary / MRI, X-Ray

Yakima Valley Memorial Hospital	
Case 19-RC-084190	-2-

Secretary / Radiology, X-Ray Transcriptionist, employed by the Employer at its acute care hospital located in Yakima, Washington; excluding all professional employees, technical employees, skilled maintenance employees, business office clerical employees, confidential employees, Administrative Assistant, Biller, Cashier, Dietary Sous-Chef, Dietary Technician, Emergency Preparedness Coordinator, Lab Assistant, Lab Computer System Technologist, Pharmacy Intern, Pharmacy Resident, Pre-Billing Rep, Secretary / Plant Operations, Recycling Attendant (incorrectly classified as PT Aide), Value Analysis Coordinator, and employees working at 16th Ave Pavilion (1470 N. 16th Ave, Yakima, WA), Apple Valley Family Medicine (1008 S 38th Ave, Yakima, WA), Business Services (3803 W. Nob Hill Blvd, Yakima, WA), Children's Village (3801 Kern Road, Yakima, WA), Cornerstone Medicine (402 S. 12th Ave, Yakima, WA), Cottage in the Meadow (1208 S. 48th Ave, Yakima, WA), Early Learning Center (30th and Walnut, Yakima, WA and 1607 Creekside Loop, Yakima, WA), Family Medicine of Yakima (504 N. 40th Ave, Yakima, WA), Garden Village (206 S. 10th Ave, Yakima, WA), Home Health & Hospice (1019 S. 40th Ave, Yakima, WA), Human Resources and Marketing and Communications (28th Ave and Tieton Drive, Yakima, WA), Maternal Health Services (2903 W. Walnut, Yakima, WA), Memorial Education Center (2506 W. Nob Hill Blvd, Yakima, WA), Memorial Physicians (3800 Summitview Ave, Yakima, WA), The Memorial Foundation (2701 Tieton Dr, Yakima, WA), North Star Lodge (808 N. 39th Ave, Yakima, WA), Ohana (1515 W. Yakima Ave, Yakima, WA), Pacific Crest Medicine (311 S. 72nd Ave, Yakima, WA), Selah Family Medicine (620 North Park Drive, Selah, WA), The Springs (302 S. 10th Ave, Yakima, WA), Valley Imaging (314 S. 11th Ave, Suite B, Yakima, WA), Water's Edge (1460 N. 16th Ave, Yakima, WA), Yakima Endocrinology Associates (1020 S. 40th Ave, Suite B, Yakima, WA), Yakima Ear Nose and Throat (1601 Creekside Loop, Yakima, WA), Yakima Gastroenterology Associates (3090 Creekside Loop, Suite 120, Yakima, WA), Yakima Vascular Associates (3999 Englewood Ave, Suite 202, Yakima WA), West Pavilion I (except the Surgi-Center at Memorial is included) (3003 Tieton Drive, Yakima, WA), West Pavilion II (406 S. 30th Ave, Yakima, WA), employees employed at other locations, all other non-service and maintenance employees, guards and supervisors as defined in the Act.¹

	<p>October 3, 2012</p>	<p><i>Ronald K Hooks</i></p> <hr/> <p>RONALD K. HOOKS Regional Director, Region 19 National Labor Relations Board</p>
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¹ Pursuant to the Stipulated Election Agreement, individuals in the Coder I and II classifications voted subject to challenge as the Parties were unable to agree on their unit placement and the challenged ballots were not determinative.

Yakima Valley Memorial Hospital		
Case 19-RC-084190	-4-	

NOTICE OF BARGAINING OBLIGATION

In the recent representation election, a labor organization received a majority of the valid votes cast. Except in unusual circumstances, unless the results of the election are subsequently set aside in a post-election proceeding, the employer's legal obligation to refrain from unilaterally changing bargaining unit employees' terms and conditions of employment begins on the date of the election.

The employer is not precluded from changing bargaining unit employees' terms and conditions during the pendency of post-election proceedings, as long as the employer (a) gives sufficient notice to the labor organization concerning the proposed change(s); (b) negotiates in good faith with the labor organization, upon request; and (c) good faith bargaining between the employer and the labor organization leads to agreement or overall lawful impasse.

This is so even if the employer, or some other party, files objections to the election pursuant to Section 102.69 of the Rules and Regulations of the National Labor Relations Board (the Board). If the objections are later overruled and the labor organization is certified as the employees' collective-bargaining representative, the employer's obligation to refrain from making unilateral changes to bargaining unit employees' terms and conditions of employment begins on the date of the election, not on the date of the subsequent decision by the Board or court. Specifically, the Board has held that, absent exceptional circumstances,¹ an employer acts at its peril in making changes in wages, hours, or other terms and conditions of employment during the period while objections are pending and the final determination about certification of the labor organization has not yet been made.

It is important that all parties be aware of the potential liabilities if the employer unilaterally alters bargaining unit employees' terms and conditions of employment during the pendency of post-election proceedings. Thus, typically, if an employer makes post-election changes in employees' wages, hours, or other terms and conditions of employment without notice to or consultation with the labor organization that is ultimately certified as the employees' collective-bargaining representative, it violates Section 8(a)(1) and (5) of the National Labor Relations Act since such changes have the effect of undermining the labor organization's status as the statutory representative of the employees. This is so even if the changes were motivated by sound business considerations and not for the purpose of undermining the labor organization. As a remedy, the employer could be required to: 1) restore the status quo ante; 2) bargain, upon request, with the labor organization with respect to these changes; and 3) compensate employees, with interest, for monetary losses resulting from the unilateral implementation of these changes, until the employer bargains in good faith with the labor organization, upon request, or bargains to overall lawful impasse.

¹ Exceptions may include the presence of a longstanding past practice, discrete event, or exigent economic circumstance requiring an immediate response.

APPENDIX A

Wage Scale

Effective on Ratification

Service Unit Wage Schedule

Service Jobs	Job Code	Pay Grade	Base	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
Dietary Aide	725	5	\$ 13.55	\$ 13.69	\$ 13.82	\$ 13.96	\$ 14.10	\$ 14.24	\$ 14.38	\$ 14.53	\$ 14.67	\$ 14.82	\$ 14.97	\$ 15.12	\$ 15.27
Dishwasher	833	5	\$ 13.55	\$ 13.69	\$ 13.82	\$ 13.96	\$ 14.10	\$ 14.24	\$ 14.38	\$ 14.53	\$ 14.67	\$ 14.82	\$ 14.97	\$ 15.12	\$ 15.27
Gift Shop Sales Associate	780	6	\$ 13.55	\$ 13.69	\$ 13.82	\$ 13.96	\$ 14.10	\$ 14.24	\$ 14.38	\$ 14.53	\$ 14.67	\$ 14.82	\$ 14.97	\$ 15.12	\$ 15.27
Housekeeper	736	6	\$ 13.55	\$ 13.69	\$ 13.82	\$ 13.96	\$ 14.10	\$ 14.24	\$ 14.38	\$ 14.53	\$ 14.67	\$ 14.82	\$ 14.97	\$ 15.12	\$ 15.27
Linen Aide	737	6	\$ 13.55	\$ 13.69	\$ 13.82	\$ 13.96	\$ 14.10	\$ 14.24	\$ 14.38	\$ 14.53	\$ 14.67	\$ 14.82	\$ 14.97	\$ 15.12	\$ 15.27
Pharmacy Assistant	838	7	\$ 13.73	\$ 13.87	\$ 14.01	\$ 14.15	\$ 14.29	\$ 14.43	\$ 14.57	\$ 14.72	\$ 14.87	\$ 15.02	\$ 15.17	\$ 15.32	\$ 15.47
Utility Tech	789	7	\$ 13.73	\$ 13.87	\$ 14.01	\$ 14.15	\$ 14.29	\$ 14.43	\$ 14.57	\$ 14.72	\$ 14.87	\$ 15.02	\$ 15.17	\$ 15.32	\$ 15.47
Materials Distributor	762	8	\$ 14.07	\$ 14.21	\$ 14.35	\$ 14.50	\$ 14.64	\$ 14.79	\$ 14.94	\$ 15.08	\$ 15.24	\$ 15.39	\$ 15.54	\$ 15.70	\$ 15.85
Materials Messenger	809	8	\$ 14.07	\$ 14.21	\$ 14.35	\$ 14.50	\$ 14.64	\$ 14.79	\$ 14.94	\$ 15.08	\$ 15.24	\$ 15.39	\$ 15.54	\$ 15.70	\$ 15.85
Shipping & Receiving Clerk	941	8	\$ 14.07	\$ 14.21	\$ 14.35	\$ 14.50	\$ 14.64	\$ 14.79	\$ 14.94	\$ 15.08	\$ 15.24	\$ 15.39	\$ 15.54	\$ 15.70	\$ 15.85
Diet Clerk	724	9	\$ 14.31	\$ 14.45	\$ 14.60	\$ 14.74	\$ 14.89	\$ 15.04	\$ 15.19	\$ 15.34	\$ 15.50	\$ 15.65	\$ 15.81	\$ 15.97	\$ 16.12
Groundskeeper	795	9	\$ 14.31	\$ 14.45	\$ 14.60	\$ 14.74	\$ 14.89	\$ 15.04	\$ 15.19	\$ 15.34	\$ 15.50	\$ 15.65	\$ 15.81	\$ 15.97	\$ 16.12
Mail and Printing Clerk	242	9	\$ 14.31	\$ 14.45	\$ 14.60	\$ 14.74	\$ 14.89	\$ 15.04	\$ 15.19	\$ 15.34	\$ 15.50	\$ 15.65	\$ 15.81	\$ 15.97	\$ 16.12
Office Coord	733	9	\$ 14.31	\$ 14.45	\$ 14.60	\$ 14.74	\$ 14.89	\$ 15.04	\$ 15.19	\$ 15.34	\$ 15.50	\$ 15.65	\$ 15.81	\$ 15.97	\$ 16.12
Pre-billing Representative	715	9	\$ 14.31	\$ 14.45	\$ 14.60	\$ 14.74	\$ 14.89	\$ 15.04	\$ 15.19	\$ 15.34	\$ 15.50	\$ 15.65	\$ 15.81	\$ 15.97	\$ 16.12
Secretary	803	9	\$ 14.31	\$ 14.45	\$ 14.60	\$ 14.74	\$ 14.89	\$ 15.04	\$ 15.19	\$ 15.34	\$ 15.50	\$ 15.65	\$ 15.81	\$ 15.97	\$ 16.12
Support Staff	773	9	\$ 14.31	\$ 14.45	\$ 14.60	\$ 14.74	\$ 14.89	\$ 15.04	\$ 15.19	\$ 15.34	\$ 15.50	\$ 15.65	\$ 15.81	\$ 15.97	\$ 16.12
Surgery Aide/Transport	798	9	\$ 14.31	\$ 14.45	\$ 14.60	\$ 14.74	\$ 14.89	\$ 15.04	\$ 15.19	\$ 15.34	\$ 15.50	\$ 15.65	\$ 15.81	\$ 15.97	\$ 16.12
Switchboard Operator	708	9	\$ 14.31	\$ 14.45	\$ 14.60	\$ 14.74	\$ 14.89	\$ 15.04	\$ 15.19	\$ 15.34	\$ 15.50	\$ 15.65	\$ 15.81	\$ 15.97	\$ 16.12
Therapy Aide	801	9	\$ 14.31	\$ 14.45	\$ 14.60	\$ 14.74	\$ 14.89	\$ 15.04	\$ 15.19	\$ 15.34	\$ 15.50	\$ 15.65	\$ 15.81	\$ 15.97	\$ 16.12
X-Ray Secretary	767	9	\$ 14.31	\$ 14.45	\$ 14.60	\$ 14.74	\$ 14.89	\$ 15.04	\$ 15.19	\$ 15.34	\$ 15.50	\$ 15.65	\$ 15.81	\$ 15.97	\$ 16.12
Nursing Assistant	756	9	\$ 14.31	\$ 14.45	\$ 14.60	\$ 14.74	\$ 14.89	\$ 15.04	\$ 15.19	\$ 15.34	\$ 15.50	\$ 15.65	\$ 15.81	\$ 15.97	\$ 16.12
Cardiac Monitor Tech	799	10	\$ 14.61	\$ 14.76	\$ 14.90	\$ 15.05	\$ 15.20	\$ 15.36	\$ 15.51	\$ 15.66	\$ 15.82	\$ 15.98	\$ 16.14	\$ 16.34	\$ 16.54
Cook	214	10	\$ 14.61	\$ 14.76	\$ 14.90	\$ 15.05	\$ 15.20	\$ 15.36	\$ 15.51	\$ 15.66	\$ 15.82	\$ 15.98	\$ 16.14	\$ 16.34	\$ 16.54
Phlebotomist	765	10	\$ 14.61	\$ 14.76	\$ 14.90	\$ 15.05	\$ 15.20	\$ 15.36	\$ 15.51	\$ 15.66	\$ 15.82	\$ 15.98	\$ 16.14	\$ 16.34	\$ 16.54
Respiratory Care Asst.	892	10	\$ 14.61	\$ 14.76	\$ 14.90	\$ 15.05	\$ 15.20	\$ 15.36	\$ 15.51	\$ 15.66	\$ 15.82	\$ 15.98	\$ 16.14	\$ 16.34	\$ 16.54
Caterer	903	10	\$ 14.61	\$ 14.76	\$ 14.90	\$ 15.05	\$ 15.20	\$ 15.36	\$ 15.51	\$ 15.66	\$ 15.82	\$ 15.98	\$ 16.14	\$ 16.34	\$ 16.54
Central Services Technician	754	11	\$ 14.90	\$ 15.08	\$ 15.26	\$ 15.45	\$ 15.64	\$ 15.83	\$ 16.03	\$ 16.22	\$ 16.42	\$ 16.62	\$ 16.83	\$ 17.03	\$ 17.24
Emergency Technician	774	11	\$ 14.90	\$ 15.08	\$ 15.26	\$ 15.45	\$ 15.64	\$ 15.83	\$ 16.03	\$ 16.22	\$ 16.42	\$ 16.62	\$ 16.83	\$ 17.03	\$ 17.24
Lab Registration Rep	960	11	\$ 14.90	\$ 15.08	\$ 15.26	\$ 15.45	\$ 15.64	\$ 15.83	\$ 16.03	\$ 16.22	\$ 16.42	\$ 16.62	\$ 16.83	\$ 17.03	\$ 17.24
Lift Team	749	11	\$ 14.90	\$ 15.08	\$ 15.26	\$ 15.45	\$ 15.64	\$ 15.83	\$ 16.03	\$ 16.22	\$ 16.42	\$ 16.62	\$ 16.83	\$ 17.03	\$ 17.24
Patient Access Rep	707	11	\$ 14.90	\$ 15.08	\$ 15.26	\$ 15.45	\$ 15.64	\$ 15.83	\$ 16.03	\$ 16.22	\$ 16.42	\$ 16.62	\$ 16.83	\$ 17.03	\$ 17.24
Unit Care Assistant	750	11	\$ 14.90	\$ 15.08	\$ 15.26	\$ 15.45	\$ 15.64	\$ 15.83	\$ 16.03	\$ 16.22	\$ 16.42	\$ 16.62	\$ 16.83	\$ 17.03	\$ 17.24
Unit Secretary	751	11	\$ 14.90	\$ 15.08	\$ 15.26	\$ 15.45	\$ 15.64	\$ 15.83	\$ 16.03	\$ 16.22	\$ 16.42	\$ 16.62	\$ 16.83	\$ 17.03	\$ 17.24
Endoscopy Technician	909	12	\$ 15.95	\$ 16.11	\$ 16.27	\$ 16.43	\$ 16.60	\$ 16.76	\$ 16.93	\$ 17.10	\$ 17.31	\$ 17.52	\$ 17.74	\$ 17.95	\$ 18.17
OR Preparation Technician	894	12	\$ 15.95	\$ 16.11	\$ 16.27	\$ 16.43	\$ 16.60	\$ 16.76	\$ 16.93	\$ 17.10	\$ 17.31	\$ 17.52	\$ 17.74	\$ 17.95	\$ 18.17
Surgery Support Staff	881	12	\$ 15.95	\$ 16.11	\$ 16.27	\$ 16.43	\$ 16.60	\$ 16.76	\$ 16.93	\$ 17.10	\$ 17.31	\$ 17.52	\$ 17.74	\$ 17.95	\$ 18.17
Nurse Technician I	802	13	\$ 16.75	\$ 16.92	\$ 17.09	\$ 17.26	\$ 17.43	\$ 17.60	\$ 17.78	\$ 17.96	\$ 18.18	\$ 18.40	\$ 18.63	\$ 18.85	\$ 19.09
Lead Materials Dist	793	14	\$ 17.59	\$ 17.77	\$ 17.94	\$ 18.12	\$ 18.30	\$ 18.49	\$ 18.67	\$ 18.86	\$ 19.09	\$ 19.32	\$ 19.56	\$ 19.80	\$ 20.04
Obstetrics Technician	234	15	\$ 18.47	\$ 18.65	\$ 18.84	\$ 19.03	\$ 19.22	\$ 19.41	\$ 19.61	\$ 19.80	\$ 20.04	\$ 20.29	\$ 20.54	\$ 20.79	\$ 21.05
Central Services Tech II	716	15	\$ 18.47	\$ 18.65	\$ 18.84	\$ 19.03	\$ 19.22	\$ 19.41	\$ 19.61	\$ 19.80	\$ 20.04	\$ 20.29	\$ 20.54	\$ 20.79	\$ 21.05
Translator/Interpreter	787	16	\$ 19.39	\$ 19.58	\$ 19.78	\$ 19.98	\$ 20.18	\$ 20.38	\$ 20.58	\$ 20.79	\$ 21.04	\$ 21.30	\$ 21.56	\$ 21.83	\$ 22.09
Purchasing Agent	752	16	\$ 19.39	\$ 19.58	\$ 19.78	\$ 19.98	\$ 20.18	\$ 20.38	\$ 20.58	\$ 20.79	\$ 21.04	\$ 21.30	\$ 21.56	\$ 21.83	\$ 22.09
Surgery Materials Coord	804	16	\$ 19.39	\$ 19.58	\$ 19.78	\$ 19.98	\$ 20.18	\$ 20.38	\$ 20.58	\$ 20.79	\$ 21.04	\$ 21.30	\$ 21.56	\$ 21.83	\$ 22.09

APPENDIX A

Wage Scale

Effective First Payroll Period Following January 1, 2022

Service Jobs	Job Code	Pay Grade	Base	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Dietary Aide	725	6	\$ 13,821.0	\$ 13,959.2	\$ 14,098.8	\$ 14,239.6	\$ 14,382.2	\$ 14,526.0	\$ 14,671.3	\$ 14,818.1	\$ 14,966.3	\$ 15,115.9	\$ 15,267.1	\$ 15,419.7	\$ 15,573.9	\$ 15,729.6	\$ 15,886.9	\$ 16,085.5
Dishwasher	833	6	\$ 13,821.0	\$ 13,959.2	\$ 14,098.8	\$ 14,239.6	\$ 14,382.2	\$ 14,526.0	\$ 14,671.3	\$ 14,818.1	\$ 14,966.3	\$ 15,115.9	\$ 15,267.1	\$ 15,419.7	\$ 15,573.9	\$ 15,729.6	\$ 15,886.9	\$ 16,085.5
Gift Shop Sales Associate	780	6	\$ 13,821.0	\$ 13,959.2	\$ 14,098.8	\$ 14,239.6	\$ 14,382.2	\$ 14,526.0	\$ 14,671.3	\$ 14,818.1	\$ 14,966.3	\$ 15,115.9	\$ 15,267.1	\$ 15,419.7	\$ 15,573.9	\$ 15,729.6	\$ 15,886.9	\$ 16,085.5
Housekeeper	736	6	\$ 13,821.0	\$ 13,959.2	\$ 14,098.8	\$ 14,239.6	\$ 14,382.2	\$ 14,526.0	\$ 14,671.3	\$ 14,818.1	\$ 14,966.3	\$ 15,115.9	\$ 15,267.1	\$ 15,419.7	\$ 15,573.9	\$ 15,729.6	\$ 15,886.9	\$ 16,085.5
Linen Aide	737	6	\$ 13,821.0	\$ 13,959.2	\$ 14,098.8	\$ 14,239.6	\$ 14,382.2	\$ 14,526.0	\$ 14,671.3	\$ 14,818.1	\$ 14,966.3	\$ 15,115.9	\$ 15,267.1	\$ 15,419.7	\$ 15,573.9	\$ 15,729.6	\$ 15,886.9	\$ 16,085.5
Pharmacy Assistant	838	7	\$ 14,004.8	\$ 14,144.6	\$ 14,286.1	\$ 14,429.0	\$ 14,573.3	\$ 14,719.0	\$ 14,866.2	\$ 15,014.9	\$ 15,165.1	\$ 15,316.6	\$ 15,469.8	\$ 15,624.6	\$ 15,780.8	\$ 15,938.6	\$ 16,097.9	\$ 16,299.2
Utility Tech	789	7	\$ 14,004.8	\$ 14,144.6	\$ 14,286.1	\$ 14,429.0	\$ 14,573.3	\$ 14,719.0	\$ 14,866.2	\$ 15,014.9	\$ 15,165.1	\$ 15,316.6	\$ 15,469.8	\$ 15,624.6	\$ 15,780.8	\$ 15,938.6	\$ 16,097.9	\$ 16,299.2
Materials Distributor	762	8	\$ 14,351.4	\$ 14,494.9	\$ 14,640.0	\$ 14,786.3	\$ 14,934.1	\$ 15,083.6	\$ 15,234.3	\$ 15,386.7	\$ 15,540.5	\$ 15,696.0	\$ 15,852.9	\$ 16,011.5	\$ 16,171.6	\$ 16,333.3	\$ 16,496.7	\$ 16,702.8
Materials Messenger	809	8	\$ 14,351.4	\$ 14,494.9	\$ 14,640.0	\$ 14,786.3	\$ 14,934.1	\$ 15,083.6	\$ 15,234.3	\$ 15,386.7	\$ 15,540.5	\$ 15,696.0	\$ 15,852.9	\$ 16,011.5	\$ 16,171.6	\$ 16,333.3	\$ 16,496.7	\$ 16,702.8
Shipping & Receiving Clerk	941	8	\$ 14,351.4	\$ 14,494.9	\$ 14,640.0	\$ 14,786.3	\$ 14,934.1	\$ 15,083.6	\$ 15,234.3	\$ 15,386.7	\$ 15,540.5	\$ 15,696.0	\$ 15,852.9	\$ 16,011.5	\$ 16,171.6	\$ 16,333.3	\$ 16,496.7	\$ 16,702.8
Diet Clerk	724	9	\$ 14,596.2	\$ 14,742.2	\$ 14,889.7	\$ 15,038.6	\$ 15,188.9	\$ 15,340.8	\$ 15,494.2	\$ 15,649.1	\$ 15,805.6	\$ 15,963.7	\$ 16,123.3	\$ 16,284.6	\$ 16,447.4	\$ 16,611.9	\$ 16,778.0	\$ 16,987.7
Groundskeeper	795	9	\$ 14,596.2	\$ 14,742.2	\$ 14,889.7	\$ 15,038.6	\$ 15,188.9	\$ 15,340.8	\$ 15,494.2	\$ 15,649.1	\$ 15,805.6	\$ 15,963.7	\$ 16,123.3	\$ 16,284.6	\$ 16,447.4	\$ 16,611.9	\$ 16,778.0	\$ 16,987.7
Mail and Printing Clerk	242	9	\$ 14,596.2	\$ 14,742.2	\$ 14,889.7	\$ 15,038.6	\$ 15,188.9	\$ 15,340.8	\$ 15,494.2	\$ 15,649.1	\$ 15,805.6	\$ 15,963.7	\$ 16,123.3	\$ 16,284.6	\$ 16,447.4	\$ 16,611.9	\$ 16,778.0	\$ 16,987.7
Office Coord	733	9	\$ 14,596.2	\$ 14,742.2	\$ 14,889.7	\$ 15,038.6	\$ 15,188.9	\$ 15,340.8	\$ 15,494.2	\$ 15,649.1	\$ 15,805.6	\$ 15,963.7	\$ 16,123.3	\$ 16,284.6	\$ 16,447.4	\$ 16,611.9	\$ 16,778.0	\$ 16,987.7
Pre-billing Representative	715	9	\$ 14,596.2	\$ 14,742.2	\$ 14,889.7	\$ 15,038.6	\$ 15,188.9	\$ 15,340.8	\$ 15,494.2	\$ 15,649.1	\$ 15,805.6	\$ 15,963.7	\$ 16,123.3	\$ 16,284.6	\$ 16,447.4	\$ 16,611.9	\$ 16,778.0	\$ 16,987.7
Secretary	803	9	\$ 14,596.2	\$ 14,742.2	\$ 14,889.7	\$ 15,038.6	\$ 15,188.9	\$ 15,340.8	\$ 15,494.2	\$ 15,649.1	\$ 15,805.6	\$ 15,963.7	\$ 16,123.3	\$ 16,284.6	\$ 16,447.4	\$ 16,611.9	\$ 16,778.0	\$ 16,987.7
Support Staff	773	9	\$ 14,596.2	\$ 14,742.2	\$ 14,889.7	\$ 15,038.6	\$ 15,188.9	\$ 15,340.8	\$ 15,494.2	\$ 15,649.1	\$ 15,805.6	\$ 15,963.7	\$ 16,123.3	\$ 16,284.6	\$ 16,447.4	\$ 16,611.9	\$ 16,778.0	\$ 16,987.7
Surgery Aide/Transport	798	9	\$ 14,596.2	\$ 14,742.2	\$ 14,889.7	\$ 15,038.6	\$ 15,188.9	\$ 15,340.8	\$ 15,494.2	\$ 15,649.1	\$ 15,805.6	\$ 15,963.7	\$ 16,123.3	\$ 16,284.6	\$ 16,447.4	\$ 16,611.9	\$ 16,778.0	\$ 16,987.7
Switchboard Operator	708	9	\$ 14,596.2	\$ 14,742.2	\$ 14,889.7	\$ 15,038.6	\$ 15,188.9	\$ 15,340.8	\$ 15,494.2	\$ 15,649.1	\$ 15,805.6	\$ 15,963.7	\$ 16,123.3	\$ 16,284.6	\$ 16,447.4	\$ 16,611.9	\$ 16,778.0	\$ 16,987.7
Therapy Aide	801	9	\$ 14,596.2	\$ 14,742.2	\$ 14,889.7	\$ 15,038.6	\$ 15,188.9	\$ 15,340.8	\$ 15,494.2	\$ 15,649.1	\$ 15,805.6	\$ 15,963.7	\$ 16,123.3	\$ 16,284.6	\$ 16,447.4	\$ 16,611.9	\$ 16,778.0	\$ 16,987.7
X-Ray Secretary	767	9	\$ 14,596.2	\$ 14,742.2	\$ 14,889.7	\$ 15,038.6	\$ 15,188.9	\$ 15,340.8	\$ 15,494.2	\$ 15,649.1	\$ 15,805.6	\$ 15,963.7	\$ 16,123.3	\$ 16,284.6	\$ 16,447.4	\$ 16,611.9	\$ 16,778.0	\$ 16,987.7
Nursing Assistant	756	9	\$ 14,596.2	\$ 14,742.2	\$ 14,889.7	\$ 15,038.6	\$ 15,188.9	\$ 15,340.8	\$ 15,494.2	\$ 15,649.1	\$ 15,805.6	\$ 15,963.7	\$ 16,123.3	\$ 16,284.6	\$ 16,447.4	\$ 16,611.9	\$ 16,778.0	\$ 16,987.7
Cardiac Monitor Tech	799	10	\$ 14,902.2	\$ 15,051.2	\$ 15,201.8	\$ 15,353.8	\$ 15,507.4	\$ 15,662.4	\$ 15,819.1	\$ 15,977.2	\$ 16,137.0	\$ 16,298.4	\$ 16,461.4	\$ 16,630.3	\$ 16,867.1	\$ 17,078.0	\$ 17,291.4	\$ 17,507.6
Cook	214	10	\$ 14,902.2	\$ 15,051.2	\$ 15,201.8	\$ 15,353.8	\$ 15,507.4	\$ 15,662.4	\$ 15,819.1	\$ 15,977.2	\$ 16,137.0	\$ 16,298.4	\$ 16,461.4	\$ 16,630.3	\$ 16,867.1	\$ 17,078.0	\$ 17,291.4	\$ 17,507.6
Phlebotomist	765	10	\$ 14,902.2	\$ 15,051.2	\$ 15,201.8	\$ 15,353.8	\$ 15,507.4	\$ 15,662.4	\$ 15,819.1	\$ 15,977.2	\$ 16,137.0	\$ 16,298.4	\$ 16,461.4	\$ 16,630.3	\$ 16,867.1	\$ 17,078.0	\$ 17,291.4	\$ 17,507.6
Respiratory Care Asst.	892	10	\$ 14,902.2	\$ 15,051.2	\$ 15,201.8	\$ 15,353.8	\$ 15,507.4	\$ 15,662.4	\$ 15,819.1	\$ 15,977.2	\$ 16,137.0	\$ 16,298.4	\$ 16,461.4	\$ 16,630.3	\$ 16,867.1	\$ 17,078.0	\$ 17,291.4	\$ 17,507.6
Caterer	903	10	\$ 14,902.2	\$ 15,051.2	\$ 15,201.8	\$ 15,353.8	\$ 15,507.4	\$ 15,662.4	\$ 15,819.1	\$ 15,977.2	\$ 16,137.0	\$ 16,298.4	\$ 16,461.4	\$ 16,630.3	\$ 16,867.1	\$ 17,078.0	\$ 17,291.4	\$ 17,507.6
Central Services Technician	754	11	\$ 15,198.0	\$ 15,383.4	\$ 15,569.2	\$ 15,759.9	\$ 15,953.0	\$ 16,148.3	\$ 16,351.8	\$ 16,546.4	\$ 16,749.1	\$ 16,954.3	\$ 17,162.0	\$ 17,372.2	\$ 17,585.0	\$ 17,804.8	\$ 18,027.4	\$ 18,252.8
Emergency Technician	774	11	\$ 15,198.0	\$ 15,383.4	\$ 15,569.2	\$ 15,759.9	\$ 15,953.0	\$ 16,148.3	\$ 16,351.8	\$ 16,546.4	\$ 16,749.1	\$ 16,954.3	\$ 17,162.0	\$ 17,372.2	\$ 17,585.0	\$ 17,804.8	\$ 18,027.4	\$ 18,252.8
Lab Registration Rep	960	11	\$ 15,198.0	\$ 15,383.4	\$ 15,569.2	\$ 15,759.9	\$ 15,953.0	\$ 16,148.3	\$ 16,351.8	\$ 16,546.4	\$ 16,749.1	\$ 16,954.3	\$ 17,162.0	\$ 17,372.2	\$ 17,585.0	\$ 17,804.8	\$ 18,027.4	\$ 18,252.8
Lift Team	749	11	\$ 15,198.0	\$ 15,383.4	\$ 15,569.2	\$ 15,759.9	\$ 15,953.0	\$ 16,148.3	\$ 16,351.8	\$ 16,546.4	\$ 16,749.1	\$ 16,954.3	\$ 17,162.0	\$ 17,372.2	\$ 17,585.0	\$ 17,804.8	\$ 18,027.4	\$ 18,252.8
Patient Access Rep	707	11	\$ 15,198.0	\$ 15,383.4	\$ 15,569.2	\$ 15,759.9	\$ 15,953.0	\$ 16,148.3	\$ 16,351.8	\$ 16,546.4	\$ 16,749.1	\$ 16,954.3	\$ 17,162.0	\$ 17,372.2	\$ 17,585.0	\$ 17,804.8	\$ 18,027.4	\$ 18,252.8
Unit Care Assistant	750	11	\$ 15,198.0	\$ 15,383.4	\$ 15,569.2	\$ 15,759.9	\$ 15,953.0	\$ 16,148.3	\$ 16,351.8	\$ 16,546.4	\$ 16,749.1	\$ 16,954.3	\$ 17,162.0	\$ 17,372.2	\$ 17,585.0	\$ 17,804.8	\$ 18,027.4	\$ 18,252.8
Unit Secretary	751	11	\$ 15,198.0	\$ 15,383.4	\$ 15,569.2	\$ 15,759.9	\$ 15,953.0	\$ 16,148.3	\$ 16,351.8	\$ 16,546.4	\$ 16,749.1	\$ 16,954.3	\$ 17,162.0	\$ 17,372.2	\$ 17,585.0	\$ 17,804.8	\$ 18,027.4	\$ 18,252.8
Endoscopy Technician	909	12	\$ 16,289.0	\$ 16,431.7	\$ 16,596.0	\$ 16,762.1	\$ 16,929.7	\$ 17,099.0	\$ 17,269.9	\$ 17,442.6	\$ 17,656.3	\$ 17,872.5	\$ 18,091.5	\$ 18,313.2	\$ 18,537.5	\$ 18,764.5	\$ 18,999.1	\$ 19,236.6
OR Preparation Technician	894	12	\$ 16,289.0	\$ 16,431.7	\$ 16,596.0	\$ 16,762.1	\$ 16,929.7	\$ 17,099.0	\$ 17,269.9	\$ 17,442.6	\$ 17,656.3	\$ 17,872.5	\$ 18,091.5	\$ 18,313.2	\$ 18,537.5	\$ 18,764.5	\$ 18,999.1	\$ 19,236.6
Patient Access Rep II	7247	12	\$ 16,289.0	\$ 16,431.7	\$ 16,596.0	\$ 16,762.1	\$ 16,929.7	\$ 17,099.0	\$ 17,269.9	\$ 17,442.6	\$ 17,656.3	\$ 17,872.5	\$ 18,091.5	\$ 18,313.2	\$ 18,537.5	\$ 18,764.5	\$ 18,999.1	\$ 19,236.6
Surgery Support Staff	881	12	\$ 16,289.0	\$ 16,431.7	\$ 16,596.0	\$ 16,762.1	\$ 16,929.7	\$ 17,099.0	\$ 17,269.9	\$ 17,442.6	\$ 17,656.3	\$ 17,872.5	\$ 18,091.5	\$ 18,313.2	\$ 18,537.5	\$ 18,764.5	\$ 18,999.1	\$ 19,236.6
Nurse Technician I	772	13	\$ 17,085.0	\$ 17,259.9	\$ 17,428.4	\$ 17,602.8	\$ 17,778.8	\$ 17,956.6	\$ 18,136.1	\$ 18,317.5	\$ 18,541.9	\$ 18,769.0	\$ 18,998.8	\$ 19,231.7	\$ 19,467.2	\$ 19,705.7	\$ 19,952.0	\$ 20,201.4
Lead Materials Dist	793	14	\$ 17,941.8	\$ 18,121.2	\$ 18,302.5	\$ 18,485.5	\$ 18,670.4	\$ 18,857.0	\$ 19,045.6	\$ 19,236.1	\$ 19,471.7	\$ 19,710.3	\$ 19,951.7	\$ 20,196.1	\$ 20,443.6	\$ 20,694.0	\$ 20,952.6	\$ 21,214.6
Patient Access Rep III	7248	14	\$ 17,941.8	\$ 18,121.2	\$ 18,302.5	\$ 18,485.5	\$ 18,670.4	\$ 18,857.0	\$ 19,045.6	\$ 19,236.1	\$ 19,471.7	\$ 19,710.3	\$ 19,951.7	\$ 20,196.1	\$ 20,443.6	\$ 20,694.0	\$ 20,952.6	\$ 21,214.6
Nurse Technician II	4025	15	\$ 18,839.4	\$ 19,027.8	\$ 19,218.1	\$ 19,410.3	\$ 19,604.4	\$ 19,800.4	\$ 19,998.4	\$ 20,198.4	\$ 20,445.9	\$ 20,696.3	\$ 20,949.9	\$ 21,206.5	\$ 21,466.3	\$ 21,729.3	\$ 22,000.9	\$ 22,275.9
Obstetrics Technician	234	15	\$ 18,839.4	\$ 19,027.8	\$ 19,218.1	\$ 19,410.3	\$ 19,604.4	\$ 19,800.4	\$ 19,998.4	\$ 20,198.4	\$ 20,445.9	\$ 20,696.3	\$ 20,949.9	\$ 21,206.5	\$ 21,466.3	\$ 21,729.3	\$ 22,000.9	\$ 22,275.9
Central Services Tech II	716	15	\$ 18,839.4	\$ 19,027.8	\$ 19,218.1	\$ 19,410.3	\$ 19,604.4	\$ 19,800.4	\$ 19,998.4	\$ 20,198.4	\$ 20,445.9	\$ 20,696.3	\$ 20,949.9	\$ 21,206.5	\$ 21,466.3	\$ 21,729.3	\$ 22,000.9	\$ 22,275.9
Translator/Interpreter	787																	

