

Agreement between  
SEIU HEALTHCARE 1199NW & PEACEHEALTH ST.  
JOSEPH MEDICAL CENTER

**PEACEHEALTH ST. JOSEPH  
MEDICAL CENTER**  
Bellingham, Washington

**2022–2024 Contract**

**Technical and Service Unit**



**SEIU**Healthcare®  
United for Quality Care

# **AGREEMENT**

Between

**SEIU HEALTHCARE 1199NW**

and

**PEACEHEALTH ST. JOSEPH MEDICAL CENTER**

**Bellingham, Washington**

**Technical and Service Unit**

**September 6, 2022 – November 15, 2024**

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## **ARTICLE 1 – RECOGNITION**

**1.1 Bargaining Unit.** The Employer recognizes the Union as the sole and exclusive bargaining representative for, and this Agreement shall cover, all full-time, regular part-time and per diem technical and service employees in the classifications identified in Appendix A to this Agreement who are employed by the Employer at its acute care hospital located at 2901 Squalicum Parkway (main campus) and 809 Chestnut (south campus) in Bellingham, Washington. The bargaining unit excludes employees working at PeaceHealth Medical Group, Medical Office Plaza, St. Luke’s Community Health Education Center, Wynne Building, Cascade Brain & Spine Center, Wound Healing Center and all other locations. The bargaining unit also excludes supervisors as defined in the Act, confidential employees and all other employees.

## **ARTICLE 2 – MANAGEMENT RIGHTS**

**2.1** Subject to the express terms and conditions of this Agreement, the management of the Medical Center and the direction of the work force is vested exclusively in the Employer. Such management and direction shall include the rights to hire, classify, orient, train, assign, transfer, float, promote, suspend, discharge or discipline for just cause, and to maintain discipline and efficiency of its employees; the right to relieve employees from duty because of lack of work or for other reasons; the right to require reasonable overtime work by employees; the right to establish standards of performance and staffing requirements; the right to promulgate and modify rules, regulations and personnel policies; the right to determine the nature and extent to which the Hospital shall be operated and to change such methods or procedures or to use new equipment or facilities; the right to establish and change job assignments and work schedules and to determine the starting time for each shift; and the right to extend, limit or curtail its operations, including the right to utilize the services of registry/agency personnel.

**2.2** The Union recognizes that the above statement of management rights is for illustrative purposes only and should not be construed as restrictive or interpreted so as to exclude those prerogatives not mentioned which are inherent to the management function.

*Collective Bargaining Agreement 2022 - 2024*

*PeaceHealth St. Joseph Medical Center – SEIU Healthcare 1199NW (Technical and Service Unit)*

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## ARTICLE 3 – UNION MEMBERSHIP

**3.1 Union Membership.** All employees will, within thirty-one (31) days after hire or the signing of this Agreement, whichever occurs later, become and remain members in good standing of the Union as a condition of employment. Membership in good standing shall be defined as the obligation to pay periodic dues and initiation fees, or upon request from an employee who wishes to pay an agency fee in lieu of membership in the Union, to pay that portion thereof which represents the Union's costs of representing employees. Newly hired employees will be made aware of this provision at the time of orientation. Employees who fail to comply with this requirement shall be discharged by the Employer within thirty (30) days after receipt of written notice to the Employer from the Union, unless the employee fulfills the membership obligations set forth in this Agreement.

**3.1.1 Religious objection.** Any employee who is a member of and adheres to established and traditional tenets or teachings of a bona fide religion, body or sect which has historically held conscientious objections to joining or financially supporting labor organizations shall not be required to join or financially support the Union as a condition of employment. Such an employee shall, in lieu of dues and fees, pay sums equal to such dues and fees to a non-religious charitable fund. These religious objections and decisions as to which fund will be used must be documented and declared in writing to the Union. Any employee exercising his or her right of religious objection must provide the Union with a receipt of payment to an appropriate charity on a monthly basis.

**3.1.2 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 to terminate an employee's employment pursuant to this Article.

**3.2 Dues Deduction.** During the term of this Agreement, the Employer shall deduct dues and, where applicable, an initiation fee from the pay of each member of the Union who voluntarily executes a wage assignment authorization form. When filed with the Employer, the

authorization form will be honored in accordance with its terms. Deductions will be promptly transmitted to the Union by check payable to its order. The Employer will also provide a roster in electronic format that includes the employee's name and identification number, the amount deducted, and earnings for the pay period. Upon issuance and transmission of a check to the Union, the Employer's responsibility shall cease with respect to such deductions. The Union and each employee authorizing the assignment of wages for the payment of Union dues hereby undertakes to indemnify and hold the Employer harmless from all claims, demands, suits or other forms of liability that may arise against the Employer for or on account of any deduction made from the wages of such employee.

**3.3 Voluntary Political Action Fund Deduction.** During the term of this Agreement, the Employer shall deduct the sum specified from the pay of each member of the Union who voluntarily executes a political action contribution wage assignment authorization form. When filed with the Employer, the authorization form will be honored in accordance with its terms. The amount deducted, and a roster of all employees using payroll deduction, will be timely transmitted to the Union by separate check payable to its order. Upon issuance and transmission of a check to the Union, the Employer's responsibility shall cease with respect to such deductions. The Union hereby undertakes to indemnify and hold the Employer harmless from all claims, demands, suits or other forms of liability that may arise against the Employer for or on account of any deduction made from the wages of employees for this purpose.

## **ARTICLE 4 – UNION REPRESENTATIVES**

**4.1 Access to Premises.** Duly authorized representatives of the Union shall be permitted at all reasonable times to enter the hospital operated by the Employer for the purpose of transacting Union business and observing conditions under which employees covered by this Agreement are employed; provided, however, that the Union's representative shall upon arrival at the hospital notify the Director of Human Resources or designee of the intent to transact Union business. The Union representative shall advise the Director of Human Resources or designee as to which department or areas he or she wishes to visit, and confine his or her visits to such

department or areas as agreed upon. Transaction of any business shall be conducted in an appropriate non-working area and shall not interfere with the work of employees.

**4.2 Union Representatives.** The Union shall provide to the Employer a list of all elected Union representatives from the bargaining unit. Union representatives shall not be recognized by the Employer until the Union has given the Employer written notice of their selection and their scope of authority.

**4.2.1 Union work.** Union work shall be conducted in an appropriate non-patient care location and shall not interfere with the work of employees. The transaction of any union work shall be on the employee's own time, except (1) as provided for in Section 16.1 regarding the Labor Management Committee, or (2) when the Employer or an employee calls for a union delegate to be present during the delegate's working hours for an investigative or disciplinary meeting and the delegate has obtained approval from his or her supervisor. After any such meeting referred to in (2) above, employees shall be allowed to return to their unit for the remainder of their shift.

**4.3 Bulletin Boards.** A bulletin board in a prominent location shall be designated by the Employer for use of the local unit in the hospital. Members of the Union may also use bulletin boards in non-patient care areas as designated in Appendix C.

**4.4 Meeting Rooms.** The Union shall be permitted to use meeting rooms as designated by the Employer for meetings of the local unit for professional/educational purposes only, provided that sufficient advance notice is provided to the Director of Human Resources or designee and space is available.

**4.5 Bargaining Unit Roster.** Upon execution of this Agreement and monthly thereafter, the Employer shall provide the Union electronically an alphabetical list of all employees covered by this Agreement. This list will contain each employee's name, address, primary phone number, employee identification number, date of hire, shift, FTE, job classification, unit, rate of pay and monthly gross earnings. In addition, the Employer each month will provide the Union electronically with a list of new hires in the bargaining unit

containing the same information and a list of all bargaining unit employees whose employment terminated or transferred during the previous month.

**4.6 New Employee Orientation.** The Employer will provide a Union representative with the opportunity, on non-scheduled time, to meet with new bargaining unit members for a 30-minute period during the new employee orientation process, as long as there is no negative impact on operational needs. Non-scheduled time may, depending on operational need, include an employee's meal period. The Union will notify the Employer of the representative it has designated to meet with the new bargaining unit members at least seven (7) days prior to the orientation date. The Employer will provide the Union with the schedule for new employee orientation, the schedule for the Union's 30-minute period during the orientation, and a list of new hires to include their name, Department or Unit, phone number and an e-mail address, provided the employer has this information on file the Friday prior to the New Employee Orientation. All new hires within the bargaining units, including transfer employees, will be invited to attend the union presentation.

**4.7 Printing of Agreement.** The Employer and the Union will share equally the cost of printing sufficient copies of this Agreement for distribution by the Union. The content of the cover to this Agreement shall be determined by mutual agreement between the parties.

**4.8 Negotiating Team.** The Medical Center shall make a good faith effort to grant requested time off for all employees who are officially selected SEIU bargaining team members to attend local bargaining. The team members must give reasonable advance notice of any such request to the Medical Center. Negotiating team members will be able to take scheduled PTO for this time if requested but will not be required to utilize PTO.

**4.9 Union Officers.** The Employer shall make a good faith effort to grant requested time off for elected officers of the Union to attend Executive Board meetings. The Union Officers must give reasonable advance notice of any such requests to the Employer, subject to departmental PTO guidelines. Union Officers will not be required to utilize PTO for Executive Board meetings.

**4.10 Union Sponsored Training Day.** Subject to advance notice, scheduling, and department PTO guidelines Union delegates may elect to take one (1) day off (unpaid or PTO) per year to attend Union sponsored training in leadership, representation and dispute resolution.

## **ARTICLE 5 – DEFINITIONS**

**5.1 Full-Time Employee.** An employee who has completed the probationary period, who is classified as a full time equivalent (1.0) on the Employer's personnel records, and who is regularly scheduled to work forty (40) hours within a seven (7) day period or eighty (80) hours within a fourteen (14) day period.

**5.2 Part-Time Employee.** An employee who has completed the probationary period, who is classified as part time on the Employer's personnel records, and who is regularly scheduled to work less than forty (40) hours within a seven (7) day period or less than eighty (80) hours within a fourteen (14) day period.

**5.3 Temporary Employee.** An employee who is hired to work during any period when an emergency exists, when additional work of any nature requires a temporarily augmented work force, or when bargaining unit employees need to be relieved due to scheduled or unscheduled absences. Temporary employees are excluded from the bargaining unit and are not covered by this Agreement.

**5.4 Regular Rate of Pay.** An employee's regular rate of pay includes the employee's hourly wage rate, shift differential when the employee is regularly scheduled to work an evening or night shift, and lead pay when the employee has a designated lead position.

**5.5 Per Diem Employee.** An employee employed to work on an intermittent basis or to supplement the regular work force on a scheduled or unscheduled basis to provide coverage for emergencies, employee absenteeism or other unexpected events after full-time and part-time employees are scheduled for their assigned FTE. Per diem employees must as a condition of employment agree to work with sufficient frequency to maintain the skills of their position and to meet the needs of their work unit as determined by the Employer.

**5.5.1 Position review.** Per diem employees who work continuously for twenty (20) hours or more per week over a four (4) month period have the right to require a review to determine if an additional full-time or part-time position is warranted. If not satisfied the employee may submit the dispute to the grievance procedure. If the review process results in a determination that an additional position in the unit is warranted, the position will be posted.

Time spent by a per diem employee who is hired on a full-time or part-time basis into the same or like position that the employee worked as a per diem employee will apply towards fulfilling the probationary time period requirement.

**5.5.2 Per diem differential.** Per diem employees shall receive a differential in lieu of the benefits set forth in Articles 10 and 12 in the amount of fifteen percent (15%) of their straight time rate of pay.

**5.5.3 Scheduling of Per Diem Employees.** Per diem employees will be scheduled pursuant to their department policy, in the absence of a department policy, management in each Unit or Department will determine how many days a per diem employee must be available to maintain their skill and ability. The amount of availability will not be changed during the life of this agreement without bargaining over that change. Per diem employees will submit their availability for open shifts by the 5<sup>th</sup> of the preceding month and management will schedule per diem employees up to their availability between the 5<sup>th</sup> and the 20<sup>th</sup> of the preceding month. Per diem employees will not be scheduled beyond their availability without mutual consent. This provision does not stop per diem employees from picking up additional shifts.

**5.6 Preceptor.** When an employee is hired, transferred or promoted into a unit or department, the manager will decide based on the employee's prior experience whether an assignment of a preceptor is warranted or a general orientation is sufficient. A preceptor may be assigned at the manager's discretion, based on the employee's knowledge, skills, competence and ability or previous orientation to the department. A preceptor may be assigned to a student when determined to be appropriate by the Employer. 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 as well as training of current employees on new procedures, protocols or processes.

## **ARTICLE 6 – SENIORITY, LAYOFFS AND LOW CENSUS**

**6.1 Seniority.** Seniority is defined as an employee's continuous length of service with the Employer, in positions covered under this bargaining unit or formerly held positions that would be appropriate to the bargaining unit, since the employee's most recent date of hire. For employees who previously worked in such a position at North Cascade Cardiology, Madrona Medical Group or St. Luke's Hospital, and who transferred from such employment to a position in this bargaining unit without interruption, seniority is defined as the employee's continuous length of service since his or her most recent date of hire at the employee's previous employer.

**6.1.1 Transfer between bargaining units.** In the event of a layoff or restructure, employees who transfer from one bargaining unit to another will receive a seniority credit of one (1) year of service in the new bargaining unit for every three (3) years of experience in the previous bargaining unit, prorated for partial years.

**6.1.2 Interruption in bargaining unit employment.** Bargaining unit employees who transfer to a non-bargaining unit position and subsequently return to the bargaining unit without a break in employment will retain previously accrued bargaining unit seniority for all purposes, including but not limited to applying for a bargaining unit position pursuant to Section 7.8.

**6.1.3 Loss of seniority.** An employee's previously accrued seniority is lost in the event that (1) the employee's employment terminates, (2) the employee while in layoff status fails to accept a comparable vacant position as set forth in Section 6.2.2; (3) the employee has been in layoff status for a period exceeding twelve (12) months; or (4) the employee fails to comply with specified recall procedures.

**6.1.4 Re-hire.** An employee who is re-hired by the Employer within six (6) months after having terminated employment will be allowed to have his or her former seniority restored with an adjusted hire date.

**6.1.5 Tiebreaker.** Employees having the same seniority date will be placed on the seniority records based on the day of the month in which they were born (example: the lower the birth day number, the higher seniority placement). Should a second tiebreaker be needed, it will be based on the month of the year the employee is born (example: the earlier month of birth, the higher the seniority placement).

**6.2 Layoff.** A layoff is defined as a permanent or prolonged reduction in the number of employees employed by the Employer. Layoffs will be by job classification or by job classification within a department or unit. In the event of a layoff, the employee(s) with the least amount of seniority will be laid off first, provided that skill, competence and ability are considered substantially equal in the opinion of the Employer. Prior to implementing a layoff, the Employer will seek volunteers for layoff from among employees in those classifications and/or units affected by the layoff. Agency personnel, travelers and probationary employees within the affected department or work unit on a shift will be released prior to the layoff of regular employees, provided that skill, competence and ability are considered substantially equal in the opinion of the Employer. Vacant positions within the classification(s) covered by a layoff will not be filled during the period beginning with the notice of layoff and continuing to the date of layoff. This section does not apply to a reduction in FTE status.

**6.2.1 Notice of layoff.** The Employer will provide notice of layoff to the Union and to affected employees no less than twenty-one (21) days in advance (or pay in lieu thereof based on scheduled work days), unless unforeseeable conditions beyond the Employer's control prevent such notice. The Employer will provide the Union with a seniority roster and a list of vacant bargaining unit positions at the time of such notice. The list will include the unit, FTE and shift of the vacant positions. Upon request by the Union, the parties will meet for the purpose of reviewing the order of layoff.



**6.2.2 Vacant positions.** The Employer will undertake a good-faith effort to place employees who are subject to layoff in comparable vacant positions. Vacant positions are comparable if they are in the same or similar classification, are at the same or greater base rate of pay, are on the same shift, and are within .2 FTE of the employee's position at the time of layoff. An employee who is subject to a layoff will be considered eligible for a vacant position if, in the Employer's opinion, the employee has the necessary skills and ability to perform the work required within an orientation period of four (4) weeks. If the employee has not achieved a satisfactory level of performance in the judgment of the Employer based upon established criteria within the four-week period, the employee will be placed on layoff status. Employees who decline the offer of a comparable vacant position are not eligible to exercise the options set forth in Section 6.2.4.

**6.2.3 Severance option.** Employees who are notified of elimination of their position may elect to receive severance benefits in accordance with the terms of the Employer's severance policy, as determined by the Employer in its sole discretion, in the same manner and for as long as the policy applies to all other non-supervisory employees of the Employer. An employee's election to receive severance benefits will constitute a waiver by the employee of any further rights set forth in Sections 6.2 and 6.3.

**6.2.4 Displacement option.** An employee who is subject to layoff may elect to displace the least senior bargaining unit employee in the same or lesser paying classification, provided that he or she has the skill, competence and ability in the opinion of the Employer to perform the duties required in the lesser paying classification.

**6.2.5 Reassignment.** In the event that a layoff results in more or fewer employees being assigned to a shift than are needed, the least senior employee(s) on the affected shift(s) will be reassigned.

**6.3 Recall.** Employees on layoff status will be placed on a reinstatement roster for a maximum period of twelve (12) months from the date of layoff. To be eligible for recall, an employee must enter in the Employer's applicant tracking system the necessary information for

being notified of job vacancies. When vacancies occur within their job classification, employees will be recalled in the reverse order in which they were laid off, provided that skill, competence and ability are considered substantially equal in the opinion of the Employer.

**6.3.1 Response to offered position.** If an employee declines or fails to respond within seven (7) days to the Employer's offer of a comparable position as defined in Section 6.2.2 above, then the employee's name will be removed from the reinstatement roster and the employee's recall rights will terminate. An employee may decline recall to a position that is not comparable without loss of recall rights or position on the reinstatement roster.

**6.3.2 Per diem work.** An employee on layoff status may request to be eligible for per diem work, subject to operational need. Acceptance of per diem work while on layoff does not affect the employee's placement on the reinstatement roster. Among employees on the reinstatement roster who have expressed in writing a desire to be considered for per diem work, opportunities for filling per diem shifts will be provided in order of seniority.

**6.3.3 Vacant positions.** An employee on the reinstatement roster may bid on a vacant position in a different classification in the same manner as any other regular employee pursuant to Section 7.8.

**6.3.4 Seniority and benefits.** Seniority and benefits do not accrue while on layoff status, except to the extent they may apply if an employee works on a per diem basis. Upon recall, employees will have previously accrued seniority and benefits restored and will again commence accruing seniority and benefits.

**6.4 Unit Merger or Restructure.** In the event of a merger of two (2) or more units into a single unit or a restructuring of an existing department or unit, the Employer will determine the number of full-time and part-time FTEs by shift and by classification required for the new or restructured department or unit. Prior to implementation of the schedule, the Employer will meet with the employees of the affected department(s) or unit(s) to discuss the

reconfiguration of the FTEs in the department(s) or unit(s) and the new work schedules. A listing of the FTEs for each shift on the new/restructured department(s) or unit(s), including any qualification requirements, will be posted on the department(s) or unit(s) for at least ten (10) days. By the end of the posting period, each employee must submit to the Employer a written list which identifies and ranks the employee's preferences for all available positions. Employees will be reassigned to positions within the merged or restructured unit(s) in order of seniority, taking into consideration the employees' preferences and the Employer's operational and competency needs.

**6.5 Low Census.** Low census is defined as a decline in patient care requirements or work load, within a classification or within a classification in a unit or department, resulting in a temporary staff decrease. Prior to implementing the low census procedure, the Employer will float surplus staff to other areas of the Medical Center if the need exists. The Employer will release employees from work in the following order:

1. Employees working at an overtime or premium rate of pay during a non-regularly scheduled shift.
2. Volunteers. Voluntary low census granted to individual employees will be subject to staffing needs on the department.
3. Agency personnel or travelers
4. Per diem employees.
5. Employees working in excess of their FTE status at their straight time rate of pay.
6. Full-time and part-time employees working their regularly scheduled shift, on an equitable rotation basis that starts with the least senior employee, provided that skills, competence, ability and availability are considered equal as determined by the Employer.

**6.5.1 Low census cap.** Mandatory low census will be limited to no more than forty-eight (48) hours per employee per six (6) month period of January-June or July-December. Hours count toward the mandatory low census maximum only when low census is assigned pursuant to Paragraph 6.5(6) above. Employees who miss a scheduled

shift on a unit treated as “closed” due to a holiday shall be treated as being on voluntary low census.

**6.6 Sale, Merger or Transfer.** In the event the Medical Center merges, is sold, leased, or otherwise transferred to be operated by another person or firm, the Medical Center shall have an affirmative duty to call this Agreement to the attention of such firm or individual and, if such notice is so given, the Medical Center shall comply with all laws and statutory requirements in effect at the time of the sale, merger or transfer. The Medical Center will also provide notice to the union of any such sale, lease or transfer at least one hundred and twenty (120) days prior to the closing date.

## **ARTICLE 7 – EMPLOYMENT PRACTICES**

**7.1 Equal Opportunity.** The Employer and the Union agree that conditions of employment shall be consistent with applicable state and federal laws regarding nondiscrimination. The Employer and the Union shall not discriminate against any employee on the basis of race, color, creed, national origin, religion, sex, age, marital status, sexual orientation, disability, veteran status, citizenship (to the extent protected by federal law), or affiliation or non-affiliation with the Union. In the event that the Americans with Disabilities Act (ADA), the Washington Law Against Discrimination (WLAD) or any other law requiring accommodation of employees conflicts with the provisions of this Agreement, such law shall control. Allegations of discrimination shall be subject to the provisions of the grievance procedure under Article 13.

**7.1.1** If a new bargaining unit position is created to accommodate an employee’s permanent disability, the Union agrees to waive seniority rights for that position. The position will not be posted and the position will be offered to the disabled employee.

**7.2 Notice of Termination.** Employees shall give not less than fourteen (14) calendar days’ prior written notice of their resignation. Full-time and part-time employees who

have completed the required probationary period are entitled, except in cases of discharge for just cause, to receive fourteen (14) calendar days' prior written notice of termination or pay in lieu thereof based on their FTE status.

**7.3 Discipline or Discharge.** Discipline or discharge of non-probationary employees shall only be for just cause. Just cause shall include the concept of progressive discipline, provided that an employee may be subject to immediate dismissal or a bypassing of one or more disciplinary steps based upon the seriousness of the offense. The employee will be provided a copy of any written disciplinary action and will be required to sign and date the written warning for the purpose of acknowledging its receipt. An employee may request the attendance of a Union representative during an investigatory meeting which may lead to disciplinary action.

**7.3.1** Approved leaves of absence shall not be considered occurrences under the Employer's attendance and punctuality policy.

**7.4 Introductory Period.** The first 120 calendar days of continuous employment with the Employer shall be considered a probationary period. The introductory period may be extended up to an additional sixty (60) days by the mutual written agreement of the Employer and the union. During or at the conclusion of the introductory period, the Employer may decide to terminate the employment relationship for any reason without notice or pay in lieu of notice, and such termination shall not be subject to the grievance procedure.

**7.5 Evaluations.** A written performance evaluation will be conducted at the end of the probationary period and annually thereafter. Employees will acknowledge such evaluations by signature, which will imply neither agreement nor disagreement with the evaluation. The evaluation will be made available to the employee. If an employee disagrees with the evaluation, the employee may object in writing to the evaluation and such objection will be retained by the Employer in the employee's personnel file.

**7.6 Personnel Files.** Personnel records will be maintained for each employee. Documentation regarding employment conditions, such as employee qualifications, performance evaluations, licensure and training records, letters of commendation, records of disciplinary

action, rate of pay, changes in employment status and leaves of absence, will be maintained in the employee's file. The Employer will allow an employee at least quarterly to inspect his or her personnel file upon request. The Employer will make such file available within seven (7) days following the request. Employees may respond in writing to any documents contained in their file. Upon request, an employee will be given a copy of any materials in the employee's file. A copy fee may be charged.

**7.6.1 Written Discipline.** After two (2) years if there have been no further disciplinary occurrences during that two-year period, those corrective actions will not be considered for progressive discipline, however, they may be used for notice, with the following exceptions: (1) violation of the Employer's non-discrimination policies, including sexual harassment; (2) conduct threatening or endangering patient safety; (3) co-worker abuse issues; (4) theft or falsifying records; (5) unlawful breach of confidentiality or other privacy violations; or (6) violation of the Employer's substance free workplace policy.

**7.7 Travel.** When an employee is required by the Employer to travel with and accompany a hospital patient off hospital premises, or when an employee is assigned to work at another PeaceHealth facility or non-PeaceHealth facility, the employee shall be considered in the employ of the Employer and all provisions of this Agreement shall apply. The Employer shall compensate the employee for all necessary travel expenses incurred under said circumstances in a timely manner. The Employer's prior approval shall be obtained in writing whenever possible.

**7.8 Posting and Filling of Job Positions.** The Employer will electronically post notices of positions to be filled at least five (5) calendar days in advance of filling the position. Positions may be posted at the house-wide level simultaneously with a unit/department posting. The posting will include the job classification, unit or department, FTE, shift and shift length of the position, provided that this clause does not prevent the Employer from thereafter modifying the position pursuant to Section 6.4 or otherwise in accordance with this Agreement. To be considered for the position, an employee must apply in accordance with the Employer's policy and procedure. If skill, competence, ability and experience are considered equal in the judgment of the Employer,

then (1) applicants from within the unit or department will be given preference over other applicants and (2) seniority will otherwise be the determining factor in filling a position. Transfers to new positions shall occur as soon as reasonably possible, and in no event later than ninety (90) days following acceptance of the new position. Employees who accept a position may not apply for another opening for a period of nine (9) months from the effective date of the transfer unless otherwise approved by the employee's manager.

**7.8.1 Transfer trial period.** An employee who obtains a position in a new unit or new classification shall serve a ninety (90) day trial period in the new position. If at the end of the trial period the employee is unable to perform satisfactorily in the opinion of the Employer, the employee shall be allowed to return to his or her former position if the position is posted and vacant. If the former position is not posted and vacant, the employee shall be eligible for other vacant positions for which the employee is qualified.

**7.8.2 Position review.** An employee who feels that his or her work schedule calls for a review of the employee's assigned FTE has the right to request such a review. If the review process results in approval of an increase in FTE, the additional hours will be posted in accordance with Section 7.8.

**7.9 Volunteers.** Because of the important community service performed at the Medical Center by volunteers for the Employer, nothing in this Agreement shall limit their use. The Employer agrees, however, that it will not lay off or reduce the hours of scheduled employees in order to replace them with volunteers.

**7.10 Staffing for Quality Care.** The Employer recognizes the importance of adequate staffing to the provision of quality patient care. Staffing levels shall be determined by management for each department or work area and shall be based on patient care needs. Employees who have ongoing staffing concerns are encouraged to document and address these concerns directly with their supervisor. In the event that at least 10% of a department's bargaining unit employees or three individual bargaining unit employees, whichever is greater, request to discuss a staffing concern that has not been previously addressed, a meeting will be

convened between concerned staff and management within two (2) weeks to seek a resolution of the concern.

#### **7.10.1 Staffing Committee for CNA, PTS, ED Tech, MHA and Monitor**

**Techs.** The Employer recognizes the importance of adequate staffing to the provision of quality patient care. Staffing levels shall be determined by management and based on patient care needs. The Employer shall maintain staffing levels sufficient to assure caregivers may take approved leave. To address recurring staffing concerns on the nursing units within the Medical Center the parties will maintain a labor-management staffing subcommittee. The union and the Employer will each appoint up to six (6) representatives. The committee will be advisory and meet monthly on release paid time for one (1) hour. After six (6) months in practice, and by mutual agreement from both parties, the committee may adjust meeting cadence. As part of the committee's work the Employer commits to work with Caregivers to evaluate the appropriateness of each unit's staffing matrix and engage in good faith conversation about the matrix. Additionally, SEIU 1199NW Caregivers will have two (2) representatives for the Nursing Staffing committee as needed for relevant topics. The committee will use an FMCS mediator for the first three (3) meetings and then by the request of either party.

**7.11 Subcontracting.** Before subcontracting work currently performed by employees in the bargaining unit, the Employer will provide the Union at least one hundred twenty (120) calendar days' notice of its intent to subcontract the work, and will provide the Union with an opportunity to meet and discuss this impending decision and to bargain over the impact of the decision on bargaining unit employees within the 120-day period. This provision shall not apply to (1) work done on an occasional or temporary basis by non-bargaining unit personnel, including agency and travelers; (2) existing work that has been customarily subcontracted; (3) overload work that does not result in a reduction in FTE status of any bargaining unit employee; or (4) new work that cannot feasibly be performed by bargaining unit employees.

**7.12 Alcohol and/or Chemical Dependency.** The Employer and the Union recognize that alcohol and chemical dependency are chronic and treatable conditions. The Employer and



the Union support efforts that will enable the chemically impaired employee to remain in professional practice so long as performance expectations are maintained. Efforts should be made by the employee to identify these conditions and the treatment options at an early stage to prevent or minimize erosion in work performance. The Employer and the Union will encourage and support employee participation in treatment programs, including temporary work schedule adjustments and return-to-work agreements, through which employees may seek confidential assistance to resolve chemical dependency problems which may impact job performance. The Employer further acknowledges that alcoholism and chemical dependency are health conditions for which the employee is eligible to attend treatment programs by utilizing PTO or taking a medical leave of absence. The Employer and the Union acknowledge that employees continue to be responsible for maintaining satisfactory job performance and attendance and for compliance with the Employer's policies and procedures.

**7.13 Lactation.** The Employer will provide reasonable break time for an employee to express breast milk for their nursing child for eighteen months after the child's birth each time such employee has need to express the milk. The Employer will provide places in its facilities that are reasonably close to the employee's work area, other than a bathroom, that are shielded from view and free from intrusion from coworkers and the public, which may be used by an employee to express milk. The private location must include a convenient, clean and safe water source with facilities for washing hands and rinsing breast pumping equipment and a convenient hygienic fridge designated for storing breast milk. Employees should provide as much advance notices as possible of the need to express breast milk.

## **ARTICLE 8 – HOURS OF WORK**

**8.1 Work Period.** The normal work period will consist of forty (40) hours within a designated seven (7) day period or eighty (80) hours within a designated fourteen (14) day period.

**8.2 Overtime.** All time worked in excess of the employee's scheduled shift of at least eight (8) hours (i.e., in excess of any scheduled shift of 8, 9, 10 or 12 hours) will be

considered overtime. All overtime must be properly authorized by the Employer. All overtime will be paid at the rate of one and one-half (1½) times the employee's regular rate of pay. Overtime will be computed by rounding to the nearest one-quarter hour. There will be no pyramiding or duplication of overtime pay.

**8.2.1 Technical.** All time worked in excess of fourteen (14) consecutive hours, at the request of the employer, shall be paid at the premium rate of double the base rate of pay.

**8.2.2 Overtime.** Overtime will be implemented in accordance with State law.

**8.3 Meal Periods and Rest Breaks.** Employees will receive an unpaid meal period of one-half ( ½ ) hour for each shift worked of at least five (5) hours; on any shift longer than ten and one-half (10.5) hours, the employee is entitled to an additional meal period and the employee shall not go more than five (5) hours without the opportunity for a meal period. An employee working a shift that entitles the employee to more than one meal period may waive the second meal period and the timing requirements pertaining to the first meal period, if the Employer agrees. Employees shall receive a paid rest break of fifteen (15) minutes in each four (4) hour period of work. Employees required to work during the meal period will be compensated for such work at the appropriate rate. The Employer is responsible for providing the opportunity and adequate staffing for employees to take their permitted rest breaks, and employees are responsible for taking their breaks. If an employee is denied the opportunity to take a paid rest break, then the employee is entitled to be compensated for such missed rest break at the rate of one and one-half (1½) times the employee's regular rate of pay. Employees shall promptly and accurately report to the Employer whenever they do not receive a rest break or meal period. Meal and rest periods will be provided in accordance with state law.

**8.4 Work Schedules.** Work schedules will be posted on a monthly basis. Schedules will be posted by the 20th of the preceding month. Requests for scheduled days off, or to retract scheduled days off, must be submitted by employees by the 5th of the preceding month. In the event that a department or unit maintains the practice of posting the work schedule substantially in advance of the 20th of the preceding month, requests for scheduled days off shall be submitted

in accordance with unit guidelines. Employees will not be scheduled beyond their FTE without their consent, provided that this clause does not prevent the Employer from requiring attendance beyond the employee's scheduled FTE at mandatory trainings and staff meetings. The Employer retains the right to adjust work schedules to maintain an efficient and orderly operation, subject to the following:

1. The Employer will make a good-faith effort to maintain scheduling patterns of anticipated days off for regularly scheduled full-time and part-time employees who have a normally scheduled shift. Per diem employees may not be utilized to displace such employees from their scheduling patterns. In the event that there is a change to an employee's normal scheduling pattern, the Employer will notify the employee prior to posting of the schedule.
2. Posted hours on the work schedule may be changed only by mutual consent between the Employer and the individual employee, except in cases of emergency or low census.
3. Scheduling changes initiated by an employee will not result in the payment of additional overtime or premium pay.

**8.5 Shift Rotation.** The Employer has the right to rotate an employee to a shift other than his or her assigned shift based on emergent need. Unless mutually agreeable by the Employer and the employee involved, shift rotation will be used only when necessary as determined by the Employer. If shift rotation is necessary volunteers will be sought first and, if there are insufficient volunteers, shift rotation will be assigned in the reverse order of seniority, unless skill, ability, experience, competency and/or qualifications require otherwise in the Employer's judgment. Because shift rotation is considered an assignment rather than a position, there shall be no posting of shift rotations.

**8.6 Report Pay.** Employees who report for work as scheduled shall be paid a minimum of four (4) hours' report pay at the straight time rate, unless the Employer makes a reasonable effort to notify the employee by telephone no less than one (1) hour prior to the

beginning of the scheduled day shift, or one and one-half (1½) hours prior to the beginning of the scheduled evening or night shift, that he/she should not report. Calling the employee at the employee's most recently furnished telephone number and, if there is a message machine, leaving a message constitutes a reasonable effort to notify under this paragraph, provided that such call is documented. An employee may voluntarily agree to leave prior to expiration of the four-hour period in lieu of staying and being paid for the full four hours.

**8.7 Rest Between Shifts.** Unless performing standby duty, each employee is entitled to an unbroken rest period of at least ten (10) hours between shifts. Any time worked without the required rest will be paid at the premium rate of time and one-half the regular rate of pay. For purposes of this paragraph, (1) working at the request of other employees or as a result of trades, (2) working a shift as a result of voluntary sign-up not initiated by the Employer, or (3) attending a non-mandatory meeting, in-service or education day shall not be deemed an event that disrupts an otherwise unbroken rest period.

**8.8 Consecutive Weekends.** The Employer will make all reasonable efforts to schedule employees so that they have at least every other weekend off. In the event that an employee is required to work on two (2) consecutive weekends, all time worked on the second weekend will be paid for at the rate of 1½ times the employee's regular hourly rate of pay. The next regularly scheduled weekend will be paid at the employee's regular rate of pay. For purposes of this provision, the weekend is defined as commencing at 11:00 p.m. on Friday and concluding at 11:00 p.m. on Sunday (for 12-hour shift employees, from 7:00 p.m. on Friday to 7:00 p.m. on Sunday) for a night shift employee unless mutually agreed otherwise. This paragraph shall not apply if the employee voluntarily agrees to work on the weekend either at the time of hire or thereafter (including any trading of weekend work).

**8.9 Work in Advance of Shift.** When an employee, at the request of the Employer, reports for work in advance of the assigned shift and continues working during the scheduled shift, all hours worked prior to the scheduled shift shall be paid at one and one-half (1½) times the regular rate of pay.

**8.10 Floating.** In the event that floating is necessary for reasons other than low census, scheduled personnel from the float unit who are qualified to perform the work shall be utilized first. In the event that the need cannot be met from the float unit, floating will be spread on an overall equitable basis among employees in a given Unit or Department, in accordance with that Unit's or Department's operational needs and patient care demands. Volunteers will be sought first. Agency and traveler personnel will float next, provided that they are qualified to work in the area to which floating is required. Per diem employees and employees working above their scheduled FTE, to the extent they are qualified to work in the area to which floating is required, will be floated before regular full-time and part-time employees. A Caregiver shall not be required to float to an area for which the employee has not received established competencies to safely perform the duties associated with the float assignment. If, however, an employee is floated to a Unit or Department for which he or she has not met the established competencies, the employee shall receive a modified assignment consistent with his or her abilities and training.

## **ARTICLE 9 – COMPENSATION**

**9.1 Wages.** Upon ratification employees will receive an across the board wage increase in the amounts below:

- Three and one-fourth percent (3.25%) effective the first full pay period following September 1, 2022
- Three percent (3%) effective the first full pay period following September 1, 2023.

**9.1.1 Credit for prior experience.** The wage rate for new employees covered under this Agreement will provide credit for years of recent relevant experience in comparable jobs. If an employee disagrees with their placement on the step scale the employee shall request a review from management within sixty (60) days of hire. For each request received, the Employer will determine within thirty (30) days whether an upward adjustment in step placement is warranted. The effective date for implementing

such an adjustment will be the first full pay period following thirty (30) days after the determination of all requests.

**9.1.2 Step and grade structure.** A step and grade structure will be established as follows for each job position other than those specified below:

Effective the first full pay period following September 1, 2023 the following ghost steps will be filled in as the average of the step preceding and following: Steps 12, 14, 16, 18, and 26.

Step	Step interval increase
Start	--
1	2.5%
2	2.5%
3	2.5%
4	2.5%
5	2.0%
6	2.0%
7	2.0%
8	2.0%
9	2.0%
10	2.0%
11	2.0%
13	2.5%
15	2.5%
17	2.5%
19	2.5%
22	2.5%
25	2.5%
27	2.1%

Each step number represents years of completed service.

The following step and grade structure will be established for the job positions of Central Supply Technician, Certified Nursing Assistant, Diet Representative, Dietary Aide, Driver, Emergency Department Tech, Environmental Services Lead, Environmental

Services Attendant I, Food Service Assistant, Inventory Control Clerk, Monitor Technician, Nurse Tech I, Nurse Tech II, Patient Access Rep, Patient Team Support, Patient Telesitter, Supply Chain Specialist, Transporter, Transporter Lead, and Unit Coordinator:

Effective the first full pay period following September 1, 2023 the following ghost steps will be filled in as the average of the step preceding and following: Steps 12, 14, 16, 18, and 26

Step	Step interval increase
Start	--
1	3.5%
2	3.5%
3	3.5%
4	3.5%
5	1.75%
6	1.75%
7	1.5%
8	1.5%
9	1.5%
10	1.5%
11	1.5%
13	2.5%
15	2.5%
17	2.5%
19	2.5%
22	2.5%
25	2.5%
27	1.0%

Each step number represents years of completed service.

**9.2 Shift Differential.** For each hour worked on the second (evening) shift from 3:00 p.m. to 11:00 p.m., employees shall receive a differential of \$2.50. For each hour worked on the third (night) shift from 11:00 p.m. to 7:00 a.m., employees shall receive a differential of \$4.00.

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The last 30 minutes of shifts scheduled to end at 3:30 p.m., 11:30 p.m. or 7:30 a.m. will be paid the same shift differential, if any, that applied prior to 3:00 p.m., 11:00 p.m. or 7:00 a.m., respectively.

In the event that an employee is currently receiving a differential higher than the amount stated above, the employee will continue to receive that differential up to and including the last full pay period ending prior to the contract's expiration date. The employee thereafter will receive shift differential at the rate specified in this section.

**9.3 Standby Pay.** Employees placed on standby status off hospital premises shall be compensated at the rate of \$4.75 per hour under 40 hours per pay period; \$7.50 per hour for every hours of standby at or above 40 hours per pay period. Standby pay for any holiday listed in Section 10.6 shall be paid at one and one-half (1 ½) times the regular standby rate. Standby duty shall not be counted as hours worked for purpose of computing overtime or eligibility for service increments or benefits.

**9.3.1 Callback.** An employee called back to work after the completion of the employee's regular work day will receive a minimum of three (3) hours of pay at the appropriate rate. For employees who are called back from scheduled call, the appropriate rate will be 1½ times the regular rate of pay. The performance of standby duties is treated as continuing during a callback; accordingly, standby pay will be in addition to callback pay.

**9.3.2 Repeated or lengthy callbacks.** Where an employee has experienced repeated or lengthy callbacks prior to the employee's next scheduled shift, the employee may request to be relieved from working any of or a portion of the next scheduled shift. The Medical Center will make a good-faith attempt to arrange for coverage so that the employee's request may be granted. The adjustment in work schedule will not count as an occurrence. The employee may use PTO at the employee's discretion.



Prior to relieving caregivers from duty PeaceHealth leadership (or designee) will engage in a conversation with the caregiver, including the reason for relief from duty. If requested the Caregiver may have a co-worker present for the conversation.

**9.4 Lead Pay.** An employee who is assigned lead responsibilities on a temporary basis will receive an hourly differential of \$2.00 above the employee's straight time rate of pay.

**9.5 Preceptor Pay.** Preceptor duties and assignments are at the sole discretion of the Employer. Employees assigned to precept and employee or a student in accordance with Section 5.6 are eligible for preceptor pay. An employee who is assigned preceptor duties by the Employer will receive a differential of \$1.75 per hour above the employee's straight rate of pay. Employees who are in designated lead positions or who receive lead differential pay are not eligible for compensation under this paragraph. If a caregiver believes that they should have been eligible for preceptor pay under article 5.6 they may submit a written request to management for review within 30 days of the occurrence.

## **9.6 Promotions, Transfers and Step-downs.**

**9.6.1 Promotion.** If an employee moves to a position in a higher paying classification, the employee will be paid either the minimum rate payable for that higher classification or a rate that is three percent (3%) higher than the employee's straight time rate of pay (but not higher than the maximum rate of pay for the higher classification), whichever is greater.

**9.6.2 Transfer.** Lateral transfers to positions within the same pay range generally will not result in a change in pay rate, subject to the normal considerations of applicable experience and education, performance, level of responsibility and internal equity.

**9.6.3 Step-down.** Changes to positions in a lower pay range typically will result in a pay reduction, subject to the normal considerations of applicable experience and education, performance, level of responsibility and internal equity.

**9.7 Certification Pay.** Employees who are certified in a specialty area by a national or state organization and who are working in that area of certification will receive a differential of \$1.00 per hour, provided that the particular certification has been approved by the appropriate Vice President or designee, and further provided that the employee continues to meet all educational and other requirements to maintain the certification in good standing. A certified employee is eligible for only one certification premium, regardless of other certifications the employee may have. Certified employees will notify their manager in writing at the time certification is received and will provide a copy of the original certification document. Certification pay will be effective the first full pay period after the date documentation is received by the manager. Certification pay will not be paid for certifications that are required for their position.

**9.8 Temporary Assignments.** Temporary assignments to a lower paid position will not result in a decrease in rate of pay. Temporary assignments to a higher classification, other than for training, of a week or more shall result in payment at the rate of the scale for the higher classification at the step which is equivalent to the employee step in their regular assignment for all time worked in the classification.

**9.9 New and Substantially Modified Positions.** If the Employer creates a new bargaining unit position or substantially changes the requirements, responsibilities and duties of an existing position, the Employer shall provide written notice to the Union, including the position description and a proposed rate of pay, at least fourteen (14) days prior to implementation of the new or substantially revised position. If the Union requests bargaining within 14 days after receipt of the notice, the parties will meet to bargain the rate of pay. The Employer's proposed rate shall be paid while negotiations proceed.

**9.10 Red-Circling.** In the event that an employee is currently receiving a higher differential or premium rate of pay than is contained within Article 9, s/he will continue to receive that differential or premium rate of pay for the duration of the contract.

**9.11 Float Unit Differential.** Full time and part time Nursing Assistants and Patient Team Support employees assigned to the Float Unit will receive a differential of one dollar and fifty cents per hour (\$1.50/hour)

**9.12 Floating Outside of Float Unit.** Nursing Assistant, Patient Team Support, Emergency Department Tech, and Mental Health Associates outside of the Float Unit who are not per diem, shall receive a premium of one dollar per hour (\$1.00/hour) for hours floated to Departments that are outside of their home unit.

## **ARTICLE 10 – PAID TIME OFF**

**10.1 Purpose.** The purpose of a Paid Time Off (“PTO”) program is to provide eligible employees with compensation during holidays, vacation time, and periods of illness or injury (including care for a qualified family member as defined by law). It is intended to allow each eligible employee to utilize paid time off in accordance with his or her personal needs or desires and with the Employer’s established guidelines. Employees must use PTO for any requested time off which places the employee below his or her FTE level for the payroll period, except as provided by law and except in cases of low census.

**10.2 Rate of Accrual.** PTO will accrue in accordance with the following schedule, including accrual on a pro-rated basis for part-time employees:

<u>Years of Service</u>	<u>Hours Accrued Annually</u>		
	(based on 2,080 compensated hours per year)		
0 through 4 <sup>th</sup> year	224 (28 days)	-	.10769 per hour
5 <sup>th</sup> through 9 <sup>th</sup> year	264 (33 days)	-	.12692 per hour
10 <sup>th</sup> through 14 <sup>th</sup> year	296 (37 days)	-	.14231 per hour
15 <sup>th</sup> through 19 <sup>th</sup> year	312 (39 days)	-	.15000 per hour
20 <sup>th</sup> and subsequent	320 (40 days)	-	.15385 per hour

PTO is accrued on all hours paid, excluding standby hours, hours cashed out pursuant to Section 10.7 and hours donated pursuant to Section 10.9.

**10.3 Eligibility.** The benefits of this article are available only to full-time employees and part-time employees regularly scheduled at 0.5 FTE and above.

**10.4 Payment.** PTO shall be paid at the straight time rate of pay. Except in the event of PTO cash-out under Section 10.7, the inclusion of shift differential in said rate of pay shall be determined in accordance with the hours normally worked by the employee on the employee's assigned shift.

**10.5 Maximum Limit.** The maximum PTO accrual is 600 hours. No future PTO may be accrued until the employee's maximum accrued unused PTO has been reduced below the maximum, at which point PTO can again be accrued.

**10.6 Holidays.** All hours worked on the following recognized holidays will be paid at the rate of time and one-half times the regular rate of pay:

New Year's Day  
Memorial Day  
Independence Day  
Labor Day  
Thanksgiving Day  
Christmas  
Christmas Eve

Holiday pay shall apply for all hours worked from 11:00 p.m. on the day preceding the holiday until 10:59 p.m. on the actual holiday.

In the event PeaceHealth designates an additional paid holiday, such holiday shall be paid pursuant to this section.

**10.7 PTO Cash-Out.** PTO may be taken by an employee in the form of cash payment in lieu of time off each calendar year, provided that the employee makes an irrevocable election (1) in the last calendar quarter of the preceding year, or (2) during the calendar year

itself with the Human Resource Director's approval conditioned on financial hardship in accordance with the Employer's policy. Such cash-out will be paid out at any time after the PTO to be cashed out has accrued during the calendar year, but in no event later than December 31 of that year. PTO taken in cash payment form will be paid at the employee's straight time rate of pay.

**10.8 Payment upon Termination.** An employee shall be paid upon termination of employment for all accrued PTO.

**10.9 Donation of PTO.** An employee may donate a minimum of one (1) hour and a maximum of 250 hours per year of his or her accrued PTO for the benefit of another employee who has a medical hardship in the judgment of the Employer. A medical hardship consists of a medical condition of the employee or a family member that will require the employee's prolonged absence from duty and will result in a substantial loss of income because the employee will have exhausted all accrued PTO. The employee desiring to donate PTO for another's benefit must submit a written or electronic request. Any hours donated through this process shall be transferred to the other employee on an irrevocable basis.

**10.10 Extended Illness Bank.** Employees who were hired prior to January 15, 1984 and who have hours remaining in their extended illness bank may access those hours in accordance with the Employer's policy. Hours do not accrue in these extended illness banks.

**10.11 PTO Requests.** The process and parameters for requesting PTO will be governed by PTO guidelines in place for the applicable unit or department. In the event and only in the event that no such guidelines are in place for a particular unit, the following rules will apply:

All requests for PTO may be submitted up to one (1) year in advance and not less than fifteen (15) days before the work schedule is posted. Such requests will be granted based on the date the request was submitted, provided the skills and abilities of the employee are not significant factors as determined by the Employer.

**10.12 Notice of PTO Requests.** Employees will be notified in writing as to whether the PTO is approved within twenty-one (21) days or the date the work schedule is posted, whichever occurs first, after the request is submitted.

**10.13 Approved PTO.** Approved PTO shall not be affected by later requests unless mutually agreeable. Once approved, an employee shall not later be required to find a replacement for PTO granted. However, if there is insufficient PTO at the time of intended use to cover the previously requested time off, the employee's PTO request will not be converted to a request for unpaid time off absent approval by the Employer. Employees who transfer to a different Unit, Shift, or Department with previously approved PTO shall meet with the manager of that Unit or Department to discuss whether the previously approved PTO can carry over to the unit.

## **ARTICLE 11 – LEAVES OF ABSENCE**

**11.1 Leaves of Absence Without Pay.** The Employer shall grant employees leaves of absence without pay in accordance with applicable state and/or federal law. Employees shall be required, except as provided by law, to utilize all accrued PTO hours during a leave of absence, except that an employee may request in writing in advance of taking leave that up to eighty (80) hours be allowed to remain in the employee's PTO bank.

**11.1.1 Family and medical leave.** Regularly scheduled full-time and part-time employees who have been employed for at least twelve (12) months and have worked at least 1,040 hours in the previous 12 months qualify for PeaceHealth Family Leave. Employees meeting the criteria for FMLA leave will be granted FMLA leave in accordance with the law. All medical leaves of absence must be certified by a healthcare provider on a Medical Certification Form available in Human Resources.

An employee may request for approval by the Employer an extension of family or medical leave for up to an additional twelve (12) weeks. During this time, the Employer will not be required to continue to provide healthcare coverage, but the employee will be allowed to continue insurance coverage at the group rate.

**11.1.2 Military leave.** Leave required in order for an employee to maintain status in a military reserve of the United States will be administered by the Employer in accordance with federal and state law.

**11.1.3 FMLA leave for call-up of active duty service member.** To the extent required by applicable law, an eligible employee is entitled to take up to twelve (12) weeks of unpaid leave during any 12-month period due to a qualifying exigency, as defined by the Department of Labor, arising out of the fact that the spouse, son, daughter or parent of the employee is on active duty in the Armed Forces and is being deployed to a foreign country.

**11.1.4 FMLA leave to care for injured service member.** To the extent required by applicable law, an eligible employee who is the spouse, child, parent or next of kin (nearest blood relative) of a covered service member is entitled to take up to twenty-six (26) weeks of unpaid leave during a single 12-month period to care for the service member if he or she is receiving medical treatment for, or recuperating from, a serious injury or illness incurred in the line of duty while on active duty in the Armed Forces. A covered service member includes a member of the Armed Forces, including a member of the National Guard or Reserves, who is undergoing medical treatment recuperation or therapy, is otherwise in outpatient status or is otherwise on the temporary disability retired list, for a serious injury or illness.

**11.1.5 Military spouse leave.** To the extent required by applicable law, up to fifteen (15) days of unpaid leave per deployment will be granted to a qualified employee (who averages 20 or more hours of work per week) whose spouse is on leave from deployment or before and up to deployment, during a period of military conflict. An employee who takes leave under this provision may elect to substitute accrued paid leave to which the employee is entitled for any part of such leave. The employee must provide the Employer with notice of the employee's intention to take leave within five (5) business days of receiving official notice that the employee's spouse will be on leave or of an impending call to active duty.

**11.1.6 Domestic violence leave.** In accordance with applicable Washington state law, if an employee is a victim of domestic violence, sexual assault or stalking, the employee may take reasonable leave from work or intermittent leave to seek related legal or law enforcement assistance or to seek treatment by a healthcare provider, mental health counselor or social services professional. An employee who is a family member of a victim of domestic violence may also take reasonable leave to help such family member obtain similar treatment or help. For purposes of this section, “family member” includes an employee’s child, spouse, parent, parent-in-law, grandparent or a person whom the employee is dating.

**11.1.7 Unpaid leave.** An employee returning from an unpaid leave of absence will, subject to the provisions of Section 7.8, be eligible for hire into the first available similar opening for which the employee is qualified, except as described elsewhere in this article.

## **11.2 Leaves of Absence With Pay.**

**11.2.1 Bereavement leave.** If requested, an Employee will be granted four (4) days (up to thirty-six (36) hours regularly scheduled) of paid bereavement leave in lieu of regularly scheduled work hours shall be allowed to a non-probationary employee for a death in the immediate family. Immediate family shall be defined as grandparent, parent, spouse, spousal equivalent, brother, sister, child, grandchild, or the step or in-law equivalent of parent, brother, sister or child. If additional time for the leave is necessary, the employee must request PTO for such additional time and obtain the supervisor’s approval in advance.

**11.2.2 Jury/witness duty.** All full-time and part-time employees who are called to serve on jury duty or who are called to be a witness on behalf of the Employer in any judicial proceeding, including preparation time required by the Employer, will be compensated by the Employer at their normal straight time rate of pay. To qualify for jury duty pay, an employee must present the jury duty summons to his or her supervisor immediately after having received the summons, and thereafter must present



documentation from the court of time spent on jury duty. Employees working evening or night shifts are assigned to the day shift during weeks of jury duty. If jury duty ends prior to the end of the day shift on the employee's scheduled day, the employee must contact his or her immediate supervisor or designee to discuss whether time remaining on the shift is sufficient to require a return to work that day. If an employee has spent the full week in actual jury duty service, then the employee will not be required to work any additional hours for that week.

**11.3 Worker's Compensation.** Employees who are fully released to return to work after receiving industrial insurance benefits for ninety (90) days or less will be guaranteed reinstatement to their former position, shift and FTE status. If the position no longer exists, reinstatement will be guaranteed to a substantially equivalent position. Employees who are fully released to return to work after receiving industrial insurance benefits for more than ninety (90) days will have preference for placement on the first available similar opening on the same shift for which the employee is qualified.

**11.4 Union Leave.** Subject to advance notice and the Employer's approval, employees may take an unpaid leave of absence to assume a temporary position with the Union in the aggregate amount of twelve (12) weeks per bargaining unit per calendar year. No more than one employee from the same department shall be granted Union leave in the same calendar year. An employee on Union leave will be allowed to return to the employee's former position so long as the total absence does not exceed twelve weeks. An employee shall not be required to use PTO during the Union leave. Eligibility for paid medical benefits pursuant to Article 14 will conclude at the end of the month in which paid time off has concluded.

**11.5 Paid Education Leave for Technical Employees only.** Employees who have completed their probationary period, and who occupy positions for which CEU's are required by a regulatory agency, are allowed paid educational time of up to sixteen (16) hours per calendar year. Employees with licensure or certification CEU requirements of greater than 16 hours per calendar year may provide documentation for educational time up to their annual CEU requirement. Such leave time must be approved by the employee's manager and will be subject

to the Employer's scheduling needs on the employee's unit. Unused educational leave time may not be carried over from one calendar year to the next.

## **ARTICLE 12 – HEALTH AND WELFARE**

**12.1 Health Insurance Benefits.** Eligible full-time and part-time employees who are regularly scheduled to work at least twenty (20) hours or more per week are eligible to participate in the health insurance benefit program offered by the Employer to a majority of its employees who are not in a bargaining unit. Employees shall be offered benefit options, in accordance with the terms of the Employer's program, with regard to medical, dental, vision, life, AD&D, and long-term disability and short-term disability plans, and healthcare and dependent care spending accounts.

The benefits available under this section will not be reduced unilaterally during the term of this Agreement. If the Employer contemplates any changes in insurance plan design benefits that would not make them substantially equivalent on an aggregate basis, the Employer will notify the Union of the proposed changes and will meet with the Union, upon request, to bargain over the proposed changes prior to their implementation.

**12.2 Retirement Benefits.** The Employer will provide during the term of this Agreement a retirement program. If the Employer contemplates changes in retirement benefits that would not make them substantially equivalent to the existing benefits on an aggregate basis, the Employer will notify the Union of the proposed changes and will meet with the Union, upon request, to bargain over the proposed changes prior to their implementation. If no agreement can be reached, the provisions of Article 14 will not apply for a period of thirty (30) days after impasse.

**12.3 Health and Safety.** The Employer and the Union agree to comply with all state and federal regulations pertaining to the health and safety of employees in the workplace. The parties further agree to promote all practices necessary to assure safety in the workplace. Employees shall not be required to work under unsafe or hazardous conditions. All safety equipment deemed necessary for a particular job shall be furnished. The Employer shall provide

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employees with adequate training on the use of proper work methods and protective equipment required to perform hazardous duties. The Union shall appoint an employee representative to serve on the Employer's Safety Committee. The representative shall be paid for time spent during Safety Committee meetings. If an employee is unable to arrange for time off to attend a Safety Committee meeting, the Employer will assist in facilitating the employee's attendance. Information related to the protocols pertaining to occupational injury or illness is available on the Employer's intranet and MyHR.

**12.4 Premium Reduction Program.** The Employer will continue to offer the Premium Reduction Program through the duration of this agreement. Through this benefit, eligible employees may receive financial assistance to cover one hundred percent (100%) of the cost of their Employer provided medical premiums. Participation in this program is based on total household income and the Federal Poverty Level, as determined by the U.S. Department of Health and Human Services. Employees whose household income is less than 250% of the Federal Poverty Level will be eligible to receive a health insurance plan at no premium cost to the employee for themselves and eligible dependent(s) upon approval of their application.

**12.5 Enhanced Chronic Condition Program.** Employees enrolled in the Enhanced Chronic Condition Program are eligible to receive free preventative medications, including diabetic testing supplies. The chronic conditions covered under this program include: Diabetes, COPD, asthma, congestive heart failure and coronary artery disease.

**12.6 Insurance expenses incurred at PeaceHealth facilities.** Employees covered under PeaceHealth insurance plans who have outstanding balances to PeaceHealth facilities and/or providers will be offered reasonable payments plans upon request. Employees that comply with the payment plans will not be subject to collections or garnishment.

## **ARTICLE 13 – GRIEVANCE PROCEDURE**

**13.1 Grievance Defined.** A grievance is defined as any alleged violation of the terms and/or conditions of this Agreement, or dispute which involves the interpretation or application of any one or more provisions of this Agreement. The Union and the Employer encourage

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employees and their supervisors to make every effort to meet and discuss problems and to attempt to settle potential grievances at the earliest possible time. The written grievance will describe the alleged breach of this Agreement, the date of the alleged breach, the specific provisions of this Agreement alleged to have been violated, and the specific remedy requested.

**13.1.1** Time limits set forth in the following steps may be extended only by mutual written consent of the parties hereto. If the grievant does not comply with the time limitations, this shall constitute automatic withdrawal of the grievance. If the Employer does not comply with these limitations, the grievant shall have the right to proceed to the next step of this procedure. Grievances not raised in accordance with the following procedure and time limits will be waived and will not be considered.

**13.1.2** At any step of this procedure, the Union representative shall have the right to be present.

**13.2 Pre-Grievance Resolution.** An employee alleging a violation of the Agreement, or dispute involving the interpretation or application of any provision of the Agreement should first discuss the specific issue with his/her immediate supervisor so that if possible, the issue can be addressed informally. If the employee does not believe that the matter has been resolved to his or her satisfaction the employee may proceed to Step 1 of the grievance procedure.

### **13.3 Grievance Procedure.**

Step 1 – Immediate Supervisor/Manager.

Within twenty (20) business days of when the employee knew or should have known of the dispute or alleged violation of the Agreement, the employee must present the grievance in writing to Human Resources. The written grievance shall specify the provision(s) of the contract allegedly violated, the date of such violation, and the remedy sought by the grievant. The Immediate Supervisor/Manager shall meet with the employee within ten (10) business days to formally discuss the grievance. Within ten (10) business days after this meeting the Immediate Supervisor/Manager will issue a written response. This timeline may be modified by agreement between the parties.

#### Step 2 – Department Manager/Director.

If the matter is not resolved at Step 1, the grievant shall present the written grievance within ten (10) business days of receipt of the Immediate Supervisor's decision to the Human Resources. The Department Manager/Director or designee shall have a meeting with the grievant and his/her union representative to discuss the issue. The Department Manager/Director or designee shall issue a written decision in the matter within ten (10) business days after said meeting. This timeline may be modified by agreement between the parties.

#### Step 3 –COO.

If the matter is not resolved at Step 2, the grievant shall present the written grievance within ten (10) business days of receipt of the COO's decision to Human Resources. The COO or designee shall convene a meeting of all interested parties, including a Union Representative, and shall issue a written decision in the matter within ten (10) business days after that meeting. This timeline may be modified by agreement between the parties.

#### Mediation.

If the grievant does not agree with the COO's resolution of the grievance, he/she may within ten (10) business days of the COO's decision request that the parties mediate the dispute. If the employer agrees, the mediation process will be initiated by the parties and the grievance timeline will be held in abeyance until mediation is complete. Costs of mediation, if any, shall be equally borne by the parties. The mediation process may be terminated through written notice to the other party at any time.

#### Step 4 – Arbitration.

If the grievance is not settled in mediation or the grievant/Employer elects to forego mediation, the Union may submit the issue to arbitration by notifying the Employer in writing within ten (10) business days of receipt of the written response in Step 3 or at the conclusion of the failed mediation, whichever is applicable. Within ten (10) business

days of notification that the dispute is submitted for arbitration, the Employer and the Union shall each select one (1) representative. The union shall submit for arbitration to the Federal Mediation and Conciliation Service within thirty (30) business days. Grievances that are not submitted to FMCS for arbitration within this time period will be dismissed. The arbitrator shall be chosen from that list by the parties alternately striking (beginning with the Union) the names until only one name remains. The person whose name remains shall be the arbitrator. The arbitrator's decision shall be final and binding on the parties.

**13.4 Arbitrators Authority.** The arbitrator shall have no authority to add to, subtract from, or otherwise change or modify the provisions of this contract as they apply to the specific facts or the issue in dispute. Each party shall bear one-half (½) of the fee of the arbitrator and any other expenses jointly incurred incidental 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. Any arbitrator accepting an assignment under this Article agrees to issue an award within thirty (30) calendar days of the close of the hearing or the receipt of post-hearing briefs, whichever is later.

## **ARTICLE 14 – NO STRIKE - NO LOCKOUT**

**14.1 No Strike.** Neither the Union nor its members, agents, representatives, employees or persons acting in concert with them, shall incite, encourage or participate in any strike, sympathy strike, walkout, slowdown or other work stoppage of any nature whatsoever, including any refusal to cross any other labor organization's picket line, nor shall they engage in any form of economic pressure or picketing against the Employer. In the event of any strike, sympathy strike, walkout, picketing, slowdown or work stoppage or threat thereof, the Union and its officers will do everything within their power to end or avert the same during the term of this Agreement.

**14.2 Discharge.** Any employee authorizing, engaging in, encouraging, sanctioning, recognizing or assisting in any strike, sympathy strike, slowdown, picketing or other concerted

interference, or who refuses to perform services duly assigned to him, shall be subject to immediate dismissal or such lesser discipline as the Employer shall determine.

**14.3 No Lockout.** The Employer shall not cause or engage in any lockout of its employees during the term of this Agreement.

## **ARTICLE 15 – GENERAL PROVISIONS**

**15.1 State and Federal Laws.** This Agreement shall be subject to all future and present applicable federal and state laws, executive orders of the President of the United States or the Governor of the State of Washington, and rules and regulations of governing authority. Should any provision or provisions become unlawful by virtue of the above or by declaration of any court of competent jurisdiction, such action shall not invalidate this Agreement. Any provision of this Agreement not declared invalid shall remain in full force and effect for the term of the Agreement. If any provision is held invalid, the Employer and the Union shall enter into immediate negotiations for the purpose, and solely for the purpose, of arriving at a mutually satisfactory replacement for such provision.

**15.2 Changes/Amendments.** Any changes or amendments to this Agreement shall be in writing and duly executed by the parties hereto.

**15.3 Past Practices.** Any and all agreements, written and verbal, previously entered into by the parties hereto are mutually cancelled and superseded by this Agreement. Unless specifically provided herein to the contrary, past practices shall not be binding on the Employer. In the event the Employer seeks to unilaterally discontinue an established practice that materially affects terms and conditions of employment of the bargaining unit, the Employer prior to the change will communicate its intent to the Union or at the next scheduled LMC meeting.

**15.4 Complete Agreement.** The parties acknowledge that during the negotiations which resulted in this Agreement all had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understandings and agreements arrived at by the parties after

the exercise of that right and opportunity are set forth in this Agreement. Therefore, the Employer and the Union, for the term of this Agreement, each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter not specifically discussed during negotiations or covered by this Agreement. The parties further agree, however, that this Agreement may be amended by mutual consent of the parties in writing at any time.

## **ARTICLE 16 – COMMITTEES**

**16.1 Labor Management Committee.** The Employer and the Union agree to maintain a Labor Management Committee. The purposes of the Committee are to foster improved communication between the Employer and bargaining unit members, and to improve working conditions, efficiency, patient care and employee satisfaction. The Committee may address staffing issues and department productivity. The parties strongly recommend that employees address issues that are departmental or unit-based in nature at the departmental or unit level for potential resolution before bringing them to the Committee. The Committee may act as a forum for providing information to bargaining unit members on organizational changes and initiatives. The Committee will have the authority to create subcommittees to address specific issues. The Committee will function in an advisory rather than a decision-making role, and will recommend solutions to identified problems.

**16.1.1** The Committee will consist of six (6) representatives of the Employer and six (6) bargaining unit employees. The number of Committee participants may be expanded by mutual agreement of the Employer and the Union. One of the Employer representatives will be the Director of Human Resources and at least one other will be an executive employee. The Committee will operate under the guidance of co-chairs, one to be selected by the Employer and one to be selected by the Union.

**16.1.2** The Committee will meet as often as mutually agreed and not less than once every two (2) months. Meetings will be for a maximum of two (2) hours.



Bargaining unit employees will be compensated at their straight rate of pay for time spent at these meetings and such time shall not be counted in the calculation of overtime.

**16.1.3** Co-chairs of this Committee and of the Labor Management Committee may jointly determine that issues of common concern to both bargaining units may be addressed, in lieu of the two normal separate meetings, at a meeting of one combined Labor Management Committee.

## **ARTICLE 17 – ORGANIZATIONAL DIVERSITY, EQUITY AND INCLUSION**

**17.1 Shared Purpose.** In order for PeaceHealth St. Joseph Medical Center to be the best place to receive care and work, patients and staff need a diverse and valued workforce in keeping with PeaceHealth’s Statement of Commitment to Respect for Diversity and Cultural Humility. An important aspect of providing quality patient care is to be culturally sensitive to the diversity of our patients and staff, and to act in bias-free ways. As part of achieving these goals, labor and management agree to begin joint work, which will include data sharing addressing areas of focus and training, toward the goal of an action-based systemic strategy to achieve a workplace that embraces and demonstrates Organizational Equity and Inclusion.

**17.2 Joint Project.** The Labor-Management Committee will design a joint project and work plan that identifies and addresses embracing diverse perspectives, valuing diversity, in team and management practices, and in the performance of patient care in diverse settings. The Labor Management Committee will regularly review work plans and report on key action plans and outcomes to better inform the work. The Labor-Management Committee will meet within 30 days of contract ratification to begin this important work.

**17.3 Data Sharing.** The Employer will provide quarterly the following bargaining unit blinded data: race, ethnicity, gender, pay range, policies and practices for responding to discriminatory patient behavior and/or accusations of discrimination, and the hospital plan for equity and inclusion. The Labor-Management committee will jointly review the data to better inform the work.

**17.4 Training.** The Labor-Management Committee will participate in PeaceHealth's diversity training intended to increase skill and awareness on hidden bias and cultural competency. PeaceHealth will make efforts for all staff and managers to attend the training within the duration of the collective bargaining agreement.

**17.5 Joint Work.** The Labor-Management Committee will design a process by which the members of the Labor-Management Committee can hear and understand bias concerns that arise. This includes: designing a joint project, derived from the data review, manager and caregiver feedback that helps us to embrace diverse perspectives in team and management practices, and in the performance of patient care in diverse settings. Tracking and discussing grievances with an underlying concern of bias or discrimination to look at trends for identifiable training needs.

**17.6 Commitment to No Retaliation.** There will be no retaliation for speaking out about discrimination concerns. In a circumstance where an individual or group of individuals have a specific allegation of discrimination, a delegate will be provided to work through the grievance process.

## **ARTICLE 18 – MULTI-EMPLOYER TRAINING FUND**

**18.1 Training and Education Fund.** The Joint Employer Training and Education Fund will be established for creating a program for addressing the workforce needs of participating employers as well as the career, knowledge and skill aspirations of bargaining unit employees. The Employer agrees to become a Participating Employer in the Fund, which will be established by an Agreement and Declaration of Trust ("Trust Agreement") effective the first pay period January 2018.

**18.2 Contributions.** The Employer agrees to make contributions to the Fund. The Employer contribution to the Fund shall be an amount equal to one (1%) percent of the gross payroll for service and non-professional employees and one-half (.5%) percent of the gross payroll for the technical and professional bargaining unit employees. Gross payroll shall be

defined as the amount included on Box 5 of the W-2 form report of the Employer, excluding per diem/on call/temporary employees.

**18.3 Fund Trustees, Programs, Staff.** The Trustees of the Fund shall be composed of an equal number of representatives designated by the Union and by the employers contributing to the Fund. While acting in a manner consistent with the Fund Principles established between the Union and Participating Employers, the Trustees will determine the overall parameters for these programs, and the staffing needed to carry out the purposes of the Fund.

**18.4 Trust Agreement.** The Employer and the Union agree to abide by the terms of the Trust Agreement.

**18.5 Availability of Onsite Rooms.** In order to facilitate employees' access to education and training, the Employer will make a good faith effort to make rooms available on-site for conducting training, counseling and other activities of the Fund.

**18.6 Fund Records and Collections.** The Employer shall remit the Fund contributions required under this Article on a pay period or monthly basis, based upon the payroll for the previous pay period. Payments shall be due no later than thirty (30) days following the end of the pay period or month on which they are based. The Employer shall submit regular reports with its contributions in such form as may be necessary for the sound and efficient administration of the Fund and/or to enable the Fund to comply with the requirements of Federal and applicable State law and for the collection of payments due pursuant to the Fund. The Employer agrees to make available to the Fund, in accordance with Fund policy, such records of employees which the Fund may require about the sound and efficient operation of the Fund or that may be so required to determine the eligibility of employees for Fund benefits. The Employer agrees that the collection of delinquent Employer contributions shall be subject to the collection policy established by the trustees of the Fund.

**18.7 Labor Management Committee.** The Labor Management Committee will meet quarterly to specifically address the needs of the bargaining unit employees related to education/career advancement interest and needs, and to promote participation in the Fund

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Information collected regarding training interests and needs and any barriers will be forwarded to the Fund staff.

**18.8 Employee Contact Information.** The Employer shall provide the Fund with monthly electronic reports that include employee name, job title, bargaining unit, shift, FTE, date of hire, work e-mail, personal telephone, and home mailing address.

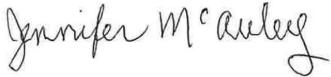
## **ARTICLE 19 – TERM OF AGREEMENT**

**19.1 Duration and Renewal.** This Agreement shall become effective on the first day of the first full pay period following ratification of this Agreement, and shall continue in full force and effect through and including November 15, 2024, and shall continue in full force from year to year thereafter unless notice of desire to amend or terminate the Agreement is served by either party upon the other at least ninety (90) days prior to the anniversary date of the date of expiration.

IN WITNESS THEREOF, the parties hereto have caused this Agreement to be duly  
executed this \_\_19th\_\_\_\_ day of \_\_October\_\_\_\_ 2022.

Agreement between SEIU Healthcare 1199NW and PeaceHealth St. Joseph Medical Center  
(Service and Technical)

**PeaceHealth St. Joseph Medical Center:**



Jennifer McAuley  
HR Director, Northwest Network

**SEIU Healthcare 1199NW:**



Jane Hopkins, RN  
President, SEIU Healthcare 1199NW



Bailey Pepper




Brian Wyss



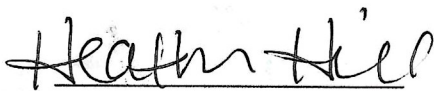
Aaron Eason



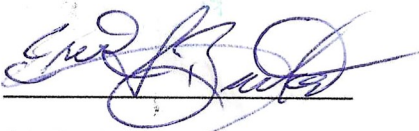
Treat Crosby



Robert Victor



Heather Hill



Eric Burton



Andy Fisher



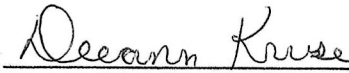
Lane Anliker



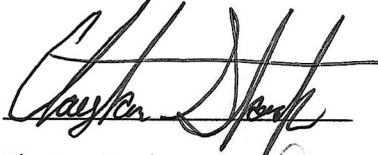
Angi Cunningham-Armstrong



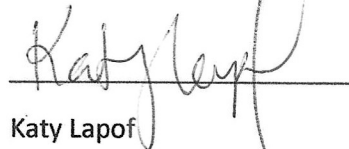
Eva Mohorovich



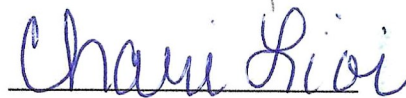
Deeann Kruse



Clayton Stork



Katy Lapof



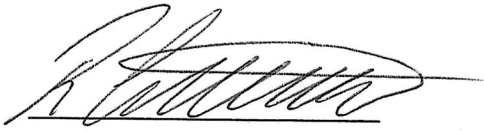
Chari Lioi



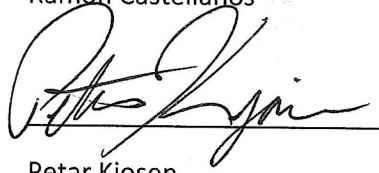
Savita Kashyup



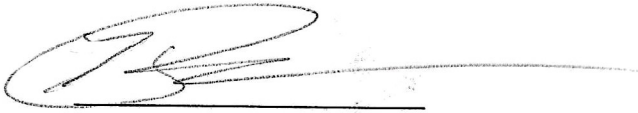
Pam Clay



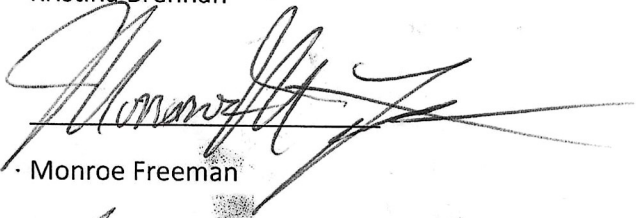
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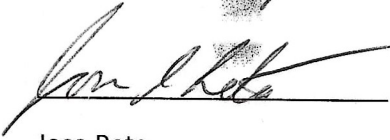
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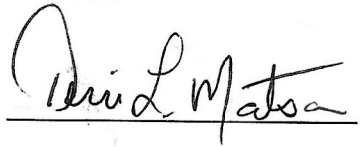
Kristina Brennan



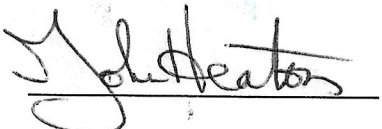
Monroe Freeman



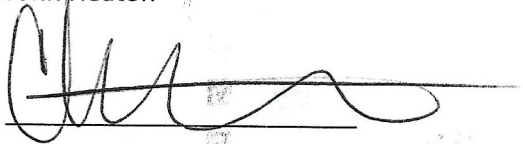
Jose Reta



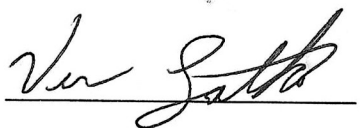
Terri Matson



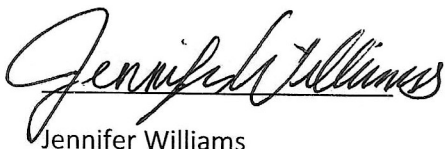
John Heaton



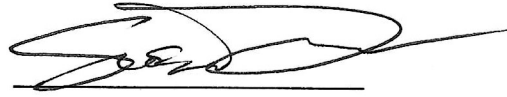
Christine Heinrichs



Vern Latta



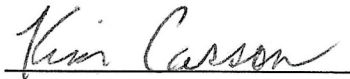
Jennifer Williams



Sub Duggal



Brittney Myers



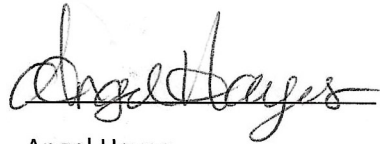
Kim Carson



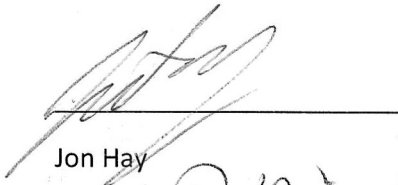
Noel Meuwissen



Ronni Brar



Angel Hayes



Jon Hay



Laura Page-Muncie



Angie Simonds

## APPENDIX A

### Service Bargaining Unit Job Classifications

Buyer  
Central Supply Tech  
CNA  
Cook  
Dietary Aide  
Endoscopy Technician  
EKG Tech  
Emergency Department Tech  
Environmental Service Attendant  
Environmental Service Lead  
Facilities Support Coordinator  
Food Service Assistant  
Food Service Assistant Lead  
Hospital Scheduler Sr  
Inventory Control Clerk  
Lead Central Supply Technician  
Lead Cook  
Lead Sterile Processing Tech  
Maintenance Technician  
Monitor Tech  
Nurse Tech I  
Nurse Tech II  
Patient Access Representative  
Patient Access Representative Lead  
Patient Team Support  
Referral Coordinator  
Respiratory Therapy Assistant  
Shuttle Driver  
Sterile Processing Tech I  
Sterile Processing Tech II  
Sterile Processing Tech III  
Supply Chain Specialist  
Supply Chain Lead  
Surgical Support Aide  
Transporter  
Transporter Lead  
Unit Coordinator

*Collective Bargaining Agreement 2022 - 2024*

*PeaceHealth St. Joseph Medical Center – SEIU Healthcare 1199NW (Technical and Service Unit)*

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## Technical Bargaining Unit Job Classifications

Anesthesia Technician  
Biomed Tech I  
Biomed Tech II  
Biomed Tech III  
Cardiac Sonographer  
Cardiovascular Technologist  
Clinical Coordinator Respiratory Care  
CT Technologist  
CT Technologist – Regional Float  
Electrophysiology Tech  
Lead Cardiac Sonographer  
Lead Cardiovascular Technologist  
Lead CT Technologist  
Lead Electrophysiology Technologist  
Lead Nuclear Medicine Technologist  
Lead MRI Technologist  
Lead Pharmacy Tech  
Lead Radiology Technologist  
Lead Respiratory Therapist  
Lead Ultrasound Technologist  
Lead Vascular Technologist  
Licensed Practical Nurse  
Mental Health Associate  
MRI Tech  
Nuclear Medicine Technologist  
OB Surgical Tech  
Occupational Therapy Assistant  
Pharmacy Buyer  
Pharmacy Technician  
Physical Therapist Assistant  
Pulmonary Diagnostic Tech  
Rad Tech Special Procedures  
Radiology Technologist  
Respiratory Therapist  
Surgical Technologist  
Surgical Technologist Service Line Coordinator  
Ultrasound Sonographer  
Ultrasound Sonographer – Regional Float  
Vascular Technologist

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*PeaceHealth St. Joseph Medical Center – SEIU Healthcare 1199NW (Technical and Service Unit)*

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## Wage Rates

Accelerated Progression		Wage Rates Effective the first full pay period following 9/1/22																											
			3.5%	3.5%	3.5%	3.5%	1.8%	1.8%	1.5%	1.5%	1.5%	1.5%	1.5%	0.0%	2.5%	0.0%	2.5%	0.0%	2.5%	0.0%	2.5%	0.0%	2.5%	0.0%	2.5%	0.0%	2.5%	0.0%	1.0%
	Bargaining Unit	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27
Central Supply Technician	Service	\$18.13	\$18.76	\$19.42	\$20.10	\$20.80	\$21.17	\$21.54	\$21.86	\$22.19	\$22.52	\$22.86	\$23.20	\$23.20	\$23.78	\$23.78	\$24.38	\$24.38	\$24.99	\$24.99	\$25.61	\$25.61	\$25.61	\$26.25	\$26.25	\$26.25	\$26.91	\$26.91	\$27.18
CNA Certified Nursing Asst	Service	\$20.09	\$20.79	\$21.52	\$22.27	\$23.05	\$23.46	\$23.87	\$24.23	\$24.59	\$24.96	\$25.33	\$25.71	\$25.71	\$26.36	\$26.36	\$27.01	\$27.01	\$27.69	\$27.69	\$28.38	\$28.38	\$28.38	\$29.09	\$29.09	\$29.09	\$29.82	\$29.82	\$30.12
Dietary Aide	Service	\$16.86	\$17.45	\$18.06	\$18.69	\$19.35	\$19.69	\$20.03	\$20.33	\$20.64	\$20.95	\$21.26	\$21.58	\$21.58	\$22.12	\$22.12	\$22.67	\$22.67	\$23.24	\$23.24	\$23.82	\$23.82	\$23.82	\$24.41	\$24.41	\$24.41	\$25.02	\$25.02	\$25.27
Driver	Service	\$17.59	\$18.21	\$18.84	\$19.50	\$20.18	\$20.54	\$20.90	\$21.21	\$21.53	\$21.85	\$22.18	\$22.51	\$22.51	\$23.08	\$23.08	\$23.65	\$23.65	\$24.24	\$24.24	\$24.85	\$24.85	\$24.85	\$25.47	\$25.47	\$25.47	\$26.11	\$26.11	\$26.37
Emergency Department Tech	Service	\$20.75	\$21.48	\$22.23	\$23.01	\$23.81	\$24.23	\$24.65	\$25.02	\$25.40	\$25.78	\$26.16	\$26.56	\$26.56	\$27.22	\$27.22	\$27.90	\$27.90	\$28.60	\$28.60	\$29.31	\$29.31	\$29.31	\$30.05	\$30.05	\$30.05	\$30.80	\$30.80	\$31.11
Environmental Svc Lead	Service	\$19.80	\$20.49	\$21.21	\$21.95	\$22.72	\$23.12	\$23.52	\$23.88	\$24.23	\$24.60	\$24.97	\$25.34	\$25.34	\$25.97	\$25.97	\$26.62	\$26.62	\$27.29	\$27.29	\$27.97	\$27.97	\$27.97	\$28.67	\$28.67	\$28.67	\$29.39	\$29.39	\$29.68
Environmental Svc. Attendant I	Service	\$17.30	\$17.91	\$18.53	\$19.18	\$19.85	\$20.20	\$20.55	\$20.86	\$21.17	\$21.49	\$21.81	\$22.14	\$22.14	\$22.70	\$22.70	\$23.26	\$23.26	\$23.84	\$23.84	\$24.44	\$24.44	\$24.44	\$25.05	\$25.05	\$25.05	\$25.68	\$25.68	\$25.93
Food Service Assistant	Service	\$18.13	\$18.76	\$19.42	\$20.10	\$20.80	\$21.17	\$21.54	\$21.86	\$22.19	\$22.52	\$22.86	\$23.20	\$23.20	\$23.78	\$23.78	\$24.38	\$24.38	\$24.99	\$24.99	\$25.61	\$25.61	\$25.61	\$26.25	\$26.25	\$26.25	\$26.91	\$26.91	\$27.18
Inventory Control Clerk	Service	\$18.13	\$18.76	\$19.42	\$20.10	\$20.80	\$21.17	\$21.54	\$21.86	\$22.19	\$22.52	\$22.86	\$23.20	\$23.20	\$23.78	\$23.78	\$24.38	\$24.38	\$24.99	\$24.99	\$25.61	\$25.61	\$25.61	\$26.25	\$26.25	\$26.25	\$26.91	\$26.91	\$27.18
Monitor Technician	Service	\$21.00	\$21.74	\$22.50	\$23.28	\$24.10	\$24.52	\$24.95	\$25.32	\$25.70	\$26.09	\$26.48	\$26.88	\$26.88	\$27.55	\$27.55	\$28.24	\$28.24	\$28.94	\$28.94	\$29.67	\$29.67	\$29.67	\$30.41	\$30.41	\$30.41	\$31.17	\$31.17	\$31.48
Nurse Tech I	Service	\$20.09	\$20.79	\$21.52	\$22.27	\$23.05	\$23.46	\$23.87	\$24.23	\$24.59	\$24.96	\$25.33	\$25.71	\$25.71	\$26.36	\$26.36	\$27.01	\$27.01	\$27.69	\$27.69	\$28.38	\$28.38	\$28.38	\$29.09	\$29.09	\$29.09	\$29.82	\$29.82	\$30.12
Nurse Tech II	Service	\$20.00	\$21.74	\$22.50	\$23.28	\$24.10	\$24.52	\$24.95	\$25.32	\$25.70	\$26.09	\$26.48	\$26.88	\$26.88	\$27.55	\$27.55	\$28.24	\$28.24	\$28.94	\$28.94	\$29.67	\$29.67	\$29.67	\$30.41	\$30.41	\$30.41	\$31.17	\$31.17	\$31.48
Patient Access Rep	Service	\$20.75	\$21.48	\$22.23	\$23.01	\$23.81	\$24.23	\$24.65	\$25.02	\$25.40	\$25.78	\$26.16	\$26.56	\$26.56	\$27.22	\$27.22	\$27.90	\$27.90	\$28.60	\$28.60	\$29.31	\$29.31	\$29.31	\$30.05	\$30.05	\$30.05	\$30.80	\$30.80	\$31.11
Patient Team Support	Service	\$20.75	\$21.48	\$22.23	\$23.01	\$23.81	\$24.23	\$24.65	\$25.02	\$25.40	\$25.78	\$26.16	\$26.56	\$26.56	\$27.22	\$27.22	\$27.90	\$27.90	\$28.60	\$28.60	\$29.31	\$29.31	\$29.31	\$30.05	\$30.05	\$30.05	\$30.80	\$30.80	\$31.11
Patient Telestitter	Service	\$20.09	\$20.79	\$21.52	\$22.27	\$23.05	\$23.46	\$23.87	\$24.23	\$24.59	\$24.96	\$25.33	\$25.71	\$25.71	\$26.36	\$26.36	\$27.01	\$27.01	\$27.69	\$27.69	\$28.38	\$28.38	\$28.38	\$29.09	\$29.09	\$29.09	\$29.82	\$29.82	\$30.12
Supply Chain Specialist	Service	\$17.59	\$18.21	\$18.84	\$19.50	\$20.18	\$20.54	\$20.90	\$21.21	\$21.53	\$21.85	\$22.18	\$22.51	\$22.51	\$23.08	\$23.08	\$23.65	\$23.65	\$24.24	\$24.24	\$24.85	\$24.85	\$24.85	\$25.47	\$25.47	\$25.47	\$26.11	\$26.11	\$26.37
Transporter	Service	\$17.59	\$18.21	\$18.84	\$19.50	\$20.18	\$20.54	\$20.90	\$21.21	\$21.53	\$21.85	\$22.18	\$22.51	\$22.51	\$23.08	\$23.08	\$23.65	\$23.65	\$24.24	\$24.24	\$24.85	\$24.85	\$24.85	\$25.47	\$25.47	\$25.47	\$26.11	\$26.11	\$26.37
Transporter Lead	Service	\$20.09	\$20.79	\$21.52	\$22.27	\$23.05	\$23.46	\$23.87	\$24.23	\$24.59	\$24.96	\$25.33	\$25.71	\$25.71	\$26.36	\$26.36	\$27.01	\$27.01	\$27.69	\$27.69	\$28.38	\$28.38	\$28.38	\$29.09	\$29.09	\$29.09	\$29.82	\$29.82	\$30.12
Unit Coordinator	Service	\$21.00	\$21.74	\$22.50	\$23.28	\$24.10	\$24.52	\$24.95	\$25.32	\$25.70	\$26.09	\$26.48	\$26.88	\$26.88	\$27.55	\$27.55	\$28.24	\$28.24	\$28.94	\$28.94	\$29.67	\$29.67	\$29.67	\$30.41	\$30.41	\$30.41	\$31.17	\$31.17	\$31.48

[illegible]

Normal Progression		Wage Rates Effective the first full pay period following 9/1/22																											
			2.5%	2.5%	2.5%	2.5%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	0.0%	2.5%	0.0%	2.5%	0.0%	2.5%	0.0%	2.5%	0.0%	0.0%	2.5%	0.0%	0.0%	2.5%	0.0%	2.1%
	Bargaining Unit	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27
Physical Therapy Assistant	Technical	\$27.95	\$28.65	\$29.36	\$30.10	\$30.85	\$31.47	\$32.10	\$32.74	\$33.39	\$34.06	\$34.74	\$35.44	\$35.44	\$36.32	\$36.32	\$37.23	\$37.23	\$38.16	\$38.16	\$39.12	\$39.12	\$39.12	\$40.10	\$40.10	\$40.10	\$41.10	\$41.10	\$41.96
Rad Tech Special Procedures	Technical	\$41.57	\$42.61	\$43.67	\$44.77	\$45.89	\$46.80	\$47.74	\$48.69	\$49.67	\$50.66	\$51.67	\$52.71	\$52.71	\$54.03	\$54.03	\$55.38	\$55.38	\$56.76	\$56.76	\$58.18	\$58.18	\$58.18	\$59.63	\$59.63	\$59.63	\$61.13	\$61.13	\$62.41
Radiology Lead	Technical	\$47.05	\$48.23	\$49.43	\$50.67	\$51.93	\$52.97	\$54.03	\$55.11	\$56.22	\$57.34	\$58.49	\$59.66	\$59.66	\$61.15	\$61.15	\$62.68	\$62.68	\$64.24	\$64.24	\$65.85	\$65.85	\$65.85	\$67.50	\$67.50	\$67.50	\$69.18	\$69.18	\$70.64
Radiology Technologist	Technical	\$32.17	\$32.93	\$33.80	\$34.92	\$35.51	\$36.22	\$36.94	\$37.68	\$38.44	\$39.21	\$39.99	\$40.79	\$40.79	\$41.81	\$41.81	\$42.85	\$42.85	\$44.24	\$44.24	\$45.02	\$45.02	\$45.02	\$46.15	\$46.15	\$46.15	\$47.30	\$47.30	\$48.30
Referral Coordinator	Service	\$19.85	\$20.35	\$20.85	\$21.38	\$21.91	\$22.35	\$22.80	\$23.25	\$23.72	\$24.19	\$24.67	\$25.17	\$25.17	\$25.80	\$25.80	\$26.44	\$26.44	\$27.10	\$27.10	\$27.78	\$27.78	\$27.78	\$28.48	\$28.48	\$28.48	\$29.19	\$29.19	\$29.80
Respiratory Therapist	Technical	\$33.23	\$34.06	\$34.91	\$35.79	\$36.68	\$37.41	\$38.16	\$38.92	\$39.70	\$40.50	\$41.31	\$42.13	\$42.13	\$43.19	\$43.19	\$44.27	\$44.27	\$45.37	\$45.37	\$46.51	\$46.51	\$46.51	\$47.67	\$47.67	\$47.67	\$48.86	\$48.86	\$49.89
Respiratory Therapist Lead	Technical	\$40.19	\$41.19	\$42.22	\$43.28	\$44.36	\$45.25	\$46.15	\$47.08	\$48.02	\$48.98	\$49.96	\$50.96	\$50.96	\$52.23	\$52.23	\$53.54	\$53.54	\$54.88	\$54.88	\$56.25	\$56.25	\$56.25	\$57.65	\$57.65	\$57.65	\$59.10	\$59.10	\$60.34
Respiratory Therapy Assistant	Service	\$18.75	\$19.22	\$19.70	\$20.20	\$20.70	\$21.11	\$21.53	\$21.96	\$22.40	\$22.85	\$23.31	\$23.77	\$23.77	\$24.37	\$24.37	\$24.98	\$24.98	\$25.60	\$25.60	\$26.24	\$26.24	\$26.24	\$26.90	\$26.90	\$26.90	\$27.57	\$27.57	\$28.15
Sterile Processing Tech Lead	Service	\$26.45	\$27.11	\$27.79	\$28.48	\$29.20	\$29.78	\$30.38	\$30.98	\$31.60	\$32.23	\$32.88	\$33.54	\$33.54	\$34.38	\$34.38	\$35.23	\$35.23	\$36.12	\$36.12	\$37.02	\$37.02	\$37.02	\$37.94	\$37.94	\$37.94	\$38.89	\$38.89	\$39.71
Sterile Processing Technician I	Service	\$20.94	\$21.46	\$22.00	\$22.55	\$23.11	\$23.58	\$24.05	\$24.53	\$25.02	\$25.52	\$26.03	\$26.55	\$26.55	\$27.21	\$27.21	\$27.89	\$27.89	\$28.59	\$28.59	\$29.31	\$29.31	\$29.31	\$30.04	\$30.04	\$30.04	\$30.79	\$30.79	\$31.44
Sterile Processing Technician II	Service	\$21.62	\$22.16	\$22.71	\$23.28	\$23.86	\$24.34	\$24.83	\$25.33	\$25.83	\$26.35	\$26.88	\$27.41	\$27.41	\$28.10	\$28.10	\$28.80	\$28.80	\$29.52	\$29.52	\$30.26	\$30.26	\$30.26	\$31.01	\$31.01	\$31.01	\$31.79	\$31.79	\$32.46
Sterile Processing Technician III	Service	\$23.95	\$24.55	\$25.16	\$25.79	\$26.44	\$26.97	\$27.50	\$28.05	\$28.62	\$29.19	\$29.77	\$30.37	\$30.37	\$31.13	\$31.13	\$31.90	\$31.90	\$32.70	\$32.70	\$33.52	\$33.52	\$33.52	\$34.36	\$34.36	\$34.36	\$35.22	\$35.22	\$35.96
Supply Chain Specialist Lead	Service	\$20.63	\$21.15	\$21.67	\$22.22	\$22.77	\$23.23	\$23.69	\$24.17	\$24.65	\$25.14	\$25.64	\$26.16	\$26.16	\$26.81	\$26.81	\$27.48	\$27.48	\$28.17	\$28.17	\$28.87	\$28.87	\$28.87	\$29.59	\$29.59	\$29.59	\$30.33	\$30.33	\$30.97
Surg Tech Service Line Coordinator	Technical	\$32.17	\$32.97	\$33.80	\$34.64	\$35.51	\$36.22	\$36.94	\$37.68	\$38.44	\$39.21	\$39.99	\$40.79	\$40.79	\$41.81	\$41.81	\$42.85	\$42.85	\$43.93	\$43.93	\$45.02	\$45.02	\$45.02	\$46.15	\$46.15	\$46.15	\$47.30	\$47.30	\$48.30
Surgical Support Aide	Service	\$19.38	\$19.86	\$20.36	\$20.87	\$21.31	\$21.82	\$22.26	\$22.70	\$23.16	\$23.62	\$24.09	\$24.57	\$24.57	\$25.19	\$25.19	\$25.82	\$25.82	\$26.46	\$26.46	\$27.12	\$27.12	\$27.12	\$27.80	\$27.80	\$27.80	\$28.50	\$28.50	\$29.10
Surgical Technologist	Technical	\$29.21	\$29.94	\$30.69	\$31.46	\$32.24	\$32.89	\$33.54	\$34.22	\$34.90	\$35.60	\$36.31	\$37.04	\$37.04	\$37.96	\$37.96	\$38.91	\$38.91	\$39.88	\$39.88	\$40.88	\$40.88	\$40.88	\$41.90	\$41.90	\$41.90	\$42.95	\$42.95	\$43.85
Surgical Technologist - Cardiac	Technical	\$29.21	\$29.94	\$30.69	\$31.46	\$32.24	\$32.89	\$33.54	\$34.22	\$34.90	\$35.60	\$36.31	\$37.04	\$37.04	\$37.96	\$37.96	\$38.91	\$38.91	\$39.88	\$39.88	\$40.88	\$40.88	\$40.88	\$41.90	\$41.90	\$41.90	\$42.95	\$42.95	\$43.85
Ultrasound Sonographer	Technical	\$42.28	\$43.34	\$44.42	\$45.53	\$46.67	\$47.60	\$48.55	\$49.53	\$50.52	\$51.53	\$52.56	\$53.61	\$53.61	\$54.95	\$54.95	\$56.32	\$56.32	\$57.73	\$57.73	\$59.17	\$59.17	\$59.17	\$60.65	\$60.65	\$60.65	\$62.17	\$62.17	\$63.47
Ultrasound Sonographer - Regional Float	Technical	\$44.39	\$45.50	\$46.64	\$47.81	\$49.00	\$49.98	\$50.98	\$52.00	\$53.04	\$54.10	\$55.18	\$56.29	\$56.29	\$57.70	\$57.70	\$59.14	\$59.14	\$60.62	\$60.62	\$62.13	\$62.13	\$62.13	\$63.69	\$63.69	\$63.69	\$65.28	\$65.28	\$66.65
Ultrasound Sonographer Lead	Technical	\$47.18	\$48.36	\$49.57	\$50.81	\$52.08	\$53.12	\$54.18	\$55.27	\$56.37	\$57.50	\$58.65	\$59.82	\$59.82	\$61.32	\$61.32	\$62.85	\$62.85	\$64.42	\$64.42	\$66.03	\$66.03	\$66.03	\$67.68	\$67.68	\$67.68	\$69.37	\$69.37	\$70.83
Vascular Technologist	Technical	\$42.68	\$43.75	\$44.84	\$45.96	\$47.11	\$48.05	\$49.01	\$49.99	\$50.99	\$52.01	\$53.05	\$54.12	\$54.12	\$55.47	\$55.47	\$56.86	\$56.86	\$58.28	\$58.28	\$59.73	\$59.73	\$59.73	\$61.23	\$61.23	\$61.23	\$62.76	\$62.76	\$64.08
Vascular Technologist Lead	Technical	\$47.18	\$48.36	\$49.57	\$50.81	\$52.08	\$53.12	\$54.18	\$55.27	\$56.37	\$57.50	\$58.65	\$59.82	\$59.82	\$61.32	\$61.32	\$62.85	\$62.85	\$64.42	\$64.42	\$66.03	\$66.03	\$66.03	\$67.68	\$67.68	\$67.68	\$69.37	\$69.37	\$70.83



Accelerated Progression		Wage Rates Effective the first full pay period following 9/1/23																											
				3.5%	3.5%	3.5%	3.5%	1.8%	1.8%	1.5%	1.5%	1.5%	1.5%	Average of Step 11 and 13	2.5%	Average of Step 13 and 15	2.5%	Average of Step 15 and 17	2.5%	Average of Step 17 and 19	2.5%	0.0%	0.0%	2.5%	0.0%	0.0%	2.5%	Average of Step 25 and 27	1.0%
	Bargaining Unit	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27
Central Supply Technician	Service	\$18.67	\$19.33	\$20.00	\$20.70	\$21.43	\$21.80	\$22.19	\$22.52	\$22.86	\$23.20	\$23.55	\$23.90	\$24.20	\$24.50	\$24.80	\$25.11	\$25.42	\$25.74	\$26.06	\$26.38	\$26.68	\$26.98	\$27.04	\$27.04	\$27.04	\$27.72	\$27.86	\$27.99
CNA Certified Nursing Asst	Service	\$20.69	\$21.42	\$22.17	\$22.94	\$23.75	\$24.16	\$24.58	\$24.95	\$25.33	\$25.71	\$26.09	\$26.48	\$26.81	\$27.15	\$27.49	\$27.82	\$28.17	\$28.52	\$28.88	\$29.23	\$29.23	\$29.23	\$29.96	\$29.96	\$29.96	\$30.71	\$30.87	\$31.02
Dietary Aide	Service	\$17.37	\$17.97	\$18.60	\$19.25	\$19.93	\$20.28	\$20.63	\$20.94	\$21.25	\$21.57	\$21.90	\$22.23	\$22.50	\$22.78	\$23.07	\$23.35	\$23.64	\$23.93	\$24.23	\$24.53	\$24.53	\$24.53	\$25.15	\$25.15	\$25.15	\$25.77	\$25.90	\$26.03
Driver	Service	\$18.12	\$18.75	\$19.41	\$20.09	\$20.79	\$21.15	\$21.52	\$21.85	\$22.18	\$22.51	\$22.85	\$23.19	\$23.48	\$23.77	\$24.06	\$24.36	\$24.67	\$24.97	\$25.28	\$25.60	\$25.60	\$25.60	\$26.24	\$26.24	\$26.24	\$26.89	\$27.03	\$27.16
Emergency Department Tech	Service	\$21.37	\$22.12	\$22.89	\$23.70	\$24.53	\$24.95	\$25.39	\$25.77	\$26.16	\$26.55	\$26.95	\$27.35	\$27.70	\$28.04	\$28.39	\$28.74	\$29.10	\$29.46	\$29.83	\$30.19	\$30.19	\$30.19	\$30.95	\$30.95	\$30.95	\$31.72	\$31.88	\$32.04
Environmental Svc Lead	Service	\$20.39	\$21.11	\$21.85	\$22.61	\$23.40	\$23.81	\$24.23	\$24.59	\$24.96	\$25.34	\$25.72	\$26.10	\$26.43	\$26.75	\$27.09	\$27.42	\$27.77	\$28.11	\$28.46	\$28.81	\$28.81	\$28.81	\$29.53	\$29.53	\$29.53	\$30.27	\$30.42	\$30.57
Environmental Svc. Attendant I	Service	\$17.82	\$18.44	\$19.09	\$19.76	\$20.45	\$20.81	\$21.17	\$21.49	\$21.81	\$22.14	\$22.47	\$22.81	\$23.09	\$23.38	\$23.67	\$23.96	\$24.26	\$24.56	\$24.87	\$25.17	\$25.17	\$25.17	\$25.80	\$25.80	\$25.80	\$26.45	\$26.58	\$26.71
Food Service Assistant	Service	\$18.67	\$19.33	\$20.00	\$20.70	\$21.43	\$21.80	\$22.19	\$22.52	\$22.86	\$23.20	\$23.55	\$23.90	\$24.20	\$24.50	\$24.80	\$25.11	\$25.42	\$25.74	\$26.06	\$26.38	\$26.38	\$26.38	\$27.04	\$27.04	\$27.04	\$27.72	\$27.86	\$27.99
Inventory Control Clerk	Service	\$18.67	\$19.33	\$20.00	\$20.70	\$21.43	\$21.80	\$22.19	\$22.52	\$22.86	\$23.20	\$23.55	\$23.90	\$24.20	\$24.50	\$24.80	\$25.11	\$25.42	\$25.74	\$26.06	\$26.38	\$26.38	\$26.38	\$27.04	\$27.04	\$27.04	\$27.72	\$27.86	\$27.99
Monitor Technician	Service	\$21.63	\$22.39	\$23.17	\$23.98	\$24.82	\$25.26	\$25.70	\$26.08	\$26.47	\$26.87	\$27.27	\$27.68	\$28.03	\$28.38	\$28.73	\$29.08	\$29.45	\$29.81	\$30.18	\$30.56	\$30.56	\$30.56	\$31.32	\$31.32	\$31.32	\$32.10	\$32.26	\$32.43
Nurse Tech I	Service	\$20.69	\$21.42	\$22.17	\$22.94	\$23.75	\$24.16	\$24.58	\$24.95	\$25.33	\$25.71	\$26.09	\$26.48	\$26.81	\$27.15	\$27.49	\$27.82	\$28.17	\$28.52	\$28.88	\$29.23	\$29.23	\$29.23	\$29.96	\$29.96	\$29.96	\$30.71	\$30.87	\$31.02
Nurse Tech II	Service	\$21.63	\$22.39	\$23.17	\$23.98	\$24.82	\$25.26	\$25.70	\$26.08	\$26.47	\$26.87	\$27.27	\$27.68	\$28.03	\$28.38	\$28.73	\$29.08	\$29.45	\$29.81	\$30.18	\$30.56	\$30.56	\$30.56	\$31.32	\$31.32	\$31.32	\$32.10	\$32.26	\$32.43
Patient Access Rep	Service	\$21.37	\$22.12	\$22.89	\$23.70	\$24.53	\$24.95	\$25.39	\$25.77	\$26.16	\$26.55	\$26.95	\$27.35	\$27.70	\$28.04	\$28.39	\$28.74	\$29.10	\$29.46	\$29.83	\$30.19	\$30.19	\$30.19	\$30.95	\$30.95	\$30.95	\$31.72	\$31.88	\$32.04
Patient Team Support	Service	\$21.37	\$22.12	\$22.89	\$23.70	\$24.53	\$24.95	\$25.39	\$25.77	\$26.16	\$26.55	\$26.95	\$27.35	\$27.70	\$28.04	\$28.39	\$28.74	\$29.10	\$29.46	\$29.83	\$30.19	\$30.19	\$30.19	\$30.95	\$30.95	\$30.95	\$31.72	\$31.88	\$32.04
Patient Telesitter	Service	\$20.69	\$21.42	\$22.17	\$22.94	\$23.75	\$24.16	\$24.58	\$24.95	\$25.33	\$25.71	\$26.09	\$26.48	\$26.81	\$27.15	\$27.49	\$27.82	\$28.17	\$28.52	\$28.88	\$29.23	\$29.23	\$29.23	\$29.96	\$29.96	\$29.96	\$30.71	\$30.87	\$31.02
Supply Chain Specialist	Service	\$18.12	\$18.75	\$19.41	\$20.09	\$20.79	\$21.15	\$21.52	\$21.85	\$22.18	\$22.51	\$22.85	\$23.19	\$23.48	\$23.77	\$24.06	\$24.36	\$24.67	\$24.97	\$25.28	\$25.60	\$25.60	\$25.60	\$26.24	\$26.24	\$26.24	\$26.89	\$27.03	\$27.16
Transporter	Service	\$18.12	\$18.75	\$19.41	\$20.09	\$20.79	\$21.15	\$21.52	\$21.85	\$22.18	\$22.51	\$22.85	\$23.19	\$23.48	\$23.77	\$24.06	\$24.36	\$24.67	\$24.97	\$25.28	\$25.60	\$25.60	\$25.60	\$26.24	\$26.24	\$26.24	\$26.89	\$27.03	\$27.16
Transporter Lead	Service	\$20.69	\$21.42	\$22.17	\$22.94	\$23.75	\$24.16	\$24.58	\$24.95	\$25.33	\$25.71	\$26.09	\$26.48	\$26.81	\$27.15	\$27.49	\$27.82	\$28.17	\$28.52	\$28.88	\$29.23	\$29.23	\$29.23	\$29.96	\$29.96	\$29.96	\$30.71	\$30.87	\$31.02
Unit Coordinator	Service	\$21.63	\$22.39	\$23.17	\$23.98	\$24.82	\$25.26	\$25.70	\$26.08	\$26.47	\$26.87	\$27.27	\$27.68	\$28.03	\$28.38	\$28.73	\$29.08	\$29.45	\$29.81	\$30.18	\$30.56	\$30.56	\$30.56	\$31.32	\$31.32	\$31.32	\$32.10	\$32.26	\$32.43

Collective Bargaining Agreement 2022 - 2024

PeaceHealth St. Joseph Medical Center – SEIU Healthcare 1199NW (Technical and Service Unit)

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Normal Progression		Wage Rates Effective the first full pay period following 9/1/23																											
				2.5%	2.5%	2.5%	2.5%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	Average of Step 11 and 13	2.5%	Average of Step 13 and 15	2.5%	Average of Step 15 and 17	2.5%	Average of Step 17 and 19	2.5%	0.0%	0.0%	2.5%	0.0%	0.0%	2.5%	Average of Step 25 and 27	2.1%
	Bargaining Unit	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27
Anesthesia Technician	Technical	\$27.24	\$27.92	\$28.62	\$29.34	\$30.07	\$30.67	\$31.29	\$31.91	\$32.55	\$33.20	\$33.87	\$34.54	\$34.97	\$35.41	\$35.85	\$36.29	\$36.75	\$37.20	\$37.66	\$38.13	\$38.13	\$38.13	\$39.08	\$39.08	\$39.08	\$40.06	\$40.48	\$40.90
Anesthesia Technician Lead	Technical	\$29.82	\$30.56	\$31.33	\$32.11	\$32.91	\$33.57	\$34.24	\$34.93	\$35.63	\$36.34	\$37.07	\$37.81	\$38.28	\$38.75	\$39.24	\$39.72	\$40.22	\$40.71	\$41.22	\$41.73	\$41.73	\$41.73	\$42.78	\$42.78	\$42.78	\$43.85	\$44.31	\$44.77
Biomed Tech I	Technical	\$29.96	\$30.71	\$31.48	\$32.27	\$33.07	\$33.73	\$34.41	\$35.10	\$35.80	\$36.52	\$37.25	\$37.99	\$38.47	\$38.94	\$39.43	\$39.91	\$40.41	\$40.91	\$41.42	\$41.93	\$41.93	\$41.93	\$42.98	\$42.98	\$42.98	\$44.06	\$44.52	\$44.98
Biomed Tech II	Technical	\$37.37	\$38.30	\$39.26	\$40.24	\$41.25	\$42.07	\$42.91	\$43.77	\$44.65	\$45.54	\$46.45	\$47.38	\$48.57	\$49.17	\$49.78	\$50.40	\$51.02	\$51.66	\$52.30	\$52.30	\$52.30	\$53.61	\$53.61	\$53.61	\$55.52	\$55.52	\$55.52	\$56.10
Biomed Tech III	Technical	\$40.83	\$41.85	\$42.92	\$43.97	\$45.07	\$45.97	\$46.89	\$47.83	\$48.78	\$49.76	\$50.75	\$51.77	\$52.42	\$53.06	\$53.73	\$54.39	\$55.07	\$55.75	\$56.45	\$57.14	\$57.14	\$57.14	\$58.57	\$58.57	\$58.57	\$60.04	\$60.67	\$61.30
Cardiac Sonographer	Technical	\$43.96	\$45.06	\$46.19	\$47.34	\$48.52	\$49.49	\$50.48	\$51.49	\$52.52	\$53.57	\$54.65	\$55.74	\$56.44	\$57.13	\$57.85	\$58.56	\$59.29	\$60.02	\$60.77	\$61.53	\$61.53	\$61.53	\$63.06	\$63.06	\$63.06	\$64.64	\$65.32	\$66.00
Cardiac Sonographer Lead	Technical	\$48.60	\$49.81	\$51.06	\$52.33	\$53.64	\$54.71	\$55.81	\$56.92	\$58.06	\$59.22	\$60.41	\$61.62	\$62.39	\$63.16	\$63.95	\$64.74	\$65.54	\$66.35	\$67.18	\$68.01	\$68.01	\$68.01	\$69.71	\$69.71	\$69.71	\$71.46	\$72.21	\$72.96
Cardiovascular Tech Lead	Technical	\$48.60	\$49.81	\$51.06	\$52.33	\$53.64	\$54.71	\$55.81	\$56.92	\$58.06	\$59.22	\$60.41	\$61.62	\$62.39	\$63.16	\$63.95	\$64.74	\$65.54	\$66.35	\$67.18	\$68.01	\$68.01	\$68.01	\$69.71	\$69.71	\$69.71	\$71.46	\$72.21	\$72.96
Cardiovascular Technologist	Technical	\$42.26	\$43.32	\$44.40	\$45.51	\$46.65	\$47.58	\$48.53	\$49.50	\$50.49	\$51.50	\$52.53	\$53.58	\$54.25	\$54.92	\$55.61	\$56.30	\$57.00	\$57.70	\$58.43	\$59.15	\$59.15	\$59.15	\$60.63	\$60.63	\$60.63	\$62.14	\$62.79	\$63.45
Central Supply Tech Lead	Service	\$21.25	\$21.78	\$22.32	\$22.88	\$23.45	\$24.02	\$24.48	\$25.39	\$25.90	\$26.41	\$26.94	\$27.38	\$27.62	\$27.96	\$28.31	\$28.66	\$29.01	\$29.38	\$29.74	\$29.74	\$29.74	\$30.48	\$30.48	\$30.48	\$31.24	\$31.57	\$31.90	
Clinical Coord Respiratory Care	Technical	\$37.63	\$38.57	\$39.53	\$40.52	\$41.53	\$42.36	\$43.21	\$44.07	\$44.96	\$45.85	\$46.77	\$47.71	\$48.30	\$48.90	\$49.51	\$50.12	\$50.75	\$51.38	\$52.02	\$52.66	\$52.66	\$52.66	\$53.98	\$53.98	\$53.98	\$55.33	\$55.91	\$56.49
Cook	Service	\$19.68	\$20.18	\$20.68	\$21.20	\$21.73	\$22.16	\$22.60	\$23.52	\$23.99	\$24.47	\$24.96	\$25.27	\$25.58	\$25.90	\$26.22	\$26.55	\$26.88	\$27.21	\$27.55	\$27.55	\$27.55	\$28.24	\$28.24	\$28.24	\$28.94	\$29.25	\$29.55	
Cook Lead	Service	\$22.27	\$22.83	\$23.40	\$23.98	\$24.58	\$25.07	\$25.57	\$26.08	\$26.61	\$27.14	\$27.68	\$28.24	\$28.59	\$28.94	\$29.30	\$29.66	\$30.04	\$30.41	\$30.79	\$31.17	\$31.17	\$31.17	\$31.95	\$31.95	\$31.95	\$32.74	\$33.09	\$33.43
CT Technologist	Technical	\$41.11	\$42.13	\$43.19	\$44.27	\$45.37	\$46.28	\$47.21	\$48.15	\$49.12	\$50.10	\$51.10	\$52.12	\$52.77	\$53.42	\$54.09	\$54.76	\$55.44	\$56.13	\$56.83	\$57.53	\$57.53	\$57.53	\$58.97	\$58.97	\$58.97	\$60.44	\$61.08	\$61.71
CT Technologist Lead	Technical	\$48.60	\$49.81	\$51.06	\$52.33	\$53.64	\$54.71	\$55.81	\$56.92	\$58.06	\$59.22	\$60.41	\$61.62	\$62.39	\$63.16	\$63.95	\$64.74	\$65.54	\$66.35	\$67.18	\$68.01	\$68.01	\$68.01	\$69.71	\$69.71	\$69.71	\$71.46	\$72.21	\$72.96
CT Technologist Regional Float	Technical	\$43.16	\$44.24	\$45.35	\$46.48	\$47.64	\$48.60	\$49.57	\$50.56	\$51.57	\$52.60	\$53.65	\$54.73	\$55.41	\$56.10	\$56.80	\$57.50	\$58.22	\$58.94	\$59.68	\$60.41	\$60.41	\$60.41	\$61.92	\$61.92	\$61.92	\$63.47	\$64.13	\$64.80
EKG Technician	Service	\$20.16	\$20.66	\$21.18	\$21.71	\$22.25	\$22.69	\$23.15	\$23.61	\$24.08	\$24.57	\$25.06	\$25.56	\$25.88	\$26.20	\$26.52	\$26.85	\$27.19	\$27.52	\$27.87	\$28.21	\$28.21	\$28.21	\$28.92	\$28.92	\$28.92	\$29.64	\$29.95	\$30.26
Electro Physiology Technologist	Technical	\$46.67	\$47.84	\$49.03	\$50.26	\$51.51	\$52.54	\$53.60	\$54.67	\$55.76	\$56.88	\$58.01	\$59.17	\$59.91	\$60.65	\$61.41	\$62.17	\$62.95	\$63.72	\$64.52	\$65.32	\$65.32	\$65.32	\$66.95	\$66.95	\$66.95	\$68.62	\$69.34	\$70.06
Electro Physiology Technologist Lead	Technical	\$51.34	\$52.62	\$53.93	\$55.28	\$56.66	\$57.80	\$58.95	\$60.13	\$61.34	\$62.56	\$63.81	\$65.09	\$65.90	\$66.72	\$67.55	\$68.38	\$69.24	\$70.09	\$70.97	\$71.85	\$71.85	\$71.85	\$73.64	\$73.64	\$73.64	\$75.48	\$76.28	\$77.07
Endoscopy Technician	Service	\$19.80	\$20.29	\$20.80	\$21.32	\$21.85	\$22.29	\$22.73	\$23.19	\$23.65	\$24.13	\$24.61	\$25.10	\$25.41	\$25.73	\$26.05	\$26.37	\$26.70	\$27.03	\$27.37	\$27.71	\$27.71	\$27.71	\$28.40	\$28.40	\$28.40	\$29.11	\$29.41	\$29.72
Facilities Support Coordinator	Service	\$19.31	\$19.80	\$20.29	\$20.80	\$21.32	\$21.74	\$22.18	\$22.62	\$23.07	\$23.54	\$24.01	\$24.49	\$24.79	\$25.10	\$25.41	\$25.73	\$26.05	\$26.37	\$26.70	\$27.03	\$27.03	\$27.03	\$27.70	\$27.70	\$27.70	\$28.40	\$28.70	\$28.99
Food Service Assistant Lead	Service	\$21.25	\$21.78	\$22.32	\$22.88	\$23.45	\$23.92	\$24.40	\$24.89	\$25.39	\$25.90	\$26.41	\$26.94	\$27.28	\$27.62	\$27.96	\$28.31	\$28.66	\$29.01	\$29.38	\$29.74	\$29.74	\$29.74	\$30.48	\$30.48	\$30.48	\$31.24	\$31.57	\$31.90
Hospital Scheduler Sr	Service	\$22.27	\$22.83	\$23.40	\$23.98	\$24.58	\$25.07	\$25.57	\$26.08	\$26.61	\$27.14	\$27.68	\$28.24	\$28.59	\$28.94	\$29.30	\$29.66	\$30.04	\$30.41	\$30.79	\$31.17	\$31.17	\$31.17	\$31.95	\$31.95	\$31.95	\$32.74	\$33.09	\$33.43
Instrument Coordinator	Service	\$27.24	\$27.92	\$28.62	\$29.34	\$30.07	\$30.67	\$31.29	\$31.91	\$32.55	\$33.20	\$33.87	\$34.54	\$34.97	\$35.41	\$35.85	\$36.29	\$36.75	\$37.20	\$37.66	\$38.13	\$38.13	\$38.13	\$39.08	\$39.08	\$39.08	\$40.06	\$40.48	\$40.90
LPN Licensed Practical Nurse	Technical	\$25.70	\$26.34	\$27.07	\$27.67	\$28.37	\$28.93	\$29.51	\$30.10	\$30.70	\$31.32	\$31.95	\$32.58	\$32.99	\$33.40	\$33.82	\$34.23	\$34.66	\$35.09	\$35.53	\$35.97	\$35.97	\$35.97	\$36.87	\$36.87	\$36.87	\$37.79	\$38.18	\$38.58
Maintenance Technician	Service	\$19.49	\$19.97	\$20.47	\$20.99	\$21.51	\$21.94	\$22.38	\$22.83	\$23.28	\$23.75	\$24.22	\$24.71	\$25.02	\$25.33	\$25.64	\$25.96	\$26.28	\$26.61	\$26.94	\$27.27	\$27.27	\$27.27	\$27.96	\$27.96	\$27.96	\$28.65	\$28.96	\$29.26
Mental Health Associate	Technical	\$23.31	\$23.89	\$24.49	\$25.10	\$25.73	\$26.24	\$26.77	\$27.30	\$27.85	\$28.41	\$28.94	\$29.55	\$29.92	\$30.29	\$30.67	\$31.05	\$31.44	\$31.83	\$32.22	\$32.62	\$32.62	\$32.62	\$33.44	\$33.44	\$33.44	\$34.27	\$34.63	\$34.99
MRI Technologist	Technical	\$44.84	\$45.96	\$47.11	\$48.28	\$49.49	\$50.48	\$51.45	\$52.52	\$53.57	\$54.64	\$55.73	\$56.85	\$57.96	\$58.27	\$59.00	\$59.73	\$60.47	\$61.22	\$61.99	\$62.75	\$62.75	\$62.75	\$64.32	\$64.32	\$64.32	\$65.93	\$66.62	\$67.31
MRI Technologist Lead	Technical	\$48.60	\$49.81	\$51.06	\$52.33	\$53.64	\$54.71	\$55.81	\$56.92	\$58.06	\$59.22	\$60.41	\$61.62	\$62.39	\$63.16	\$63.95	\$64.74	\$65.54	\$66.35	\$67.18	\$68.01	\$68.01	\$68.01	\$69.71	\$69.71	\$69.71	\$71.46	\$72.21	\$72.96
Nuclear Medicine Tech Lead	Technical	\$48.60	\$49.81	\$51.06	\$52.33	\$53.64	\$54.71	\$55.81	\$56.92	\$58.06	\$59.22	\$60.41	\$61.62	\$62.39	\$63.16	\$63.95	\$64.74	\$65.54	\$66.35	\$67.18	\$68.01	\$68.01	\$68.01	\$69.71	\$69.71	\$69.71	\$71.46	\$72.21	\$72.96
Nuclear Medicine Technologist	\$42.82	\$43.89	\$44.98	\$46.11	\$47.26	\$48.21	\$49.17	\$50.15	\$51.16	\$52.18	\$53.22	\$54.29	\$54.97	\$55.65	\$56.34	\$57.04	\$57.75	\$58.46	\$59.19	\$59.93	\$59.93	\$59.93	\$61.42	\$61.42	\$61.42	\$62.96	\$63.62	\$64.28	
OB Surgical Technologist	Technical	\$30.09	\$30.84	\$31.61	\$32.40	\$33.21	\$33.87	\$34.55	\$35.24	\$35.95	\$36.67	\$37.40	\$38.15	\$38.62	\$39.10	\$39.59	\$40.08	\$40.58	\$41.08	\$41.59	\$42.11	\$42.11	\$42.11	\$43.16	\$43.16	\$43.16	\$44.24	\$44.70	\$45.17
Occupational Therapy Assistant	Technical	\$28.26	\$28.97	\$29.69	\$30.44	\$31.20	\$31.82	\$32.46	\$33.13	\$33.77	\$34.44	\$35.13	\$35.84	\$36.28	\$36.73	\$37.19	\$37.65	\$38.12	\$38.59	\$39.07	\$39.56	\$39.56	\$39.56	\$40.55	\$40.55	\$40.55	\$41.56	\$41.94	\$42.43
Patient Access Rep Lead	Service	\$23.93	\$24.53	\$25.14	\$25.77	\$26.41	\$26.94	\$27.48	\$28.03	\$28.59	\$29.16	\$29.73	\$30.34	\$30.72	\$31.10	\$31.48	\$31.87	\$32.27	\$32.67	\$33.08	\$33.49	\$33.49	\$33.49	\$34.32	\$34.32	\$34.32	\$35.18	\$35.55	\$35.92

*Collective Bargaining Agreement 2022 - 2024*

*PeaceHealth St. Joseph Medical Center – SEIU Healthcare 1199NW (Technical and Service Unit)*

Sensitivity: General Business Use. This document contains proprietary information and is intended for business use only.

Normal Progression		Wage Rates Effective the first full pay period following 9/1/23																											
			2.5%	2.5%	2.5%	2.5%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	Average of Step 11 and 13	2.5%	Average of Step 13 and 15	2.5%	Average of Step 15 and 17	2.5%	Average of Step 17 and 19	2.5%	0.0%	0.0%	2.5%	0.0%	0.0%	2.5%	Average of Step 25 and 27	2.1%	
	Bargaining Unit	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27
Pharmacy Buyer	Technical	\$27.24	\$27.92	\$28.62	\$29.34	\$30.07	\$30.67	\$31.29	\$31.91	\$32.55	\$33.20	\$33.87	\$34.54	\$34.97	\$35.41	\$35.85	\$36.29	\$36.75	\$37.20	\$37.66	\$38.13	\$38.13	\$38.13	\$39.08	\$39.08	\$39.08	\$40.06	\$40.48	\$40.90
Pharmacy Technician	Technical	\$24.67	\$25.29	\$25.92	\$26.57	\$27.23	\$27.77	\$28.33	\$28.90	\$29.47	\$30.06	\$30.66	\$31.28	\$31.67	\$32.06	\$32.46	\$32.86	\$33.27	\$33.68	\$34.10	\$34.53	\$34.53	\$34.53	\$35.39	\$35.39	\$35.39	\$36.27	\$36.65	\$37.03
Pharmacy Technician Lead	Technical	\$27.24	\$27.92	\$28.62	\$29.34	\$30.07	\$30.67	\$31.29	\$31.91	\$32.55	\$33.20	\$33.87	\$34.54	\$34.97	\$35.41	\$35.85	\$36.29	\$36.75	\$37.20	\$37.66	\$38.13	\$38.13	\$38.13	\$39.08	\$39.08	\$39.08	\$40.06	\$40.48	\$40.90
Physical Therapy Assistant	Technical	\$28.79	\$29.51	\$30.25	\$31.00	\$31.78	\$32.41	\$33.06	\$33.72	\$34.40	\$35.08	\$35.79	\$36.50	\$36.96	\$37.41	\$37.88	\$38.35	\$38.83	\$39.31	\$39.80	\$40.29	\$40.29	\$40.29	\$41.30	\$41.30	\$41.30	\$42.33	\$42.78	\$43.22
Rad Tech Special Procedures	Technical	\$42.82	\$43.89	\$44.98	\$46.11	\$47.26	\$48.21	\$49.17	\$50.15	\$51.16	\$52.18	\$53.22	\$54.29	\$54.97	\$55.65	\$56.34	\$57.04	\$57.75	\$58.46	\$59.19	\$59.93	\$59.93	\$59.93	\$61.42	\$61.42	\$61.42	\$62.96	\$63.62	\$64.28
Radiology Lead	Technical	\$48.46	\$49.67	\$50.91	\$52.19	\$53.49	\$54.56	\$55.65	\$56.77	\$57.90	\$59.06	\$60.24	\$61.45	\$62.21	\$62.98	\$63.77	\$64.56	\$65.36	\$66.17	\$67.00	\$67.82	\$67.82	\$67.82	\$69.52	\$69.52	\$69.52	\$71.26	\$72.01	\$72.75
Radiology Technologist	Technical	\$33.14	\$33.96	\$34.81	\$35.68	\$36.57	\$37.31	\$38.05	\$38.81	\$39.59	\$40.38	\$41.19	\$42.01	\$42.54	\$43.06	\$43.60	\$44.14	\$44.69	\$45.24	\$45.81	\$46.37	\$46.37	\$46.37	\$47.53	\$47.53	\$47.53	\$48.72	\$49.23	\$49.75
Referral Coordinator	Service	\$20.45	\$20.96	\$21.48	\$22.02	\$22.57	\$23.02	\$23.48	\$23.95	\$24.43	\$24.92	\$25.42	\$25.92	\$26.25	\$26.57	\$26.90	\$27.24	\$27.58	\$27.92	\$28.27	\$28.61	\$28.61	\$28.61	\$29.33	\$29.33	\$29.33	\$30.06	\$30.38	\$30.69
Respiratory Therapist	Technical	\$34.23	\$35.08	\$35.96	\$36.86	\$37.78	\$38.54	\$39.31	\$40.09	\$40.89	\$41.71	\$42.55	\$43.40	\$43.94	\$44.48	\$45.04	\$45.59	\$46.16	\$46.73	\$47.32	\$47.90	\$47.90	\$49.10	\$49.10	\$49.10	\$50.33	\$50.86	\$51.38	
Respiratory Therapist Lead	Technical	\$41.40	\$42.43	\$43.49	\$44.58	\$45.69	\$46.61	\$47.54	\$48.49	\$49.46	\$50.45	\$51.46	\$52.49	\$53.14	\$53.80	\$54.47	\$55.14	\$55.83	\$56.52	\$57.23	\$57.94	\$57.94	\$59.38	\$59.38	\$59.38	\$60.87	\$61.51	\$62.15	
Respiratory Therapy Assistant	Service	\$19.31	\$19.80	\$20.29	\$20.80	\$21.32	\$21.74	\$22.18	\$22.62	\$23.07	\$23.54	\$24.01	\$24.49	\$24.79	\$25.10	\$25.41	\$25.73	\$26.05	\$26.37	\$26.70	\$27.03	\$27.03	\$27.03	\$27.70	\$27.70	\$27.70	\$28.40	\$28.70	\$28.99
Sterile Processing Tech Lead	Service	\$27.24	\$27.92	\$28.62	\$29.34	\$30.07	\$30.67	\$31.29	\$31.91	\$32.55	\$33.20	\$33.87	\$34.54	\$34.97	\$35.41	\$35.85	\$36.29	\$36.75	\$37.20	\$37.66	\$38.13	\$38.13	\$38.13	\$39.08	\$39.08	\$39.08	\$40.06	\$40.48	\$40.90
Sterile Processing Technician I	Service	\$21.57	\$22.11	\$22.66	\$23.23	\$23.81	\$24.28	\$24.77	\$25.26	\$25.77	\$26.29	\$26.81	\$27.35	\$27.69	\$28.03	\$28.38	\$28.73	\$29.09	\$29.45	\$29.82	\$30.19	\$30.19	\$30.19	\$30.94	\$30.94	\$30.94	\$31.71	\$32.05	\$32.38
Sterile Processing Technician II	Service	\$22.27	\$22.83	\$23.40	\$23.98	\$24.58	\$25.07	\$25.57	\$26.08	\$26.61	\$27.14	\$27.68	\$28.24	\$28.59	\$28.94	\$29.30	\$29.66	\$30.04	\$30.41	\$30.79	\$31.17	\$31.17	\$31.17	\$31.95	\$31.95	\$31.95	\$32.74	\$33.09	\$33.43
Sterile Processing Technician III	Service	\$24.67	\$25.29	\$25.92	\$26.57	\$27.23	\$27.77	\$28.33	\$28.90	\$29.47	\$30.06	\$30.66	\$31.28	\$31.67	\$32.06	\$32.46	\$32.86	\$33.27	\$33.68	\$34.10	\$34.53	\$34.53	\$34.53	\$35.39	\$35.39	\$35.39	\$36.27	\$36.65	\$37.03
Supply Chain Specialist Lead	Service	\$21.25	\$21.78	\$22.32	\$22.88	\$23.45	\$23.92	\$24.40	\$24.89	\$25.39	\$25.90	\$26.41	\$26.94	\$27.28	\$27.62	\$27.96	\$28.31	\$28.66	\$29.01	\$29.38	\$29.74	\$29.74	\$29.74	\$30.48	\$30.48	\$30.48	\$31.24	\$31.57	\$31.90
Surg Tech Service Line Coordinator	Technical	\$33.14	\$33.96	\$34.81	\$35.68	\$36.57	\$37.31	\$38.05	\$38.81	\$39.59	\$40.38	\$41.19	\$42.01	\$42.54	\$43.06	\$43.60	\$44.14	\$44.69	\$45.24	\$45.81	\$46.37	\$46.37	\$46.37	\$47.53	\$47.53	\$47.53	\$48.72	\$49.23	\$49.75
Surgical Support Aide	Service	\$19.96	\$20.46	\$20.97	\$21.50	\$22.03	\$22.47	\$22.92	\$23.38	\$23.85	\$24.33	\$24.81	\$25.31	\$25.63	\$25.94	\$26.27	\$26.59	\$26.92	\$27.26	\$27.60	\$27.94	\$27.94	\$27.94	\$28.64	\$28.64	\$28.64	\$29.35	\$29.66	\$29.97
Surgical Technologist	Technical	\$30.09	\$30.84	\$31.61	\$32.40	\$33.21	\$33.87	\$34.55	\$35.24	\$35.95	\$36.67	\$37.40	\$38.15	\$38.62	\$39.10	\$39.59	\$40.08	\$40.58	\$41.08	\$41.59	\$42.11	\$42.11	\$42.11	\$43.16	\$43.16	\$43.16	\$44.24	\$44.70	\$45.17
Surgical Technologist - Cardiac	Technical	\$30.09	\$30.84	\$31.61	\$32.40	\$33.21	\$33.87	\$34.55	\$35.24	\$35.95	\$36.67	\$37.40	\$38.15	\$38.62	\$39.10	\$39.59	\$40.08	\$40.58	\$41.08	\$41.59	\$42.11	\$42.11	\$42.11	\$43.16	\$43.16	\$43.16	\$44.24	\$44.70	\$45.17
Ultrasound Sonographer	Technical	\$43.55	\$44.64	\$45.75	\$46.90	\$48.07	\$49.03	\$50.01	\$51.01	\$52.03	\$53.07	\$54.13	\$55.22	\$55.91	\$56.60	\$57.30	\$58.01	\$58.74	\$59.46	\$60.21	\$60.95	\$60.95	\$60.95	\$62.47	\$62.47	\$62.47	\$64.03	\$64.71	\$65.38
Ultrasound Sonographer - Regional Float	Technical	\$45.73	\$46.87	\$48.04	\$49.24	\$50.47	\$51.48	\$52.51	\$53.56	\$54.63	\$55.73	\$56.84	\$57.98	\$58.70	\$59.43	\$60.17	\$60.91	\$61.68	\$62.44	\$63.22	\$64.00	\$64.00	\$64.00	\$65.60	\$65.60	\$65.60	\$67.24	\$67.94	\$68.65
Ultrasound Sonographer Lead	Technical	\$48.60	\$49.81	\$51.06	\$52.33	\$53.64	\$54.71	\$55.81	\$56.92	\$58.06	\$59.22	\$60.41	\$61.62	\$62.39	\$63.16	\$63.95	\$64.74	\$65.54	\$66.35	\$67.18	\$68.01	\$68.01	\$68.01	\$69.71	\$69.71	\$69.71	\$71.46	\$72.21	\$72.96
Vascular Technologist	Technical	\$43.96	\$45.06	\$46.19	\$47.34	\$48.52	\$49.49	\$50.48	\$51.49	\$52.52	\$53.57	\$54.65	\$55.74	\$56.44	\$57.13	\$57.85	\$58.56	\$59.29	\$60.02	\$60.77	\$61.53	\$61.53	\$61.53	\$63.06	\$63.06	\$63.06	\$64.64	\$65.32	\$66.00
Vascular Technologist Lead	Technical	\$48.60	\$49.81	\$51.06	\$52.33	\$53.64	\$54.71	\$55.81	\$56.92	\$58.06	\$59.22	\$60.41	\$61.62	\$62.39	\$63.16	\$63.95	\$64.74	\$65.54	\$66.35	\$67.18	\$68.01	\$68.01	\$68.01	\$69.71	\$69.71	\$69.71	\$71.46	\$72.21	\$72.96

## Collective Bargaining Agreement 2022 - 2024

### PeaceHealth St. Joseph Medical Center – SEIU Healthcare 1199NW (Technical and Service Unit)

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## **APPENDIX C**

### **Bulletin Boards**

4 South break lounge  
IMCU N break lounge  
3<sup>rd</sup> Surgical break lounge  
ICU break lounge  
2 North break lounge  
2C break lounge  
2 S break lounge  
1 Central break lounge  
ED break lounge  
Imaging X-Ray 2 hallway  
CBC break lounge  
Biomed front door  
FNS by the time clock  
EVS break room  
CS break room  
SPD break room  
OR break room  
Cardiovascular break room  
CDU break room  
Short Stay break room  
Facilities locker room  
Float Pool break room  
Pharmacy/Lab breakroom  
Respiratory lounge



## MEMORANDUM OF UNDERSTANDING #1

### Hospice Employees

SEIU Healthcare 1199NW and PeaceHealth St. Joseph Medical Center hereby agree that the following provisions apply exclusively to Community Program Certified Nursing Assistants:

1. **Mileage.** When an employee is required by the Employer to use the employee's personal vehicle to provide patient care services, the employee will be reimbursed for mileage at the existing allowable IRS rate per reimbursable mile incurred on behalf of the Employer, other than for the mileage equivalent to travel between the employee's home and the main office. During such reimbursable travel, the employee will be considered in the employ of the Employer and all provisions of this Agreement will apply.

a. For example: If the employee is authorized to go home directly after his or her last visit, the mileage will be reimbursed if the distance to the employee's home is equal to or less than the distance to the main office. If the distance to the employee's home is greater than the distance to the main office, the mileage reimbursed will be from the patient's home to the main office.

b. Mileage incurred for the purpose of running errands or reaching a meal location is not reimbursable.

c. Mileage will be reimbursed on a monthly basis. A copy of total miles submitted each month to Accounts Payable will be placed in the employee's mailbox.

2. **Cellular phones.** The Employer will make available to each employee a cellular phone for Employer-related business at no cost to the employee.

3. **Charting time.** Computer laptop charting time is considered time worked.

4. **Flexible work schedules.** Where there is mutual agreement between the employee and his or her manager, (1) overtime pay under Section 8.2 will be limited to all time

worked in excess of forty (40) hours in the employee's normal work week, and (2) shift differential pay under Section 9.2 will not apply for hours worked on evening or night shift.

The following provision applies to all Hospice bargaining unit employees:

**Care Committee.** Representatives of Hospice management and Union representatives of both CNAs and LPNs will meet for a period of one (1) hour each calendar quarter for the purposes of fostering improved communication between the Employer and Hospice employees, and of improving working conditions, efficiency, patient care and employee satisfaction. Time spent in attendance by Union representatives will be unpaid. A designated representative of Hospice management and a designated Union representative will develop an agenda in advance of the meeting.

SEIU HEALTHCARE 1199NW

By:  \_\_\_\_\_

Date: 10/27/2022

PEACEHEALTH ST. JOSEPH MEDICAL  
CENTER

By:  \_\_\_\_\_

Date: 10/19/2022

## MEMORANDUM OF UNDERSTANDING #2

### Variable Shifts

SEIU Healthcare 1199NW and PeaceHealth St. Joseph Medical Center hereby agree to the following limitations on the scheduling of variable shifts:

1. “Variable shifts” refers to a combination of day, evening and night shifts. Variable start and stop times on the same day, evening or night shift do not constitute variable shifts.
2. Employees who work variable shifts will not be prescheduled to work double shifts, i.e., two (2) consecutive back-to-back shifts.
3. Employees scheduled to work a night shift will not be scheduled to work an evening shift that begins less than thirty (30) hours, or a day shift that begins less than 45 hours, following the end of the previous night shift, unless the employee voluntarily agrees otherwise.
4. Variable shift employees will be allowed to have a minimum of two (2) consecutive days off within a pay period, unless the employee voluntarily agrees otherwise.
5. Variable shift positions shall be limited to six (6) in Pharmacy, six (6) in Imaging, two (2) in Sterile Processing, two (2) in One Central, and six (6) in Perioperative Services. If the Employer contemplates any additional variable shift positions, it will bring the matter to the Labor Management Committee for discussion and review.

SEIU HEALTHCARE 1199NW

By: \_\_\_\_\_

Date: 10/27/2022

PEACEHEALTH ST. JOSEPH MEDICAL CENTER

By: \_\_\_\_\_

Date: 10/19/2022

*Collective Bargaining Agreement 2022 - 2024*

*PeaceHealth St. Joseph Medical Center – SEIU Healthcare 1199NW (Technical and Service Unit)*

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## MEMORANDUM OF UNDERSTANDING #3

### Licensed Practical Nurses

PeaceHealth St. Joseph Medical Center and SEIU Healthcare 1199NW hereby agree that overtime shall not be mandatory for licensed practical nurses unless implemented in accordance with state law.

SEIU HEALTHCARE 1199NW

By: \_\_\_\_\_

Date: 10/27/2022

PEACEHEALTH ST. JOSEPH MEDICAL  
CENTER

By: \_\_\_\_\_

Date: 10/19/2022

**MEMORANDUM OF UNDERSTANDING #4**  
**Call Back and Extension of Shift for Standby Caregivers**

**For Technical Caregivers Only**

A Call back overtime of three (3) hour minimum will be applied to an employee who is on standby call and is required to stay for a case or procedure that begins after the end of their regularly scheduled shift. If an employee on standby has their shift extended because they are already working in a procedure that goes beyond the end of their regularly scheduled shift, then the three (3) hour minimum will not be applied.

SEIU HEALTHCARE 1199NW

By: \_\_\_\_\_

Date: 10/27/2022

PEACEHEALTH ST. JOSEPH MEDICAL  
CENTER

By: \_\_\_\_\_

Date: 10/22/2022

## MEMORANDUM OF UNDERSTANDING #5

### Negotiating Team Pay

Hours donated for the benefit of members of the Union negotiating committee will be transferred by the Medical Center to committee members as designated by the Union and will be restricted to the time period of negotiations for a successor agreement.

SEIU HEALTHCARE 1199NW

By: \_\_\_\_\_

Date: 10/27/2022

PEACEHEALTH ST. JOSEPH MEDICAL  
CENTER

By: \_\_\_\_\_

Date: 10/19/2022

*Collective Bargaining Agreement 2022 - 2024*

*PeaceHealth St. Joseph Medical Center – SEIU Healthcare 1199NW (Technical and Service Unit)*

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## PeaceHealth St. Joseph Medical Center – SEIU 1199NW PTO Donation Form

A represented caregiver may donate a minimum of one (1) hour and a maximum of 250 hours per year of his or her accrued PTO for the benefit of members of the same union negotiating committee.

### To Be Completed By Donating Caregiver

Caregiver Name:

---

Caregiver #:

---

# of PTO hours I wish to donate:

---

Date Submitted:

---

I understand that by signing this election form and donating my future accrued PTO hours to the bargaining team, my PTO bank will be deducted and my pay reduced for taxes related to the gross value of those hours. I further understand the value of my donated PTO will not be included in my retirement eligible compensation, and that this PTO donation is non-revocable. I authorize the PTO deduction and attest to the understanding my personal tax implication for the donation and its impact on my retirement benefits.

Caregiver Signature: \_\_\_\_\_ Date:

---

### Submission Instructions

Fax the completed form directly to HR at (360) 715-4116.

*Collective Bargaining Agreement 2022 - 2024*

*PeaceHealth St. Joseph Medical Center – SEIU Healthcare 1199NW (Technical and Service Unit)*

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## **MEMORANDUM OF UNDERSTANDING #6**

### **Respiratory Therapy II Premium Pay**

Respiratory Therapists and Respiratory Therapy Leads shall receive a premium pay of three (\$3.00) dollars an hour if they achieve and maintain in good standing one (1) credential in each of the following categories: Education, Advanced Job Skill, and Engagement. Respiratory Therapists must also be in good standing with both the Employer and the Union, and have two (2) years of experience as a Respiratory Therapists:

#### **Education:**

1. Hold a Bachelor of Science degree in Respiratory Therapy
2. Advanced Certification/Credential:
  - a. NBRC approved Adult Critical Care Specialist (ACCS)
  - b. NBRC approved Neonatal/Pediatric Specialist (NPS)
  - c. NBRC approved Sleep Disorder Specialist (SDS)
  - d. NBRC approved Registered Plumonary Function Technologist (RPFT)
  - e. AARC Certified Asthma Educator cerdential and six (6) relevant, AARC CEIU's per year.
  - f. AARC approved Pulmonary Disease Educator cerdential and six (6) relevant, AARC, CEUs per year.
  - g. Neonatal Resuscitation Program (NRP) Instructor

#### **Advanced Job skill:**

Employee must complete the designated hospital training program approved by Department Medical Director. Employee must participate in 80% of in-services and training offred in speciality, and equally rotate inot the role within a qualified pool.

- a. Intubation (not applicable for Team Lead advanced skill)
- b. ECMO
- c. Arterial line placement

*Collective Bargaining Agreement 2022 - 2024*

*PeaceHealth St. Joseph Medical Center – SEIU Healthcare 1199NW (Technical and Service Unit)*

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- d. Hospital Preceptor (\*Must attend hospital training and actively precept)
- e. Specialty Bronchoscopy (EBUS, Navigational Bronchoscopy)
- f. Relief Team Lead

**Engagement:**

Employee must join a Department, Hospital, or Union based council or committee mutually agreed upon by manager and RT. This committee must demonstrate a clear contribution to the Medical Center interdisciplinary team and to the organization's goals. Employee must attend and meaningfully participate in 80% of the committee or council meetings.

The activity or project that the Therapist is working on must be approved by the manager. The Therapist must present a timeline of activities to the manager and plan for 2-3 meetings, throughout the year, to update the manager about the work and seek guidance if needed.

All qualified staff must be required to complete a portfolio to be turned in for initial consideration and annually during evaluation period. It is the responsibility of each Therapist to show evidence that the criteria have been met and maintained annually. Incomplete documentation could result in not meeting level requirements.

The following will be included in the portfolio:

1. Current resume
2. Letter stating how they meet all the requirements including attendance records at council meetings.
3. All supporting documents that show the Therapist has performed and maintained competencies/certifications to include a summary of the project and whether the objectives were met.

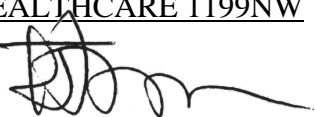
Portfolio's will be accepted once a year for the first two weeks in September to the reviewing committee. The committee will be made up of: HR, RT Manager, RT II x2. This committee will review the portfolio and decide if the Therapist met the criteria of RT II.

**Good Standing:** The Therapists must not have any current corrective actions on file to qualify to be a Respiratory Therapist II.

Annual Evaluation of Process: This process will be reviewed after the first selection committee and then annually to ensure the process is meeting the needs of the desired outcome. Any and all changes to this process or MOU will be bargained in good faith with SEIU Healthcare 1199NW and PeaceHealth St. Joseph Medical Center.

SEIU HEALTHCARE 1199NW

By: \_\_\_\_\_



Date: \_\_\_\_\_

10/27/2022

PEACEHEALTH ST. JOSEPH MEDICAL  
CENTER

By: \_\_\_\_\_



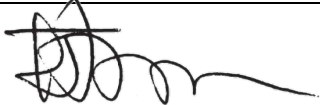
Date: 10/19/2022

## MEMORANDUM OF UNDERSTANDING #7

### Pharmacy Variable Shift Definition

Unless mutually agreed by the employer and the employee, variable shifts in the pharmacy will be limited to a Cancer Center rotation of once per pay period, Cancer Center vacation coverage, or to maintain the necessary skills for mixing hazardous intravenous medication.

SEIU HEALTHCARE 1199NW

By: 

Date: 10/27/2022

PEACEHEALTH ST. JOSEPH MEDICAL  
CENTER

By: 

Date: 10/19/2022

## MEMORANDUM OF UNDERSTANDING #8

### Regarding Paid Family and Medical Leave

The parties agree that they wish to elect to become subject to all applicable rights and responsibilities under Title 50A RCW and related rules prior to the expiration, reopening, or renegotiation of their collective bargaining agreement. Beginning on May 24, 2020, deductions and eligibility will begin for qualified employees through the state's program. Employees may be eligible for additional short-term disability benefits for their own medical leave through the employer's short-term disability plan.

SEIU HEALTHCARE 1199NW

By: 

Date: 10/27/2022

PEACEHEALTH ST. JOSEPH MEDICAL  
CENTER

By: 

Date: 10/19/2022

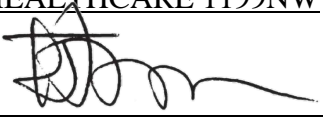
## MEMORANDUM OF UNDERSTANDING #9

### Regarding Washington State Long Term Services and Support Trust Act and Long-Term Care Coverage

The Union and the Employer agree that Union members may elect to participate in Long-Term Care Coverage provided by PeaceHealth.

SEIU HEALTHCARE 1199NW

By: \_\_\_\_\_

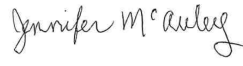


Date: \_\_\_\_\_

10/27/2022

PEACEHEALTH ST. JOSEPH MEDICAL CENTER

By: \_\_\_\_\_



Date: \_\_\_\_\_

10/19/2022

## MEMORANDUM OF UNDERSTANDING #10

### Environmental Services Safety Labor Management Subcommittee

The Employer recognizes the importance of adequate staffing to the provision of quality patient care. Staffing levels shall be determined by management and based on patient care needs. To address recurring staffing concerns in Environmental Services within the Medical Center, the parties will maintain a Labor Management staffing committee. The Subcommittee will consist of three (3) Employer representatives and the Union will appoint up to three (3) caregivers currently working in the Environmental Services department. The committee will be advisory and meet quarterly or more often as mutually agreed.

SEIU HEALTHCARE 1199NW

By: \_\_\_\_\_

Date: 10/27/2022

PEACEHEALTH ST. JOSEPH MEDICAL  
CENTER

By: \_\_\_\_\_

Date: 10/19/2022

## MEMORANDUM OF UNDERSTANDING #11

### Washington Paid Family Medical Leave

The Employer will allow employees utilizing WPFML to use PTO to supplement their benefit in order to make them financially whole.

SEIU HEALTHCARE 1199NW

By: \_\_\_\_\_

Date: 10/27/2022

PEACEHEALTH ST. JOSEPH MEDICAL  
CENTER

By: \_\_\_\_\_

Date: 10/19/2022

*Collective Bargaining Agreement 2022 - 2024*

*PeaceHealth St. Joseph Medical Center – SEIU Healthcare 1199NW (Technical and Service Unit)*

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## MEMORANDUM OF UNDERSTANDING #12

### Pharmacy Tech Career Ladder

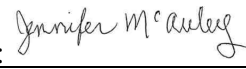
The Employer conceptually agrees that a Pharmacy career ladder would be beneficial to both parties involved. In order to further explore a Pharmacy Tech Career Ladder, the parties agree to meet no later than 60 days following ratification.

SEIU HEALTHCARE 1199NW

By: \_\_\_\_\_

Date: 10/27/2022

PEACEHEALTH ST. JOSEPH MEDICAL  
CENTER

By: \_\_\_\_\_

Date: 10/19/2022



## MEMORANDUM OF UNDERSTANDING #13

### Health Benefits Bargaining

1. The parties agree SEIU Healthcare 1199NW, SEIU Local 49 and PeaceHealth Administration will have 'big table' discussions with the goal of improving the health benefits offered to Caregivers.
2. The parties agree that the topics of discussion at the table will include, but are not limited to premium cost/share for the EPO, PPO and ABHP; the Premium Reduction Program and potential joint communications related to the EPO.
3. The parties will work to schedule discussions and negotiations prior to open enrollment in 2023.
4. If the CBA is settled prior to the 'big table' discussion and negotiations reaching agreement, the parties agree that any 'big table' agreement that comes from those negotiations will be applied to the CBA.
5. Prior to the conclusion of the 'big table' negotiations, the Parties agree that the current CBA provisions regarding health benefits shall remain in effect.
6. PeaceHealth agree to release up to five members of the bargaining team on paid time to attend 'big table' negotiations.

SEIU HEALTHCARE 1199NW

By: \_\_\_\_\_

Date: 10/27/2022

PEACEHEALTH ST. JOSEPH MEDICAL  
CENTER

By: \_\_\_\_\_

Date: 10/22/2022

*Collective Bargaining Agreement 2022 - 2024*

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