

Agreement between

Country Doctor Community Health
Clinics & SEIU Healthcare 1199NW

**August 15, 2023 –
June 30, 2026**



SEIUHealthcare®
United for Quality Care

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Preamble

This Agreement is made and entered into by and between Country Doctor Community Health Centers, hereinafter referred to as the “Employer” or “CDCHC,” and the Service Employees International Union Healthcare 1199NW, hereinafter referred to as the “Union” or “SEIU Healthcare 1199NW”. The purpose of this Agreement is to set forth the understanding reached between the parties with respect to wages, hours of work, and conditions of employment for employees of the Employer who are represented by the Union as set forth in Article 1.

ARTICLE 1 – RECOGNITION

1.1 Recognition.

The Employer recognizes the Union as the sole and exclusive bargaining representative for all regular full time, regular part time, and per diem employees as described in the National Labor Relations Board Certification in case 19-RC-287799 Country Doctor Community Health Centers and as listed in Appendix A of this Agreement, who are employed by the Employer at the Employer's covered locations in Seattle, Washington.

The Employer agrees to voluntary recognition of the following job classifications which have expressed majority interest in joining the existing bargaining unit represented by the Union. The parties agree that the following job classifications are appropriately included in the existing bargaining unit and shall be covered by this Agreement upon certification by the NLRB and ratification of this Agreement: Office Assistant/Mail, Patient Care Coordinator, Behavioral Health Coordinator, Parental Peer Support/CHW/Nutrition, Community Patient Ed Coordinator, Health Educator, Certified Nursing Assistant, Dental Sterilization Technician, and Vaccine Coordinator.

Recognition is specifically excluded for: (1) all other employees employed at the above-described locations who have not been specifically identified in 19-RC-287799 or voluntarily recognized per the paragraph above, including but not limited to, managerial employees, confidential employees, guards, and supervisors as defined in the Act, and (2) employees employed in a separate bargaining unit.

1.2 Supervisor Defined.

The term "supervisor" as used in this Agreement is intended to mean any individual satisfying the NLRA's definition of a “statutory supervisor.”

ARTICLE 2 – DURATION

2.1 Duration and Renewal.

This Agreement shall become effective upon date of ratification and shall remain in full force and effect to and including June 30, 2026, unless changed by mutual consent. Should the Union or the Employer desire to modify, renew, or terminate the Agreement upon the expiration date, written notice must be provided to the other party at least sixty (60) days, and no more than ninety (90) days, prior to the expiration date. After receipt of such notice, negotiations shall commence at a mutually agreeable time. In the event negotiations do not result in a new Agreement on or before the expiration date, this Agreement shall terminate unless both parties mutually agree to extend the Agreement.

ARTICLE 3 – UNION MEMBERSHIP – AUTHORIZED DEDUCTIONS

3.1 Membership.

All employees covered by this Agreement shall become and remain members in good standing in the Union within thirty (30) calendar days of ratification of this Agreement. Good standing is herein defined as the tendering of Union dues in a timely basis by payment to the Union of a fair share/representation fee equal to the initiation fee and dues required of members of the Union.

Newly hired employees covered by this Agreement shall, as a condition of continued employment, become members of the Union within thirty (30) calendar days after the date of hire or pay a fair share/representation fee. The Employer shall notify newly hired employees of this requirement at the time of hire.

Employees who fail to comply with this requirement or to remain in good standing shall be discharged by the Employer within thirty (30) calendar days after the receipt of written notice to the employee and the Employer from the Union, unless the employee fulfills the membership obligation set forth in this Agreement.

Nothing in this Article shall render the Employer liable for payment of any dues or fees to the Union, and the Union's sole recourse for a violation of this Article by an employee is to request termination of such employee.

3.2 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 a labor organization 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 a monthly amount equal to the monthly dues of the Union, to a non-religious charitable fund exempt from taxation under Section 501(c)(3) of the Internal Revenue Code. These religious objections and decisions as to which fund will be used must be documented and declared in writing.

3.3 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, for any action taken in the collection and remittance of Union dues and fees, and any other actions taken by the Employer to comply with its obligations under this Article 3.

3.4 Dues Deduction.

During the term of this Agreement, the Employer shall deduct an amount equal to the Union's uniform monthly dues or agency fees from the pay of each member of the Union who voluntarily executes a lawful wage assignment (or dues deduction) authorization form. Upon request, the Employer shall deduct an initiation fee and any additional dues amounts as specified by the Union and authorized in writing by the employee. 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 electronic transfer, and by no later than the 15th of the calendar month for the prior month's dues.

Upon electronic transfer of funds 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 and other forms of liability that may arise against the Employer for or on account of any deduction made from the wages of such employee, or the enforcement of any part of Article 3.

3.5 Employee Rosters.

Upon the signing of this Agreement and monthly thereafter, the Employer shall supply the Union with a roster containing the names, addresses, primary telephone number, department/clinic/program, classification, employee status (e.g., full- or part-time), date of hire, rate of pay, FTE, and employee identification number/reference for all employees covered by this Agreement. The list will be submitted electronically in Excel format. The Union agrees to utilize this information for legitimate Union business only, and will not disclose such information to other outside organizations.

3.6 Voluntary Political Action Fund Deduction.

The Employer agrees to deduct from the paycheck of each employee who has authorized it in writing, an amount the employee voluntarily authorizes for political reasons. The amounts deducted shall be transmitted monthly to the Union on behalf of the employees involved. Authorization by the employees shall be on a form approved by the parties hereto, signed by the employee, and may be revoked by the employee upon written request. Employees will generally begin any deductions (and any changes to deductions) in the first full payroll period following the open enrollment period for benefits, or the first full payroll period at least 30 days following ratification of this Agreement or the employee's date of hire (whichever is later). Upon issuance and transmission of a check to the Union, the Employer's responsibility shall cease with respect to such deduction. The Union and each employee authorizing the assignment of wages for the contribution to the Healthcare Leadership Fund hereby undertake to indemnify and hold the Employer harmless from all claims, demands, suits, or other forms of liability that shall arise against the Employer for or on account of any deduction made from the wages of such employee.

ARTICLE 4 – UNION REPRESENTATIVES

4.1 Union Access.

The Union's authorized staff representatives may have access to designated employee break areas on the Employer's premises, where employees covered by this Agreement take their meal periods (excluding the dental breakroom due to its limited space, except for the purposes of accessing the Union's bulletin board). The Union's staff, representatives, and agents are prohibited from entering any direct patient care areas or non-public areas, including but not limited to any area where patient interactions may occur. While walking through patient waiting areas, the lobby, or other public areas may be necessary to access designated employee break areas, Union staff, representatives, and agents shall not excessively linger in or around such areas utilized by patients. The Union will provide a minimum of one (1) day's notice to the Employer's Human Resources Manager (or their designee) prior to authorized staff, representatives, or agents intending to access the Employer's premises. Access per this Section shall not be unreasonably denied by the Employer. Such visits shall not interfere with or disturb employees in the performance of their work during working hours and shall not interfere with patient care.

4.2 New Employee Orientation.

The Employer will include new hires within the bargaining unit on the monthly roster it provides to the Union. Up to two (2) Delegates/Officers/Union Organizers (or designees) will be given up to one-half (1/2) hour on paid time to introduce the Union and Union Contract to newly employed members of the bargaining unit. Such orientations will be conducted after the conclusion of Human Resources' onboarding and orientation session. Such orientations will typically be

conducted in the same conference or meeting room as the Human Resources onboarding and orientation session, or they may take place in designated break areas pursuant to Section 4.1 Union Access rules above. Any employee serving as a Union Delegate and wishing to participate in the Union's orientation portion must submit a request to their manager for coverage at least two (2) weeks prior to the orientation, or must already be scheduled off, unless the orientation was scheduled with less than two (2) weeks' notice, in which case the Delegate must request the time off as soon as possible within that time period.

The Union shall provide a copy of the Collective Bargaining Agreement to the employee. Employer representatives shall not be present during the Union presentation. If a virtual orientation is adopted at any point, the Employer shall provide new employees with a meeting link to attend the online orientation on paid time (up to ½ hour).

4.3 Union Delegates.

The Union shall designate Union delegates from among employees in the bargaining unit, elected in accordance with Union bylaws. Such delegates may be authorized to serve as the representatives in Steps 1, 2, and 3 of the Grievance Procedure as provided in this Agreement. The parties acknowledge the general proposition that Union work performed by Union delegates, including the investigation of grievances, will be conducted during non-working hours (e.g., rest breaks, lunch periods, and before and after shift). Meetings and discussions on the grievance held with the Employer in connection with the grievance procedure shall normally be held during the regular business hours, or as mutually agreeable outside of regular business hours, and no deduction in pay status shall be made for the grievant or delegate for reasonable time spent in meetings or discussions with the Employer during the employee's scheduled work hours. Overtime will not apply for meetings mutually agreed to occur outside of regular business hours.

4.4 Bulletin Boards.

The Employer shall provide one bulletin board in each staff breakroom area in each clinic, designated for the Union's use. Posting of Union related matters will be limited to the designated bulletin boards. Bulletin boards will be as large as possible for the space but no larger than 24" x 36."

4.5 Employee Participation in Union Activities.

Effective the first of the month following the date of ratification, and subject to fourteen (14) days' advance notice and approval by the employee's supervisor, employees (Union officers, executive board members, delegates, prospective delegates, and members of contract committees) may use one day (up to 8 hours) of paid time, prorated to their FTE, per contract period to attend Union-sponsored trainings, including but not limited to delegate training. No more than two (2) employees per team and same site will be permitted off at the same time

under this provision; except that no more than one (1) employee will be permitted off at the same time under this provision for a team with fewer than four (4) employees at the same site. For purposes of this Section 4.5, a team is defined by both job class and site (e.g.: 2 MA from Country Doctor and 2 MA from Carolyn Downs may all be released at the same time; 2 BH at Carolyn Downs and 2 BH at Country Doctor may be released at the same time; 2 employees from Medical Records at Carolyn Down may be released at the same time; except that only 1 employee may be released at a time if the size of the team is fewer than four (4).

Union officers, delegates, and committee members may request additional time off without pay to attend meetings and activities sponsored by the Union. The parties recognize that patient care and operational needs must be given first priority when requests for leave are considered under this section. Employees requesting leave under this section must submit a request for leave to the Senior Leadership Team at least thirty (30) days in advance of the leave date. The determination of whether to grant or deny such requests shall be subject to the Employer's discretion, with patient care and staffing needs being the top priority.

A personal unpaid leave of absence to assume a position with the Union may be granted up to six (6) months in length. For the duration of the leave seniority will accrue at the employee's assigned FTE level (FTE at the time the leave began) and the Employee will not be required to use their annual leave. Employees returning from this leave within twelve (12) weeks will be guaranteed their same position. Employees returning from this leave after twelve (12) weeks will be eligible for the next open position, for which they are qualified, based on seniority. Medical benefits will end at the end of the month in which paid time ends. An employee that takes a union leave greater than twelve (12) weeks may be restricted to only taking two (2) weeks of vacation for the six (6) months following their return from Union leave. The decision to grant or deny the leave request shall be based on patient care and staffing needs.

4.6 Paid Negotiation.

The Union's bargaining team are eligible for compensation for bargaining time up to 30 hours per bargaining team member. The Union will provide names of all elected bargaining team members eligible for paid release. The eligible bargaining team members will be provided a one-time allotment of 30 hours that CDCHC will pay at their standard base rate of pay. Thereafter (whether bargaining is close to completion or not), the employee's time may be compensated with accrued sick/vacation time, flex time (with advance supervisor approval), or unpaid time. Bargaining team members will not be eligible for overtime as a result of time spent bargaining. If any time remains from these 30 hours per team member once bargaining has concluded, all such hours will be forfeited.

4.7 Vacation Donation.

Both represented and non-represented employees may donate vacation hours to the bargaining

team in order to make them whole for any lost time due to negotiations. Any employee wishing to donate vacation hours must submit a vacation donation form to Human Resources. Within 7 days after each bargaining session, the union will submit requests for donated vacation time to Human Resources and list the total hours per bargaining team member to be distributed by the Employer, less legally required withholdings. Vacation time donations must be in full hour increments, with a minimum of one hour. Conversions of donated time to bargaining team will be hour for hour regardless of donor/donee's hourly rate. In addition to the option above, staff will have the opportunity to flex their schedule with advance supervisor approval, use personal vacation/sick time, or take unpaid time before using vacation/sick hours in order to attend bargaining sessions.

4.8 Release for Bargaining Team.

Staff who participate on the Union's bargaining team will coordinate with their supervisor to be released with enough time to either travel to the meeting location or home for virtual bargaining. This communication should occur as soon as the staff member is aware of the bargaining date, and at least 5 business days prior to the meeting date, to minimize impact on patient care. Any time spent traveling to/from bargaining is not compensable, and will also not be used in the calculation of overtime.

ARTICLE 5 – DEFINITIONS

5.1 Full-Time Employee.

An employee who works on a regularly scheduled basis at least forty (40) hours per week and who has successfully completed the required initial review and probationary periods.

5.2 Part-Time Employee.

An employee who is regularly scheduled to work on a continuing basis less than forty (40) hours per week, and who has successfully completed the required initial review and probationary periods.

5.3 Introductory Employee.

An employee who has been hired by the Employer on a full-time or part-time basis and who has been continuously employed by the Employer for less than ninety (90) days shall be considered an introductory employee in a probationary status. After ninety (90) calendar days of continuous employment with the Employer, the employee shall attain regular status unless specifically advised by the Employer of an extended introductory period not to exceed ninety (90) days, the conditions of which shall be specified in writing. During the introductory period, an employee may be terminated without notice or cause, and without recourse to the grievance procedure.

5.4 On-Call Employee.

An “on-call” employee is generally an employee who is hired to work on an intermittent basis during any period when additional work requires a temporarily augmented work force. On-call employees shall not accrue seniority or any benefit, except as specifically provided for in this Agreement. A full-time or part-time employee who changes to on-call status shall retain seniority for up to six (6) months, pending return to regular status. Seniority shall not apply while on on-call per diem status.

5.5 Non-Exempt Staff.

Employees in positions that are subject to minimum wage provisions and eligible for overtime pay according to federal and state law.

5.6 Exempt Staff.

Employees in positions that are not subject to minimum wage provisions and overtime pay according to federal and state law. Employees in an exempt position are paid on a salary basis.

ARTICLE 6 – EMPLOYMENT PRACTICES

6.1 Notice of Resignation.

All full-time and part-time employees shall provide at least fourteen (14) days’ written notice of resignation. Employees may not use vacation or sick time for non-illness related leaves during the last fourteen (14) days of employment or to extend the last day of employment beyond the actual last day worked. An employee’s failure to provide at least fourteen (14) days’ written notice of resignation shall render that employee ineligible for cash-out of accrued, unused vacation upon employment separation. (Sick time is not cashed out upon employment separation under any circumstances.) The Employer will give consideration to situations that would make such notice by the employee impossible.

6.2 Discipline and Discharge.

No regular full-time, part-time, or on-call employee shall be disciplined or discharged except for just cause. A copy of all written disciplinary actions shall be given to the employee. Upon request, employees may be required to sign the written disciplinary action for the purpose of acknowledging receipt thereof. An employee may request the attendance of a union representative and/or a third party certified interpreter during any investigatory meeting which may lead to disciplinary action of the employee.

6.2.1 Disciplinary Transparency.

An employee has the right to submit a letter of explanation to any discipline they receive and that letter will be kept in their personnel file alongside the disciplinary action. This right will not be impacted by an employee's decision to file or not to file a formal grievance. Any letter submitted under this Section does not modify the discipline issued or otherwise impact Section 6.3.

6.2.2 Disciplinary Records.

Employees shall have access to review their personnel file as required by State Law. The Employer will not consider any written disciplinary actions from an employee's personnel file after twelve (12) months for the purposes of any progressive discipline, if no further written disciplinary action has occurred during this period.

6.2.3 Paid Leave During Investigations.

When the Employer takes an employee off of the schedule pending an investigation, the employee will be paid their regular base rate of pay for all scheduled shifts (up to the employee's regular FTE) missed during that time, as long as the employee is available and participates in any investigatory meeting. Such payments will not apply when an employee is placed on an unpaid suspension because of the lapse of a required license or certification, is on an unpaid disciplinary suspension, or is awaiting the disposition of a criminal charge that would disqualify the employee from further employment.

6.3 Job Openings.

All vacant jobs (union and non-union) for which the Employer is considering applicants shall be made known to employees via email for a minimum of seven (7) calendar days prior to posting on Country Doctor Community Health Clinic's website. When two or more candidates are qualified (as reasonably determined by the Employer) for a regular job opening within the bargaining unit, union seniority shall be the determining factor in choosing between those two (or more) candidates, providing skill, competence, ability, qualifications, experience, schedule availability, and prior job performance are considered equal in the judgment of the Employer. To be considered for such job opening, an employee must be qualified for the job, complete and submit an application within seven (7) calendar days following the position's email notice, and satisfy Section 6.7.2. Internal applicants will be notified when the job has been filled.

6.3.1 Transferring to New Classification.

An employee must complete at least six (6) months in their current classification before they will be eligible to be considered for a transfer into a new classification. An employee must also be qualified to work in the new classification to be considered for such transfer.

6.3.2 Hiring and Interviewing.

The Employer will make a good faith effort to include at least one union member in interviews of external candidates for roles which has supervisory oversight of bargaining unit positions. Such participation by a union member will be on paid time, and may be limited to participation in one interview of each external candidate for a particular role. Participation preference will go to a union member from the team who would be working most closely with the candidate. A participating union member may share input on the candidates for hire with the appropriate hiring manager.

6.4 Change in Classification.

Employees transferring to a different classification shall be placed on the wage scale according to their new classification and step in accordance with Article 9.

6.5 Additional Hours.

Employees desiring to work additional shifts may notify the department manager or designee of their availability in writing or by email. Management will make a good faith effort to rotate additional hours among qualified staff equitably. However, management retains the right to schedule employees and to assign work to ensure adequate coverage.

6.6 Travel, Mass Transit and Parking.

Employees who travel between works sites and assignments at the request of the Employer during the work day shall be considered “on duty” and shall be paid for miles at the current IRS reimbursement rate and covered under the same Employer insurances as if at work inside the clinic.

CDCHC will subsidize an ORCA transit pass for employees, absorbing 80% of the cost. The employee will be responsible for the remaining 20% of the cost. The cost of replacement for any ORCA transit pass (card) shall be the employee’s responsibility. Employees authorize CDCHC to deduct any such replacement cost from the employee’s paycheck.

6.7 Part-Time and On-Call Employees

If the Union or an affected employee believes an employee classified as part-time or on-call has been working at least twenty (20) hours per week or a minimum of 5 hours over their scheduled FTE for a period of over three (3) months, the union may submit a request to post a regular position or a position with an increased FTE to the clinic director for approval. The Executive Director’s review will take into account whether the on-call employee was covering vacations, sick calls, or leaves of absence, or was primarily covering posted, but vacant, positions. The

decision whether to post a regular position or a position with an increased FTE is subject to the discretion of the Executive Director.

6.8 Job Descriptions.

Employees can request a copy of a job description from Human Resources or their manager.

6.9 Preceptor.

A preceptor is an experienced licensed clinician proficient in clinical teaching and communication skills who is assigned specific responsibility for planning, organizing, and evaluating the new skill development of a new licensed clinician who has been placed in a defined preceptor program, the parameters of which have been set forth in writing by the Employer. A preceptor may be assigned to a student when it is determined to be appropriate by the Employer. A preceptor premium of two dollars (\$2.00) per hour shall be paid to a designated preceptor for all hours precepting. This is in addition to any and all other premiums.

ARTICLE 7 – SENIORITY-LAYOFF

7.1 Seniority Definition.

Seniority shall be defined as a regular, full-time, or part-time employee's continuous length of service at Country Doctor Community Health Clinics from most recent date of hire. Length of service as an employee of the Employer shall be used to determine sick, vacation, and benefit accruals.

7.2 Layoffs.

In the event of a layoff, the Employer will typically provide at least thirty (30) days' advance notice of the layoff to the Union and to the employees subject to layoff, except for unforeseeable conditions preventing such notice which are beyond the Employer's control. Prior to implementing a layoff, the Employer will seek volunteers for layoff from among employees in those job classification(s), clinic(s) or program(s) affected by the layoff in the bargaining unit, and the Employer will first consider such volunteers over other qualified employees for layoff selection. Introductory employees within an affected worksite will be released prior to laying off regular employees.

7.2.1 Worksite Layoff.

If a worksite layoff is determined by the Employer to be necessary, employees will first be designated for layoff by job classification within a clinic or program, or if the clinic is divided into departments, by job classification within the department. Seniority shall be the tie-breaker in any

layoff decision when skill, competence, ability, schedule availability, experience, and qualifications are considered equal in the opinion of the Employer.

7.2.2 Layoff Process.

If a layoff is announced, a current seniority roster will be available at the Human Resources Department with a copy provided to the Union, together with a listing of any vacant positions. Employees subject to layoff may bid on any vacant positions for which they are qualified.

7.2.3 Recall from Layoff.

Employees on layoff status shall be placed on a reinstatement roster for a period of six (6) months from the date of layoff.

When vacancies occur within their job classification, employees will be reinstated in the reverse order of the layoff providing skill, competence, ability, schedule availability, experience, and qualifications are considered substantially equal in the opinion of the Employer. If an employee is offered recall to any position which is not comparable, the employee may decline recall without loss of seniority or their position on the reinstatement roster (during the applicable 6-month period for the roster).

7.3 Comparable Definition.

Comparable for purpose of this Article 7 shall mean the same classification, geographic region of clinic, program or department, shift and no greater than a .2 FTE lower or higher than the employee's FTE at the time of layoff and same benefit status.

7.4 Notification to Employer.

Employees on layoff are responsible for informing the Human Resources Department of changes in address or availability.

7.5 On-Call Work.

An employee on the reinstatement roster shall be eligible for on-call positions. Acceptance of on-call shifts while on layoff shall not affect the employee's placement on the reinstatement roster.

7.6 Vacant Positions.

An employee on the reinstatement roster may apply for a vacant position in a different classification in the same manner as any other applicant.

7.7 Employment Status During Layoff.

Subject to Article 7.8 – Termination of Seniority, an employee on layoff shall retain employment status and benefits accrued to the date of commencement of layoff, but that employee shall not accrue seniority and benefits while on layoff. Upon reinstatement from layoff, the employee shall have previously accrued seniority and eligible benefits restored and the employee shall again commence accruing seniority and benefits.

7.8 Termination of Seniority.

Seniority and employment shall terminate upon cessation of the employment relationship; for example, discharge, resignation, retirement, refusal to accept a comparable position while on layoff and return to work within six (6) months; after six (6) consecutive months of layoff; in the event of a failure to comply with specified recall procedures; failure to return upon the expiration of a leave of absence; failure to return promptly upon recall from layoff; any leave of absence exceeding six (6) months for any reason; no call/no show for two (2) consecutive work days.

ARTICLE 8 – HOURS OF WORK AND OVERTIME

8.1 Work Day.

The normal workday shall consist of a specific number of hours, not to exceed 12 work hours, with a meal period of between 30 and 60 minutes in accordance with Washington State law. At the request of an Employee, a longer meal period may be mutually agreed upon between the Employee and the Employer, provided that this agreement does not impact the schedule of other employees, clinic operating hours, or appointment access to patients. Employees can revert back to a standard schedule with a 30 to 60 minute meal period by providing at least sixty (60) days advance notice to the Employer. The Employer reserves the right to require the discontinuation of a longer meal period within its sole discretion, following two (2) weeks' notice to the affected employee.

8.2 Work Week.

The normal work week shall consist of forty (40) hours of work within a seven (7) day period or as otherwise determined by an employee's weekly hours worked (beginning Sunday and ending Saturday). The Employer endeavors to schedule Employees on a recurring and predictable basis. However, nothing in this Article or Section should be construed as a guarantee of a minimum number of hours of work or pay.

8.3 Innovative Work Schedules.

An innovative schedule is defined as a work schedule that requires a modification, or waiver of any express provisions of this Agreement. Innovative work schedules may be established in writing by mutual agreement between the Employer and the Union. Human Resources will be responsible for reviewing all innovative work schedule requests to ensure that they are centered in DEI concepts and that there is an equity of opportunity to participate in innovative scheduling. The Employer retains the right to revert back to a standard work schedule, after at least thirty (30) days' advance notice to the employee.

8.4 Flex Time.

Non-exempt employees may flex their start or end time by mutual agreement with their direct supervisor. Upon the employee's request, flex time arrangements shall be considered in order to meet individual health needs, to attend classes for career advancement, or elder and childcare needs. The Employer reserves the right to discontinue any flex time arrangement within its sole discretion, following thirty (30) days' notice of such discontinuation to the affected employee.

8.5 Overtime.

Overtime shall be compensated for at the rate of one and one-half (1 1/2) times the regular rate of pay for time worked in excess of 40 hours in a workweek. This applies to non-exempt staff only. Time paid for but not worked shall not count as time worked for purposes of computing overtime pay.

All overtime must be approved in advance by the employee's supervisor, prior to working the overtime. However, employees may exercise reasonable judgment in working overtime in conjunction with direct patient care, when seeking advance supervisor approval would disrupt the provision of care.

8.6 Weekend Work.

Employees covered by this Agreement may be required to work weekends. The Employer will make a good faith effort to rotate weekend work in a fair and equitable way, and to schedule all full-time and part-time employees no more than two (2) out of each four (4) successive weekends. Nothing in this section shall preclude employees from volunteering to work consecutive weekends. This section does not apply to persons hired into a weekend position or schedule, or to any After-Hours Clinic position.

8.7 Work Schedule Posting.

The Employer shall determine and post work schedules covering a 2 week period, at least 2 weeks in advance, immediately preceding the date on which the schedule is effective. The Employer retains the right to adjust schedule patterns and maintain an orderly operation, and to schedule

in accordance with its Management Rights, but in doing so will make a good faith effort to maintain scheduling patterns from schedule to schedule. There shall be no changes to a posted schedule without mutual agreement, except as is necessary to maintain minimally adequate coverage within Management's discretion. Management will consider patient care needs prior to approving time off requests.

8.8 Meal and Rest Periods.

Meal and rest periods shall be provided in accordance with Washington State law.

8.9 Lactation Breaks.

Lactation breaks shall be provided in accordance with Washington State and Federal laws. Nursing parents will be entitled to a reasonable amount of paid break time to express milk, in addition to the rest breaks outlined in Article 8.8. CDCHC will provide a private space to express milk, and access to a refrigerator for milk storage, as specified by law.

ARTICLE 9 – COMPENSATION

9.1 Wage Rate.

The Employer strives to attract and retain highly qualified staff by offering pay that is competitive with the community-based health care market and equitable to all staff members. Employees covered by this Agreement shall be paid in accordance with the provisions contained herein.

9.2 Wage Scale.

The wage scale included in Appendix A will be posted on the internal CDCHC portal and the external CDCHC website. All represented employees will be placed on the wage scale according to their current step as of September 10, 2023. After initial step placement, language in Article 9.4 will be applied by September 10, 2023 to ensure credit for past experience is applied, based upon the employee's resume already on file. Any adjustments to their step placement pursuant to this Section 9.4 review will take effect beginning on September 10, 2023. Thereafter, employees will advance to the next step on the wage scale in the first full pay period following the anniversary of their hire date.

9.3 New Positions.

If the Employer creates a new classification within the bargaining unit, the Employer shall provide written notice to the Union, including the position description and a proposed rate of pay, at least thirty (30) days prior to the implementation of the new position. If the Union requests, within fourteen (14) days after receipt of notice, the parties shall meet to bargain the rate of pay. The Employer's proposed rate shall be paid while negotiations proceed.

9.4 Credit for Past Experience.

Employees hired during the term of this Agreement shall be given credit for past experience when placed on the wage scale.

The three types of past experience that will be considered when placing employees on the wage scale are: 1) Directly related experience 2) Indirectly related experience 3) Relevant but not related experience, including experience at Country Doctor Community Health Clinics.

Direct experience is defined as work in the same or comparable job or similar job duties or with higher level of training or expertise. Comparable job duties mean substantially equivalent and directly transferable to the job duties of the job classification being evaluated, for example work experience in a comparable or higher job role with another employer, will be credited at one (1) year for every year of experience.

Indirect experience is similar job duties in a different or lower-level job that is related to the current job. Indirect experience will be credited at one (1) year for every two (2) years of experience.

Unrelated but relevant experience (including but not limited to international work) is work and skillsets which can be applied to the new job but isn't directly comparable to the new job. This includes any previous CDCHC experience that isn't directly or indirectly related as outlined above. Unrelated but relevant experience will be credited at one (1) year for every four (4) years of experience.

The following will be considered and credited by the Employer when determining all types of credit: job duties and competencies gained from previous job experience. Part-time experience will be pro-rated and any concurrent experience will be dually considered when determining total credit for past experience.

Management retains sole discretion in assessing the relevance of experience, how comparable the experience may be, the factors to consider, and the appropriate placement on the scale for each employee and new hire.

No later than September 10, 2023, existing staff will have their years of experience reviewed and redefined based on this new criteria and their existing resumes already on file, and they will be placed on the appropriate step on the wage scale. Any pay adjustments per this process will go into effect beginning on September 10, 2023. Any employee who believes they have been misplaced on the scale, may request that management reconsider how their credit for past experience was calculated. The employee may request the presence of a union delegate to attend a meeting with management about this request, which shall normally be held during business hours or as mutually agreeable outside of regular business hours and no deduction in pay status shall be made for the employee or delegate for the reasonable time spent in such meeting.

9.5 Wage Schedule.

- Year 1:
 - Move to new wage schedule as outlined in Appendix A and Article 9.2, effective September 10, 2023.
 - After initial placement, an across-the-board increase of 1% will be applied to the scale, effective September 10, 2023.
 - Employees will then be moved to their adjusted step on the wage scale, pursuant to Section 9.4, with any adjustment in pay effective September 10, 2023.
 - Each employee will receive a ratification bonus of \$200, paid in the first full pay period following ratification.
 - No current employee shall receive less than a 3% increase in year 1, comparing their current pay (inclusive of their current hourly rate, on-call differentials, AHC premiums, preceptor premiums, and lead pay), to their estimated annualized earnings pursuant to this Agreement (after factoring in all anticipated differentials, premiums, step adjustments, wage scale increases and COLA), as set forth per the attached Appendix A. Any adjustments pursuant to this bullet point shall be effective September 10, 2023, and these affected employees shall be deemed “red-circled.” Red-circled employees shall continue to be eligible for the COLA in years 2 and 3 of this Agreement, and shall otherwise progress pursuant to the wage scale.
- Year 2 COLA:
 - An across-the-board increase of 2% will be applied to the scale in the first full pay period following July 1, 2024.
- Year 3 COLA:
 - An across-the-board increase of 2% will be applied to the scale in the first full pay period following July 1, 2025.
- Step 19:
 - Effective July 1, 2024, any employee who has been at step 19 for at least 1 anniversary year shall receive a one-time lump sum bonus of 1% of their gross annual earnings in the first full pay period following their anniversary date.

9.6 Date of Implementation.

Wage increases and increases in other forms of compensation set forth in this Agreement shall become effective in the first full pay period following ratification, unless expressly stated otherwise.

9.7 Longevity Steps.

All employees will receive longevity steps in accordance with the wage schedule upon completion of each twelve (12) calendar months in a particular bargaining unit position.

9.8 Pay Above Scale.

Management reserves the right to provide any pay or benefit above the minimums set forth in this Agreement and to discontinue the provision of any pay or benefit above the minimums set forth in this Agreement. The Union reserves the right to bargain over any potential pay increases.

ARTICLE 10 – OTHER COMPENSATION

10.1 Lead Pay.

Effective the first full pay period following ratification, an employee temporarily or permanently assigned by the Employer to work as a lead employee shall receive two dollars (\$2.00) per hour while working as a lead.

10.2 After Hours Premium.

Effective the first full pay period following ratification, every hour worked by a non-exempt employee between the hours of 5pm-12am and all weekend hours, and clocked in to the After Hours clinic location (AHC), shall receive three dollars (\$3.00) per hour premium pay for each hour worked, in addition to the employee's regular rate of pay. The weekend shall be defined as all hours between 12:01 a.m. Saturday and 11:59 p.m. Sunday.

10.3 Preceptor Premium.

Effective the first full pay period following ratification, all employees who work as preceptors as defined in Article 6.13 shall receive two dollars (\$2.00) per hour premium pay for each hour they precept. This is in addition to any and all other premiums.

10.4 Bilingual Certification Premium.

Effective the first full pay period following ratification, the Employer will pay a Bilingual Certification Premium of fifty cents (\$0.50) per hour to eligible employees who speak another language, during any day in which the employee is being utilized as an interpreter in the

performance of their work, and subject to the conditions set forth in this Section. To be eligible for this Bilingual Certification Premium, the employee must:

- have previously passed a language assessment examination, as determined by the Employer;
- be certified in and provide interpretation services in one or more of the top four languages (after English), as identified in the annual Uniform Data Systems (UDS) report,
- and as updated each April for May through April of the following year;
- be employed in a patient-facing classification; and
- in fact provide interpreter services during the day for which the Premium would apply.

The employee is responsible for the cost of any assessment examination and certification. The Employer will reimburse an eligible employee for the cost of one language assessment examination, following the employee successfully passing same.

A bilingual employee who is not an interpreter should not be regularly interrupted from their designated job to perform interpretation services.

ARTICLE 11 – SICK AND VACATION TIME

11.1 Purpose.

The Parties believe in the importance of maintaining a successful work/life balance. Taking time off to care for personal or family needs is essential to employee well-being. Sick and vacation hours are intended to provide employees with paid time to cover needs for vacation, personal and family illness, and other personal time off. Sick and vacation hours are paid at the employee's regular rate of pay.

11.2 Time Off Utilization for Introductory Period Employees.

All employees are eligible to use sick leave hours accrued immediately upon hire. Any unpaid vacation that an Introductory Period Employee requests must be determined prior to hire. Introductory Period Employees may begin to use their accrued paid vacation after 90 calendar days of continuous employment.

11.3 Use of Paid Vacation and Sick Time.

To ensure adequate staffing to cover all operations, employees must request vacation time off for planned absences at least 14 days in advance, via Kronos.

For foreseeable sick time absences (e.g., preventative care appointments), employees must request sick time off at least 7 days in advance, via Kronos.

For unforeseeable sick time absences (e.g., due to illness), employees must notify their supervisor prior to the start of their scheduled shift, or as soon as practicable under the circumstances.

11.3.1 Approval.

Supervisors will respond to employee requests for time off no later than 7 days after the employee has submitted the request via Kronos. If a request is denied, the supervisor will provide an explanation as to why the request is being denied. An employee will not be responsible for finding their own coverage as a condition for taking vacation or sick time. Short staffing due to open positions will not be sufficient cause of denying a time off work request; however, overall staffing considerations such as the number of other employees off at any given time, and patient care, may be considered in denying a request. Employees must currently have or expect to have accrued sufficient time off accrued to cover the entire requested time off. Approvals may be modified as necessary to ensure that staff members' absences do not result in unpaid leaves except in circumstances regarding 11.3.4 Unpaid Time off.

11.3.2 Non-Exempt Employees.

Non-exempt staff members may utilize sick or vacation hours in as little as fifteen (15) minute increments.

11.3.3 Unpaid Time Off.

Employees may not take unpaid days off instead of using accrued paid time if they have accrued time available. Unpaid time off is generally not permitted, except when required to be permitted per applicable federal and state leave laws.

Criteria for unpaid time off will be reviewed for input by the LMC using an equity lens to ensure employees are supported through extenuating circumstances and in order to boost retention, increase employee morale, and prevent perceived favoritism.

11.3.4 Cancelling Scheduled Time Off.

If sick or vacation time has been approved and arrangements for coverage have been made or scheduled, a staff member may cancel their time off request at least 72 hours before the start of their affected regular shift. When an employee cancels their time off pursuant to this Section, the Employer will endeavor to schedule that employee first at their home clinic. If the employee is not scheduled at their home clinic pursuant to this Section, the Employer will assign them to a clinic other than the employee's home clinic. Cancelling approved time off with less than 72 hours' notice may result in the employee not being scheduled to work the pre-arranged time

off, for those first 72 hours, subject to management's discretion.

11.4 Use of Accrued Time for Illness.

Absences for sick time shall follow protections outlined in the Washington State Paid Sick and Safe Leave law. Absences protected by the Washington State Paid Sick and Safe Leave law shall not count negatively towards disciplinary action.

Unexcused absences may result in disciplinary action up to and including termination of employment. Absence due to illness without accrued time off is considered unexcused unless covered under a government-mandated leave.

11.4.1 Absence Without Notice.

Absence from work for two consecutive workdays without notification to the employee's immediate supervisor will be considered job abandonment. The Employer will record the employee's job abandonment as a voluntary resignation without proper notice unless extenuating circumstances apply.

11.5 Year End Carryover and Maximum Accrual.

A maximum of 320 hours of vacation time may accrue in an employee's vacation bank at any point in time.

A maximum of 120 hours of accrued, unused sick time may be carried over from one calendar year to the next.

If an employee runs out of sick time, they may use vacation time for sick leave purposes to make their pay whole.

11.6 Payment of Vacation Leave at Change in Status.

When an employee's status changes from benefited status to non-benefited status, all of their accrued, unused vacation time will be cashed out subject to the same limitations as payment of accrued vacation time at termination of employment.

11.7 Payment of Accrued Vacation Time at Termination.

11.7.1 Voluntary Resignation: A maximum of three-hundred and twenty (320) vacation hours accrued and unused may be cashed out upon resignation when an employee has provided the requisite two weeks' written notice of resignation. Staff members resigning during the 90- day Introductory Period cannot cash-out accrued time.

11.8 Accrual Schedule.

11.8.1 Vacation Accrual: Paid vacation shall accrue on hours compensated as follows and prorated for all eligible employees who are scheduled to work over 17.5 hours per week (per their FTE). On-call employees are not eligible for paid vacation.

Length of Employment	Accrual Rate Per Pay Period	Hours of Vacation (Number of Weeks) Per Year
One year of employment	3.08 hours	80 hours (2 weeks)
Two years of employment	4.62 hours	120 hours (3 weeks)
Three years of employment	6.15 hours	160 hours (4 weeks)

11.8.2 Sick Accrual: Paid sick time shall accrue at the rate of 0.03125 hour per hour compensated for all employees, updated each pay period.

ARTICLE 12 – HOLIDAYS

12.1 Holiday Leave.

This section applies to regular employees who work over 17.5 hours per week. On-call employees are not eligible for holiday pay or personal days. The Employer recognizes nine paid holidays and one personal day off per calendar year.

Each eligible employee will receive one (1) Personal Day a calendar year. Employees shall receive a preloaded amount of 8 hours at the start of each calendar year for their Personal Day usage, which shall be adjusted at the time of the Personal Day usage to reflect the actual hours the employee otherwise would have been scheduled for the requested day off (i.e., paid Personal Day hours shall not exceed the employee’s normal scheduled day). Personal days shall be scheduled in accordance with Section 11.3.

CDCHC observes the following holidays for purposes of this Article:

- | | |
|---|-------------------------|
| New Year’s Day | Independence Day |
| Martin Luther King Day | Labor Day |
| Black History Month Day (<i>observed on President’s Day</i>) | Thanksgiving Day |
| Memorial Day | Christmas Day |
| Juneteenth | Personal Day (1) |

12.2 Holiday Pay.

Any eligible employee regularly scheduled to work on a designated holiday, who does not work it, will receive their straight-time rate of pay for the number of hours they are scheduled to work on that designated holiday.

Any eligible employee who does work on a designated holiday will receive double their straight-time rate of pay for the number of hours worked on that designated holiday. This double-time pay shall only be paid for shifts that are required for patient care, at clinics that are open on that designated holiday. If it is not a regularly scheduled shift, it must be approved by a manager for patient care coverage in order to be eligible for this double-time pay. (Consistent with Article 8, the overtime rate of 1.5 times the employee's regular rate of pay will apply to any hours worked in excess of 40 hours in a workweek; however there shall be no pyramiding of overtime and double time.)

Any eligible member who is not regularly scheduled on a designated holiday, and does not work, will receive 8 hours of straight-time pay, prorated to their FTE, in recognition for that holiday on the week or ay period that the holiday occurs.

The Employer will attempt to find qualified volunteers to work on designated holidays prior to mandating an employee to work.

Holiday Pay will not be paid out upon resignation, layoff, or termination.

ARTICLE 13 – BENEFITS

13.1 Insurance Benefits.

All employees who are scheduled to work a minimum of 17.5 hours/week (per their FTE) are eligible to enroll in the Employer's benefit program on the first of the month following first day of employment. Benefit premiums will be pro-rated depending on weekly hours scheduled according to the Employer/Employee percentage shares outlined in Appendix B. The Employer's insurance benefit plan provides medical, dental, vision, long term disability, retirement, and life insurance benefits.

13.2 Notice of Change in Benefits

The Employer agrees to provide written notice of benefit plan changes to its plans 60 days prior to plan renewal of each year, and the opportunity to bargain over any material plan changes in coverage. Following good faith bargaining over any material plan changes, the Employer reserves the right to implement its final proposal. The Employer shall maintain the same two-tier system and premium percentage allocations identified in Appendix B for the duration of this Agreement. In the event an increase in a plan's premiums would exceed 15% for the following benefit year,

the Employer is under no obligation to maintain that plan as an option for employees. The Employer additionally reserves the right to make changes to insurance carriers (e.g., Regence in lieu of Kaiser), subject to the notice and bargaining obligations outlined in this Section in the event of a material change in coverage.

The topic of medical plans and the consideration of alternative healthcare coverage options may also be discussed within the JLMC.

13.3 Plan Documents Control.

All benefits are provided subject to the Plan documents, which shall be controlling.

13.4 Premium in Lieu of Medical Benefits.

In lieu of all medical benefits set forth in this Agreement, an otherwise benefits-eligible employee may elect a five percent (5%) wage premium above their straight time hourly rate, up to an annual maximum of \$5,000.00. This Employee election must occur within ten (10) days of employment and during open enrollment each subsequent year thereafter, providing the employee presents the Employer with written evidence that the employee is covered by health insurance elsewhere. Should an employee who is receiving the five percent (5%) wage premium want to revert back to receiving pro rata benefits status instead of the wage premium, that election shall occur only during open enrollment of each year, unless the employee demonstrates a loss of alternate health care insurance coverage.

13.5 Retirement Benefits

13.5.1 401(k) Plan – Defined Contribution Retirement Plan.

The Defined Contribution Retirement Plan will be funded according to the following formula:

- a. The Employer will make a Safe Harbor contribution of 3% of gross pay to the employee's account. Employees are fully vested with respect to their Safe Harbor funds upon their receipt.
- b. If the Employee voluntarily contributes, the Employer will make a matching contribution of 50% of the voluntary employee contribution, up to 8%. Employees will be fully vested after 1 year of employment.

i.e.: if an employee contributes 2% towards their 401(k) plan, Country Doctor will match that 2% at 50% (in addition to the 3% CDCHC contributes as a Safe Harbor) so that the contribution totals 6% of their gross pay.

13.5.2 Enrollment.

All employees who are eligible to contribute will have the opportunity to enroll in the 401(k) Defined Contribution Plan with CDCHC. An employee may elect to terminate, increase or reduce contributions to the Plan at any time. The Employer will not reduce or diminish in any way the benefits, eligibility requirement, and the rights of employees thereunder.

13.5.3 Early Withdrawal of Safe Harbor.

Employees must have worked for CDCHC for a minimum of three (3) years in order to be eligible to seek an early withdrawal of any safe harbor funds.

13.5.4 Plan Documents Control.

Eligibility, contributions, matching, and other provisions set forth in the 401(k) Defined Contribution Plan documents shall be controlling.

ARTICLE 14 – LEAVES OF ABSENCE

14.1 Leaves of Absence Generally

All employee requests for leaves of absence are to be requested in writing as far in advance as possible, stating all pertinent details and the amount of time requested. A written reply to grant or deny the request shall be given by the Employer within thirty (30) days of receiving the employee's written request. All leaves of absence shall be without pay, unless specifically provided for by law or policy elsewhere.

CDCHC is committed to complying with applicable federal, state, and local laws governing employee leaves of absence.

14.2 Bereavement Leave

In the unfortunate event of a death of an employee's immediate family member, the employee will be granted bereavement leave. Paid bereavement leave is available for regular employees. Eligible employees may be granted up to two workweek's equivalent of their FTE as paid bereavement leave, capped at 80 hours per year. Part-time employees will be granted bereavement leave on a pro-rated basis.

Immediate family members are defined as the employee's: spouse or primary partner; child, child-in-law, including step or adopted; sibling; parent; parent-in-law; grandparent; grandparent-in-law, and grandchild; or any person in a relationship with the employee considered substantially comparable to any of the aforementioned.

If the employee needs additional time off, paid time may be requested using accrued vacation or sick time, or unpaid time off may also be requested, and subject to supervisor approval.

14.3 Jury Duty

Regular full-time and part-time employees will be granted time off with pay for jury duty and when called to be a witness on behalf of the Employer in any judicial proceeding for up to two (2) weeks in a calendar year. The employee shall be paid the amount of straight-time earnings (at the regular rate) lost in accordance with the employee's regularly scheduled hours of work. In order to be eligible for such payments, the employee must furnish a written statement from the appropriate public official showing the date and time served.

ARTICLE 15 – JOINT LABOR MANAGEMENT COMMITTEE

15.1 Purpose and Scope.

The parties wish to foster improved communications between the Employer and employees, through discussion, exploration of ideas for improvement, consideration of problems, and possible proposed solutions. To this end, the parties shall establish a Joint Labor Management Committee as another forum for employee input. The parties further recognize the importance of this Committee's work being grounded in diversity, racial justice, equity, workplace culture, and inclusion principles.

Within the scope of the Committee's purview are the following subject areas:

- Promotion of DEIB and racial justice principles in the workplace and the community served by the Employer.
- Continuing education.
- On-the-job training for bargaining unit employees.
- Recommendations for patient care improvements and staffing.
- Health and safety (to provide relevant input to the Employer's organization-wide safety and/or quality assurance committees).
- Upon mutual agreement only, issues or problems of contract administration which may arise from time to time, other than formal grievances.
- And, upon mutual agreement only, other matters of mutual interest that pertain to or affect the bargaining unit.

The function of the Committee shall be advisory only rather than having decision-making authority. The Committee may review, provide input, and make recommendations to the Employer regarding agenda items relating to the subjects identified above.

15.2 Committee Composition.

The Committee shall be comprised of not more than six (6) Employer-designated management representatives and not more than six (6) Union-designated employees. Employees serving on the Committee shall be paid for time spent in the Committee meetings. The committee members may mutually agree to invite guests or additional employees or members of management to join a specific JLMC meeting to provide context for a specific agenda item.

The Committee shall operate under the guidance of co-chairs, one (1) to be selected by the Employer and one (1) to be selected by the Union.

15.3 Meeting Frequency.

The Committee shall meet monthly or at other mutually agreed times. Each meeting shall be scheduled for one (1) hour on paid time.

15.4 Agenda and Meeting Minutes.

The co-chairs shall prepare a common written agenda for each meeting to be distributed to all Committee members in advance, generally at least two (2) calendar days in advance of the meeting. Either co-chair may place items on the agenda that relate to the topics for review identified above. Agendas shall be reasonably adhered to in order to ensure discussions remain focused in furtherance of the purposes of the Committee.

By mutual agreement, items not on the agenda may also be discussed at the meeting; however, the co-chairs should schedule such discussions on a future agenda whenever possible to allow all Committee members advance notice of the topics for discussion.

Minutes of the meetings shall be kept and made available to both parties.

15.5 Hiatus During Negotiations.

The Committee shall not meet while any Section of this Agreement is open for negotiations, unless both parties agree there is a need to address a specific issue under this Article that is unrelated to contract negotiations.

15.6 Commitment to Education.

The Committee will attend (on a one-time basis following the ratification of this Agreement) two half-day (4 hours) workshops (one with labor and management separate and one with labor and management together) intended to increase skill and awareness on hidden bias, cultural

competency, and leadership skills. The parties will jointly select two independent facilitators (one facilitator shall be a person of color) within 90 days following the ratification of this Agreement. The facilitators will be paid for by the Employer. Committee members may attend on paid time.

15.7 Data Analysis.

To assist in the JLMC's review of DEI impacts within the scope of its review, the Employer will provide quarterly data beginning 90 days post-contract ratification on the following available data for all employees in the bargaining unit. At the Employer's discretion, the data can be anonymized and aggregated by job title within each department.

- Race and ethnicity
- Language(s) spoken at home
- Gender
- Pay range
- A breakdown, by the categories above, of the turnover, including number of terminations, in the workplace (i.e., number of employees who were hired and number who were no longer employed).
- In addition to the above, the Employer shall share its plan for racial justice, equity, and inclusion, as made available by its DEI committee.

15.8 Joint Strategic Work

In order to create and implement the goals of the JLMC's joint work and partnership, the Committee will hold an annual planning, strategizing, and prioritizing meeting in which representatives of the Employer and the Union co-create the goals and annual set of priorities using an equity and racial justice/systemic racism focus. Because this is high-level strategizing and planning meeting, the JLMC will identify the appropriate decision-makers to participate from both organizations, which may include CDCHC's Executive Director, Deputy Executive Director, CFO, COO, and/or other members of CDCHC's Senior Leadership Team, and SEIU 1199NW appointed representatives.

During this annual meeting, as well as at other scheduled JLMC meetings as established per the Committee's agendas, the JLMC will establish workplans for the upcoming year, with racial justice and equity being among the first workplan priorities for the parties.

ARTICLE 16 – HEALTH AND SAFETY

16.1 Safety Committee(s)

The Employer will continue the operation of its Safety Committee(s) in adherence to all State and Federal regulations. This Committee shall investigate and make recommendations of education and preventative health and safety measures for the work place and its employees, with recognition of security and safety issues as set forth under Washington Law. Employees shall select two (2) clinical employees and two (2) non-clinical employees to be placed on this Committee, who will be expected to serve two (2) calendar year terms. These Committee members will help prepare the agenda alongside management. All time on this Committee shall be paid at the employee's regular base rate of pay. The Committee will meet at a minimum quarterly, with an anticipated meeting duration of one to two hours.

16.2 Health and Safety

CDCHC remains committed to providing a workplace free from recognized hazards that cause, or are likely to cause, death or injury to staff.

ARTICLE 17 – EQUITY AND INCLUSION

17.1 Equal Employment

CDCHC and the Union are committed to a policy of equal opportunity in employment for all qualified individuals consistent with federal, state, and local legal requirements. All employees of CDCHC will be treated fairly at all times and without regard to race, color, creed, religion, caste, marital status, sex, sexual orientation, gender, gender expression or identity, ancestry, citizenship, language, political ideology, national origin, age, medical condition, physical or mental disability, status as a disabled veteran or a veteran of the Vietnam era, military status, political affiliation, genetic information, or any other consideration protected by federal, state, or local laws.

Our equal employment opportunity policy is applied in accordance with federal, state, and local law to all employment practices including, but not limited to, recruiting, hiring, transferring, promoting, training, compensating, benefits, layoffs, disciplining, termination, and hours and conditions of work.

CDCHC, the Union, and CDCHC employees all support and are committed to CDCHC's goals of maintaining a workplace free from unlawful discrimination and harassment.

ARTICLE 18 – GRIEVANCE PROCEDURE

18.1 Grievance Defined.

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

18.2 Time Limits.

Time limits set forth in the following steps may only be extended by mutual written consent of the parties hereto. A time limit which ends on a Saturday, Sunday, or a holiday designated in paragraph 12.2 hereof shall be deemed to end on the next following business day. Failure of an employee or Union representative to file a grievance on a timely basis or to timely advance a grievance in accordance with the time limits set forth below will constitute withdrawal of the grievance.

18.3 Grievance Procedure.

A grievance shall be submitted in accordance with the following procedure:

Step 1. Employee and Immediate Supervisor

If an employee has a grievance, the employee must first present the grievance in writing to the employee's immediate supervisor or designee within fourteen (14) calendar days from the date the employee knew or should have been aware of the facts giving rise to the grievance. A Union Delegate shall be present if requested by the employee. Upon receipt thereof, the supervisor shall meet with the employee and attempt to resolve the problem within fourteen (14) calendar days. The supervisor shall respond in writing to the employee within fourteen (14) calendar days following the meeting between the supervisor and the grievant.

To be valid, a grievance must identify each of the following: (1) the person(s)/team(s) aggrieved; (2) the contractual provisions allegedly violated; (3) the date on which the facts giving rise to the grievance occurred; (4) a description of the alleged violative conduct or incident at issue; and (5) the remedy requested.

Step 2. Employee, Union Delegate/Representative and Senior Director of Human Resources

If the matter is not resolved to the employee's satisfaction at Step 1, the employee shall present the grievance in writing to the Senior Director of Human Resources and/or designee within fourteen (14) calendar days of the immediate supervisor's decision. The Senior Director of Human Resources and/or designee shall meet with the parties within fourteen (14) calendar days for the purpose of resolving the grievance.

The Senior Director of Human Resources, or designee, shall issue a written reply within fourteen (14) calendar days following the grievance meeting.

Step 3. Employee, Union Delegate/Representative, and Executive Director

If the matter is not resolved at Step 2 to the employee's satisfaction, the grievance shall be referred in writing to the Executive Director (or designee) within fourteen (14) calendar days of receipt of the Step 2 decision. The Executive Director (and/or designee) shall meet with the employee and the Union Delegate/Representative within fourteen (14) calendar days of receipt of the Step 3 grievance for the purpose of resolving the grievance. The Executive Director (or designee) shall issue a written response within fourteen (14) calendar days following the meeting.

Step 4. Arbitration

If the grievance is not settled on the basis of the foregoing procedures, the Union may submit the issue in writing to arbitration within fourteen (14) calendar days following the written reply from the Executive Director or designee. Within thirty (30) calendar days of the notification that the dispute is submitted for arbitration, the Employer and the Union shall attempt to agree on an arbitrator. If the Employer and the Union fail to agree on an arbitrator, a list of nine (9) arbitrators with offices in Oregon or Washington shall be requested from the Federal Mediation and Conciliation Service. The parties shall thereupon alternate in striking a name from the panel until one name remains. The person whose name remains shall be the arbitrator. Any arbitrator accepting an assignment under this Article agrees to make every effort to issue an award within sixty (60) calendar days of the close of the hearing or the receipt of post-hearing briefs, whichever is later. The arbitrator's decision shall be final and binding on all parties. The arbitrator shall confine herself/himself to the issue(s) submitted for arbitration and shall have no authority to add to, subtract from, or otherwise change or modify the provisions of this Agreement, but shall be authorized only to interpret existing provisions of this Agreement as they may apply to the specific facts of the issue in dispute. The arbitrator's fees and costs shall be shared equally (50/50) between the parties. All other expenses, including attorney's fees, shall be borne by the party incurring them, and neither party shall be responsible for the expenses of witnesses called by the other party.

18.4 Union Grievance.

The Union may initiate a grievance if the grievance involves a defined group of employees and if the grievance is submitted in writing, specifying one or more employee representatives within fourteen (14) calendar days from the date the employees were or should have been aware that the grievance existed. Any Union grievance shall follow the timelines and procedure identified in Steps 1 through 4 in Section 18.3 above.

18.5 Mutually Agreed Mediation.

The parties may agree to use mediation in an attempt to resolve the grievance. Both parties must mutually agree to use mediation and neither party may require that any grievance be sent to

mediation. Mediation shall not be considered a step in the grievance process and may be pursued concurrently with the filing, selection and processing of an arbitration submission.

18.6 Termination.

Step 4 of this grievance procedure shall terminate on the expiration date of this Contract unless the Contract is extended by the mutual written consent of the parties. Grievances arising during the term of the Contract shall proceed to resolution (including Step 4) regardless of the expiration date of this Agreement. Grievances arising after the expiration date of this Contract may be pursued through Step 3 only.

18.7 Adjusted Time Limits.

A grievance involving an involuntary termination may skip Step One and advance to Step Two. Any grievance involving allegations of discriminatory behavior in violation of Article 18 must be submitted within sixty (60) calendar days of an alleged occurrence in lieu of the timeline outlined in Article 19.3 - Step One. All other procedures and timelines in Article 19 shall continue to apply.

ARTICLE 19 – NO STRIKE AND NO LOCKOUT

The employees and the Union, its officers, agents, representatives, employees, and members agree that so long as this Agreement is in effect, there will be no strikes, sit-downs, walkouts, slowdowns, boycotts (whether primary or secondary in nature), stoppages of work, sympathy strikes, picketing (including informational picketing), or other interruption of operations. The Employer will not engage in a lockout of employees during the term of this Agreement.

ARTICLE 20 – CLINIC CLOSURE

When a clinic is closed due to extreme weather conditions, supervisors and managers will communicate with staff to determine who can safely get in, and if essential operations can be provided on-site or will need to shift operations off-site. Management will convey operational information, including clinic closure according to the following schedule: between 5:30 and 6:30am for morning clinic; between 10:00 and 11:00am for afternoon clinic; by 3pm for evening clinic; and by 9am for weekend clinic. Employees scheduled to work during a period of extreme weather conditions will be paid for their scheduled hours or actual hours worked, whichever is greater. However, pay for hours not worked shall not count towards overtime.

ARTICLE 21 – TRAINING AND EDUCATION

21.1 Pay for Training and Education.

The Employer will contribute up to \$1,200 per employee per calendar year (prorated per FTE), for the purposes of training, education, certifications, and license renewal, relevant to the employee's job description. Advance approval from the employee's supervisor, to incur the expense is required.

21.2 Paid Time for Training and Education.

Both credentialed and non-credentialed employees will be allocated up to 40 hours of paid time each calendar year (prorated per FTE) for time spent in training and educational classes relevant to their job descriptions (e.g., in conjunction with Section 21.1). Such paid time for training and education must be scheduled and approved in advance by the employee's supervisor.

ARTICLE 22 – GENERAL PROVISIONS

22.1 State and Federal Laws.

It is the belief of both parties of this Agreement that all provisions are lawful. If any section of this Agreement should be found contrary to existing law, or should any new law or ordinance be passed which makes any provision of this Agreement unlawful, the remainder of the Agreement shall remain in full force and effect, and the parties shall bargain over a mutually satisfactory replacement of such provision. Such bargaining shall not be deemed a reopening of the entire agreement; rather only the provision rendered unlawful shall be subject to negotiation, absent mutual agreement of the parties otherwise. The No-Strike provision of this Agreement shall continue to be in full force and effect notwithstanding this Section 22.1.

22.2 Amendments.

Any mid-contract amendments to this Agreement shall be in writing and duly executed by the parties hereto.

22.3 Subcontracting.

There shall be no subcontracting of any bargaining unit work for the life of the contract. This shall not apply to: work that is done on an occasional or temporary basis by non-bargaining unit personnel, temps, or contractors; existing work that has been customarily and historically subcontracted; to work requiring specialized and unique skills and/or equipment not generally available within the unit; where training cannot reasonably be provided; to overload work (provided such work does not cause a reduction of the FTE status or layoff of any bargaining unit

member); to emergency situations; and/or with new work that cannot feasibly be performed by bargaining unit employees.

In the event there is significant opportunity identified for expense reduction through subcontracting, the union will meet with the Employer and negotiate ways to mitigate the expense variance, with subcontracting included as a possible alternative.

Except as otherwise provided in the paragraphs above, subcontracting would only be by mutual agreement.

ARTICLE 23 – MANAGEMENT RIGHTS

23.1 General Rights.

The Union recognizes the Employer retains the exclusive rights to operate and manage the business of the Employer, to direct, control, and schedule its operations and workforce, and to make any decisions affecting the Employer, whether or not specifically mentioned herein and whether or not hereto exercised. Such prerogatives shall include, but not be limited to, the sole and exclusive rights to: hire, including the right to from any source; promote and demote; lay-off and recall; assign employees and assign work; classify and reclassify; evaluate employees; transfer employees; discharge and discipline employees for just cause; leave a position unfilled or vacant, or fill same; establish and implement standards for job posting, candidate screening and interviewing, recruitment and selection; select and determine the number of its employees, including the number assigned to any particular work; increase or decrease that number; direct and schedule the workforce; determine the location and type of operations; determine and schedule when regular, straight-time and/or overtime shall be worked, including the right to schedule and require reasonable overtime work; determine and assign the shifts and hours of work; install or move equipment; determine the work duties of employees; promulgate, modify, post, and enforce policies, procedures, rules, and regulations governing the conduct and acts of employees during working hours, safety, workplace expectations, and statutory and regulatory compliance; select supervisory and managerial employees; train employees; create or eliminate jobs; relieve employees because of lack of work, retirement, or for other legitimate reasons; discontinue or reorganize or combine any department or branch or operations with any consequent reduction or other change in the working force; merge consolidate, or expand operations or facilities; introduce new and improved methods of operation, facilities, equipment, technology, or processes, regardless of whether or not such may cause a reduction in the working force; establish work performance levels and standards of performance for the employees; determine quality of work standards and otherwise supervise employees; determine the budget(s), services, scope and method of providing those services; establish and modify job descriptions and duties of employee classifications; determine the skills, qualifications, performance standards, and abilities necessary for an employee to maintain a position or to

promote to a higher-ranking position; and in all respects carry out, in addition, the ordinary and customary functions of management, except as specifically altered or modified by the express terms of this Agreement.

23.2 No Employer Waiver.

If the Employer does not exercise any one or more of its management rights set forth in this Agreement, such conduct shall not be deemed a waiver or abandonment of any such right(s). If it exercises any of its management right(s) in a particular manner, such conduct shall not preclude its exercise of such right(s) differently or in any other way not in conflict with an express prohibition contained within this Agreement.

23.3 Performance of Bargaining Unit Work by Non-Bargaining Unit Personnel.

Because of the flexibility necessary to operate, management has the right to use non-bargaining unit personnel to perform bargaining unit work for short-term coverage purposes and in accordance with Section 22.3, in the event of an emergency, to assist in the training of bargaining unit employees, and during other times when bargaining unit staff are not available.

Appendix A: Wage Scale-Base 2023

Job Title	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19
Behavioral Health Coord	\$34.50	\$35.28	\$36.07	\$36.88	\$37.71	\$38.56	\$39.43	\$40.31	\$41.22	\$42.15	\$43.10	\$43.96	\$44.84	\$45.74	\$46.65	\$47.58	\$48.53	\$49.51	\$50.50	\$51.51
Behavioral Health Couns	\$34.50	\$35.28	\$36.07	\$36.88	\$37.71	\$38.56	\$39.43	\$40.31	\$41.22	\$42.15	\$43.10	\$43.96	\$44.84	\$45.74	\$46.65	\$47.58	\$48.53	\$49.51	\$50.50	\$51.51
BH UCSW	\$36.39	\$37.21	\$38.05	\$38.90	\$39.78	\$40.67	\$41.59	\$42.52	\$43.48	\$44.46	\$45.46	\$46.37	\$47.30	\$48.24	\$49.21	\$50.19	\$51.19	\$52.22	\$53.26	\$54.33
BH MWS	\$27.58	\$28.20	\$28.84	\$29.48	\$30.15	\$30.83	\$31.52	\$32.23	\$32.95	\$33.69	\$34.45	\$35.14	\$36.56	\$37.29	\$38.04	\$38.80	\$39.58	\$40.37	\$41.17	\$42.00
BH MWS/LSWAIC	\$34.50	\$35.28	\$36.07	\$36.88	\$37.71	\$38.56	\$39.43	\$40.31	\$41.22	\$42.15	\$43.10	\$43.96	\$44.84	\$45.74	\$46.65	\$47.58	\$48.53	\$49.51	\$50.50	\$51.51
Billing Specialist	\$22.81	\$22.78	\$23.29	\$23.82	\$24.35	\$24.90	\$25.46	\$26.04	\$26.62	\$27.22	\$27.83	\$28.39	\$28.96	\$29.54	\$30.13	\$30.73	\$31.34	\$31.97	\$32.61	\$33.26
Certified Nursing Assistant	\$22.81	\$23.32	\$23.85	\$24.38	\$24.93	\$25.49	\$26.07	\$26.65	\$27.25	\$27.87	\$28.49	\$29.06	\$29.65	\$30.24	\$30.84	\$31.46	\$32.09	\$32.73	\$33.39	\$34.05
Clinic Operations Coord	\$26.52	\$27.12	\$27.73	\$28.35	\$28.99	\$29.64	\$30.31	\$30.99	\$31.69	\$32.40	\$33.13	\$33.79	\$34.47	\$35.16	\$35.86	\$36.58	\$37.31	\$38.05	\$38.82	\$39.59
Coding & Reimbursement Sp	\$30.63	\$31.32	\$32.02	\$32.74	\$33.48	\$34.23	\$35.00	\$35.79	\$36.60	\$37.42	\$38.26	\$39.03	\$39.81	\$40.61	\$41.42	\$42.25	\$43.09	\$43.95	\$44.83	\$45.73
Community Health Worker	\$22.28	\$22.78	\$23.29	\$23.82	\$24.35	\$24.90	\$25.46	\$26.04	\$26.62	\$27.22	\$27.83	\$28.39	\$28.96	\$29.54	\$30.13	\$30.73	\$31.34	\$31.97	\$32.61	\$33.26
Community Pat Ed Cord	\$30.76	\$31.45	\$32.16	\$32.88	\$33.62	\$34.38	\$35.15	\$35.94	\$36.75	\$37.58	\$38.43	\$39.19	\$39.98	\$40.78	\$41.59	\$42.42	\$43.27	\$44.14	\$45.02	\$45.92
Credentialing Specialist	\$23.30	\$23.82	\$24.36	\$24.91	\$25.47	\$26.04	\$26.63	\$27.23	\$27.84	\$28.47	\$29.11	\$29.69	\$30.28	\$30.89	\$31.51	\$32.14	\$32.78	\$33.43	\$34.10	\$34.78
Dental Assistant	\$22.81	\$23.32	\$23.85	\$24.38	\$24.93	\$25.49	\$26.07	\$26.65	\$27.25	\$27.87	\$28.49	\$29.06	\$29.65	\$30.24	\$30.84	\$31.46	\$32.09	\$32.73	\$33.39	\$34.05
Dental Hygienist	\$43.03	\$44.00	\$44.99	\$46.00	\$47.04	\$48.09	\$49.18	\$50.28	\$51.41	\$52.57	\$53.75	\$54.83	\$55.92	\$57.04	\$58.18	\$59.35	\$60.53	\$61.75	\$62.98	\$64.24
Dental Sterilization Technicia	\$21.67	\$22.16	\$22.66	\$23.17	\$23.69	\$24.22	\$24.77	\$25.32	\$25.89	\$26.47	\$27.07	\$27.61	\$28.16	\$28.73	\$29.30	\$29.89	\$30.49	\$31.10	\$31.72	\$32.35
Eligibility Specialist	\$22.11	\$22.61	\$23.12	\$23.64	\$24.17	\$24.71	\$25.27	\$25.84	\$26.42	\$27.01	\$27.62	\$28.17	\$28.74	\$29.31	\$29.90	\$30.49	\$31.10	\$31.73	\$32.36	\$33.01
Epic Clinical Analyst (IS)	\$35.48	\$36.28	\$37.09	\$37.93	\$38.78	\$39.66	\$40.55	\$41.46	\$42.39	\$43.35	\$44.32	\$45.21	\$46.11	\$47.03	\$47.98	\$48.93	\$49.91	\$50.91	\$51.93	\$52.97
Epic Site Specialist	\$30.63	\$31.32	\$32.02	\$32.74	\$33.48	\$34.23	\$35.00	\$35.79	\$36.60	\$37.42	\$38.26	\$39.03	\$39.81	\$40.61	\$41.42	\$42.25	\$43.09	\$43.95	\$44.83	\$45.73
Gender Care Navigator	\$25.68	\$26.26	\$26.85	\$27.45	\$28.07	\$28.70	\$29.35	\$30.01	\$30.68	\$31.37	\$32.08	\$32.72	\$33.38	\$34.04	\$34.72	\$35.42	\$36.13	\$36.85	\$37.59	\$38.34
Health Educator	\$22.78	\$23.29	\$23.82	\$24.35	\$24.90	\$25.46	\$26.04	\$26.62	\$27.22	\$27.83	\$28.39	\$28.96	\$29.54	\$30.13	\$30.73	\$31.34	\$31.97	\$32.61	\$33.26	\$33.92
HIV Case Manager	\$39.46	\$40.35	\$41.26	\$42.18	\$43.13	\$44.10	\$45.10	\$46.11	\$47.15	\$48.21	\$49.29	\$50.28	\$51.29	\$52.31	\$53.36	\$54.42	\$55.51	\$56.62	\$57.76	\$58.91
Lab Technologist	\$34.48	\$35.26	\$36.05	\$36.86	\$37.69	\$38.54	\$39.40	\$40.29	\$41.20	\$42.12	\$43.07	\$43.93	\$44.81	\$45.71	\$46.62	\$47.56	\$48.51	\$49.48	\$50.47	\$51.48
Mail/Office Assistant	\$21.64	\$22.13	\$22.62	\$23.13	\$23.65	\$24.19	\$24.73	\$25.29	\$25.86	\$26.44	\$27.03	\$27.57	\$28.12	\$28.69	\$29.26	\$29.85	\$30.44	\$31.05	\$31.67	\$32.31
Managed Care Coord	\$22.81	\$23.32	\$23.85	\$24.38	\$24.93	\$25.49	\$26.07	\$26.65	\$27.25	\$27.87	\$28.49	\$29.06	\$29.65	\$30.24	\$30.84	\$31.46	\$32.09	\$32.73	\$33.39	\$34.05
Medical Assistant	\$23.30	\$23.82	\$24.36	\$24.91	\$25.47	\$26.04	\$26.63	\$27.23	\$27.84	\$28.47	\$29.11	\$29.69	\$30.28	\$30.89	\$31.51	\$32.14	\$32.78	\$33.43	\$34.10	\$34.78
Medical Interpreter	\$22.28	\$22.78	\$23.29	\$23.82	\$24.35	\$24.90	\$25.46	\$26.04	\$26.62	\$27.22	\$27.83	\$28.39	\$28.96	\$29.54	\$30.13	\$30.73	\$31.34	\$31.97	\$32.61	\$33.26
Medical Records Clerk	\$21.64	\$22.13	\$22.62	\$23.13	\$23.65	\$24.19	\$24.73	\$25.29	\$25.86	\$26.44	\$27.03	\$27.57	\$28.12	\$28.69	\$29.26	\$29.85	\$30.44	\$31.05	\$31.67	\$32.31
Patient Accounts Rep I	\$21.64	\$22.13	\$22.62	\$23.13	\$23.65	\$24.19	\$24.73	\$25.29	\$25.86	\$26.44	\$27.03	\$27.57	\$28.12	\$28.69	\$29.26	\$29.85	\$30.44	\$31.05	\$31.67	\$32.31
Patient Acct Rep II Dent	\$22.04	\$22.54	\$23.04	\$23.56	\$24.09	\$24.63	\$25.19	\$25.75	\$26.33	\$26.93	\$27.53	\$28.08	\$28.64	\$29.22	\$29.80	\$30.40	\$31.01	\$31.63	\$32.26	\$32.90
Patient Care Coordinator	\$22.28	\$22.78	\$23.29	\$23.82	\$24.35	\$24.90	\$25.46	\$26.04	\$26.62	\$27.22	\$27.83	\$28.39	\$28.96	\$29.54	\$30.13	\$30.73	\$31.34	\$31.97	\$32.61	\$33.26
Peer Support Specialist	\$22.28	\$22.78	\$23.29	\$23.82	\$24.35	\$24.90	\$25.46	\$26.04	\$26.62	\$27.22	\$27.83	\$28.39	\$28.96	\$29.54	\$30.13	\$30.73	\$31.34	\$31.97	\$32.61	\$33.26
Pharmacist	\$59.17	\$60.50	\$61.86	\$63.25	\$64.68	\$66.13	\$67.62	\$69.14	\$70.70	\$72.29	\$73.92	\$75.39	\$76.90	\$78.44	\$80.01	\$81.61	\$83.24	\$84.91	\$86.60	\$88.34
Pharmacy Technician	\$22.33	\$22.83	\$23.35	\$23.87	\$24.41	\$24.96	\$25.52	\$26.09	\$26.68	\$27.28	\$27.89	\$28.45	\$29.02	\$29.60	\$30.19	\$30.80	\$31.41	\$32.04	\$32.68	\$33.34
Phlebotomist	\$22.28	\$22.78	\$23.29	\$23.82	\$24.35	\$24.90	\$25.46	\$26.04	\$26.62	\$27.22	\$27.83	\$28.39	\$28.96	\$29.54	\$30.13	\$30.73	\$31.34	\$31.97	\$32.61	\$33.26
PREP Navigator	\$22.28	\$22.78	\$23.29	\$23.82	\$24.35	\$24.90	\$25.46	\$26.04	\$26.62	\$27.22	\$27.83	\$28.39	\$28.96	\$29.54	\$30.13	\$30.73	\$31.34	\$31.97	\$32.61	\$33.26
Referral Coordinator	\$22.28	\$22.78	\$23.29	\$23.82	\$24.35	\$24.90	\$25.46	\$26.04	\$26.62	\$27.22	\$27.83	\$28.39	\$28.96	\$29.54	\$30.13	\$30.73	\$31.34	\$31.97	\$32.61	\$33.26
Registered Dietician	\$32.23	\$32.96	\$33.70	\$34.45	\$35.23	\$36.02	\$36.83	\$37.66	\$38.51	\$39.38	\$40.26	\$41.07	\$41.89	\$42.73	\$43.58	\$44.45	\$45.34	\$46.25	\$47.17	\$48.12
Registered Nurse	\$39.23	\$40.11	\$41.02	\$41.94	\$42.88	\$43.85	\$44.83	\$45.84	\$46.87	\$47.93	\$49.01	\$49.99	\$50.99	\$52.01	\$53.05	\$54.11	\$55.19	\$56.29	\$57.42	\$58.57
Vaccine Coordinator	\$25.30	\$25.87	\$26.45	\$27.05	\$27.66	\$28.28	\$28.91	\$29.56	\$30.23	\$30.91	\$31.60	\$32.24	\$32.88	\$33.54	\$34.21	\$34.89	\$35.59	\$36.30	\$37.03	\$37.77
WIC	\$22.28	\$22.78	\$23.29	\$23.82	\$24.35	\$24.90	\$25.46	\$26.04	\$26.62	\$27.22	\$27.83	\$28.39	\$28.96	\$29.54	\$30.13	\$30.73	\$31.34	\$31.97	\$32.61	\$33.26

Appendix A Continued:

Wage Scale-2023 with 1%

Job Title	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19
Behavioral Health Coord	\$34.85	\$35.63	\$36.43	\$37.25	\$38.09	\$38.95	\$39.82	\$40.72	\$41.63	\$42.57	\$43.53	\$44.40	\$45.29	\$46.19	\$47.12	\$48.06	\$49.02	\$50.00	\$51.00	\$52.02
Behavioral Health Couns	\$34.85	\$35.63	\$36.43	\$37.25	\$38.09	\$38.95	\$39.82	\$40.72	\$41.63	\$42.57	\$43.53	\$44.40	\$45.29	\$46.19	\$47.12	\$48.06	\$49.02	\$50.00	\$51.00	\$52.02
BH LICSW	\$36.75	\$37.58	\$38.43	\$39.29	\$40.18	\$41.08	\$42.00	\$42.95	\$43.91	\$44.90	\$45.91	\$46.83	\$47.77	\$48.72	\$49.70	\$50.69	\$51.71	\$52.74	\$53.79	\$54.87
BH MSS	\$27.86	\$28.48	\$29.12	\$29.78	\$30.45	\$31.13	\$31.83	\$32.55	\$33.28	\$34.03	\$34.80	\$35.49	\$36.20	\$36.93	\$37.67	\$38.42	\$39.19	\$39.97	\$40.77	\$41.59
BH MSW/LSWAIC	\$34.85	\$35.63	\$36.43	\$37.25	\$38.09	\$38.95	\$39.82	\$40.72	\$41.63	\$42.57	\$43.53	\$44.40	\$45.29	\$46.19	\$47.12	\$48.06	\$49.02	\$50.00	\$51.00	\$52.02
Billing Specialist	\$22.50	\$23.01	\$23.53	\$24.06	\$24.60	\$25.15	\$25.72	\$26.30	\$26.90	\$27.49	\$28.11	\$28.67	\$29.25	\$29.83	\$30.43	\$31.04	\$31.66	\$32.29	\$32.94	\$33.59
Certified Nursing Assistant	\$23.04	\$23.56	\$24.09	\$24.63	\$25.18	\$25.75	\$26.33	\$26.92	\$27.53	\$28.15	\$28.78	\$29.35	\$29.94	\$30.54	\$31.15	\$31.77	\$32.41	\$33.06	\$33.72	\$34.39
Clinic Operations Coord	\$26.79	\$27.39	\$28.00	\$28.63	\$29.28	\$29.94	\$30.61	\$31.30	\$32.00	\$32.72	\$33.46	\$34.13	\$34.81	\$35.51	\$36.22	\$36.94	\$37.68	\$38.44	\$39.20	\$39.99
Coding & Reimbursement Sp	\$30.94	\$31.63	\$32.34	\$33.07	\$33.82	\$34.58	\$35.35	\$36.15	\$36.96	\$37.80	\$38.65	\$39.42	\$40.21	\$41.01	\$41.83	\$42.67	\$43.52	\$44.39	\$45.28	\$46.19
Community Health Worker	\$22.50	\$23.01	\$23.53	\$24.06	\$24.60	\$25.15	\$25.72	\$26.30	\$26.90	\$27.49	\$28.11	\$28.67	\$29.25	\$29.83	\$30.43	\$31.04	\$31.66	\$32.29	\$32.94	\$33.59
Community Pat Ed Cord	\$31.07	\$31.77	\$32.48	\$33.21	\$33.96	\$34.72	\$35.50	\$36.30	\$37.12	\$37.96	\$38.81	\$39.59	\$40.38	\$41.19	\$42.01	\$42.85	\$43.71	\$44.58	\$45.47	\$46.38
Credentialing Specialist	\$23.53	\$24.06	\$24.60	\$25.16	\$25.72	\$26.30	\$26.89	\$27.50	\$28.12	\$28.75	\$29.40	\$29.99	\$30.59	\$31.20	\$31.82	\$32.46	\$33.11	\$33.77	\$34.44	\$35.13
Dental Assistant	\$43.46	\$44.44	\$45.44	\$46.46	\$47.51	\$48.57	\$49.67	\$50.79	\$51.93	\$53.10	\$54.29	\$55.38	\$56.48	\$57.61	\$58.77	\$59.94	\$61.14	\$62.36	\$63.61	\$64.88
Dental Hygienist	\$21.89	\$22.38	\$22.88	\$23.40	\$23.92	\$24.46	\$25.01	\$25.58	\$26.15	\$26.74	\$27.34	\$27.89	\$28.45	\$29.01	\$29.59	\$30.19	\$30.79	\$31.41	\$32.03	\$32.67
Dental Sterilization Technici	\$22.33	\$22.83	\$23.35	\$23.87	\$24.41	\$24.96	\$25.52	\$26.09	\$26.68	\$27.28	\$27.90	\$28.45	\$29.02	\$29.60	\$30.20	\$30.80	\$31.42	\$32.04	\$32.68	\$33.34
Eligibility Specialist	\$35.83	\$36.64	\$37.47	\$38.31	\$39.17	\$40.05	\$40.95	\$41.87	\$42.82	\$43.78	\$44.76	\$45.66	\$46.57	\$47.50	\$48.46	\$49.42	\$50.41	\$51.42	\$52.45	\$53.50
Epic Clinical Analyst (IS)	\$30.94	\$31.63	\$32.34	\$33.07	\$33.82	\$34.58	\$35.35	\$36.15	\$36.96	\$37.80	\$38.65	\$39.42	\$40.21	\$41.01	\$41.83	\$42.67	\$43.52	\$44.39	\$45.28	\$46.19
Epic Site Specialist	\$25.94	\$26.52	\$27.12	\$27.73	\$28.35	\$28.99	\$29.64	\$30.31	\$30.99	\$31.69	\$32.40	\$33.05	\$33.71	\$34.38	\$35.07	\$35.77	\$36.49	\$37.22	\$37.96	\$38.72
Gender Care Navigator	\$22.50	\$23.01	\$23.53	\$24.06	\$24.60	\$25.15	\$25.72	\$26.30	\$26.90	\$27.49	\$28.11	\$28.67	\$29.25	\$29.83	\$30.43	\$31.04	\$31.66	\$32.29	\$32.94	\$33.59
Health Educator	\$39.85	\$40.75	\$41.67	\$42.61	\$43.56	\$44.54	\$45.55	\$46.57	\$47.62	\$48.69	\$49.79	\$50.78	\$51.80	\$52.83	\$53.89	\$54.97	\$56.07	\$57.19	\$58.33	\$59.50
HIV Case Manager	\$34.82	\$35.61	\$36.41	\$37.23	\$38.07	\$38.92	\$39.80	\$40.69	\$41.61	\$42.55	\$43.50	\$44.37	\$45.26	\$46.17	\$47.09	\$48.03	\$48.99	\$49.97	\$50.97	\$51.99
Lab Technologist	\$21.86	\$22.35	\$22.85	\$23.37	\$23.89	\$24.43	\$24.98	\$25.54	\$26.11	\$26.70	\$27.30	\$27.85	\$28.41	\$28.97	\$29.55	\$30.14	\$30.75	\$31.36	\$31.99	\$32.63
Mail/Office Assistant	\$22.26	\$22.76	\$23.27	\$23.80	\$24.33	\$24.88	\$25.44	\$26.01	\$26.60	\$27.20	\$27.81	\$28.36	\$28.93	\$29.51	\$30.10	\$30.70	\$31.32	\$31.94	\$32.58	\$33.23
Managed Care Coord	\$22.50	\$23.01	\$23.53	\$24.06	\$24.60	\$25.15	\$25.72	\$26.30	\$26.90	\$27.49	\$28.11	\$28.67	\$29.25	\$29.83	\$30.43	\$31.04	\$31.66	\$32.29	\$32.94	\$33.59
Medical Assistant	\$23.04	\$23.56	\$24.09	\$24.63	\$25.18	\$25.75	\$26.33	\$26.92	\$27.53	\$28.15	\$28.78	\$29.35	\$29.94	\$30.54	\$31.15	\$31.77	\$32.41	\$33.06	\$33.72	\$34.39
Medical Interpreter	\$23.53	\$24.06	\$24.60	\$25.16	\$25.72	\$26.30	\$26.89	\$27.50	\$28.12	\$28.75	\$29.40	\$29.99	\$30.59	\$31.20	\$31.82	\$32.46	\$33.11	\$33.77	\$34.44	\$35.13
Medical Records Clerk	\$22.50	\$23.01	\$23.53	\$24.06	\$24.60	\$25.15	\$25.72	\$26.30	\$26.90	\$27.49	\$28.11	\$28.67	\$29.25	\$29.83	\$30.43	\$31.04	\$31.66	\$32.29	\$32.94	\$33.59
Patient Accounts Rep I	\$21.86	\$22.35	\$22.85	\$23.37	\$23.89	\$24.43	\$24.98	\$25.54	\$26.11	\$26.70	\$27.30	\$27.85	\$28.41	\$28.97	\$29.55	\$30.14	\$30.75	\$31.36	\$31.99	\$32.63
Patient Act Rep II Dent	\$22.26	\$22.76	\$23.27	\$23.80	\$24.33	\$24.88	\$25.44	\$26.01	\$26.60	\$27.20	\$27.81	\$28.36	\$28.93	\$29.51	\$30.10	\$30.70	\$31.32	\$31.94	\$32.58	\$33.23
Patient Care Coordinator	\$22.50	\$23.01	\$23.53	\$24.06	\$24.60	\$25.15	\$25.72	\$26.30	\$26.90	\$27.49	\$28.11	\$28.67	\$29.25	\$29.83	\$30.43	\$31.04	\$31.66	\$32.29	\$32.94	\$33.59
Peer Support Specialist	\$22.50	\$23.01	\$23.53	\$24.06	\$24.60	\$25.15	\$25.72	\$26.30	\$26.90	\$27.49	\$28.11	\$28.67	\$29.25	\$29.83	\$30.43	\$31.04	\$31.66	\$32.29	\$32.94	\$33.59
Pharmacist	\$59.76	\$61.11	\$62.48	\$63.89	\$65.32	\$66.79	\$68.30	\$69.83	\$71.41	\$73.01	\$74.65	\$76.15	\$77.67	\$79.22	\$80.81	\$82.42	\$84.07	\$85.75	\$87.47	\$89.22
Pharmacy Technician	\$22.55	\$23.06	\$23.58	\$24.11	\$24.65	\$25.21	\$25.77	\$26.35	\$26.95	\$27.55	\$28.17	\$28.74	\$29.31	\$29.90	\$30.50	\$31.11	\$31.73	\$32.36	\$33.01	\$33.67
Phlebotomist	\$22.50	\$23.01	\$23.53	\$24.06	\$24.60	\$25.15	\$25.72	\$26.30	\$26.90	\$27.49	\$28.11	\$28.67	\$29.25	\$29.83	\$30.43	\$31.04	\$31.66	\$32.29	\$32.94	\$33.59
PreP Navigator	\$22.50	\$23.01	\$23.53	\$24.06	\$24.60	\$25.15	\$25.72	\$26.30	\$26.90	\$27.49	\$28.11	\$28.67	\$29.25	\$29.83	\$30.43	\$31.04	\$31.66	\$32.29	\$32.94	\$33.59
Referral Coordinator	\$22.50	\$23.01	\$23.53	\$24.06	\$24.60	\$25.15	\$25.72	\$26.30	\$26.90	\$27.49	\$28.11	\$28.67	\$29.25	\$29.83	\$30.43	\$31.04	\$31.66	\$32.29	\$32.94	\$33.59
Registered Dietician	\$32.55	\$33.28	\$34.03	\$34.80	\$35.58	\$36.38	\$37.20	\$38.04	\$38.89	\$39.77	\$40.66	\$41.48	\$42.31	\$43.15	\$44.02	\$44.90	\$45.79	\$46.71	\$47.64	\$48.60
Registered Nurse	\$39.62	\$40.51	\$41.43	\$42.36	\$43.31	\$44.28	\$45.28	\$46.30	\$47.34	\$48.41	\$49.50	\$50.49	\$51.50	\$52.53	\$53.58	\$54.65	\$55.74	\$56.86	\$57.99	\$59.15
Vaccine Coordinator	\$25.55	\$26.13	\$26.72	\$27.32	\$27.93	\$28.56	\$29.20	\$29.86	\$30.53	\$31.22	\$31.92	\$32.56	\$33.21	\$33.87	\$34.55	\$35.24	\$35.95	\$36.67	\$37.40	\$38.15
WIC	\$22.50	\$23.01	\$23.53	\$24.06	\$24.60	\$25.15	\$25.72	\$26.30	\$26.90	\$27.49	\$28.11	\$28.67	\$29.25	\$29.83	\$30.43	\$31.04	\$31.66	\$32.29	\$32.94	\$33.59

Appendix A Continued:

Wage Scale-2024 with 2%

Job Title	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19
Behavioral Health Coord	\$35.54	\$36.34	\$37.16	\$38.00	\$38.85	\$39.72	\$40.62	\$41.53	\$42.47	\$43.42	\$44.40	\$45.29	\$46.19	\$47.12	\$48.06	\$49.02	\$50.00	\$51.00	\$52.02	\$53.06
Behavioral Health Couns -LMHC	\$35.54	\$36.34	\$37.16	\$38.00	\$38.85	\$39.72	\$40.62	\$41.53	\$42.47	\$43.42	\$44.40	\$45.29	\$46.19	\$47.12	\$48.06	\$49.02	\$50.00	\$51.00	\$52.02	\$53.06
BH LICSW	\$37.49	\$38.33	\$39.19	\$40.08	\$40.98	\$41.90	\$42.84	\$43.81	\$44.79	\$45.80	\$46.83	\$47.77	\$48.72	\$49.70	\$50.69	\$51.71	\$52.74	\$53.79	\$54.87	\$55.97
BH MSW	\$28.41	\$29.05	\$29.71	\$30.37	\$31.06	\$31.76	\$32.47	\$33.20	\$33.95	\$34.71	\$35.49	\$36.20	\$36.93	\$37.67	\$38.42	\$39.19	\$39.97	\$40.77	\$41.59	\$42.42
BH MSSW/LSWAIC	\$35.54	\$36.34	\$37.16	\$38.00	\$38.85	\$39.72	\$40.62	\$41.53	\$42.47	\$43.42	\$44.40	\$45.29	\$46.19	\$47.12	\$48.06	\$49.02	\$50.00	\$51.00	\$52.02	\$53.06
Billing Specialist	\$22.95	\$23.47	\$24.00	\$24.54	\$25.09	\$25.65	\$26.23	\$26.82	\$27.42	\$28.04	\$28.67	\$29.25	\$29.83	\$30.43	\$31.04	\$31.66	\$32.29	\$32.94	\$33.59	\$34.27
Ceifed Operations Assistant	\$23.50	\$24.03	\$24.57	\$25.12	\$25.69	\$26.26	\$26.86	\$27.46	\$28.08	\$28.71	\$29.35	\$29.94	\$30.54	\$31.15	\$31.77	\$32.41	\$33.06	\$33.72	\$34.39	\$45.08
Clinic Operations Coord	\$27.32	\$27.94	\$28.56	\$29.21	\$29.86	\$30.54	\$31.22	\$31.93	\$32.64	\$33.38	\$34.11	\$34.81	\$35.51	\$36.22	\$36.94	\$37.68	\$38.44	\$39.20	\$39.99	\$40.79
Coding & Reimbursement Sp	\$31.56	\$32.27	\$32.99	\$33.73	\$34.49	\$35.27	\$36.06	\$36.87	\$37.70	\$38.55	\$39.42	\$40.21	\$41.01	\$41.83	\$42.67	\$43.52	\$44.39	\$45.28	\$46.19	\$47.11
Community Health Worker	\$22.95	\$23.47	\$24.00	\$24.54	\$25.09	\$25.65	\$26.23	\$26.82	\$27.42	\$28.04	\$28.67	\$29.25	\$29.83	\$30.43	\$31.04	\$31.66	\$32.29	\$32.94	\$33.59	\$34.27
Community Pat Ed Cord	\$31.69	\$32.40	\$33.13	\$33.88	\$34.64	\$35.42	\$36.21	\$37.03	\$37.86	\$38.71	\$39.59	\$40.38	\$41.19	\$42.01	\$42.85	\$43.71	\$44.58	\$45.47	\$46.38	\$47.31
Credentialing Specialist	\$24.00	\$24.54	\$25.10	\$25.66	\$26.24	\$26.83	\$27.43	\$28.05	\$28.68	\$29.33	\$29.99	\$30.59	\$31.20	\$31.82	\$32.46	\$33.11	\$33.77	\$34.44	\$35.13	\$35.84
Dental Assistant	\$23.50	\$24.03	\$24.57	\$25.12	\$25.69	\$26.26	\$26.86	\$27.46	\$28.08	\$28.71	\$29.35	\$29.94	\$30.54	\$31.15	\$31.77	\$32.41	\$33.06	\$33.72	\$34.39	\$35.08
Dental Hygienist	\$44.33	\$45.33	\$46.35	\$47.39	\$48.46	\$49.55	\$50.66	\$51.80	\$52.97	\$54.16	\$55.38	\$56.64	\$57.91	\$59.19	\$60.48	\$61.79	\$63.11	\$64.44	\$65.78	\$67.13
Dental Sterilization Technician	\$22.32	\$22.83	\$23.34	\$23.87	\$24.40	\$24.95	\$25.51	\$26.09	\$26.67	\$27.27	\$27.89	\$28.45	\$29.01	\$29.59	\$30.19	\$30.79	\$31.41	\$32.03	\$32.67	\$33.33
Eligibility Specialist	\$22.78	\$23.29	\$23.81	\$24.35	\$24.90	\$25.46	\$26.03	\$26.62	\$27.22	\$27.83	\$28.45	\$29.07	\$29.60	\$30.20	\$30.80	\$31.42	\$32.04	\$32.68	\$33.34	\$34.01
Epic Clinical Analyst (IS)	\$36.55	\$37.37	\$38.21	\$39.07	\$39.95	\$40.85	\$41.77	\$42.71	\$43.67	\$44.66	\$45.66	\$46.57	\$47.50	\$48.46	\$49.42	\$50.41	\$51.42	\$52.45	\$53.50	\$54.57
Epic Site Specialist	\$31.56	\$32.27	\$32.99	\$33.73	\$34.49	\$35.27	\$36.06	\$36.87	\$37.70	\$38.55	\$39.42	\$40.21	\$41.01	\$41.83	\$42.67	\$43.52	\$44.39	\$45.28	\$46.19	\$47.11
Gender Care Navigator	\$26.46	\$27.05	\$27.66	\$28.28	\$28.92	\$29.57	\$30.23	\$30.91	\$31.61	\$32.32	\$33.05	\$33.71	\$34.38	\$35.07	\$35.77	\$36.49	\$37.22	\$37.96	\$38.72	\$39.50
Health Educator	\$22.95	\$23.47	\$24.00	\$24.54	\$25.09	\$25.65	\$26.23	\$26.82	\$27.42	\$28.04	\$28.67	\$29.25	\$29.83	\$30.43	\$31.04	\$31.66	\$32.29	\$32.94	\$33.59	\$34.27
HIV Case Manager	\$40.65	\$41.57	\$42.50	\$43.46	\$44.44	\$45.44	\$46.46	\$47.50	\$48.57	\$49.66	\$50.78	\$51.80	\$52.83	\$53.89	\$54.97	\$56.07	\$57.19	\$58.33	\$59.50	\$60.69
Lab Technologist	\$35.52	\$36.32	\$37.14	\$37.97	\$38.83	\$39.70	\$40.59	\$41.51	\$42.44	\$43.40	\$44.37	\$45.26	\$46.17	\$47.09	\$48.03	\$48.99	\$49.97	\$50.97	\$51.99	\$53.03
Mail/Office Assistant	\$22.29	\$22.80	\$23.31	\$23.83	\$24.37	\$24.92	\$25.48	\$26.05	\$26.64	\$27.24	\$27.85	\$28.41	\$28.97	\$29.55	\$30.14	\$30.75	\$31.36	\$31.99	\$32.63	\$33.28
Managed Care Coord	\$23.50	\$24.03	\$24.57	\$25.12	\$25.69	\$26.26	\$26.86	\$27.46	\$28.08	\$28.71	\$29.35	\$29.94	\$30.54	\$31.15	\$31.77	\$32.41	\$33.06	\$33.72	\$34.39	\$35.08
Medical Assistant	\$24.00	\$24.54	\$25.10	\$25.66	\$26.24	\$26.83	\$27.43	\$28.05	\$28.68	\$29.33	\$29.99	\$30.59	\$31.20	\$31.82	\$32.46	\$33.11	\$33.77	\$34.44	\$35.13	\$35.84
Medical Interpreter	\$22.29	\$22.80	\$23.31	\$23.83	\$24.37	\$24.92	\$25.48	\$26.05	\$26.64	\$27.24	\$27.85	\$28.41	\$28.97	\$29.55	\$30.14	\$30.75	\$31.36	\$31.99	\$32.63	\$33.28
Medical Records Clerk	\$22.29	\$22.80	\$23.31	\$23.83	\$24.37	\$24.92	\$25.48	\$26.05	\$26.64	\$27.24	\$27.85	\$28.41	\$28.97	\$29.55	\$30.14	\$30.75	\$31.36	\$31.99	\$32.63	\$33.28
Patient Accounts Rep I	\$22.71	\$23.22	\$23.74	\$24.27	\$24.82	\$25.38	\$25.95	\$26.53	\$27.13	\$27.74	\$28.36	\$28.93	\$29.51	\$30.10	\$30.70	\$31.32	\$31.94	\$32.58	\$33.23	\$33.90
Patient Care Coordinator	\$22.95	\$23.47	\$24.00	\$24.54	\$25.09	\$25.65	\$26.23	\$26.82	\$27.42	\$28.04	\$28.67	\$29.25	\$29.83	\$30.43	\$31.04	\$31.66	\$32.29	\$32.94	\$33.59	\$34.27
Peer Support Specialist	\$22.95	\$23.47	\$24.00	\$24.54	\$25.09	\$25.65	\$26.23	\$26.82	\$27.42	\$28.04	\$28.67	\$29.25	\$29.83	\$30.43	\$31.04	\$31.66	\$32.29	\$32.94	\$33.59	\$34.27
Pharmacist	\$60.96	\$62.33	\$63.73	\$65.16	\$66.63	\$68.13	\$69.66	\$71.23	\$72.83	\$74.47	\$76.15	\$77.67	\$79.22	\$80.81	\$82.42	\$84.07	\$85.75	\$87.47	\$89.22	\$91.00
Pharmacy Technician	\$23.00	\$23.52	\$24.05	\$24.59	\$25.15	\$25.71	\$26.29	\$26.88	\$27.49	\$28.10	\$28.74	\$29.31	\$29.90	\$30.50	\$31.11	\$31.73	\$32.36	\$33.01	\$33.67	\$34.34
Phlebotomist	\$22.95	\$23.47	\$24.00	\$24.54	\$25.09	\$25.65	\$26.23	\$26.82	\$27.42	\$28.04	\$28.67	\$29.25	\$29.83	\$30.43	\$31.04	\$31.66	\$32.29	\$32.94	\$33.59	\$34.27
PREP Navigator	\$22.95	\$23.47	\$24.00	\$24.54	\$25.09	\$25.65	\$26.23	\$26.82	\$27.42	\$28.04	\$28.67	\$29.25	\$29.83	\$30.43	\$31.04	\$31.66	\$32.29	\$32.94	\$33.59	\$34.27
Referral Coordinator	\$33.20	\$33.95	\$34.71	\$35.50	\$36.29	\$37.11	\$37.95	\$38.80	\$39.67	\$40.57	\$41.48	\$42.31	\$43.15	\$44.02	\$44.90	\$45.79	\$46.71	\$47.64	\$48.60	\$49.57
Registered Dietician	\$40.41	\$41.32	\$42.25	\$43.20	\$44.18	\$45.17	\$46.19	\$47.23	\$48.29	\$49.38	\$50.49	\$51.50	\$52.53	\$53.58	\$54.65	\$55.74	\$56.86	\$57.99	\$59.15	\$60.34
Registered Nurse	\$26.06	\$26.65	\$27.25	\$27.86	\$28.49	\$29.13	\$29.79	\$30.46	\$31.14	\$31.84	\$32.56	\$33.21	\$33.87	\$34.55	\$35.24	\$35.95	\$36.67	\$37.40	\$38.15	\$38.91
Vaccine Coordinator	\$22.95	\$23.47	\$24.00	\$24.54	\$25.09	\$25.65	\$26.23	\$26.82	\$27.42	\$28.04	\$28.67	\$29.25	\$29.83	\$30.43	\$31.04	\$31.66	\$32.29	\$32.94	\$33.59	\$34.27

Appendix A Continued:

Wage Scale-2025 with 2%

Job Title	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19
Behavioral Health Coord	\$36.25	\$37.07	\$37.90	\$38.76	\$39.63	\$40.52	\$41.43	\$42.36	\$43.32	\$44.29	\$45.29	\$46.19	\$47.12	\$48.06	\$49.02	\$50.00	\$51.00	\$52.02	\$53.06	\$54.12
Behavioral Health Couns-LMHC	\$36.25	\$37.07	\$37.90	\$38.76	\$39.63	\$40.52	\$41.43	\$42.36	\$43.32	\$44.29	\$45.29	\$46.19	\$47.12	\$48.06	\$49.02	\$50.00	\$51.00	\$52.02	\$53.06	\$54.12
BH UC/CSW	\$38.24	\$39.10	\$39.98	\$40.88	\$41.80	\$42.74	\$43.70	\$44.68	\$45.69	\$46.72	\$47.77	\$48.72	\$49.70	\$50.69	\$51.71	\$52.74	\$53.79	\$54.87	\$55.97	\$57.09
BH MSS	\$28.98	\$29.63	\$30.30	\$30.98	\$31.68	\$32.39	\$33.12	\$33.87	\$34.63	\$35.41	\$36.20	\$36.93	\$37.67	\$38.42	\$39.19	\$39.97	\$40.77	\$41.59	\$42.42	\$43.27
BH MSW/LSWAIC	\$36.25	\$37.07	\$37.90	\$38.76	\$39.63	\$40.52	\$41.43	\$42.36	\$43.32	\$44.29	\$45.29	\$46.19	\$47.12	\$48.06	\$49.02	\$50.00	\$51.00	\$52.02	\$53.06	\$54.12
Billing Specialist	\$23.97	\$24.51	\$25.06	\$25.62	\$26.20	\$26.79	\$27.39	\$28.01	\$28.64	\$29.28	\$29.94	\$30.54	\$31.15	\$31.77	\$32.41	\$33.06	\$33.72	\$34.39	\$35.08	\$35.78
Certified Nursing Assistant	\$27.87	\$28.49	\$29.14	\$29.79	\$30.46	\$31.15	\$31.85	\$32.56	\$33.30	\$34.05	\$34.81	\$35.51	\$36.22	\$36.94	\$37.68	\$38.44	\$39.20	\$39.99	\$40.79	\$41.60
Clinic Operations Coord	\$23.19	\$23.91	\$24.65	\$25.41	\$26.18	\$26.97	\$27.76	\$28.56	\$29.37	\$30.18	\$31.01	\$31.83	\$32.67	\$33.52	\$34.39	\$45.28	\$45.28	\$46.19	\$47.11	\$48.05
Coding & Reimbursement Sp	\$23.41	\$23.94	\$24.48	\$25.03	\$25.59	\$26.17	\$26.76	\$27.36	\$27.97	\$28.60	\$29.25	\$29.83	\$30.43	\$31.04	\$31.66	\$32.29	\$32.94	\$33.59	\$34.27	\$34.95
Community Health Worker	\$23.41	\$23.94	\$24.48	\$25.03	\$25.59	\$26.17	\$26.76	\$27.36	\$27.97	\$28.60	\$29.25	\$29.83	\$30.43	\$31.04	\$31.66	\$32.29	\$32.94	\$33.59	\$34.27	\$34.95
Community Pat Ed Cord	\$32.32	\$33.05	\$33.79	\$34.55	\$35.33	\$36.13	\$36.94	\$37.77	\$38.62	\$39.49	\$40.38	\$41.19	\$42.01	\$42.85	\$43.71	\$44.58	\$45.47	\$46.38	\$47.31	\$48.26
Credentialing Specialist	\$24.48	\$25.03	\$25.60	\$26.17	\$26.76	\$27.36	\$27.98	\$28.61	\$29.25	\$29.91	\$30.59	\$31.20	\$31.82	\$32.46	\$33.11	\$33.77	\$34.44	\$35.13	\$35.84	\$36.55
Dental Assistant	\$23.97	\$24.51	\$25.06	\$25.62	\$26.20	\$26.79	\$27.39	\$28.01	\$28.64	\$29.28	\$29.94	\$30.54	\$31.15	\$31.77	\$32.41	\$33.06	\$33.72	\$34.39	\$35.08	\$35.78
Dental Hygienist	\$45.22	\$46.23	\$47.27	\$48.34	\$49.42	\$50.54	\$51.67	\$52.84	\$54.03	\$55.24	\$56.48	\$57.61	\$58.77	\$59.94	\$61.14	\$62.36	\$63.61	\$64.88	\$66.18	\$67.50
Dental Sterilization Technician	\$22.77	\$23.28	\$23.81	\$24.34	\$24.89	\$25.45	\$26.02	\$26.61	\$27.21	\$27.82	\$28.45	\$29.01	\$29.59	\$30.19	\$30.79	\$31.41	\$32.03	\$32.67	\$33.33	\$34.00
Eligibility Specialist	\$23.23	\$23.76	\$24.29	\$24.84	\$25.40	\$25.97	\$26.55	\$27.15	\$27.76	\$28.38	\$29.02	\$29.60	\$30.20	\$30.80	\$31.42	\$32.04	\$32.68	\$33.34	\$34.01	\$34.69
Epic Clinical Analyst (IS)	\$37.28	\$38.12	\$38.98	\$39.86	\$40.75	\$41.67	\$42.61	\$43.57	\$44.55	\$45.55	\$46.57	\$47.50	\$48.46	\$49.42	\$50.41	\$51.42	\$52.45	\$53.50	\$54.57	\$55.66
Epic Site Specialist	\$32.19	\$32.91	\$33.65	\$34.41	\$35.18	\$35.97	\$36.78	\$37.61	\$38.46	\$39.32	\$40.21	\$41.01	\$41.83	\$42.67	\$43.52	\$44.39	\$45.28	\$46.19	\$47.11	\$48.05
Gender Care Navigator	\$26.98	\$27.59	\$28.21	\$28.85	\$29.50	\$30.16	\$30.84	\$31.53	\$32.24	\$32.97	\$33.71	\$34.38	\$35.07	\$35.77	\$36.49	\$37.22	\$37.96	\$38.72	\$39.50	\$40.29
Health Educator	\$23.41	\$23.94	\$24.48	\$25.03	\$25.59	\$26.17	\$26.76	\$27.36	\$27.97	\$28.60	\$29.25	\$29.83	\$30.43	\$31.04	\$31.66	\$32.29	\$32.94	\$33.59	\$34.27	\$34.95
HIV Case Manager	\$41.46	\$42.40	\$43.35	\$44.33	\$45.32	\$46.34	\$47.39	\$48.45	\$49.54	\$50.66	\$51.80	\$52.83	\$53.89	\$54.97	\$56.07	\$57.19	\$58.33	\$59.50	\$60.69	\$61.90
Lab Technologist	\$36.23	\$37.05	\$37.88	\$38.73	\$39.60	\$40.50	\$41.41	\$42.34	\$43.29	\$44.26	\$45.26	\$46.17	\$47.09	\$48.03	\$48.99	\$49.97	\$50.97	\$51.99	\$53.03	\$54.09
Mail/Office Assistant	\$22.74	\$23.25	\$23.77	\$24.31	\$24.86	\$25.42	\$25.99	\$26.57	\$27.17	\$27.78	\$28.41	\$28.97	\$29.55	\$30.14	\$30.75	\$31.36	\$31.99	\$32.63	\$33.28	\$33.95
Managed Care Coord	\$23.97	\$24.51	\$25.06	\$25.62	\$26.20	\$26.79	\$27.39	\$28.01	\$28.64	\$29.28	\$29.94	\$30.54	\$31.15	\$31.77	\$32.41	\$33.06	\$33.72	\$34.39	\$35.08	\$35.78
Medical Assistant	\$24.48	\$25.03	\$25.60	\$26.17	\$26.76	\$27.36	\$27.98	\$28.61	\$29.25	\$29.91	\$30.59	\$31.20	\$31.82	\$32.46	\$33.11	\$33.77	\$34.44	\$35.13	\$35.84	\$36.55
Medical Interpreter	\$23.41	\$23.94	\$24.48	\$25.03	\$25.59	\$26.17	\$26.76	\$27.36	\$27.97	\$28.60	\$29.25	\$29.83	\$30.43	\$31.04	\$31.66	\$32.29	\$32.94	\$33.59	\$34.27	\$34.95
Medical Records Clerk	\$22.74	\$23.25	\$23.77	\$24.31	\$24.86	\$25.42	\$25.99	\$26.57	\$27.17	\$27.78	\$28.41	\$28.97	\$29.55	\$30.14	\$30.75	\$31.36	\$31.99	\$32.63	\$33.28	\$33.95
Patient Accounts Rep I	\$22.74	\$23.25	\$23.77	\$24.31	\$24.86	\$25.42	\$25.99	\$26.57	\$27.17	\$27.78	\$28.41	\$28.97	\$29.55	\$30.14	\$30.75	\$31.36	\$31.99	\$32.63	\$33.28	\$33.95
Patient Acct Rep II Dent	\$23.16	\$23.68	\$24.21	\$24.76	\$25.32	\$25.89	\$26.47	\$27.06	\$27.67	\$28.29	\$28.93	\$29.51	\$30.10	\$30.70	\$31.32	\$31.94	\$32.58	\$33.23	\$33.90	\$34.58
Patient Care Coordinator	\$23.41	\$23.94	\$24.48	\$25.03	\$25.59	\$26.17	\$26.76	\$27.36	\$27.97	\$28.60	\$29.25	\$29.83	\$30.43	\$31.04	\$31.66	\$32.29	\$32.94	\$33.59	\$34.27	\$34.95
Peer Support Specialist	\$62.18	\$63.58	\$65.01	\$66.47	\$67.96	\$69.49	\$71.06	\$72.66	\$74.29	\$75.96	\$77.67	\$79.22	\$80.81	\$82.42	\$84.07	\$85.75	\$87.47	\$89.22	\$91.00	\$92.82
Pharmacist	\$23.46	\$23.99	\$24.53	\$25.08	\$25.65	\$26.23	\$26.82	\$27.42	\$28.04	\$28.67	\$29.30	\$29.90	\$30.50	\$31.11	\$31.73	\$32.36	\$33.01	\$33.67	\$34.34	\$35.03
Phlebotomist	\$23.41	\$23.94	\$24.48	\$25.03	\$25.59	\$26.17	\$26.76	\$27.36	\$27.97	\$28.60	\$29.25	\$29.83	\$30.43	\$31.04	\$31.66	\$32.29	\$32.94	\$33.59	\$34.27	\$34.95
PREP Navigator	\$23.41	\$23.94	\$24.48	\$25.03	\$25.59	\$26.17	\$26.76	\$27.36	\$27.97	\$28.60	\$29.25	\$29.83	\$30.43	\$31.04	\$31.66	\$32.29	\$32.94	\$33.59	\$34.27	\$34.95
Referral Coordinator	\$23.41	\$23.94	\$24.48	\$25.03	\$25.59	\$26.17	\$26.76	\$27.36	\$27.97	\$28.60	\$29.25	\$29.83	\$30.43	\$31.04	\$31.66	\$32.29	\$32.94	\$33.59	\$34.27	\$34.95
Registered Dietician	\$33.87	\$34.63	\$35.41	\$36.21	\$37.02	\$37.85	\$38.70	\$39.58	\$40.47	\$41.38	\$42.31	\$43.15	\$44.02	\$44.90	\$45.79	\$46.71	\$47.64	\$48.60	\$49.57	\$50.56
Registered Nurse	\$41.22	\$42.15	\$43.10	\$44.07	\$45.06	\$46.07	\$47.11	\$48.17	\$49.25	\$50.36	\$51.50	\$52.53	\$53.58	\$54.65	\$55.74	\$56.86	\$57.99	\$59.15	\$60.34	\$61.54
Vaccine Coordinator	\$26.59	\$27.18	\$27.80	\$28.42	\$29.06	\$29.71	\$30.38	\$31.07	\$31.76	\$32.48	\$33.21	\$33.87	\$34.55	\$35.24	\$35.95	\$36.67	\$37.40	\$38.15	\$38.91	\$39.69
WIC	\$23.41	\$23.94	\$24.48	\$25.03	\$25.59	\$26.17	\$26.76	\$27.36	\$27.97	\$28.60	\$29.25	\$29.83	\$30.43	\$31.04	\$31.66	\$32.29	\$32.94	\$33.59	\$34.27	\$34.95

Appendix B:

Healthcare premium tables

CDCHC 8.15.23		2023-2024 (17.5-29.9 hours/week)		2023-2024 (30-40 hours/week)	
Kaiser Permanente Medical - HMO	Total Plan Cost for 2023-2024	EE Contribution/Month 17.5 - 29.9 Hours	ER Pays \$ Amt	EE Contribution/Month 30 - 40 Hours	ER Pays \$ Amt
Employee	\$804.13	\$160.83	\$643.30	\$0.00	\$804.13
Employee & Spouse/Domestic Partner	\$1,688.52	\$1,045.22	\$643.30	\$884.39	\$804.13
Employee & Child(ren)	\$1,527.61	\$450.22	\$1,077.39	\$180.87	\$1,346.74
Employee & Spouse/Domestic Partner & Child(ren)	\$2,411.91	\$1,334.52	\$1,077.39	\$1,065.17	\$1,346.74
Kaiser Permanente Medical PPO - Buy up 1	Total Plan Cost	Employee Contribution		Employee Contribution	
Employee	\$832.19	\$188.89	\$643.30	\$28.06	\$804.13
Employee & Spouse/Domestic Partner	\$1,747.44	\$1,104.14	\$643.30	\$943.31	\$804.13
Employee & Child(ren)	\$1,580.92	\$503.53	\$1,077.39	\$234.18	\$1,346.74
Employee & Spouse/Domestic Partner & Child(ren)	\$2,496.08	\$1,418.69	\$1,077.39	\$1,149.34	\$1,346.74
Kaiser Permanente Medical PPO - Buy-Up 2	Total Plan Cost	Employee Contribution		Employee Contribution	
Employee	\$911.71	\$268.41	\$643.30	\$107.58	\$804.13
Employee & Spouse/Domestic Partner	\$1,914.41	\$1,271.11	\$643.30	\$1,110.28	\$804.13
Employee & Child(ren)	\$1,731.98	\$654.59	\$1,077.39	\$385.24	\$1,376.74
Employee & Spouse/Domestic Partner & Child(ren)	\$2,734.59	\$1,657.20	\$1,077.39	\$1,387.85	\$1,346.74
Willamette Dental - DHMO	Total Plan Cost	Employee Contribution		Employee Contribution	
Employee	\$53.90	\$10.78	\$43.12	\$0.00	\$53.90
Employee & Spouse/Domestic Partner	\$104.40	\$61.28	\$43.12	\$50.50	\$53.90
Employee & Child(ren)	\$118.25	\$36.52	\$81.73	\$16.09	\$102.16
Employee & Spouse/Domestic Partner & Child(ren)	\$180.65	\$98.92	\$81.73	\$78.49	\$102.16
Delta Dental of Washington Dental - PPO	Total Plan Cost	Employee Contribution		Employee Contribution	
Employee	\$54.45	\$11.33	\$43.12	\$0.55	\$53.90
Employee & Spouse/Domestic Partner	\$113.11	\$69.99	\$43.12	\$59.21	\$53.90
Employee & Child(ren)	\$142.30	\$60.57	\$81.73	\$40.14	\$102.16
Employee & Spouse/Domestic Partner & Child(ren)	\$200.86	\$119.13	\$81.73	\$98.70	\$102.16
VSP (Vision Service Plan) - Voluntary Vision	Total Plan Cost	Employee Contribution		Employee Contribution	
Employee	\$6.69	\$6.69	\$0.00	\$6.69	\$0.00
Employee & Spouse/Domestic Partner	\$10.70	\$10.70	\$0.00	\$10.70	\$0.00
Employee & Child(ren)	\$10.92	\$10.92	\$0.00	\$10.92	\$0.00
Employee & Spouse/Domestic Partner & Child(ren)	\$17.61	\$17.61	\$0.00	\$17.61	\$0.00

Appendix B Continued:

CDCHC 8.15.23	2024-2025 (17.5-29.9 hours/week)		2024-2025 (30-40 hours/week)	
Kaiser Permanente Medical - HMO	EE Contribution/Month 17.5 - 29.9 Hours	ER Pays % Amt	EE Contribution/Month 30 - 40 Hours	ER Pays % Amt
Employee	EE pays remainder	80%	EE pays remainder	100%
Employee & Spouse/Domestic Partner	EE pays remainder	80% EE + 0% SP	EE pays remainder	100% EE + 0% SP
Employee & Child(ren)	EE pays remainder	80% EE + 60% CH	EE pays remainder	100% EE + 75% CH
Employee & Spouse/Domestic Partner & Child(ren)	EE pays remainder	80% EE + 0% SP 60% CH	EE pays remainder	100% EE + 0% SP 75% CH
Kaiser Permanente Medical PPO - Buy up 1	Employee Contribution		Employee Contribution	
Employee	EE pays remainder	ER pays the cost of the HMO	EE pays remainder	ER pays the cost of the HMO
Employee & Spouse/Domestic Partner	EE pays remainder	ER pays the cost of the HMO	EE pays remainder	ER pays the cost of the HMO
Employee & Child(ren)	EE pays remainder	ER pays the cost of the HMO	EE pays remainder	ER pays the cost of the HMO
Employee & Spouse/Domestic Partner & Child(ren)	EE pays remainder	ER pays the cost of the HMO	EE pays remainder	ER pays the cost of the HMO
Kaiser Permanente Medical PPO - Buy-Up 2	Employee Contribution		Employee Contribution	
Employee	EE pays remainder	ER pays the cost of the HMO	EE pays remainder	ER pays the cost of the HMO
Employee & Spouse/Domestic Partner	EE pays remainder	ER pays the cost of the HMO	EE pays remainder	ER pays the cost of the HMO
Employee & Child(ren)	EE pays remainder	ER pays the cost of the HMO	EE pays remainder	ER pays the cost of the HMO
Employee & Spouse/Domestic Partner & Child(ren)	EE pays remainder	ER pays the cost of the HMO	EE pays remainder	ER pays the cost of the HMO
Willamette Dental - DHMO	Employee Contribution		Employee Contribution	
Employee	EE pays remainder	80%	EE pays remainder	100%
Employee & Spouse/Domestic Partner	EE pays remainder	80% EE + 0% SP	EE pays remainder	100% EE + 0% SP
Employee & Child(ren)	EE pays remainder	80% EE + 60% CH	EE pays remainder	100% EE + 75% CH
Employee & Spouse/Domestic Partner & Child(ren)	EE pays remainder	80% EE + 0% SP 60% CH	EE pays remainder	100% EE + 0% SP 75% CH
Delta Dental of Washington Dental - PPO	Employee Contribution		Employee Contribution	
Employee	EE pays remainder	ER pays the cost of the Willamette Dental DHMO	EE pays remainder	ER pays the cost of the Willamette Dental DHMO
Employee & Spouse/Domestic Partner	EE pays remainder	ER pays the cost of the Willamette Dental DHMO	EE pays remainder	ER pays the cost of the Willamette Dental DHMO
Employee & Child(ren)	EE pays remainder	ER pays the cost of the Willamette Dental DHMO	EE pays remainder	ER pays the cost of the Willamette Dental DHMO
Employee & Spouse/Domestic Partner & Child(ren)	EE pays remainder	ER pays the cost of the Willamette Dental DHMO	EE pays remainder	ER pays the cost of the Willamette Dental DHMO
VSP (Vision Service Plan)- Voluntary Vision	Employee Contribution		Employee Contribution	
Employee	100%		100%	
Employee & Spouse/Domestic Partner	100%		100%	
Employee & Child(ren)	100%		100%	
Employee & Spouse/Domestic Partner & Child(ren)	100%		100%	

Appendix B Continued:

CDCHC 8.15.23	2025-2026 (17.5-29.9 hours/week)		2025-2026 (30-40 hours/week)	
Kaiser Permanente Medical - HMO	EE Contribution/Month 17.5 - 29.9 Hours	ER Pays % Amt	EE Contribution/Month 30 - 40 Hours	ER Pays % Amt
Employee	EE pays remainder	80%	EE pays remainder	100%
Employee & Spouse/Domestic Partner	EE pays remainder	80% EE + 0% SP	EE pays remainder	100% EE + 0% SP
Employee & Child(ren)	EE pays remainder	80% EE + 60% CH	EE pays remainder	100% EE + 75% CH
Employee & Spouse/Domestic Partner & Child(ren)	EE pays remainder	80% EE + 0% SP 60% CH	EE pays remainder	100% EE + 0% SP 75% CH
Kaiser Permanente Medical PPO - Buy up 1	Employee Contribution		Employee Contribution	
Employee	EE pays remainder	ER pays the cost of the HMO	EE pays remainder	ER pays the cost of the HMO
Employee & Spouse/Domestic Partner	EE pays remainder	ER pays the cost of the HMO	EE pays remainder	ER pays the cost of the HMO
Employee & Child(ren)	EE pays remainder	ER pays the cost of the HMO	EE pays remainder	ER pays the cost of the HMO
Employee & Spouse/Domestic Partner & Child(ren)	EE pays remainder	ER pays the cost of the HMO	EE pays remainder	ER pays the cost of the HMO
Kaiser Permanente Medical PPO - Buy-Up 2	Employee Contribution		Employee Contribution	
Employee	EE pays remainder	ER pays the cost of the HMO	EE pays remainder	ER pays the cost of the HMO
Employee & Spouse/Domestic Partner	EE pays remainder	ER pays the cost of the HMO	EE pays remainder	ER pays the cost of the HMO
Employee & Child(ren)	EE pays remainder	ER pays the cost of the HMO	EE pays remainder	ER pays the cost of the HMO
Employee & Spouse/Domestic Partner & Child(ren)	EE pays remainder	ER pays the cost of the HMO	EE pays remainder	ER pays the cost of the HMO
Willamette Dental - DHMO	Employee Contribution		Employee Contribution	
Employee	EE pays remainder	80%	EE pays remainder	100%
Employee & Spouse/Domestic Partner	EE pays remainder	80% EE + 0% SP	EE pays remainder	100% EE + 0% SP
Employee & Child(ren)	EE pays remainder	80% EE + 60% CH	EE pays remainder	100% EE + 75% CH
Employee & Spouse/Domestic Partner & Child(ren)	EE pays remainder	80% EE + 0% SP 60% CH	EE pays remainder	100% EE + 0% SP 75% CH
Delta Dental of Washington Dental - PPO	Employee Contribution		Employee Contribution	
Employee	EE pays remainder	ER pays the cost of the Willamette Dental DHMO	EE pays remainder	ER pays the cost of the Willamette Dental DHMO
Employee & Spouse/Domestic Partner	EE pays remainder	ER pays the cost of the Willamette Dental DHMO	EE pays remainder	ER pays the cost of the Willamette Dental DHMO
Employee & Child(ren)	EE pays remainder	ER pays the cost of the Willamette Dental DHMO	EE pays remainder	ER pays the cost of the Willamette Dental DHMO
Employee & Spouse/Domestic Partner & Child(ren)	EE pays remainder	ER pays the cost of the Willamette Dental DHMO	EE pays remainder	ER pays the cost of the Willamette Dental DHMO
VSP (Vision Service Plan)- Voluntary Vision	Employee Contribution		Employee Contribution	
Employee	100%		100%	
Employee & Spouse/Domestic Partner	100%		100%	
Employee & Child(ren)	100%		100%	
Employee & Spouse/Domestic Partner & Child(ren)	100%		100%	


Letter of Understanding: Floating Employees

Within 90 days of ratification, the Employer will meet with the Union to bargain over a float differential for employees who work outside of their home location and/or home department, and who are not assigned to multiple locations and/or departments. **[Intent: a float differential for employees who sporadically cover at other locations, as opposed to employees whose roles/jobs have pre-set locations.]**

Brandy D. Taylor

CDCHC Signature

Title: Executive Director



SEIU Healthcare 1199NW Signature

Title: Jane Hopkins, President

Letter of Understanding: Credit for Past Experience

1. Any bargaining unit member employed on the date of ratification will be permitted an opportunity to request a review of their credit for past experience assessment during the 90 day period follow September 10, 2023 (pursuant to Section 9.4 of this Agreement).
2. In any case where an employee submits such a request during this 90 day window and the review results in the employee being placed at a higher step on the wage scale, they will be paid at the new rate of pay retroactively to September 10, 2023.

Brandy D. Taylor

CDCHC Signature

Title: Executive Director

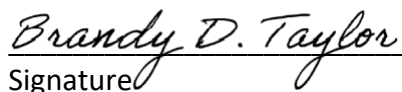


SEIU Healthcare 1199NW Signature

Title: Jane Hopkins, President

Signature Page

CDCHC:

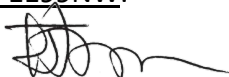


Signature

Executive Director

Title

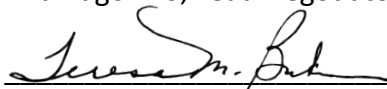
SEIU Healthcare 1199NW:



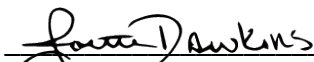
Jane Hopkins, President



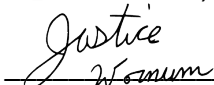
Mia Ragozino, Lead Negotiator



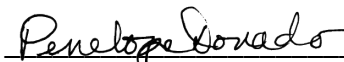
Teresa Mirante-Baker, Bargaining Team Member



Jette Dawkins, Bargaining Team Member



Justice Wornum, Bargaining Team Member



Penelope Donado, Bargaining Team Member



Deanne Zink, Bargaining Team Member



Meg Strader, Bargaining Team Member