

MEMORANDUM OF UNDERSTANDING
Between
VALLEY MEDICAL CENTER
and
SEIU Healthcare 1199NW

Integration of Case Management Assistants

This is a Memorandum of Understanding (“MOU”) between Valley Medical Center (“VMC”) and SEIU Healthcare 1199NW (“SEIU”) (together, the “Parties”). On February 21, 2025, the Service bargaining unit represented by SEIU was modified to include Case Management Assistants in *Valley Medical Center*, Decision 14046 (PECB, 2025). The Parties have engaged in good faith collective bargaining over the Case Management Assistants’ terms and conditions of work and now desire to enter into this MOU to integrate the Case Management Assistants into the existing 2024-2027 VMC-SEIU Service CBA (“2024-2027 Service CBA”) and to establish the Case Management Assistants’ terms and conditions of work under that CBA, as expressly modified by this MOU. Except as expressly modified by this MOU, all terms and conditions of the 2024-2027 Service CBA remain in effect and apply to the Case Management Assistants. Therefore, the Parties agree as follows:

1. Effective prospectively in the first full pay period following the full ratification of this MOU by both Parties, the Case Management Assistant job classification is covered by the 2024-2027 Service CBA, as expressly modified by this MOU.
2. The Case Management Assistant job classification is placed on the following wage scale, which is added to Appendix A of the 2024-2027 CBA:

| Job Classification | Base | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|---------------------------|-------|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------|
| Case Management Assistant | 23.88 | 24.63 | 25.37 | 26.13 | 26.90 | 27.69 | 28.53 | 29.39 | 30.25 | 31.18 | 32.09 |

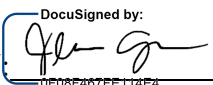
| Step 11 | Step 12 | Step 13 | Step 14 | Step 15 | Step 16 | Step 17 | Step 18 | Step 19 | Step 20 | Step 21 | Step 22 |
|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| 32.61 | 33.07 | 33.58 | 34.08 | 34.08 | 35.08 | 35.08 | 36.13 | 36.13 | 37.23 | 38.15 | 39.10 |

- a. Effective the first full pay period following the full ratification of this MOU by both Parties, each Case Management Assistant then employed by VMC will transition to the new Appendix A wage scale at the step that is at least 5% greater than their current base rate of pay.
3. For purposes of determining advancement to the next wage scale step under Section 9.2 of the 2024-2027 Service CBA, effective the first full pay period following the full ratification of this MOU each Case Management Assistant shall be assigned zero accumulated compensated hours towards the next service year.
4. Effective the first full pay period following the full execution of this MOU by both Parties, the Section 12.4 sick leave transition process shall be applied to Case Management Assistants’ accrued and unused “vested” and “catastrophic” sick leave.

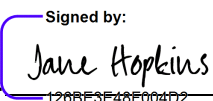
5. Employees in the Case Management Assistant job classification will continue in their current remote work status subject to VMC's remote work policy and remote work agreements. VMC will provide sixty (60) days' notice prior to ending an employee's remote work status and will, upon request, engage in effects bargaining over a decision to end remote work status.
6. The Parties have each had a full and fair opportunity to bargain collectively over any and all terms and conditions of work applicable to the Case Management Assistants and the complete results of that negotiation are set forth in the 2024-2027 Service CBA, as expressly modified by this MOU. The Parties, therefore, each waive the right to bargain over any term or condition of work that is discussed in or covered by the 2024-2027 Service CBA, as expressly modified by this MOU, for the term of the 2024-2027 Service CBA.

This MOU will become effective the first day of the full pay period following the full ratification of this MOU by both Parties.

VALLEY MEDICAL CENTER

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BY: 
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Jeannine Grinnell, CEO

SEIU HEALTHCARE 1199NW

Signed by:
BY: 
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Jane Hopkins, President

DATE: 6/2/2025

DATE: 6/3/2025