

Agreement between  
SEIU Healthcare 1199NW & Sound

**Sound**

**2024-2026 Contract**



## Table of Contents

Article 1 - Recognition.....	2
Article 2 – Union Security .....	2
Article 3 - Management Rights .....	3
Article 4 - Team Member Status Terms Defined .....	4
Article 5 - Working Conditions.....	4
Article 6 – Vacation and Sick Time.....	6
Article 7 – Sick Leave .....	7
Article 8 - Bereavement Leave.....	8
Article 9 - Jury and Witness Leave .....	8
Article 10 - Health and Safety .....	9
Article 11- Holidays.....	9
Article 12 - Leaves of Absence .....	10
Article 13 - Seniority .....	12
Article 14 - Hours of Work .....	13
Article 15 - Health and Welfare .....	14
Article 16 - Compensation/Wages .....	14
Article 17 - Education.....	17
Article 18 - Labor Management Committee .....	17
Article 19 - Travel.....	18
Article 20 - Non-Discrimination.....	18
Article 21 – Grievance Procedure .....	20
Article 22 - No Strike No Lockout.....	21
Article 23 - General Provisions.....	22
Article 24 - Duration .....	22
Memorandum of Agreements.....	24
Appendix A .....	36
Appendix B.....	45

## **Article 1 - Recognition**

### **1.1 Recognition-**

The Employer recognizes the Union as the exclusive bargaining representative for all full-time, regular part-time, on-call and per diem team members described in National Labor Relations Board certification case 19-RC-257661 which are listed in Appendix A and who are employed by the Employer and working at or out of its facilities in King, Pierce and Snohomish Counties, Washington, and excluding all other team members, managerial employees, confidential employees, temporary employees, guards and supervisors as defined in the National Labor Relations Act. Include SSVF Case Managers in Appendix A.

## **Article 2 – Union Security**

**2.1 Union Shop**-As a condition of employment, all team members who are covered under this Agreement, shall, within thirty (30) calendar days of employment or within thirty (30) calendar days of the effective date of this Agreement (whichever is later), become and remain a member in good standing of the Union or pay the Union a fair share representation fee. Good standing for purposes of this section shall mean the payment of regular monthly dues, initiation fees, or fair share representation fees uniformly required by the Union. Failure by a team member to pay the required dues or fees shall constitute non-compliance and cause for termination of employment. The team member shall be discharged by the Employer within thirty (30) calendar days after Employer receipt of written notice from the Union of non-compliance, unless the team member fulfills the membership obligations set forth in this Agreement. The Employer will notify team members of the membership requirement at time of hire. Union membership applications will be distributed to each new team member during orientation.

**2.1.1 Indemnity**-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 a team member's employment pursuant to this Article.

**2.1.2. 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 labor organizations shall not be required to join or financially support the Union as a condition of employment. Such an employee shall in lieu of dues and fees, pay sums equal to such dues and fees to a non-religious charitable organization. These religious objections and decisions and non-religious charitable organizations must be documented and declared in writing. Any employee exercising their right of religious objection must provide the Union with a receipt of payment to an appropriate charity on a monthly basis.

**2.2 Dues Deduction**-During the terms of this Agreement, the Employer shall deduct dues or representation fees monthly from the pay of each member of the Union who voluntarily executed a dues deduction authorization form (whether on paper, electronic, or through voice authorization). When filed with the Employer, the authorization form will be honored in accordance with its terms. Dues will be transferred to the Union within two weeks following the pay day. The amount of union dues deducted will be promptly transmitted to the Union by check payable to its order. When such dues are sent to the Union, the Employer shall also electronically provide to the Union an "excel format" list of all employees using payroll deduction. The list shall include name, employee identification number, dues deducted by pay

period.

**2.3 Union Delegates**-The Union shall notify the Employer of the identity of the Union delegate(s). Unless notified by the Union of a change in delegates, the Employer may consider the last identified Union delegate(s) to continue in that position. Unless otherwise agreed to by the Employer, the investigation of grievances, attendance at grievance meetings, and other Union business shall be conducted only during the non-work time of the delegate and shall not interfere with the work of the Union delegate or other team members. If the Employer schedules an investigatory or other meeting during a delegate's normal work hours, that time shall count as time worked and shall be paid. Time spent in the meeting will not be considered for purposes of productivity.

**2.3.1** Subject to advance notice and scheduling, and the operational requirements of the Employer, Executive Board Members, Delegates and Contract Committee members will receive (1) day per calendar year of paid leave time to attend Union sponsored training(s) in leadership, representation and dispute resolution. Approval shall not be unreasonably denied.

**2.3.2** Up to two (2) team members a year, and not more than one (1) at a time, may be granted an unpaid leave of absence, not to exceed four (4) weeks per person, to assume a position with the Union in accordance with procedures in Article 12-Leaves of Absence.

**2.4 Bargaining Unit Roster**- The Employer shall supply the Union monthly with a roster containing the names, addresses, department, classification, team member status, date of hire, rate of pay, FTE, primary phone number and team member identification number for all team members covered by this Agreement. Each month the Employer will indicate if the member has attended orientation at the time of providing the roster.

**2.5 A voluntary payroll deduction** will be implemented the first payroll period following ratification of this Agreement, based upon system requirements and capability, the Employer shall deduct the sum specified from the pay of each member of the Union who voluntarily executes a political action contribution wage assignment authorization form. When filed with the Employer, the authorization form will be honored in accordance with its terms. The authorization form will remain in effect until revoked in writing by the employee. The amount deducted and a roster of all employees using payroll deduction for voluntary political action contributions will be promptly transmitted to the Union by a separate check payable to its order. Upon issuance and transmission of a check to the Union, the Employer's responsibility shall cease with respect to such deductions. The Union and each employee authorizing the assignment of wages for the payment of voluntary political action contributions hereby undertakes to indemnify and hold the Employer harmless from all claims, demands, suits or other forms of liability that may arise against the Employer for or on account of any deduction made from the wages of such employee. The parties recognize that the Union is obligated under the Federal Election Campaign Act (FECA) to reimburse the Employer for its reasonable cost of administering the Healthcare Leadership Fund check-off. The parties agree that the Employer will retain one-quarter of one percent (.25%) of amounts deducted as reimbursement for its reasonable costs of administering the check-off.

## **Article 3 - Management Rights**

**3.1 The Union recognizes**- the Employer's inherent and traditional right to manage its business, to direct the work force, and to establish and modify the terms and conditions of the employees' employment,

except as such right is expressly limited by specific provisions of this Agreement. The exercise of these management rights is vested exclusively in the Employer. All matters not specifically and expressly covered or treated by the language of this Agreement may be administered for its duration by the Employer in accordance with such policy or procedure as the Employer from time to time may determine.

**3.2** Specifically, and without limiting the generality of the foregoing, the Employer has the sole and exclusive right: to hire, suspend, transfer, promote, demote and discipline employees and to maintain their discipline and efficiency; to lay off, terminate, or otherwise relieve employees from duty; to establish and change their work schedules and assignments; to eliminate, change or consolidate jobs; to install new jobs; to discontinue or reorganize or combine any department or branch of operations with any consequent reduction or other change in the working force; to direct the methods and processes of doing work to introduce new and improved work methods or equipment; to subcontract or relocate bargaining unit work; to determine the locations where work is to be performed; to determine the starting and quitting times, the time for lunch and rest breaks, the number of hours to be worked, and the workweek; to make and modify rules and regulations which the Employer deems necessary for the conduct of its business, and to require their observance.

## **Article 4 - Team Member Status Terms Defined**

For purposes of this Agreement, the terms below shall be defined as follows:

**4.1. Regular Full-time Team Member:** A team member who works forty (40) or more hours per week on a regular basis. Regular full-time team members are eligible for benefits in accordance with each benefits section of this Agreement.

**4.2. Regular Part-time Team Member:** A team member who works less than forty (40) hours per week on a regular basis.

**4.3. Initial Review Period:** The first six (6) months of employment, or one hundred eighty (180) calendar days not spent on leave (whichever comes later) during which employees may be discharged by the Employer without recourse to the Grievance Procedure contained herein.

**4.4. Intermittent Relief Team Member:** A team member who is hired as an on-call or per diem team member is not entitled to benefits unless referenced in the collective bargaining agreement or unless required by law or the terms of the benefit plan.

## **Article 5 - Working Conditions**

**5.1 Probationary Employees:** Team members who have completed the initial review period and who give at least fourteen (14) calendar days' notice of resignation will be paid for any accrued vacation benefits. Failure to give fourteen (14) days' notice may result in loss of all accrued vacation. This fourteen (14) day notice requirement shall not include scheduled vacation time or sick leave. For full-time team members, notice must include a minimum of ten (10) working days during which to wind up activities. The Employer will give consideration to situations that would make such notice by the team member impossible. The Employer may require reasonable proof of illness occurring after the team member gives notice and before their final workday.

**5.2 Bulletin Boards-** The employer shall provide space on designated bulletin boards at each worksite for the use of the Union, or on another union-designated bulletin board subject to space availability. Only Union materials with a date affixed may be posted on these bulletin boards, and nothing herein shall be construed to limit team members' right to engage in concerted activity. The Union is responsible for the prompt removal of any information which has served its purpose(s) or is outdated, and the Union shall indemnify and hold the Employer harmless regarding the content of any material which may be posted.

**5.3 Job Descriptions-** Upon written request, the Employer will provide the Union copies of job descriptions for positions of team members represented by the Union. The Union will be provided updated copies reflecting any change in the job description no less than fourteen (14) days prior to the effective change.

**5.4 Orientation-** Orientation will be determined by Sound, to be reviewed upon request by the union at a Labor-Management Committee meeting as set forth in Article. Orientation materials provided at time of orientation will be included in the Employee's personnel file.

**5.4.1.** One delegate or member designated by the union will be allowed thirty (30) minutes at the end of Sound's New Team Member Orientation to introduce the Union to new bargaining unit members (in the event of 6 or more new hires, up to two (2) delegates or members designated by the union). In accordance with policy, the unit members will be paid for time and travel when commuting from one Sound location to another but not from a Sound location to a non-sound location. The Employer shall provide the Union with an electronic list of expected participants, including the name, job title, department, work location and work e-mail addresses and home address and phone of any newly hired employee at least forty-eight (48) hours in advance of the orientation.

**5.5 Personnel File-** Upon written request to the People Operations Director (or designee), a team member may inspect the team member's own personnel file. If practicable, the file shall be made available for review within five (5) business days of the written request. There shall be no frequency limit in the event that personnel file review is requested in connection with a grievance investigation. Upon request, a team member will be given a copy of all written evaluations, commendations and disciplinary actions to be placed in the personnel file prior to placement. A team member shall have the right to provide a written response to any written evaluations or disciplinary actions to be included in the personnel file.

**5.6 Performance Evaluation-** The Employer will make a good faith effort to provide annual evaluations near the Team Member's hire date utilizing Catalytic Coaching or whatever method the Employer is utilizing. The team member should be an active participant in their evaluation. A team member may submit a written response to an evaluation within thirty (30) days of being given the evaluation, which will be retained in the team member's personnel file along with the evaluation.

**5.7 Access-** With advance notice and approval of the Director of People Operations (or designee), duly authorized representatives of the Union shall have access at reasonable times to areas authorized by the Employer. The Union will not have access to client areas during work time or where client interactions occur, the visit may not disturb team members in the performance of their work and the visit will not be disruptive to the normal operations of the Employer.

**5.7.1 Meetings.** Bargaining unit meetings may be held on Employer premises upon reasonable

notice and subject to Employer's approval, which shall not be unreasonably withheld. Such visits shall not interfere with or disturb employees in the performance of their work, shall not interfere with client care and shall not be held on work time.

**5.8 Supervision for Licensure-** The Employer will maintain a list of supervisors employed by Sound qualified under State guidelines to provide supervision for licensure. A qualified Sound supervisor may provide supervision for licensure to a team member who has completed their initial review period. Sound will facilitate this process.

**5.9 Just Cause and Progressive Discipline.** No employee shall be disciplined or discharged except for just cause. The parties recognize that, generally, just cause requires progressive discipline which shall include:

- Step 1: Verbal warnings, which must be documented, coaching plans are equivalent to Verbal warnings
- Step 2: Written warnings - which may include work performance improvement plans for poor work performance
- Step 3: Final written warning
- Step 4: Discharge/ termination

The Employer must be clear when discipline will be documented in the employee's file by obtaining a signed receipt of discipline. Employee's signature only documents receipt of discipline and does not indicate agreement and does not waive any rights under the Collective Bargaining Agreement. The intent of progressive discipline is to assist the employee with performance improvement. Progressive discipline shall not apply where the Employer determines that the nature of the conduct requires more serious discipline up to and including discharge.

## Article 6 – Vacation and Sick Time

**6.1 Full-time and eligible part-time (0.5 FTE or greater) team members will accrue vacation beginning with their date of hire.**

Full-time team members will earn leave as follows:

Continuous Service Leave earned as a full-time team member

- 0 - 2 years 144 hours / 18 days per year (3 weeks)
- 2 years 152 hours / 19 days per year
- 3 years 160 hours / 20 days per year (4 weeks)
- 4 years 168 hours / 21 days per year
- 5 years 184 hours / 23 days per year
- 6 years 192 hours / 24 days per year
- 7 years 200 hours / 25 days per year (5 Weeks)
- 8 years 208 hours / 26 days per year
- 9 years 216 hours / 27 days per year
- 10 years 224 hours / 28 days per year
- 11 years 232 hours/ 29 days per year
- 12 years 240 hours/ 30 days per year (6 Weeks)
- 13 years 248 hours/ 31 days per year

14 years 256 hours/ 32 days per year  
15 +years 264 hours/ 33 days per year

Eligible part-time team members (0.5 FTE or greater) will accrue leave on a prorated basis. Team members are strongly encouraged to use vacation leave. A maximum of two hundred (200) hours may be carried over from one year to the next February. Members with vacation balances exceeding two hundred (200) hours will be given two options: 1) excess hours will be cashed out in February, 50% shall be paid to the member, and the other 50% shall be added to the sick pool for any bargaining member to access under the sick leave donation provisions or 2) all hours can be converted hour for hour to the members sick bank balance. Team members who had more than two hundred (200) hours as of 2/10/2024 will be able to utilize this article.

The Employer will give consideration to a team member who requests to use a vacation day for the team member's bona-fide religious observance (as recognized under the Civil Rights Act of 1964). A team member's request shall not be unreasonably denied so long as the request is made at least fourteen (14) days in advance and falls on the recognized religious day of observance.

**6.2 Employees accrue and may use accrued vacation during the initial review period.**

**6.3 Vacation schedules** must be approved in advance by the Employer in order to ensure adequate staffing within the various clinic programs. Seniority, subject to the staffing needs of the Employer, will prevail in the case of conflicting vacation time off requests. The Employer will notify employees of approval or denial of their requested vacation within fourteen (14) days of submission of the request form for all vacation requested, except in cases of urgent requests, which shall be approved or denied within seven (7) days or as soon as possible. Vacation requests will not be unreasonably denied. Vacations around holidays, and over the summer months of June, July and August shall be rotated to ensure that everyone has an opportunity to have time off from year to year.

## **Article 7 – Sick Leave**

**7.1 Sick Leave-** Regular employees shall accrue paid sick leave from date of hire prorated in accordance with the percent of full-time employment at the rate of ninety-six (96) hours per year. Sick leave accruals shall not be less than provided in accordance to the Seattle City Council Bill 117216, effective September 1, 2012, which establishes minimum standards for paid sick leave within the City of Seattle ("Seattle Sick Leave Ordinance"). Employees may use accrued sick leave only for those days for which the employee is normally scheduled to work. Accrued sick leave may be used by an employee for absence due to illness, injury, or other disability. In the event of an employee's extended absence for medical reasons (*i.e.*, illness, disability, incapacity due to accident or other extended absence for sick leave in Sections 8.1 or 8.1.1), accrued sick leave will be used after which time accrued vacation leave will automatically be used until it is exhausted.

Employees shall be able to receive donated vacation and or sick time from employees, any employee making such donation shall be done on a form provided by the Employer and must maintain 40 hours of vacation or 80 hours of sick time after the donation form is executed. Employees shall be able to donate to individual team members of their choice.

**7.1.1** Subject to use of leave and scheduling requirements under this Agreement, an employee may also use accrued sick leave or vacation leave to supervise or care for an ill child under the age of eighteen (18) or over eighteen (18) if incapable of self-care because of a mental or physical disability, or care for a spouse (or domestic partner), parent, parent-in-law, or grandparent with a serious health condition or emergency condition.

**7.2** An employee who does not report to work for more than three (3) consecutive days due to illness or injury may be required to provide a physician's certificate of illness or disability, or if no physician, other reasonable proof of disabling illness or disability.

**7.3** Employees must provide as much advance notice of sick leave as is practicable. In the case of scheduled sick leave absences, employees must give at least ten (10) days' notice.

**7.4** When a team member is entitled to benefits or payments under the Worker's Compensation Act, the team member will be kept on salary for the first thirty (30) calendar days of the period in which the employee is eligible to receive time loss.

## **Article 8 - Bereavement Leave**

**8.1** The Employer shall upon prompt notice, allow employees a maximum of four (4) days paid leave, prorated as to percent of full-time employment, for each occurrence of the death of a member of their family, with such members limited to sibling, child, legal spouse, domestic partner, grandparent, parent, mother-in-law or father-in-law, a person who acted *in loco parentis* for the employee before the employee turned eighteen (18) years of age, or domestic partner's parents. The Employer will approve one day's paid leave, prorated as to percent of full-time employment, in the case of death of other relatives.

**8.2** **Client Death Bereavement Leave**-Upon the death of a client with whom a clinic or residential facility team member had direct responsibilities, the Program Manager shall approve up to one (1) day paid leave (prorated as to percent of full-time employment) upon request.

## **Article 9 - Jury and Witness Leave**

**9.1** Regular team members summoned to serve as a juror will receive their normal day's pay for each normally scheduled workday required in court (up to eighty (80) hours per year) provided, however, that any compensation received from the court for such service will be paid to the Employer. Team members shall give prompt notice to the Employer of prospective jury service and shall report for work at their primary location or one assigned by their supervisor when not prevented by jury service. Team members will be required to provide satisfactory evidence of jury duty served.

**9.2** Team members who are parties (subpoenaed or otherwise), plaintiffs or defendants in court actions may request absences without pay.

**9.3** If a team member is subpoenaed, or is requested by a court or arbitrator, to appear as a witness in court proceedings related to the team member's regular job duties the team member will receive the normal day's pay for the portion of normally scheduled workday(s) required to be absent from work. If the time is on a Team member's time off, all hours spent in or for the court proceeding shall be compensated at the Team Member's regular rate of pay. A team member shall give prompt notice to the Employer as soon as the team member becomes aware of the need for absence. In such instances, any witness fees shall be paid to the

Employer.

## **Article 10 - Health and Safety**

**10.1** Sound will maintain a safe and healthful workplace in compliance with Federal, State and local laws applicable to the safety and health of its team members.

**10.2 Safety Committee-** The Employer will continue the operation of a safety review or committee in adherence to all State and Federal regulations. This safety review or committee shall investigate and make recommendations of education and preventative health and safety measures for the workplace and its team members, with recognition of security and safety issues as set forth under Washington law. The Union shall appoint two (2) team members from the bargaining unit to be placed on any such safety review or committee. All time on such activity shall be paid at the team member's regular rate of pay.

**10.3 Prevention of Workplace Violence-** The safety review or committee may make recommendations to the organization on hazards and risk factors including training, reporting and accident response and program evaluation.

**10.4** Sound will maintain its current practice of conducting site-based discussions with input from all team members.

**10.5** At each work site, the Employer shall post all required safety notices, including local emergency numbers, information on blood borne pathogens, Universal Precautions, and first aid.

The list of current CPR- and First Aid-trained Team Members for the particular work site shall be maintained at each work site. If required by the team member's position, the Employer shall provide and pay for time to take CPR and First Aid using appropriate training formats, no less than four (4) opportunities each year.

**10.6** The Employer shall maintain a notebook of Safety Data Sheets (SDS) at each work site. Each notebook shall contain SDS for all chemicals or hazardous materials that might be found at that site, and shall be updated as additional hazardous materials and chemicals are purchased.

## **Article 11- Holidays**

**11.1** Full-time and eligible part-time (0.5 FTE) team members will be paid for the following holidays:

New Year's Day

Martin Luther King Day

Memorial Day

Juneteenth

Independence Day

Labor Day

Thanksgiving Day

Day After Thanksgiving

Christmas Day

Eligible part-time team members (0.5 FTE or greater) will accrue leave on a prorated basis. Unused holiday

benefits as of the second pay period in February will be converted to vacation leave and be subject to the vacation carryover procedure.

The Employer will give consideration to a team member who requests to use a vacation day for the team member's bona-fide religious observance (as recognized under the Civil Rights Act of 1964). A team member's request shall not be unreasonably denied so long as the request is made at least fourteen (14) days in advance and falls on the recognized religious day of observance.

**11.2** Holidays that fall on Saturday will be taken the previous Friday, and holidays falling on Sunday shall be taken on the next Monday.

**11.3** Employees who work on any of the above-mentioned holidays, as defined in Section 11.2 will receive compensation at one and one-half (1½) times their regular rate of pay for hours worked on the holiday in addition to time off for the holiday that will be scheduled-by mutual agreement with the employee's supervisor.

**11.4** By November 1 of each year, the employer will post a schedule for the following year indicating which days the holidays listed in Section 11.1 will be observed for purposes of premium pay as per Section 11.3 and 11.4. The schedule will also list the days on which any programs or offices will be closed in observance of holidays.

## **Article 12 - Leaves of Absence**

**12.1 Leaves of Absence-** A Leave of Absence may be granted for reasons other than those provided by Sound's paid leave policies. Sound recognizes two types of Leave of Absence: automatic and discretionary.

A team member taking an approved automatic leave of absence will be guaranteed employment but will not necessarily be returned to the same job assignment. A team member taking a discretionary leave of absence might not be guaranteed a position upon their return.

All Discretionary leave of absence requests must be submitted for prior approval by People Operations and the CEO.

Examples of automatic and discretionary leaves of absence include:

Automatic Leave Service in the Armed Forces -

- Without pay for the minimum required time for enlisted or selective services personnel.  
Reserve or National Guard Training -
- Without pay for the required time. In case of training period of 15 days or less, team member receives in pay the difference between his/her usual rate of pay and that received from the government.

Civic Responsibilities -Such as Jury Duty, Witness Service (for Sound), or Service on Election Board; with full pay up to two weeks.

Domestic Violence Leave team members may use leave benefits in accordance with the Washington State law on Domestic Violence Leave for Victims and Family Members.

Discretionary leave team members may request Discretionary Leave for a variety of reasons including personal, professional, and educational. All Discretionary Leave requests must receive prior approval of People Operations and the CEO.

#### Family and Medical Leave Act (FMLA)

Sound provides up to twelve (12) weeks of leave during a twelve (12) month rolling calendar year in accordance with FMLA for family and medical leave reasons. Under Washington State law, maternity disability leaves (disability resulting from pregnancy or childbirth) may be “tacked onto” FMLA leave resulting in a leave period longer than 12 weeks.

Team members may use accrued paid leave during the period of time they are on FMLA and/or on maternity disability leave as defined by Washington State Law.

An eligible team member is entitled to leave for the following reasons:

- For incapacity due to pregnancy, prenatal medical care or childbirth;
- To care for the team member’s child after birth, or placement for adoption or foster care;
- To care for the team member’s spouse, son or daughter, or parent, who has a serious health condition;
- For a serious health condition that makes the team member unable to perform the team member’s job; or
- Certain military family leave entitlements.

Because of the complexity of the Family and Medical Leave Act and the Washington State Family Leave Law, team members contemplating use of either are encouraged to contact People Operations.

**12.2 Reduced FTE for Education-** A team member may request a reduction in FTE status to attend an accredited educational institution for job-related training. The Employer shall not unreasonably deny the request in the Employer’s discretion, and, upon request, will provide a team member with a written explanation of the reasons for a denial.

**12.3 Joint Advocacy Days** - The Employer shall create a pool of 200 paid leave days, which shall be designated as Advocacy for use during the term of this Agreement. The Union shall provide the Employer at least fourteen (14) days written notice of a Advocacy day and the identity of the employee(s) requesting the leave. If requested by either party, during that fourteen (14) day period, the parties shall meet and confer in a collaborative way about the nature of the Advocacy activities. The Union will use good faith in utilizing Advocacy Days to support joint advocacy efforts to improve public policies and funding to support the Employer’s mission and the work environment of staff. Joint advocacy efforts are not the only way Advocacy Days may be utilized.

**Joint Advocacy Day Approval.** Taking a Advocacy Day shall be subject to the Employer’s approval based on scheduling, staffing, client needs and contract(s) obligations outside of this Agreement. The Employer shall use good faith in accommodating the Union’s request for Advocacy Days. When a joint-advocacy event does not require an entire day the Employer may grant Advocacy Days in hourly increments.

**Non-Over Time Clause.** For purposes of determining the pay an employee shall receive for Advocacy Day leave, pay shall be the amount the employee would have received had they worked their regularly scheduled shift on the day of leave.

Time spent on Advocacy activities shall not be construed as "time worked" for purposes of determining overtime. Limitations. Advocacy Days shall not be used for participating in or supporting any labor dispute or economic action against the Employer.

## **Article 13 - Seniority**

**13.1** Regular team members shall accrue seniority from the most recent date of hire. Seniority shall not apply to a team member until completion of the required introductory period. Upon satisfactory completion of the introductory period, the team member shall be credited with seniority from most recent date of hire. Team members who entered the organization as a result of the acquisition of Community Psychiatric Service (CPC) will have their original hire date with CPC credited for service recognition and accrual calculations.

**13.2** **Job openings** shall be posted, in the normal way jobs are posted as well as emailed to all staff once a week, in all work locations for five (5) days before they are posted outside the Employer. The Employer is required to offer opportunities to any current employee requesting the position prior to hiring someone from outside the agency.

**13.3** Team members notified of a layoff affecting the team member will have the option to apply for open positions.

**13.4** Except in emergency situations determined by the Employer, team members whose schedules are to be changed shall be given at least thirty (30) calendar days' notice of such schedule changes. Short term changes in a team member's work hours arising from unanticipated staffing issues such as call-outs and other reasons beyond the Employer's control shall not be a violation of this provision.

**13.5 Layoff and Recall-** A layoff is a permanent or prolonged reduction in the number of team members employed by the Employer. Thirty (30) days' advance notice of layoff will be given to the Union and to the team members subject to layoff, except for unforeseen 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 those team members in the job classification(s) affected by the layoff within the bargaining unit. Skill, competency, demonstrable past performance and ability being equal in the opinion of the Employer, length of service will govern the order of layoffs and recall from layoffs. Upon request, the parties will meet for the purpose of reviewing the order of layoff. Agency staff and introductory team members in an affected worksite will be released prior to laying off regular team members providing skill, competency, demonstrable past performance, and ability are considered substantially equal in the opinion of the Employer. Any team member subject to layoff may apply for another position from a listing of vacant positions, providing the team member is qualified for the position in the opinion of the Employer, based upon established criteria. The Employer will not administer this provision in an arbitrary or capricious manner.

**13.5.1** In the event of a reduction in force within the bargaining unit, the Employer will decide which programs or work sites will be reduced, the extent of the reduction, and the pay grades or specialties (as defined in the WAC) affected.

**13.6** Employees who have been laid off as per Section 13.5 shall be placed on a recall roster for a period of six (6) months during which they will retain their seniority rights as per Article 13. Laid off employees shall be notified by the Employer by mailing to the last known address of record of available openings and shall be eligible to apply for positions. Recalled employees shall have five (5) calendar days from the date

of notification (proof of mailing to the last known address) to respond to the recall notification. Employees who return to work within one (1) year shall be placed on the step of the pay scale of their classification which corresponds to the step they occupied when laid off.

**13.7 Movement between Regular Status and Intermittent Relief Positions.** A team member who moves from a regular status bargaining unit position to an on-call or per diem bargaining unit position will have their seniority frozen as of the date they left the regular status position. Seniority shall not accrue for intermittent relief team members. Upon returning to a regular status position in the bargaining unit, seniority shall begin to accrue again and the team member will have the team member's service date adjusted to reflect the break in seniority.

## **Article 14 - Hours of Work**

**14.1** The normal work week shall consist of forty (40) hours of work within a seven (7) day period, or as otherwise determined by a team member's FTE. The workday and work week specified in this Article shall not constitute guaranteed hours of work. A workday shall normally consist of eight (8) hours' work to be completed within eight and one-half (8 1/2) consecutive hours (or ten (10) hours' work to be completed within ten and one-half hours (10 1/2) consecutive hours). Innovative work schedules shall be by mutual agreement between the Employer and team member.

**14.2** Overtime shall be compensated for at the rate of one and one-half (1 1/2) times the regular rate of pay for all hours worked beyond forty (40) in a work week. All overtime must be approved in advance by the team member's supervisor. Hours paid but not worked shall not count as time worked for purposes of computing overtime. There shall be no pyramiding or duplication of any compensation paid at the rate of time and one-half (1-1/2).

**14.2.1 Flex-Time.** The Employer shall consider flex-time requests consistent with Sound policy.

**14.3 Schedule Notification** -At time of hire a regular team member shall be informed of the team member's anticipated regular work schedule (days and hours).

**14.4 Posting of Schedules-** The Employer shall determine and post work schedules covering a four-week period at least ten (10) calendar days immediately preceding the date on which the schedule is effective. Team member-initiated schedule changes shall not result in additional contract overtime or premium pay obligations being incurred by the Employer. Management will put forth a good faith effort to locate coverage when a team member requests time off before a schedule is posted. The schedule, once posted, cannot be altered except by mutual agreement or in the case of unforeseen circumstances beyond the Employer's control, such as call outs, unplanned medical leaves and other emergent circumstances.

**14.4.1** The Employer and Union agree that alternative work schedules can be a positive element in helping create a more productive workplace. The Labor Management Committee may discuss alternative work schedules as a periodic agenda item. A regular team member may request in writing an alternative work schedule to the supervisor, and they shall discuss it together. The supervisor shall give a written response to such request. If the Employer discontinues a team member's alternative work schedule, then the Employer shall meet with the team member to discuss the reason for the change. Except for emergency circumstances determined by the Employer, the supervisor shall give thirty

(30) calendar days' notice of the discontinuation of the alternative work schedule.

**14.4.2 Facility closures because of inclement weather shall be handled according to Sound policy.**

**14.5 Meal/Rest Periods** - Team members shall receive an unpaid meal period of at least thirty (30) minutes during each regular workday. If a team member is required by the Employer to remain on duty or is called back to work during a meal period, such time shall be considered as time worked for pay purposes. Team members shall receive one (1) fifteen (15) minute paid rest period during each four (4) hours of work. Breaks may be taken intermittently. The application and administration of this section shall be consistent with State law.

## **Article 15 - Health and Welfare**

**15.1** The Employer shall provide for each member the health insurance in place upon ratification at no additional cost (premiums) to the member than the current cost (premiums). The Employer will continue to cover all dependents (defined as children below aged twenty-six (26) of each member at no additional cost to the member than the current cost.

**15.2 Maintenance of Benefits:** The Employer may not unilaterally increase co-pays, co-insurance and deductibles over current costs for the contract term.

**15.2.1 Healthcare Triggered Re-opener:** Should the cost of the current health insurance plan increase or decrease by 15% in a year, either party may re-open the contract for purposes of negotiating wages and benefits.

**15.3 Healthcare Committee:** The Union and the Employer shall create a committee to meet three months prior to the Employer making a decision on healthcare for the following year, and up to one month after the decision is made; the meetings shall be on paid time for up to 2 hours per month. The committee shall consist of up to 5 members from each side. The committee shall discuss ways to improve healthcare for all members and explore alternative plans that meet the needs of the Agency and the Team Members.

**15.4** The Employer shall maintain the current retirement contribution in place at time of ratification for the life of this agreement.

**15.5** In addition to Sound's current contribution to the Healthcare Saving Plan

As of January 1, 2024, Sound enhanced the outpatient mental health benefit for team member's health plan as follows:

- PPO/Traditional plan –mental health office visits are covered 100% by Sound's medical plan
- High Deductible Health Plan – mental health office visits are covered 100% by Sound's medical plan, after the deductible is met.

## **Article 16 - Compensation/Wages**

**16.1** Wages shall be effective at date of ratification and to the wage scale in Appendix A. No team member shall receive less than a 3% wage increase, unless stated below and shall be placed on the scale at their appropriate rate of pay (placement on the scale cannot reduce their pay).

All employees except Medical Staff

Year 1, Effective Jan 1, 2024, wage scale in Appendix A

Year 2: 3.25% effective July 1, 2024 (1% ATB at anniversary)

Year 3: 3% effective July 1, 2025 (1% ATB at anniversary)

Language differential 2% and the labor management committee will discuss eligibility/application

Year 1 Medical Wage Scale

Effective Jan 1, 2024 Medical Wage Scale, wage scale in Appendix A reflective of a min 2% increase.

Year 2: 2% effective July 1, 2024 (1% at anniversary)

Year 3: 2% effective July 1, 2025 (1% at anniversary)

See Appendix B for Grade Placements.

Apprentice MOU remains the same:

- Peer Specialist Apprentice
- Case Manager II Apprentice
- SUDP Apprentice

**16.2 LONGEVITY STEPS** Longevity Step increases paid pursuant to Appendix A shall become effective at the start of the first pay period that begins during the month of the employee's anniversary date of employment. Longevity steps shall be in accordance with the wage scales in Appendix A.

Individuals at the top of the wage scale will not receive longevity steps past the highest step on the scale but will receive negotiated across the board wage increases. All individuals who are currently employed at the highest step on the scale or above on the date of ratification will continue to receive annual anniversary step increases at 1%. Up to a max of 110% of Max Grade.

If a team member is already at the max or red-lined AND they have 18 years or more tenure with Sound, they will move to step 18 of the new scale. If a team member is already at the max or red-lined AND they have less than 18 years of tenure with Sound, they will move to their tenure step but not less than 3%. LPN and RN will receive a 2% increase and be placed on the scale. Years 2 and 3: 2% Scale 1% anniversary increase. Up to a max of 110% of Max Grade.

**16.3. Standby.** Any member required or requested to be on Standby shall receive their current standby pay without reduction for the life of the agreement for all hours worked on Standby.

**16.4 Equity Adjustment.** If at any time an employee is hired into a position at a rate higher than that of a current employee(s) in the same position with the same or greater experience or credential held length of time, that current employee(s) shall be moved to the same step on the wage scale as the newly hired employee, effective the first full pay period following the hire date of the new employee.

**16.5 Step Placement Procedure:** The following formula shall be used for determining an employee's step placement. Employment that is directly related shall get full credit, Sound internship shall count for 1/2 of the time. Sound will review the duties listed on the team member's resume and compare it to the relevancy of the job to determine credits.

All employees will be placed on the scale based upon experience, credential, or degree.

If a current team member is placed in the “Experience” Grade, they will retain their current wage scale step.

Employees will receive year for year credit for their directly relevant experience if they are in the experience grade.

If the employee has an applicable degree or credential (see chart below), the employee will be placed on the step that matches the length of time they've held their highest credential. Prior work experience may need to be verified if not clear. Years will be rounded to full years completed.

A new hire team member will be placed according to their type of grade (Degree or Credential, Experience).

- If the job grade is a degree or credential, an employee's step will be based on the number of years the employee held the grade degree or credential.
- If the job grade is an experience based grade, an employee's step will be based on years of directly relevant experience.

Grade	Certification Requirement
Peer Specialist	Certified Peer Counselor
Clinician	BA degree (or below)
Clinician B	BA degree (or below)
Clinician Masters	Master's degree
Clinician MHP	MHP
Clinician Licensed	Fully licensed (LMFT, LICSW, Licensed Advanced Social Worker, LMHC)
Clinician SUD	SUDP or SUDPT, doing SUD work 50% or more of their time.
Clinician B SUD	BA degree (or below), plus SUDP or SUDPT, doing SUD work 50% or more of their time.
Clinician Masters SUD	Master's degree, plus SUDP or SUDPT, doing SUD work 50% or more of their time.
Clinician MHP SUD	MHP, plus SUDP or SUDPT, doing SUD work 50% or more of their time.
Clinician Licensed SUD	Fully licensed (LMFT, LICSW, Licensed Advanced Social Worker, LMHC), plus SUDP or SUDPT, doing SUD work 50% or more of their time.

**16.6 Credit for Past Experience.** For a period of 90 days after the signing of this agreement current team members shall be able to request a review of their past experience and/or credential held to have

their step adjusted accordingly. No member shall see a decrease in pay as a result of this review; nor will retro payments be applied.

#### **16.7 Shift Differentials:**

Employees assigned to work the swing shift (3:00 p.m. to 11:00 p.m.) shall be paid a shift differential of one dollar (\$1.00) per hour over the regular hourly rate of pay.

Employees assigned to work the night shift (11:00 p.m. to 7:00 a.m.) shall be paid a shift differential of one dollar and fifty cents (\$1.50) per hour over the regular rate of pay.

**16.8 Weekend Premium Pay** Any employee who works weekend hours shall receive two dollars (\$2.00) per hour for each hour worked on the weekend in addition to the employee's regular rate of pay. The weekend shall be defined as hours between 5:00 p.m. Friday and 11:59 p.m. Sunday.

##### **16.8.1 Crisis Team On-call and After Hour Shifts**

Any employee who works on the on-call or after-hour crisis team will receive:

- Weekend/Holiday Shift = \$30 an hour for on-call or standby. OT calculation for all time worked 1.5 times their regular rate of pay.

#### **16.9 Differentials**

Lead Full Time 6%

Intern Mentor 1.5%

**16.10 Re-opener on new funding** The Employer and Union are both committed to participating in joint advocacy work related to increasing staff wages. The Employer commits to informing the union of wage specific revenue increases or new ongoing funding sources for wage increases that would allow the Employer to increase any bargaining unit salary grade or entire program by 1.5% or more above the increases that have already been agreed to above and in the Attachments. In these circumstances, the employer and union will re-open negotiations for wages only; Article 22 applies to wage re-openers.

### **Article 17 - Education**

**17.1** For benefits-eligible team members, three days' annual administrative leave and \$400 is budgeted for development and training. This benefit may be used for workshops, conferences, conventions, books and other related material as long as it will enhance the team member's knowledge and/or skills within their current role with Sound. Prior approval is needed by your immediate supervisor. The benefit is prorated for part-time team members.

**17.2** The team member's wages and all approved expenses, including mileage in accordance with Employer policy, will be paid by the Employer, when the team member is required by the Employer to attend an educational or professional function.

### **Article 18 - Labor Management Committee**

**18.1** The Employer and the Union, wishing to effectively maintain a stable labor management relationship and avoid controversies in the future, have agreed to establish a Labor Management Committee. The purpose of the Committee is to foster improved communications between the Employer and team members through discussion, exploration and study of problems and possible proposed solutions

referred to it by the parties to this Agreement. In order to have frank and open discussion, the Committee shall have no authority to change, delete or modify any of the terms of this Agreement, or to settle or discuss grievances arising under this Agreement.

Committee discussions shall be advisory only. Committee minutes shall not be publicized except by mutual agreement. Examples of matters of mutual concern that may be discussed are provisions of the Agreement, staffing, services, personnel, and safety and health.

Upon request, the Employer will provide to the Labor-Management Committee Sound's written policies and procedures applicable to on-the-job assault, verbal abuse, sexual assault, racism or harassment on any identity status, as well as site security assessments and plans. The Labor-Management Committee may review, provide input and make recommendations to the Employer regarding these and similar policies.

**18.2 Meeting Schedule-** The Labor-Management Committee shall meet monthly at a regularly scheduled and mutually agreed time and date or at other mutually agreed times. The Committee will be composed of five (5) Employer-designated management representatives and five (5) Union-designated Team Members. Team Members serving on the Labor-Management Committee shall be paid for time spent in Labor Management committee meetings. 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. The co-chairs shall prepare a common written agenda for each meeting to be distributed to all Committee members in advance, generally at least three (3) calendar days in advance of the meeting. Either co-chair may place items on the agenda. Payroll issues, licensure, productivity, diversity and inclusion may be regular agenda items, as determined by the Committee. By mutual agreement, items not on the agenda may also be discussed at the meeting. It is further understood that the Union has not waived any right to seek separate mutually agreed discussions at other times. The Committee may also develop other guidelines to assist it in its Article 19 - Transportation Expenses

## **Article 19 - Travel**

**19.1 Travel-** Employees required to travel for Sound on Sound business will be reimbursed at current IRS mileage rates for travel from a Sound work site to another Sound work site, plus toll and parking fees required for such travel. Reasonable expenses for out-of-area travel, submitted by the employee and approved by the Chief Financial Officer will be reimbursed.

## **Article 20 - Non-Discrimination**

**20.1 Equal Employment Opportunity-**The Employer and the Union are committed to a policy of equal employment opportunity. All team members will be treated without regard to race, color, religion, sex, age, national origin, military or marital status, sexual orientation, gender identity, genetic information or disability, and any other basis protected by local, state, or federal law. This applies to all personnel actions including recruitment, hiring, training, transfer, promotion and demotion, layoff and recall, compensation and benefits, discipline, termination and all other conditions or privileges of employment.

**20.2 Harassment** Employer is committed to providing a work environment free from unlawful harassment. The Employer will not tolerate actions, words, jokes or comments based on an individual's race, color, religion, sex, age, national origin, military or marital status, sexual orientation, gender identity, gender expression, genetic information or disability, and any other basis protected by local, state, or federal law. Any employee, supervisor, or bargaining unit member engaging in sexual or other unlawful harassment will be subject to appropriate corrective action, up to and including termination of employment.

**20.2.1** Any claim by a bargaining unit member regarding discrimination or harassment by a member of management shall be reported to the Union's organizer within three (3) days of the Employer receiving the complaint. Any client information that must be redacted to protect HIPPA shall be redacted by the Employer prior to providing notice.

**20.2.2** The Employer will provide the policy the Employer utilizes to investigate a complaint of harassment against a member of management upon ratification and again every 6 months to the Labor Management Committee for review. Management will provide regular updates to the Union's organizer, or designee responsible for the complaint, of any complaint and the actions taken by management to follow the policy and investigate the complaint.

**20.3 Restroom Equity** The Employer shall provide that all employees have adequate access to all-gender restrooms in their work locations, this includes reasonable allowance of travel time. It is the Employer's intent to make as many restrooms all-gender as possible and update signage.

**20.4 Religious accommodation** The Employer will make every effort to accommodate the religious needs of its employees, including the following: 1) scheduling of breaks in accordance with the prayer schedule of the employee; 2) providing a reasonably comfortable and private location for praying with access to washing facilities; 3) allowing for adequate time for prayer and travel time between the prayer area and workspace; 4) allowing employees to use a phone, watch, or other tool to remind them of their prayer schedule; and 5) providing other accommodations as necessary.

**20.5 Lactation** The Employer will comply with all legal requirements concerning lactation, including providing reasonable break and travel time for an employee to express breast milk for their nursing child. The Employer will provide a place that is reasonably close to the employee's work area, other than a bathroom, that is shielded from view and free from intrusion from coworkers and the public, which may be used by an employee to express breast milk. The Employer will provide access to a refrigerator for the breastmilk. Employees should provide as much advance notice as possible of the need for a location to express breast milk.

**20.6 Immigration-Related Audits, or Raids/Detentions Employment** The employer shall, as soon as practicable and to the extent not prohibited by law, notify the Union of any immigration-related enforcement action by law enforcement or immigration officials, such as an audit, raid or detention,

affecting bargaining unit members, and provide the name, contact information, and detention location of any employee detained for immigration-related reasons by law enforcement or immigration officials.

**20.6.1 The Employer may not require an employee to meet with Immigration Customs Enforcement (ICE).**

**20.7 Access to Menstruation Supplies** The Employer will provide at each worksite free access to menstruation supplies. Additionally each site will have appropriate disposal receptacles in every staff restroom.

**20.8 American's with Disabilities Act** The employer shall comply with the American's with Disabilities Act and shall not create unnecessary barriers for employee's requesting or receiving a reasonable accommodation. The employer shall engage in a good faith interactive process when discussing accommodations with employees.

## **Article 21 – Grievance Procedure**

**21.1 Grievance-** A "grievance" is defined as an alleged breach of the terms and conditions of this Agreement. If a grievance arises during the term of this Agreement, it shall be processed through the procedure in this Article. Any time limits specified in this Article may only be extended by mutual written consent between the Union and the Employer. If a grievant does not comply with time limitations noted in this Article, this shall operate to make a grievance null and void. If the Employer does not comply with any time constraints in this Article, the grievant shall be entitled to proceed to the next step of the grievance procedure.

**21.2 Grievance Procedure-** It is the desire of the parties that grievances should be settled informally whenever possible, and this should normally occur at the first level of supervision. Grievances shall be processed by team members as follows:

**Step I: Team Member - Supervisor.** If a team member has a grievance, the team member shall first present the grievance in writing to their Supervisor within fourteen (14) calendar days from the date the team member knew or should have known the facts giving rise to the grievance. The Supervisor shall have fourteen (14) calendar days to meet and seek to resolve the matter with the team member. After such Step 1 meeting, the Supervisor shall have fourteen (14) calendar days to issue a written Step I reply.

**Step 2: Team Member- Director.** If the matter is not resolved to the team member's satisfaction in Step 1, the team member is required to appeal the grievance in writing and shall present the written grievance to the team member's Director (or designee) within fourteen (14) calendar days of the Supervisor's Step 1 written reply. The written grievance must contain a description of the alleged problem, including the provision in the contract alleged to have been violated, the date it occurred, and the remedy desired by the grievant. A conference between the team member, they or theirs Union delegate (at the request of the grievant) the Director (or designee) and Labor Relations Partner shall be held within fourteen (14) calendar days of receipt of the Step 2 grievance. After such Step 2 meeting, the Director (or designee) shall have

fourteen (14) calendar days to issue a written Step 2 reply.

**Step 3: Team Member- Chief People Officer.** If the matter is not resolved in Step 2 to the team member's satisfaction, the grievance may be referred in writing to the Chief People Officer or Director of People Operations (or designee) by the grievant within fourteen (14) calendar days after the Step 2 written reply. A conference between the team member and the Chief People Officer or Director of People Operations (or designee), and others as desired by either party (*i.e.*, Union Delegate, Union Representative, People Operations, and/or other Management) shall be held within fourteen (14) calendar days of receipt of the Step 3 grievance. After such Step 3 meeting, the Chief People Officer or Director of People Operations (or designee) shall have fourteen (14) calendar days to issue a written Step 3 reply.

**Step 4: Arbitration.** If the grievance is not settled at the Step 3 level, the matter may be submitted to arbitration by the Union. Such referral to arbitration must be within fourteen (14) calendar days after the grievant's receipt of the Chief People Officer's or Director of People Operations (or designee's) decision in Step 3.

If the Union refers a matter to arbitration, the Employer and Union shall attempt to agree on an Arbitrator. If within fourteen (14) calendar days after receipt of the Step 3 response they are unable to mutually select an Arbitrator, then either party may request a list from the Federal Mediation & Conciliation Service (FMCS) for seven (7) Washington and Oregon arbitrators. On receipt of a list from the FMCS, and, after the parties have reviewed the various Arbitrators, the parties shall toss a coin to determine first "strike" of an Arbitrator and rotate thereafter. The person whose name remains at the end of the striking process shall be the Arbitrator.

The Arbitrator's decision shall be final and binding on all parties and must be in compliance with local, state or federal law and regulation, which supersede this Agreement. The Arbitrator shall have no authority to add to, subtract from, or otherwise change or modify the express provisions of this Agreement, but the Arbitrator shall be authorized only to interpret the existing provisions of the Agreement as they apply to the specific facts on the issue in dispute. The Arbitrator may not award punitive damages. The Arbitrator may not substitute the Arbitrator's own judgment for the Employer.

Each party shall bear one-half (1/2) of the fee of the Arbitrator, and any other expenses jointly incurred by mutual agreement incident to the arbitration hearing. All other expenses shall be borne by the party incurring them, including each party being responsible for its own attorneys' fees and costs in any and all cases, and neither party shall be responsible for the expense of witnesses called by the other party.

**Section 21.3 Time limits-** set forth in this Article must be strictly adhered to and may only be extended by mutual written consent of the parties. Absent such written mutual consent, failure of the Employer to issue a written decision within the time limits at any step under this grievance procedure shall result in the grievance being automatically elevated to the next step without any action necessary on the part of the grievant. (However, the Union retains its legal discretion to determine what cases it shall refer for a grievant to the arbitration process under Step 4.) Also, absent such mutual written consent, failure of the grievant or the Union to advance a grievance at any step in accordance with the timelines shall constitute a withdrawal of the grievance.

## **Article 22 - No Strike No Lockout**

**Section 22.1.** During the term of this Agreement, the Union, its agents or representatives, members of the

bargaining unit, and/or persons acting in concert with them shall not incite, encourage, cause or participate in any work stoppage, interruption or interference with the operation of the Employer of any kind for any reason, such as strike, sympathy strike, picketing, sit in, walkout, slowdown, sick-out, or other work stoppage or disruption of any nature whatsoever, nor will the Employer lock out its employees. In the event of any such action or the threat thereof, the Union and its officers will do everything within their power to end or avert same. Any employee participating in such action will be subject to disciplinary action in accordance with the Employer's policies. This clause shall not be in effect upon expiration of the contract.

## **Article 23 - General Provisions**

**Section 23.1.** Any provision of this Agreement that is found to be inconsistent with or invalid under governing law shall be deemed ineffective to the extent of such inconsistency or invalidity, without invalidating the remaining provisions of this Agreement. In this event, the parties shall meet to negotiate a substitute provision to the provision that has been found invalid. Any and all agreements, written and verbal, previously entered into between the parties hereto are mutually cancelled and superseded by this Agreement. Unless specifically provided herein to the contrary, past practices shall not be binding on the Agency.

### **Section 23.2: Sale of Sound**

In the event of a sale of Sound to another entity, the Employer and the Union will make good faith efforts to maintain transparency and timely communication throughout the process to minimize the potential adverse impacts, direct or indirect, on clients and team members. In particular, the parties will follow federal law in using their good faith efforts to adhere to the following guidelines:

The Employer will inform represented employees at least 30 days in advance of execution of sale.

The Union and Employer shall meet to discuss any sale that will impact the future of team members.

The Employer will inform the potential buyer of the existence of this agreement.

None of the above shall constitute encumbrances or restrictions on negotiations with a potential buyer, or any final sale or transfer.

### **Section 23.3. Complete Agreement.**

The Employer and Union acknowledge that during the negotiations which resulted in this Agreement, both parties had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the parties hereto, for the life of this Agreement, each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated, to bargain collectively with respect to any subject or matter that is specifically addressed in the provisions of this Agreement while this Agreement is in effect. The parties further agree, however, that this Agreement may be amended by the mutual consent of the parties in writing at any time during its term.

## **Article 24 - Duration**

This Agreement shall be effective the date of ratification, June 8, 2024, and shall remain in full force and effect through and including June 30, 2026. Should either party desire to change, modify or terminate the Agreement, written notice must be given to the other party at least ninety (90), but no more than one hundred and twenty (120), calendar days prior to June 30, 2026. If notice to amend is given, negotiations shall commence within thirty (30) calendar days following the date of the notice, and this Agreement shall remain in effect until the terms of a new or amended Agreement are agreed upon; provided, however, that if a notice to amend is timely given, either party may at any time thereafter notify the other in writing of its desire to terminate this Agreement as of the date stated in such notice to terminate, which date shall be subsequent to June 30, 2026 and at least twenty-one (21) calendar days subsequent to the giving of such notice to terminate.

## **Memorandum of Agreements**

### **MOU Number 1: Pay for Time in Bargaining**

Bargaining Hours: During CBA bargaining, the Employer will pay for hours performed during normal work hours at participating bargaining team members rate of pay up to a total of three hundred (300) hours combined. Bargaining Team Members may also use personal vacation time or collect donated vacation time as outlined in Article 7.1 to supplement the pool of bargaining hours. After that, meetings will be held after normal working hours. When bargaining during normal working hours bargaining team members shall be released from all work duties.

### **Number 2: Contract Extension**

The parties agree that the terms of the Collective Bargaining Agreement between Sound and SEIU 1199NW originally set to expire June 30, 2023 shall be extended to December 31, 2023 and shall remain in full force and effect until that time, unless a successor Agreement is negotiated and ratified before December 31, 2023.

### **MOU Number 3: Addendum Regarding Apprenticeship Programs**

Sound shall add agreement between Sound and SEIU 1199 titled Addendum Regarding Apprenticeship Programs to the CBA

In order to recruit, develop, and retain a skilled workforce Sound is sponsoring an Apprenticeship program using the Healthcare Apprenticeship Consortium administered by the SEIU Healthcare 1199NW Multiemployer Training Fund. Unless specified in this document or in the CBA, the parties agree to abide by the Healthcare Apprenticeship Consortium (HCAC) Guidelines established January 1, 2021 and amended April 21, 2022.

In order to address the limited supply of Behavioral Healthcare workers in Washington State, it is necessary to expand the pool of qualified workers. Expanding the pool of qualified Behavioral Healthcare Workers by developing a Registered Apprenticeship Program will address issues of staffing, workload, patient access and recruitment and retention of Residential Case Managers, Substance Use Disorder Professionals (SUDPs), and Peer Counselors at Sound.

Except as specified below, the entirety of the SEIU Collective Bargaining Agreement applies to Apprentice positions and Apprentice Mentor assignments upon the date of ratification.

SEIU and Sound agree to the following:

#### **Apprenticeship Program**

Sound agrees to start an apprenticeship program, as a training agent, administered through the Healthcare Apprenticeship Consortium. Sound will follow the standards set by the Healthcare Apprenticeship Consortium JATC. The Healthcare Apprenticeship Consortium Apprenticeship Program Standards will be agreed to by all apprentices, will be followed, and will be held accountable by the JATC.

## **Equal Opportunity**

Sound is committed to equal opportunities for all employees and applicants. Employees and applicants to the Apprentice Mentorship Program will not be discriminated against by managers, supervisors, coworkers or third parties on the basis of race, color, religion, sex (including pregnancy, childbirth, or related medical conditions), gender identity, transgender, national origin, age, physical or mental disability, veteran status, sexual orientation, genetic information or other status protected by applicable federal, state or local laws or by corporate policy.

## **Article 1: Recognition**

Apprentices for job classifications will be included along with other classifications referenced in Article 1. Per this agreement the job classifications to be included in apprenticeship programs are Residential Case Manager II (Behavioral Health Tech), Substance Use Disorder Professionals (SUD Clinician), and Peer Specialist I (Peer counselors)

## **Apprentice Title and Definition**

An Apprentice is a regular full-time employee while enrolled and participating in an Apprenticeship Program at Sound.

The Apprentice will complete a program consisting of both didactic and on-the-job learning. The Apprentice will be assigned to an Apprentice Mentor(s) for the term of the on-the-job training. The Apprentice will receive one-on-one mentorship for the term of the program.

This is a competency-based program. The entire Apprenticeship Program for Behavioral Health Tech and Peer Counselor will consist of 2250 hours and will be completed within twelve (12) to twenty four (24) months.

The entire Apprenticeship Program for SUDP will consist of 4560 hours and will be completed within twenty four (24) to thirty six (36) months.

The Apprentice will progress based on successful demonstration of their mastery of the competencies in each of the work processes.

Upon acceptance into the program, Apprentices will be provided with and required to sign a Service Agreement.

## **Eligibility**

The requirement for participation in the apprenticeship program is a minimum of 18 years of age, high school diploma or equivalent and ability to meet the minimum physical job qualifications for the job per Sound policies.

## **Apprentice Job Descriptions**

The apprenticeship positions shall have their own job description and job code and will be jointly agreed upon by Sound and SEIU Healthcare 1199NW.

## **4.5 Apprentice**

An Apprentice shall be considered a regular Full-Time Team Member with an initial review

period for the first six (6) months of employment as a regular employee in the Apprenticeship Program. During this time employees may be terminated without notice and without recourse through the grievance procedure. All benefits provided herein will accrue during the program. A Behavioral Health Tech, SUDP, or Peer Counselor Apprentice transitioned into a Sound Residential Case Manager Behavioral Health Tech, SUDP, or Certified Peer Counselor position upon completion of the Apprenticeship Program will not have an additional probationary period. Incumbent Sound employees who enter the Apprenticeship Program will not have an additional probationary period.

#### **6.4 Vacation and Sick Leave**

Apprentices shall only utilize accrued vacation and sick leave that has been accrued for the purposes of vacation or sick leave and shall be in accordance with current policy and practice and the SEIU Collective Bargaining Agreement. The lost time due to sick leave or vacation use must also be made up before the conclusion of the Program, a maximum of 24 months, incurring overtime only by mutual agreement. The manager and/or supervisor will be responsible for final approval of all time off requests. Apprentices are responsible to be aware of their obligations around RSI (Related Supplemental Instruction) hours and the need to make-up any time missed. Apprentices will complete the required OJT (On Job Training) hours for the program they are enrolled in, which will take place in Sound facilities.

#### **13 Seniority**

Seniority for Apprentices shall be in accordance with Article 13.

For Apprentices recruited externally the seniority date shall be the original date of hire into the Apprenticeship Program.

Incumbent Sound employees entering the Apprenticeship Program shall retain their original seniority date for the purposes of accrued benefits, retirement vesting, and retirement notice and service awards. For the purposes of vacation scheduling and layoff, seniority shall be the date of hire into the Apprenticeship Program.

#### **13.5.2 Layoff**

Apprentices and their assigned Apprentice Mentor will be excluded from layoff during their participation in the Apprenticeship program

#### **16.4 Wage Schedule for Apprentices**

Per Washington state department of Labor & Industries requirements, the Peer Specialist and Behavioral Health Tech (Residential Case Manager) Apprentices shall have a two (2) step wage scale and SUDP shall have a three (3) step wage scale. All wages will be attached and reflective of the classifications in the collective bargaining agreement.

Peer Specialist shall be paid at Step 0 of a Peer Specialist I classification of the collective bargaining agreement for hours 1-1000.

Residential Case Manager II Apprentices shall be paid at Step 0 of a Residential Case Manager

classification of the collective bargaining agreement for hours 1-1000

Upon completion of 1001 hours of OJT, Peer Specialist and Residential Case Manager Apprentices will be paid at Step 1 of the above classification at 99.5% for all additional hours of the program

Upon completion of the apprenticeship program apprentices will be paid the journey rate for Peer Specialists and Residential Case Manager IIs, Step 2 of these classifications.

SUDP Apprentices shall be paid a starting wage of 88% of the SUDP base wage Step 0 in accordance with the collective bargaining agreement during the first 0-1000 hours of OJT.

Hours 1001 through 2001 of the SUDP Apprentices program will be paid 88% of the SUDP base wage (Step 1).

Upon completion of 2001 hours of OJT, SUDP Apprentices will be paid 95% of the SUDP base wage (Step 1) for all additional hours of the program.

Upon completion of the apprenticeship program, SUDP apprentices will be placed at the step which represents year for year credit, including experience in the apprenticeship program.

Apprentice wages will reflect any ATB wage increases effective during the term of their program.

Upon entry into an Apprenticeship Program, Incumbent SEIU 1199NW bargaining unit employees who participate in an Apprenticeship Program will be paid their current hourly wage or Apprentice starting wage (Step 0), whichever is higher. If their current hourly wage is higher, ATB wage increases will still apply.

#### **Pay for Classroom Time**

Apprentices are 1.0 FTE employees who will be paid in accordance with the program agreement for a 40 hour work week through the life of the program. Related Supplemental Instruction (RSI) will be paid time not to exceed the hours outlined in the HCAC agreement. The training plan will be developed by the HCAC JATC in partnership with the SEIU Multi-Employer Training Fund, and the training plan for classroom time will determine the ratio of OJT and RSI per week. The cost for the RSI will be paid by Sound to the HCAC.

#### **Apprentice Mentor Compensation**

Employees assigned the Apprentice Mentor role by the Employer will be paid a \$2 differential for all hours worked once appointed to the intern mentor role in addition to the contract rate of pay provided for their job classification in the wage schedule. Upon completion, they will no longer receive the two dollar differential.

#### **18. 3 Sound Apprenticeship Program Joint Labor Management Committee**

LMC may be extended by 30 minutes to provide a forum for input into Sound's operational decision-making processes and information sharing connected to apprenticeship. The SEIU

Healthcare 1199NW Multi-Employer Training Fund may be invited as a guest when needed to help with the support of the apprenticeship program.

The LMC will be kept apprised of the project overall with opportunities for input along the way. Leveraging the experience and expertise of front line workers and Clinical Operations, this committee will provide input and guidance for the overall experience and success of both Apprentices and Mentors, including recruiting, marketing, selection, onboarding, training, and ongoing support. The LMC will have the opportunity to help to develop the criteria for selection of apprentices and mentors.

At least one bargaining unit member of the JLMC may be given the opportunity to be on interview panels to provide input on selection of apprentices. Sound will make the final recommendation and approval of selected apprentices and notify the SEIU Multi-Employer Training Fund, and the Healthcare Apprenticeship Consortium JATC.

The number of available apprenticeship positions for the first apprenticeship cohort and future cohorts can be discussed in the JLMC.

The apprenticeship program will be discussed at least yearly and will take place at least three (3) months prior to the start date for the next Apprenticeship cohort. SEIU Healthcare Multi-employer Training Fund, SEIU Healthcare 1199NW, and Sound may work jointly on recruitment efforts for apprentices and mentors.

#### Apprentice Selection and Recruitment Process and Requirements

For the purpose of hiring, incumbent SEIU bargaining unit members, followed by all other incumbent Sound employees, will be considered prior to all others. While priority will be given to incumbent SEIU bargaining unit members and Sound employees overall, the apprenticeship program will be advertised both externally and internally. Seniority within the SEIU bargaining unit will be the determining factor when competence, skill and ability are equal.

Apprentice positions will be posted and applications accepted on Sound's system and Sound recruiters will lead recruitment efforts, involving stakeholders such as JLMC members or SEIU Delegates, in the interview process.

#### Apprentice Mentors

An Apprentice Mentor is an experienced worker in the job classification that the apprentice is learning, who volunteers and is selected to mentor Apprentices for the duration of the cohort. Apprentice Mentors are assigned the responsibility for mentoring Apprentices in their required competencies specified by the Apprenticeship Program. In no case would a worker who does not volunteer be mandatorily assigned a Mentor Role. An apprentice Mentor does not have supervisory authority as defined by the National Labor Relations Act

#### Apprentice Mentor Selection Process and Requirements

Sound and SEIU Healthcare 1199NW will meet as part of the JLMC to discuss the selection of mentors. Best efforts will be made to recruit and select mentors prior to recruitment of apprentices to ensure appropriate placement slots for apprentices. Communications related to recruitment efforts of Apprentices and Mentors will occur simultaneously, and mentors will be recruited ongoing in order to mitigate backfill issues.

#### Apprentice Mentor Training

Mentors will be required to complete a training provided by the Healthcare Apprenticeship Consortium. Participation in this training will be considered time worked.

### **Apprentice Mentor Support**

Support for mentors will be provided by Sound and the Multi-Employer Training Fund.

### **Apprentice Mentor to Apprentice Ratio**

The ratio of Apprentices to Apprentice Mentors may not exceed 1:1.

### **Staffing to Support Apprentice Mentors**

Sound is committed to support Mentors in completing their assigned work. Sound agrees to carve out time each week of no less than thirty (30) minutes per day, not to exceed sixty (60) minutes per day, to be allocated for 1:1 mentoring for the Apprentices by their assigned Apprentice Mentors. If the mentor is on vacation or sick leave, the supervisor/manager will be responsible for the support and assignment of the apprentice. The apprentice will not lose pay due to the absence of their mentor.

The LMC will monitor any issues that may arise with Mentors' ability to complete their daily workflow and make adjustments as needed to ensure appropriate time is allotted to this work.

### **Supervision Structure**

Apprentices will report to manager assigned by Sound to the Apprenticeship Program.

While Apprentice Mentors will document and track completion of recognized competencies as determined by the JATC, they will not be responsible or liable for final sign off of competencies. Final sign off of competencies is a function of management. If an Apprentice Mentor is absent from work for any reason, Management shall be responsible for maintaining the Apprentice OJT training during that time. Apprentice Mentors will continue to report to their supervisor.

### **Completion of Program**

Upon successful completion of the Apprenticeship Program, the Apprentice will convert into a full time vacant position for the position that they apprenticed for, Behavioral Health Tech (Residential Case Manager), Substance Use Disorder Professional, or Certified Peer Counselor. Every Apprentice who successfully completes the Apprenticeship Program will be placed in a regular full-time position at the Employer.

Sound will review vacancies at least 60 days prior to the completion of each cohort to identify available job openings, and survey apprentices regarding their preferences including site or programs and will notify the LMC. At least 50 days prior to the completion of the cohort, the Employer will freeze enough available job openings to ensure there are available positions for all Apprentices, with the intent of matching to their site or programmatic preferences.

To obtain a position, an Apprentice must select one or more positions that have been frozen for which the Apprentice is interested and apply for the position in the employer's employment system. The Apprentice shall participate in an informational interview with the hiring manager in order for both parties to meet and for the Apprentice to learn about the position. An Apprentice may apply for placement into a position in any site or program. Every apprentice shall have the opportunity to obtain an open position that has been frozen within the site or program in which they expressed interest. If there is not a frozen position available within their site or program of choice, the Apprentice will be placed in the closest position to their preferences. For those Apprentices that did not secure a position within the site or program as future vacancies become available, before the position is posted externally, the Apprentice will have a one (1) time first right of refusal.

The regular full-time team member will have access to their training fund to pay for any

certification exams. Sound will pay for all required credentialing fees for the new regular full-time team member.

#### Service Commitment

Upon successful completion of the Apprenticeship Program, once Apprentices transition to positions at Sound, they will sign a Service Commitment to work at Sound for no less than two (2) additional years. The Employer may take into consideration emergent personal circumstances brought forward by the employee that disrupt the employee's ability to complete the service agreement.

#### MOU Number 4 -TRAINING AND UPGRADING FUND

Should public funds for continuing education become available to Sound, Sound shall apply for said funding and when funding is acquired to participate in the SEIU 1199NW Multiemployer Training Fund the following language will be implemented. Any partnership contributions to the training fund will be provided by levy funds not other program funds. Discussions for implementation will occur with the Labor Management Committee.

- 1. Training and Upgrading Fund.** A Training and Upgrading Fund, known as the SEIU Healthcare 1199NW Multi-Employer Training and Education Fund (the "Fund") has been established for the purpose of creating a program for addressing the workforce needs of participating employers (collectively "Participating Employers") as well as the career, knowledge and skill aspirations of SEIU Healthcare 1199NW bargaining unit employees.
- 2. Contribution Rate.** The Employer agrees to become a Participating Employer in the Fund, which will be established by an Agreement and Declaration of Trust ("Trust Agreement"). The contribution to the Fund shall be an amount equal to one percent (1%) of the gross payroll of the Service and Maintenance/LPN employees in the Service/LPN bargaining unit, one-half (1/2%) percent of the gross payroll of the Professional/Technical employees in Professional/Technical unit, and one half (1/2%) percent of the gross payroll of the RN bargaining unit employees (collectively "Employees"). Gross payroll shall be defined as the amount included on Box 5 of the W-2 form report of the Employer, excluding per diem employees. All funding will be via the levy, not Medicaid funding.
- 3. Fund Trustees, Programs, Staff.** The Trustees of the Fund are composed of an equal number of representatives designated by the Union and by the employers contributing to the Fund. While acting in a manner consistent with the Fund Principles established between the Union and Participating Employers, the Trustees will determine the overall parameters for these programs, and the staffing needed to carry out the purposes of the Fund. The Trustees of the Fund determine the size of the board. If a bargaining unit member becomes a Training Fund trustee, the Employer will pay the bargaining unit member trustee for all time spent in board meetings and related subcommittee meetings.
- 4. Trust Agreement.** The Employer and Union agree to abide by the Trust Agreement.

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

**6. Fund Contributions, Records, and Collections.** The Employer shall remit the Fund contributions required under this Article on either a monthly or pay period basis, based upon the payroll for the previous month or pay period. Payments shall be due no later than thirty (30) days following the end of the month or pay period on which they are based. The Employer shall submit regular reports with its contributions in such form as may be necessary for the sound and efficient administration of the Fund and/or to enable the Fund to comply with the requirements of Federal and applicable State law and for the collection of payments due pursuant to the Fund. This is also subject to how the levy funds will be released to Sound.

The Employer agrees to make available to the Fund, in accordance with Fund policy, such records of Employees which the Fund may require in connection with the sound and efficient operation of the Fund or that may be so required in order to determine the eligibility of Employees for Fund benefits.

The Employer agrees that the collection of delinquent Employer contributions shall be subject to the collection policy established by the Trustees of the Fund.

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

**MOU 5:** Sound will not unilaterally change an employees FTE.

**MOU 6: Memorandum of Understanding on 2024 Vacation Carryover increase/cashout provision**

Both parties agree to implement Article 6.1 starting on 2/10/2024.

**MOU 7: Memorandum of Understanding on Case Loads**

The Union and the Employer have an interest in finding workloads/caseloads that allow for the best possible patient care delivered efficiently and effectively. We recognize that the needs of clients and how the intensity of clients spread across a caseload are handled differently team by team, and that a one-size-fits-every team approach will not let us find a workable solution for each team. We recognize having the right caseload supports good client care and supports team members in being able to meet service. Therefore, we agree to a team-by-team approach that will let management and union members think through (1) what an efficient, quality care caseload looks like, using Sounds caseload guidelines as a foundational framework, and (2) what are some

best practices around quality care.

1. Each team where members have a caseload will establish a max 2-hour meeting to discuss caseloads with team members and their supervisors/managers.
2. The meeting will be repeated every month until all parties reach consensus on what caseloads should look like for the team. This process may be incorporated into monthly team meetings. Ultimate authority to set caseload numbers rests with management.
3. Once the team has a recommendation the Chief Programs Officer will meet with the team and discuss their proposal on caseloads. The Executive Leadership Team member will help identify strategies for sustaining the mutually agreed upon caseloads. If no consensus is reached, the Labor Management team will discuss the issue and issue a recommendation if possible. Ultimate authority to set caseload numbers rests with management, contingent on union bargaining rights as noted below.
4. After the Executive discussion the caseload numbers will be provided to the Union and the Labor Management Committee.
5. The Executive members, team members and supervisors/managers will meet 6 months after establishing caseload best practices to evaluate the impact on the work, clients and staff.
6. This process will be repeated yearly.

Factors and data to consider in determining caseloads:

1. Reaching Recovery Caseload guidelines. Individualized mix can be acceptable if the clinician is capable of serving different levels. Reference Code of Ethics for the following associations: American Counseling Association, American Association for Marriage and Family Therapy, and National Association of Social Workers.
2. Number of clients expected to be served by the team.
3. Skill mix of the members on the team.
4. Number of outstanding Avatar tickets, and length of resolution.
5. All indicators/reports of technical issues for the team not provided in response to item five.
6. Identify the number of hours a team member will need to stay current on documentation.
7. Address the concerns about concurrent notes.

If caseloads exceed the recognized best caseload practice for a member of the team, the employer will do what they can to ensure that caseloads are ethically created and more equitably distributed and will strive to bring in new clients at a rate that will not increase the caseloads for clinicians. Strategies may include use of wait lists, hiring new staff, and team problem solving. Nothing in this MOU constitutes a waiver by the Union of any existing rights to bargain over changes in caseload and productivity requirements.

#### **MOU 8:**

Union agrees to withdraw any outstanding ULP's, and employer agrees any grievances filed after CBA or extension expired are eligible for arbitration.

**MOU 9:**

RE: Call Pay for ARNPs and PAs

The Union and the Employer agree that effective 9/15/2024 the fixed call rates for ARNPs and PAs will increase to the following rates.

Weekday Fixed Call Rate increased to \$95/shift

Weekend Fixed Call Rate increased to \$110/shift

Holiday Fixed Call Rate increased to \$150/shift



9/26/2024

Jane Hopkins, RN  
President SEIU Healthcare 1199NW

**Charlotte  
Jones**

Digital signature of Charlotte Jones  
By: D. Craig, D. Craig, Charlotte Jones  
Name: Charlotte Jones  
Role: Charlotte Jones  
Status: Approved  
Created: 09/26/2024 09:17:49:28  
Format: PDF (PDF) Version: 0.0.1

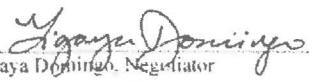
Charlotte Jones  
VP & Chief People Diversity Equity Justice  
Inclusion Officer

Signature Page

Service Healthcare 1199NW



Jane Hopkins, SEIU Healthcare 1199 NW President

  
Ligaya Domingo, Negotiator

  
Will Musoff, Organizer

  
Anna Shephard

  
Bill Nolan

  
Dae Kim

Sound

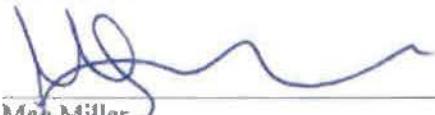


Katrina Egner, President & Chief Executive Officer

  
Charlotte Jones, VP & Chief People Diversity Equity  
Justice Inclusion Officer

Lori Horton

Lori Horton



Meg Miller

Rayna Heard

Rayna Heard

## Appendix A

Year 1 January 1, 2024	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	110%
Admin I	\$ 22.96	\$ 23.19	\$ 23.42	\$ 23.66	\$ 23.89	\$ 24.13	\$ 24.37	\$ 24.62	\$ 24.85	\$ 25.11	\$ 25.36	\$ 25.62	\$ 25.87	\$ 26.13	\$ 26.39	\$ 26.66	\$ 26.92	\$ 27.19	\$ 27.46	\$ 30.21
Admin II	\$ 24.01	\$ 24.25	\$ 24.49	\$ 24.74	\$ 24.99	\$ 25.24	\$ 25.49	\$ 25.74	\$ 26.00	\$ 26.26	\$ 26.52	\$ 26.79	\$ 27.06	\$ 27.33	\$ 27.60	\$ 27.88	\$ 28.15	\$ 28.44	\$ 28.72	\$ 31.59
Admin III	\$ 25.06	\$ 25.31	\$ 25.56	\$ 25.82	\$ 26.08	\$ 26.34	\$ 26.60	\$ 26.87	\$ 27.14	\$ 27.41	\$ 27.68	\$ 27.96	\$ 28.24	\$ 28.52	\$ 28.81	\$ 29.09	\$ 29.39	\$ 29.68	\$ 29.98	\$ 32.97
ARNP	\$ 75.80	\$ 76.56	\$ 77.32	\$ 78.10	\$ 78.88	\$ 79.67	\$ 80.46	\$ 81.27	\$ 82.03	\$ 82.90	\$ 83.73	\$ 84.57	\$ 85.41	\$ 85.41	\$ 85.41	\$ 85.41	\$ 85.41	\$ 85.41	\$ 85.41	\$ 85.41
Case Manager	\$ 25.44	\$ 25.69	\$ 25.95	\$ 26.21	\$ 26.47	\$ 26.74	\$ 27.01	\$ 27.28	\$ 27.55	\$ 27.82	\$ 28.10	\$ 28.38	\$ 28.67	\$ 28.95	\$ 29.24	\$ 29.54	\$ 29.83	\$ 30.13	\$ 30.43	\$ 33.47
Case Manager Bachelors	\$ 26.44	\$ 26.70	\$ 26.97	\$ 27.24	\$ 27.51	\$ 27.79	\$ 28.07	\$ 28.35	\$ 28.63	\$ 28.92	\$ 29.21	\$ 29.50	\$ 29.79	\$ 30.09	\$ 30.39	\$ 30.70	\$ 31.00	\$ 31.31	\$ 31.63	\$ 34.79
Case Manager Licensed	\$ 29.44	\$ 29.73	\$ 30.03	\$ 30.33	\$ 30.64	\$ 30.94	\$ 31.25	\$ 31.56	\$ 31.83	\$ 32.20	\$ 32.52	\$ 32.85	\$ 33.17	\$ 33.51	\$ 33.84	\$ 34.18	\$ 34.52	\$ 34.87	\$ 35.22	\$ 38.74
Case Manager Masters	\$ 27.44	\$ 27.71	\$ 27.99	\$ 28.27	\$ 28.55	\$ 28.84	\$ 29.13	\$ 29.42	\$ 29.71	\$ 30.01	\$ 30.31	\$ 30.61	\$ 30.92	\$ 31.23	\$ 31.54	\$ 31.86	\$ 32.18	\$ 32.50	\$ 32.82	\$ 36.10
Case Manager MHP	\$ 28.44	\$ 28.72	\$ 29.01	\$ 29.30	\$ 29.60	\$ 29.89	\$ 30.19	\$ 30.49	\$ 30.80	\$ 31.10	\$ 31.42	\$ 31.73	\$ 32.05	\$ 32.37	\$ 32.69	\$ 33.02	\$ 33.35	\$ 33.68	\$ 34.02	\$ 37.42
Clinician	\$ 29.00	\$ 29.29	\$ 29.58	\$ 29.88	\$ 30.18	\$ 30.48	\$ 30.78	\$ 31.09	\$ 31.40	\$ 31.72	\$ 32.03	\$ 32.35	\$ 32.68	\$ 33.00	\$ 33.33	\$ 33.67	\$ 34.00	\$ 34.34	\$ 34.69	\$ 38.16
Clinician B	\$ 29.50	\$ 29.80	\$ 30.09	\$ 30.39	\$ 30.70	\$ 31.00	\$ 31.31	\$ 31.63	\$ 31.94	\$ 32.26	\$ 32.59	\$ 32.91	\$ 33.24	\$ 33.57	\$ 33.91	\$ 34.25	\$ 34.59	\$ 34.94	\$ 35.29	\$ 38.97
Clinician Licensed	\$ 32.00	\$ 32.32	\$ 32.64	\$ 32.97	\$ 33.30	\$ 33.63	\$ 33.97	\$ 34.31	\$ 34.65	\$ 35.00	\$ 35.35	\$ 35.70	\$ 36.06	\$ 36.42	\$ 36.78	\$ 37.15	\$ 37.52	\$ 37.90	\$ 38.28	\$ 42.10
Clinician Masters	\$ 30.00	\$ 30.30	\$ 30.60	\$ 30.91	\$ 31.22	\$ 31.53	\$ 31.85	\$ 32.16	\$ 32.49	\$ 32.81	\$ 33.14	\$ 33.47	\$ 33.81	\$ 34.14	\$ 34.48	\$ 34.83	\$ 35.18	\$ 35.53	\$ 35.88	\$ 39.47
Clinician MHP	\$ 31.00	\$ 31.31	\$ 31.62	\$ 31.94	\$ 32.26	\$ 32.58	\$ 32.91	\$ 33.24	\$ 33.57	\$ 33.90	\$ 34.24	\$ 34.59	\$ 34.93	\$ 35.28	\$ 35.63	\$ 35.99	\$ 36.35	\$ 36.71	\$ 37.08	\$ 40.79
Clinician SUD	\$ 31.00	\$ 31.31	\$ 31.62	\$ 31.94	\$ 32.26	\$ 32.58	\$ 32.91	\$ 33.24	\$ 33.57	\$ 33.90	\$ 34.24	\$ 34.59	\$ 34.93	\$ 35.28	\$ 35.63	\$ 35.99	\$ 36.35	\$ 36.71	\$ 37.08	\$ 40.79
Clinician B SUD	\$ 31.00	\$ 31.31	\$ 31.62	\$ 31.94	\$ 32.26	\$ 32.58	\$ 32.91	\$ 33.24	\$ 33.57	\$ 33.90	\$ 34.24	\$ 34.59	\$ 34.93	\$ 35.28	\$ 35.63	\$ 35.99	\$ 36.35	\$ 36.71	\$ 37.08	\$ 40.87
Clinician Licensed SUD	\$ 32.25	\$ 32.57	\$ 32.90	\$ 33.23	\$ 33.56	\$ 33.90	\$ 34.23	\$ 34.58	\$ 34.92	\$ 35.27	\$ 35.62	\$ 35.98	\$ 36.34	\$ 36.70	\$ 37.07	\$ 37.44	\$ 37.82	\$ 38.19	\$ 38.58	\$ 42.43

Year 1 January 1, 2024	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	110%
Clinician Masters SUD	\$ 31.25	\$ 31.56	\$ 31.88	\$ 32.20	\$ 32.52	\$ 32.84	\$ 33.17	\$ 33.50	\$ 33.84	\$ 34.18	\$ 34.52	\$ 34.86	\$ 35.21	\$ 35.57	\$ 35.92	\$ 36.28	\$ 36.64	\$ 37.01	\$ 37.38	541.12
Clinician MHP SUD	\$ 31.50	\$ 31.82	\$ 32.13	\$ 32.45	\$ 32.78	\$ 33.11	\$ 33.44	\$ 33.77	\$ 34.11	\$ 34.45	\$ 34.80	\$ 35.14	\$ 35.49	\$ 35.85	\$ 36.21	\$ 36.57	\$ 36.94	\$ 37.31	\$ 37.68	41.45
Cook	\$ 22.38	\$ 22.60	\$ 22.83	\$ 23.06	\$ 23.29	\$ 23.52	\$ 23.76	\$ 23.99	\$ 24.23	\$ 24.48	\$ 24.72	\$ 24.97	\$ 25.22	\$ 25.47	\$ 25.73	\$ 25.98	\$ 26.24	\$ 26.51	\$ 26.77	29.45
Courier	\$ 22.96	\$ 23.19	\$ 23.42	\$ 23.66	\$ 23.89	\$ 24.13	\$ 24.37	\$ 24.62	\$ 24.85	\$ 25.11	\$ 25.36	\$ 25.62	\$ 25.87	\$ 26.13	\$ 26.39	\$ 26.66	\$ 26.92	\$ 27.19	\$ 27.46	30.21
EVS	\$ 22.96	\$ 23.19	\$ 23.42	\$ 23.66	\$ 23.89	\$ 24.13	\$ 24.37	\$ 24.62	\$ 24.85	\$ 25.11	\$ 25.36	\$ 25.62	\$ 25.87	\$ 26.13	\$ 26.39	\$ 26.66	\$ 26.92	\$ 27.19	\$ 27.46	30.21
Kitchen Aide	\$ 21.36	\$ 21.57	\$ 21.79	\$ 22.01	\$ 22.23	\$ 22.45	\$ 22.67	\$ 22.90	\$ 23.13	\$ 23.36	\$ 23.60	\$ 23.83	\$ 24.07	\$ 24.31	\$ 24.55	\$ 24.80	\$ 25.05	\$ 25.30	\$ 25.55	28.11
Landscaper	\$ 25.59	\$ 25.85	\$ 26.10	\$ 26.37	\$ 26.63	\$ 26.90	\$ 27.16	\$ 27.44	\$ 27.71	\$ 27.99	\$ 28.27	\$ 28.55	\$ 28.84	\$ 29.12	\$ 29.42	\$ 29.71	\$ 30.01	\$ 30.31	\$ 30.61	33.67
LPN	\$ 38.20	\$ 38.59	\$ 38.97	\$ 39.36	\$ 39.76	\$ 40.15	\$ 40.55	\$ 40.96	\$ 41.37	\$ 41.78	\$ 42.20	\$ 42.62	\$ 43.05	\$ 43.48	\$ 43.91	\$ 44.35	\$ 44.80	\$ 45.25	\$ 45.70	50.27
Maintenanc e I	\$ 24.01	\$ 24.25	\$ 24.49	\$ 24.74	\$ 24.99	\$ 25.24	\$ 25.49	\$ 25.74	\$ 26.00	\$ 26.26	\$ 26.52	\$ 26.79	\$ 27.06	\$ 27.33	\$ 27.60	\$ 27.88	\$ 28.15	\$ 28.44	\$ 28.72	31.59
Maintenanc e II	\$ 26.11	\$ 26.37	\$ 26.64	\$ 26.90	\$ 27.17	\$ 27.44	\$ 27.72	\$ 27.99	\$ 28.27	\$ 28.56	\$ 28.84	\$ 29.13	\$ 29.42	\$ 29.72	\$ 30.01	\$ 30.31	\$ 30.62	\$ 30.92	\$ 31.23	34.35
Medical Assistant	\$ 25.00	\$ 25.25	\$ 25.50	\$ 25.76	\$ 26.02	\$ 26.28	\$ 26.54	\$ 26.80	\$ 27.07	\$ 27.34	\$ 27.62	\$ 27.89	\$ 28.17	\$ 28.45	\$ 28.74	\$ 29.02	\$ 29.31	\$ 29.61	\$ 29.90	32.89
Medical Support	\$ 23.00	\$ 23.23	\$ 23.46	\$ 23.70	\$ 23.93	\$ 24.17	\$ 24.41	\$ 24.66	\$ 24.91	\$ 25.15	\$ 25.41	\$ 25.66	\$ 25.92	\$ 26.18	\$ 26.44	\$ 26.70	\$ 26.97	\$ 27.24	\$ 27.51	30.26
Peer Specialist	\$ 24.00	\$ 24.24	\$ 24.48	\$ 24.73	\$ 24.97	\$ 25.22	\$ 25.48	\$ 25.73	\$ 25.99	\$ 26.25	\$ 26.51	\$ 26.78	\$ 27.04	\$ 27.31	\$ 27.59	\$ 27.86	\$ 28.14	\$ 28.42	\$ 28.71	31.58
PA	\$ 75.80	\$ 76.56	\$ 77.32	\$ 78.10	\$ 78.88	\$ 79.67	\$ 80.46	\$ 81.27	\$ 82.08	\$ 82.90	\$ 83.73	\$ 84.57	\$ 85.41	\$ 85.41	\$ 85.41	\$ 85.41	\$ 85.41	\$ 85.41	\$ 85.41	85.41
RN	\$ 54.00	\$ 54.54	\$ 55.09	\$ 55.64	\$ 56.19	\$ 56.75	\$ 57.32	\$ 57.90	\$ 58.47	\$ 59.06	\$ 59.65	\$ 60.25	\$ 60.85	\$ 61.46	\$ 62.07	\$ 62.69	\$ 63.32	\$ 63.95	\$ 64.59	71.05
Support	\$ 23.49	\$ 23.72	\$ 23.96	\$ 24.20	\$ 24.44	\$ 24.69	\$ 24.94	\$ 25.18	\$ 25.44	\$ 25.69	\$ 25.95	\$ 26.21	\$ 26.47	\$ 26.73	\$ 27.00	\$ 27.27	\$ 27.54	\$ 27.82	\$ 28.10	30.91



Year 2 July 1, 2024	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	110%
Admin I	\$ 23.71	\$ 23.94	\$ 24.18	\$ 24.42	\$ 24.67	\$ 24.92	\$ 25.16	\$ 25.42	\$ 25.67	\$ 25.93	\$ 26.19	\$ 26.45	\$ 26.71	\$ 26.98	\$ 27.25	\$ 27.52	\$ 27.80	\$ 28.08	\$ 28.36	\$ 31.19
Admin II	\$ 24.79	\$ 25.04	\$ 25.29	\$ 25.54	\$ 25.80	\$ 26.06	\$ 26.32	\$ 26.58	\$ 26.84	\$ 27.11	\$ 27.38	\$ 27.66	\$ 27.93	\$ 28.21	\$ 28.50	\$ 28.78	\$ 29.07	\$ 29.36	\$ 29.65	\$ 32.62
Admin III	\$ 25.87	\$ 26.13	\$ 26.39	\$ 26.66	\$ 26.93	\$ 27.19	\$ 27.47	\$ 27.74	\$ 28.02	\$ 28.30	\$ 28.58	\$ 28.87	\$ 29.16	\$ 29.45	\$ 29.74	\$ 30.04	\$ 30.34	\$ 30.64	\$ 30.95	\$ 34.04
ARNP	\$ 77.32	\$ 78.09	\$ 78.87	\$ 79.66	\$ 80.46	\$ 81.26	\$ 82.07	\$ 82.89	\$ 83.72	\$ 84.56	\$ 85.40	\$ 86.26	\$ 87.12	\$ 87.12	\$ 87.12	\$ 87.12	\$ 87.12	\$ 87.12	\$ 87.12	\$ 87.12
Case Manager	\$ 26.27	\$ 26.53	\$ 26.79	\$ 27.06	\$ 27.33	\$ 27.61	\$ 27.88	\$ 28.16	\$ 28.44	\$ 28.73	\$ 29.02	\$ 29.31	\$ 29.60	\$ 29.89	\$ 30.19	\$ 30.49	\$ 30.80	\$ 31.11	\$ 31.42	\$ 34.56
Case Manager Bachelor's	\$ 27.30	\$ 27.57	\$ 27.85	\$ 28.13	\$ 28.41	\$ 28.69	\$ 28.98	\$ 29.27	\$ 29.56	\$ 29.86	\$ 30.16	\$ 30.46	\$ 30.76	\$ 31.07	\$ 31.38	\$ 31.69	\$ 32.01	\$ 32.33	\$ 32.65	\$ 35.92
Case Manager Licensed	\$ 30.40	\$ 30.70	\$ 31.01	\$ 31.32	\$ 31.63	\$ 31.95	\$ 32.27	\$ 32.59	\$ 32.92	\$ 33.24	\$ 33.58	\$ 33.91	\$ 34.25	\$ 34.59	\$ 34.94	\$ 35.29	\$ 35.64	\$ 36.00	\$ 36.36	\$ 40.00
Case Manager Masters	\$ 28.33	\$ 28.61	\$ 28.90	\$ 29.19	\$ 29.48	\$ 29.78	\$ 30.07	\$ 30.38	\$ 30.68	\$ 30.99	\$ 31.30	\$ 31.61	\$ 31.92	\$ 32.24	\$ 32.57	\$ 32.89	\$ 33.22	\$ 33.55	\$ 33.89	\$ 37.28
Case Manager MHP	\$ 29.36	\$ 29.66	\$ 29.95	\$ 30.25	\$ 30.56	\$ 30.86	\$ 31.17	\$ 31.48	\$ 31.80	\$ 32.11	\$ 32.44	\$ 32.76	\$ 33.09	\$ 33.42	\$ 33.75	\$ 34.09	\$ 34.43	\$ 34.78	\$ 35.12	\$ 38.64
Clinician	\$ 29.94	\$ 30.24	\$ 30.54	\$ 30.85	\$ 31.16	\$ 31.47	\$ 31.78	\$ 32.10	\$ 32.42	\$ 32.75	\$ 33.08	\$ 33.41	\$ 33.74	\$ 34.08	\$ 34.42	\$ 34.76	\$ 35.11	\$ 35.46	\$ 35.82	\$ 39.40
Clinician B	\$ 30.46	\$ 30.76	\$ 31.07	\$ 31.38	\$ 31.70	\$ 32.01	\$ 32.33	\$ 32.66	\$ 32.98	\$ 33.31	\$ 33.65	\$ 33.98	\$ 34.32	\$ 34.66	\$ 35.01	\$ 35.36	\$ 35.72	\$ 36.07	\$ 36.43	\$ 40.08
Clinician Licensed	\$ 33.04	\$ 33.37	\$ 33.70	\$ 34.04	\$ 34.38	\$ 34.73	\$ 35.07	\$ 35.42	\$ 35.78	\$ 36.14	\$ 36.50	\$ 36.86	\$ 37.23	\$ 37.60	\$ 37.98	\$ 38.36	\$ 38.74	\$ 39.13	\$ 39.52	\$ 43.47
Clinician Masters	\$ 30.98	\$ 31.28	\$ 31.60	\$ 31.91	\$ 32.23	\$ 32.55	\$ 32.88	\$ 33.21	\$ 33.54	\$ 33.88	\$ 34.22	\$ 34.56	\$ 34.90	\$ 35.25	\$ 35.60	\$ 35.96	\$ 36.32	\$ 36.68	\$ 37.05	\$ 40.76
Clinician MHP	\$ 32.01	\$ 32.33	\$ 32.65	\$ 32.98	\$ 33.31	\$ 33.64	\$ 33.98	\$ 34.32	\$ 34.66	\$ 35.01	\$ 35.36	\$ 35.71	\$ 36.07	\$ 36.43	\$ 36.79	\$ 37.16	\$ 37.53	\$ 37.91	\$ 38.29	\$ 42.11
Clinician SUD	\$ 32.01	\$ 32.33	\$ 32.65	\$ 32.98	\$ 33.31	\$ 33.64	\$ 33.98	\$ 34.32	\$ 34.66	\$ 35.01	\$ 35.36	\$ 35.71	\$ 36.07	\$ 36.43	\$ 36.79	\$ 37.16	\$ 37.53	\$ 37.91	\$ 38.29	\$ 42.11
Clinician B SUD	\$ 32.01	\$ 32.33	\$ 32.65	\$ 32.98	\$ 33.31	\$ 33.64	\$ 33.98	\$ 34.32	\$ 34.66	\$ 35.01	\$ 35.36	\$ 35.71	\$ 36.07	\$ 36.43	\$ 36.79	\$ 37.16	\$ 37.53	\$ 37.91	\$ 38.29	\$ 42.11
Clinician Licensed SUD	\$ 33.30	\$ 33.63	\$ 33.97	\$ 34.31	\$ 34.65	\$ 35.00	\$ 35.35	\$ 35.70	\$ 36.06	\$ 36.42	\$ 36.78	\$ 37.15	\$ 37.52	\$ 37.90	\$ 38.28	\$ 38.66	\$ 39.04	\$ 39.44	\$ 39.83	\$ 43.81

Year 2 July 1, 2024	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	110%
Clinician Masters SUD	\$ 32.27	\$ 32.59	\$ 32.91	\$ 33.24	\$ 33.58	\$ 33.91	\$ 34.25	\$ 34.59	\$ 34.94	\$ 35.29	\$ 35.64	\$ 36.00	\$ 36.36	\$ 36.72	\$ 37.09	\$ 37.46	\$ 37.83	\$ 38.21	\$ 38.59	\$ 42.45
Clinician MHP SUD	\$ 32.52	\$ 32.85	\$ 33.18	\$ 33.51	\$ 33.84	\$ 34.18	\$ 34.52	\$ 34.87	\$ 35.22	\$ 35.57	\$ 35.93	\$ 36.29	\$ 36.65	\$ 37.02	\$ 37.39	\$ 37.76	\$ 38.14	\$ 38.52	\$ 38.90	\$ 42.79
Cook	\$ 23.11	\$ 23.34	\$ 23.57	\$ 23.81	\$ 24.05	\$ 24.29	\$ 24.53	\$ 24.77	\$ 25.02	\$ 25.27	\$ 25.52	\$ 25.78	\$ 26.04	\$ 26.30	\$ 26.56	\$ 26.83	\$ 27.09	\$ 27.37	\$ 27.64	\$ 30.40
Courier	\$ 23.71	\$ 23.94	\$ 24.18	\$ 24.42	\$ 24.67	\$ 24.92	\$ 25.17	\$ 25.42	\$ 25.67	\$ 25.93	\$ 26.19	\$ 26.45	\$ 26.71	\$ 26.98	\$ 27.25	\$ 27.52	\$ 27.80	\$ 28.08	\$ 28.36	\$ 31.19
EVS	\$ 23.71	\$ 23.94	\$ 24.18	\$ 24.42	\$ 24.67	\$ 24.92	\$ 25.17	\$ 25.42	\$ 25.67	\$ 25.93	\$ 26.19	\$ 26.45	\$ 26.71	\$ 26.98	\$ 27.25	\$ 27.52	\$ 27.80	\$ 28.08	\$ 28.36	\$ 31.19
Kitchen Aide	\$ 22.05	\$ 22.28	\$ 22.50	\$ 22.72	\$ 22.95	\$ 23.18	\$ 23.41	\$ 23.65	\$ 23.88	\$ 24.12	\$ 24.36	\$ 24.61	\$ 24.85	\$ 25.10	\$ 25.35	\$ 25.60	\$ 25.86	\$ 26.12	\$ 26.38	\$ 29.02
Landscaper	\$ 26.42	\$ 26.69	\$ 26.95	\$ 27.22	\$ 27.49	\$ 27.77	\$ 28.05	\$ 28.33	\$ 28.61	\$ 28.90	\$ 29.19	\$ 29.48	\$ 29.77	\$ 30.07	\$ 30.37	\$ 30.67	\$ 30.98	\$ 31.29	\$ 31.60	\$ 34.76
LPN	\$ 38.97	\$ 39.36	\$ 39.75	\$ 40.15	\$ 40.55	\$ 40.96	\$ 41.37	\$ 41.78	\$ 42.20	\$ 42.62	\$ 43.05	\$ 43.48	\$ 43.91	\$ 44.35	\$ 44.79	\$ 45.24	\$ 45.69	\$ 46.15	\$ 46.61	\$ 51.27
Maintenanc e I	\$ 24.79	\$ 25.04	\$ 25.29	\$ 25.54	\$ 25.80	\$ 26.06	\$ 26.32	\$ 26.58	\$ 26.84	\$ 27.11	\$ 27.38	\$ 27.66	\$ 27.93	\$ 28.21	\$ 28.50	\$ 28.78	\$ 29.07	\$ 29.36	\$ 29.65	\$ 32.62
Maintenanc e II	\$ 26.96	\$ 27.23	\$ 27.50	\$ 27.78	\$ 28.05	\$ 28.33	\$ 28.62	\$ 28.90	\$ 29.19	\$ 29.48	\$ 29.78	\$ 30.08	\$ 30.38	\$ 30.68	\$ 30.99	\$ 31.30	\$ 31.61	\$ 31.93	\$ 32.25	\$ 35.47
Medical Assistant	\$ 25.50	\$ 25.76	\$ 26.01	\$ 26.27	\$ 26.54	\$ 26.80	\$ 27.07	\$ 27.34	\$ 27.61	\$ 27.89	\$ 28.17	\$ 28.45	\$ 28.73	\$ 29.02	\$ 29.31	\$ 29.60	\$ 29.90	\$ 30.20	\$ 30.50	\$ 33.55
Medical Support	\$ 23.46	\$ 23.69	\$ 23.93	\$ 24.17	\$ 24.41	\$ 24.66	\$ 24.90	\$ 25.15	\$ 25.40	\$ 25.66	\$ 25.91	\$ 26.17	\$ 26.44	\$ 26.70	\$ 26.97	\$ 27.24	\$ 27.51	\$ 27.78	\$ 28.06	\$ 30.87
Peer Specialist	\$ 24.78	\$ 25.03	\$ 25.28	\$ 25.53	\$ 25.79	\$ 26.04	\$ 26.30	\$ 26.57	\$ 26.83	\$ 27.10	\$ 27.37	\$ 27.65	\$ 27.92	\$ 28.20	\$ 28.48	\$ 28.77	\$ 29.06	\$ 29.35	\$ 29.64	\$ 32.60
PA	\$ 77.32	\$ 78.09	\$ 78.87	\$ 79.66	\$ 80.46	\$ 81.26	\$ 82.07	\$ 82.89	\$ 83.72	\$ 84.56	\$ 85.40	\$ 86.26	\$ 87.12	\$ 87.12	\$ 87.12	\$ 87.12	\$ 87.12	\$ 87.12	\$ 87.12	\$ 87.12
RN	\$ 55.08	\$ 55.63	\$ 56.19	\$ 56.75	\$ 57.32	\$ 57.89	\$ 58.47	\$ 59.05	\$ 59.64	\$ 60.24	\$ 60.84	\$ 61.45	\$ 62.07	\$ 62.69	\$ 63.31	\$ 63.95	\$ 64.59	\$ 65.23	\$ 65.88	\$ 72.47
Support	\$ 24.25	\$ 24.50	\$ 24.74	\$ 24.99	\$ 25.24	\$ 25.49	\$ 25.75	\$ 26.00	\$ 26.25	\$ 26.53	\$ 26.79	\$ 27.06	\$ 27.33	\$ 27.60	\$ 27.88	\$ 28.16	\$ 28.44	\$ 28.72	\$ 29.01	\$ 31.91

Year 2 July 1, 2024	0- 1000 hours	1001- 2000 hours	2002 +					
Peer Specialist Apprentice e	\$ 24.78	\$ 24.91	\$ 2	Journey at Step				
Case Manager II Apprentice e	\$ 26.27	\$ 26.40	\$ 2	Journey at Step				
SUDP Apprentice e	\$ 28.17	\$ 28.45	\$ 30.71					

Year 3 July 1, 2025	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	110%
Admin I	\$ 24.42	\$ 24.66	\$ 24.91	\$ 25.16	\$ 25.41	\$ 25.66	\$ 25.92	\$ 26.18	\$ 26.44	\$ 26.70	\$ 26.97	\$ 27.24	\$ 27.51	\$ 27.79	\$ 28.07	\$ 28.35	\$ 28.63	\$ 28.92	\$ 29.21	\$ 32.13
Admin II	\$ 25.53	\$ 25.79	\$ 26.05	\$ 26.31	\$ 26.57	\$ 26.84	\$ 27.10	\$ 27.38	\$ 27.65	\$ 27.93	\$ 28.21	\$ 28.49	\$ 28.77	\$ 29.06	\$ 29.35	\$ 29.64	\$ 29.94	\$ 30.24	\$ 30.54	\$ 33.60
Admin III	\$ 26.65	\$ 26.92	\$ 27.19	\$ 27.46	\$ 27.73	\$ 28.01	\$ 28.29	\$ 28.57	\$ 28.86	\$ 29.15	\$ 29.44	\$ 29.73	\$ 30.03	\$ 30.33	\$ 30.63	\$ 30.94	\$ 31.25	\$ 31.56	\$ 31.88	\$ 35.07
ARNP	\$ 78.86	\$ 79.65	\$ 80.45	\$ 81.25	\$ 82.06	\$ 82.89	\$ 83.71	\$ 84.55	\$ 85.40	\$ 86.25	\$ 87.11	\$ 87.98	\$ 88.86	\$ 88.86	\$ 88.86	\$ 88.86	\$ 88.86	\$ 88.86	\$ 88.86	\$ 88.86
Case Manager	\$ 27.05	\$ 27.32	\$ 27.60	\$ 27.87	\$ 28.15	\$ 28.44	\$ 28.72	\$ 29.01	\$ 29.30	\$ 29.59	\$ 29.89	\$ 30.18	\$ 30.49	\$ 30.79	\$ 31.10	\$ 31.41	\$ 31.72	\$ 32.04	\$ 32.36	\$ 35.60
Case Manager Bachelor's	\$ 28.12	\$ 28.40	\$ 28.68	\$ 28.97	\$ 29.26	\$ 29.55	\$ 29.85	\$ 30.15	\$ 30.45	\$ 30.75	\$ 31.06	\$ 31.37	\$ 31.68	\$ 32.00	\$ 32.32	\$ 32.64	\$ 32.97	\$ 33.30	\$ 33.63	\$ 37.00
Case Manager Licensed	\$ 31.31	\$ 31.62	\$ 31.94	\$ 32.26	\$ 32.58	\$ 32.91	\$ 33.23	\$ 33.57	\$ 33.90	\$ 34.24	\$ 34.58	\$ 34.93	\$ 35.28	\$ 35.63	\$ 35.99	\$ 36.35	\$ 36.71	\$ 37.08	\$ 37.45	\$ 41.20
Case Manager Masters	\$ 29.18	\$ 29.47	\$ 29.77	\$ 30.07	\$ 30.37	\$ 30.67	\$ 30.98	\$ 31.29	\$ 31.60	\$ 31.92	\$ 32.23	\$ 32.56	\$ 32.88	\$ 33.21	\$ 33.54	\$ 33.88	\$ 34.22	\$ 34.56	\$ 34.91	\$ 38.40
Case Manager MHP	\$ 30.25	\$ 30.55	\$ 30.85	\$ 31.16	\$ 31.47	\$ 31.79	\$ 32.11	\$ 32.43	\$ 32.75	\$ 33.08	\$ 33.41	\$ 33.74	\$ 34.08	\$ 34.42	\$ 34.77	\$ 35.11	\$ 35.46	\$ 35.82	\$ 36.18	\$ 39.80
Clinician	\$ 30.84	\$ 31.15	\$ 31.46	\$ 31.78	\$ 32.09	\$ 32.41	\$ 32.74	\$ 33.07	\$ 33.40	\$ 33.73	\$ 34.07	\$ 34.41	\$ 34.75	\$ 35.10	\$ 35.45	\$ 35.81	\$ 36.16	\$ 36.53	\$ 36.89	\$ 40.58
Clinician B	\$ 31.37	\$ 31.69	\$ 32.00	\$ 32.32	\$ 32.65	\$ 32.97	\$ 33.30	\$ 33.64	\$ 33.97	\$ 34.31	\$ 34.65	\$ 35.00	\$ 35.35	\$ 35.70	\$ 36.06	\$ 36.42	\$ 36.79	\$ 37.15	\$ 37.53	\$ 41.28
Clinician Licensed	\$ 34.03	\$ 34.37	\$ 34.72	\$ 35.06	\$ 35.41	\$ 35.77	\$ 36.13	\$ 36.49	\$ 36.85	\$ 37.22	\$ 37.59	\$ 37.97	\$ 38.35	\$ 38.73	\$ 39.12	\$ 39.51	\$ 39.90	\$ 40.30	\$ 40.71	\$ 44.78
Clinician Masters	\$ 31.90	\$ 32.22	\$ 32.55	\$ 32.87	\$ 33.20	\$ 33.53	\$ 33.87	\$ 34.21	\$ 34.55	\$ 34.89	\$ 35.24	\$ 35.59	\$ 35.95	\$ 36.31	\$ 36.67	\$ 37.04	\$ 37.41	\$ 37.78	\$ 38.16	\$ 41.98
Clinician MHP	\$ 32.97	\$ 33.30	\$ 33.63	\$ 33.97	\$ 34.31	\$ 34.65	\$ 35.00	\$ 35.35	\$ 35.70	\$ 36.06	\$ 36.42	\$ 36.78	\$ 37.15	\$ 37.52	\$ 37.90	\$ 38.27	\$ 38.66	\$ 39.04	\$ 39.43	\$ 43.38
Clinician SUD	\$ 32.97	\$ 33.30	\$ 33.63	\$ 33.97	\$ 34.31	\$ 34.65	\$ 35.00	\$ 35.35	\$ 35.70	\$ 36.06	\$ 36.42	\$ 36.78	\$ 37.15	\$ 37.52	\$ 37.90	\$ 38.27	\$ 38.66	\$ 39.04	\$ 39.43	\$ 43.38
Clinician B SUD	\$ 32.97	\$ 33.30	\$ 33.63	\$ 33.97	\$ 34.31	\$ 34.65	\$ 35.00	\$ 35.35	\$ 35.70	\$ 36.06	\$ 36.42	\$ 36.78	\$ 37.15	\$ 37.52	\$ 37.90	\$ 38.27	\$ 38.66	\$ 39.04	\$ 39.43	\$ 43.38
Clinician Licensed SUD	\$ 34.30	\$ 34.64	\$ 34.99	\$ 35.34	\$ 35.69	\$ 36.05	\$ 36.41	\$ 36.77	\$ 37.14	\$ 37.51	\$ 37.89	\$ 38.26	\$ 38.65	\$ 39.03	\$ 39.42	\$ 39.82	\$ 40.22	\$ 40.62	\$ 41.02	\$ 45.13

Year 3 July 1, 2025	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	110%
Clinician Masters SUD	\$ 33.23	\$ 33.57	\$ 33.90	\$ 34.24	\$ 34.58	\$ 34.93	\$ 35.28	\$ 35.63	\$ 35.99	\$ 36.35	\$ 36.71	\$ 37.08	\$ 37.45	\$ 37.82	\$ 38.20	\$ 38.58	\$ 38.97	\$ 39.36	\$ 39.75	\$ 43.73
Clinician MHP SUD	\$ 33.50	\$ 33.83	\$ 34.17	\$ 34.51	\$ 34.86	\$ 35.21	\$ 35.56	\$ 35.92	\$ 36.28	\$ 36.64	\$ 37.00	\$ 37.37	\$ 37.75	\$ 38.13	\$ 38.51	\$ 38.89	\$ 39.28	\$ 39.67	\$ 40.07	\$ 44.08
Cook	\$ 23.80	\$ 24.04	\$ 24.28	\$ 24.52	\$ 24.77	\$ 25.02	\$ 25.26	\$ 25.52	\$ 25.77	\$ 26.03	\$ 26.29	\$ 26.55	\$ 26.82	\$ 27.09	\$ 27.36	\$ 27.63	\$ 27.91	\$ 28.19	\$ 28.47	\$ 31.32
Courier	\$ 24.42	\$ 24.66	\$ 24.91	\$ 25.16	\$ 25.41	\$ 25.66	\$ 25.92	\$ 26.18	\$ 26.44	\$ 26.70	\$ 26.97	\$ 27.24	\$ 27.51	\$ 27.79	\$ 28.07	\$ 28.35	\$ 28.63	\$ 28.92	\$ 29.21	\$ 32.13
EVS	\$ 24.42	\$ 24.66	\$ 24.91	\$ 25.16	\$ 25.41	\$ 25.66	\$ 25.92	\$ 26.18	\$ 26.44	\$ 26.70	\$ 26.97	\$ 27.24	\$ 27.51	\$ 27.79	\$ 28.07	\$ 28.35	\$ 28.63	\$ 28.92	\$ 29.21	\$ 32.13
Kitchen Aide	\$ 22.72	\$ 22.94	\$ 23.17	\$ 23.40	\$ 23.64	\$ 23.88	\$ 24.11	\$ 24.35	\$ 24.60	\$ 24.84	\$ 25.09	\$ 25.34	\$ 25.60	\$ 25.85	\$ 26.11	\$ 26.37	\$ 26.64	\$ 26.90	\$ 27.17	\$ 29.89
Landscaper	\$ 27.21	\$ 27.49	\$ 27.76	\$ 28.04	\$ 28.32	\$ 28.60	\$ 28.89	\$ 29.18	\$ 29.47	\$ 29.76	\$ 30.06	\$ 30.36	\$ 30.67	\$ 30.97	\$ 31.28	\$ 31.59	\$ 31.91	\$ 32.23	\$ 32.55	\$ 35.81
LPN	\$ 39.75	\$ 40.15	\$ 40.55	\$ 40.95	\$ 41.36	\$ 41.78	\$ 42.19	\$ 42.61	\$ 43.04	\$ 43.47	\$ 43.91	\$ 44.35	\$ 44.79	\$ 45.24	\$ 45.69	\$ 46.15	\$ 46.61	\$ 47.07	\$ 47.54	\$ 52.30
Maintenanc e I	\$ 25.53	\$ 25.79	\$ 26.05	\$ 26.31	\$ 26.57	\$ 26.84	\$ 27.10	\$ 27.38	\$ 27.65	\$ 27.93	\$ 28.21	\$ 28.49	\$ 28.77	\$ 29.06	\$ 29.35	\$ 29.64	\$ 29.94	\$ 30.24	\$ 30.54	\$ 33.60
Maintenanc e II	\$ 27.77	\$ 28.04	\$ 28.33	\$ 28.61	\$ 28.89	\$ 29.18	\$ 29.48	\$ 29.77	\$ 30.07	\$ 30.37	\$ 30.67	\$ 30.98	\$ 31.29	\$ 31.60	\$ 31.92	\$ 32.24	\$ 32.56	\$ 32.88	\$ 33.21	\$ 36.53
Medical Assistant	\$ 26.01	\$ 26.27	\$ 26.53	\$ 26.80	\$ 27.07	\$ 27.34	\$ 27.61	\$ 27.89	\$ 28.17	\$ 28.45	\$ 28.73	\$ 29.02	\$ 29.31	\$ 29.60	\$ 29.90	\$ 30.20	\$ 30.50	\$ 30.80	\$ 31.11	\$ 34.22
Medical Support	\$ 23.93	\$ 24.17	\$ 24.41	\$ 24.65	\$ 24.90	\$ 25.15	\$ 25.40	\$ 25.66	\$ 25.91	\$ 26.17	\$ 26.43	\$ 26.70	\$ 26.96	\$ 27.23	\$ 27.51	\$ 27.78	\$ 28.06	\$ 28.34	\$ 28.62	\$ 31.49
Peer Specialist	\$ 25.52	\$ 25.78	\$ 26.04	\$ 26.30	\$ 26.56	\$ 26.83	\$ 27.09	\$ 27.36	\$ 27.64	\$ 27.91	\$ 28.19	\$ 28.48	\$ 28.76	\$ 29.05	\$ 29.34	\$ 29.63	\$ 29.93	\$ 30.23	\$ 30.53	\$ 33.58
PA	\$ 78.86	\$ 79.65	\$ 80.45	\$ 81.25	\$ 82.06	\$ 82.89	\$ 83.71	\$ 84.55	\$ 85.40	\$ 86.25	\$ 87.11	\$ 87.98	\$ 88.86	\$ 88.86	\$ 88.86	\$ 88.86	\$ 88.86	\$ 88.86	\$ 88.86	\$ 88.86
RN	\$ 56.18	\$ 56.74	\$ 57.31	\$ 57.88	\$ 58.46	\$ 59.05	\$ 59.64	\$ 60.23	\$ 60.84	\$ 61.44	\$ 62.06	\$ 62.68	\$ 63.31	\$ 63.94	\$ 64.58	\$ 65.23	\$ 65.88	\$ 66.54	\$ 67.20	\$ 73.92
Support	\$ 24.98	\$ 25.23	\$ 25.48	\$ 25.74	\$ 26.00	\$ 26.26	\$ 26.52	\$ 26.78	\$ 27.05	\$ 27.32	\$ 27.59	\$ 27.87	\$ 28.15	\$ 28.43	\$ 28.72	\$ 29.00	\$ 29.29	\$ 29.59	\$ 29.88	\$ 32.87



## Appendix B

Previous Scale Grades	Action	New Scale Grades
ARNP	Remains ARNP	ARNP
Admin 2 (Call Center)	Deleted, merges with Admin II	Admin II
Admin II	Remains Admin II	Admin II
Admin III	Remains Admin III	Admin III
Clinician-MHP	Deleted, and merges with Clinician MPH	Clinician MHP
Clinician-MHP II (Intake-Wisc-Forensics)	Becomes Clinician MPH	Clinician MHP
Cook	Remains Cook	Cook
Courier	Remains Courier	Courier
Janitor	Remains Janitor	Janitor
Kitchen Aide	Remains Kitchen Aide	Kitchen Aide
Landscaper	Remains Landscaper	Landscaper
LPN	Remains LPN	LPN
Maintenance I	Remains Maintenance I	Maintenance I
Maintenance II	Remains Maintenance II	Maintenance II
Medical Assistant	Remains Medical Assistant	Medical Assistant
Medical Support	Remains Medical Support	Medical Support
Peer Specialist I	Deleted, merges with Peer Specialist	Peer Specialist

Peer Specialist 2 (Wise-Forensics-CCBHC)	Becomes Peer Specialist	Peer Specialist
Physician Assistant	Remains Physician Assistant	Physician Assistant
Program Support	Becomes Support	Support
RCM BA	Becomes Case Manager Bachelors	Case Manager Bachelors
RCM Lic	Becomes Case Manager Licensed	Case Manager Licensed
RCM MA	Becomes Case Manager Masters	Case Manager Masters
RCM MHP	Becomes Case Manager MHP	Case Manager MHP
Reaching Recovery Clinician	Deleted, merges with Clinician	Clinician
Residential Case Mgr II	n/a	Case Manager
Residential Support	n/a	Residential Support
Registered Nurse	Remains Registered Nurse	Registered Nurse
RRC II (Wise-Forensics)	Becomes Clinician	Clinician
RRC LIC	Deleted, merges with Clinician Licensed	Clinician Licensed
RRC LIC II (Wise-Forensics)	Becomes Clinician Licensed	Clinician Licensed
RRC MA	Deleted, merges with Clinician Masters	Clinician Masters
RRC MA II (Wise-Forensics)	Becomes Clinician MA	Clinician Masters
SUD Clinician	Deleted, merges with Clinician SUD	Clinician SUD
SUD Clinician II (Wise-Forensics)	Becomes Clinician SUD	Clinician SUD