Agreement between
Comprehensive Life Resources & SEIU
Healthcare 1199NW

Comprehensive Life Resources

February 1, 2025 to March 30, 2028

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ARTICLE 1 – RECOGNITION

The Employer recognizes the Union as the sole collective bargaining representative for all regular full time, regular part time, and per diem employees as described in the National Labor Relations Board Certification in case no. 19-RC-306947, who are employed by the Employer in the State of Washington.

ARTICLE 2 – UNION REPRESENTATION

2.1 Access to Premises - Union Staff. With a minimum of one (1) business day's advance notice, and approval by the Director of Human Resources (or their designee), duly authorized staff employees of SEIU 1199NW may have access at reasonable times to areas authorized by the Employer, for the purpose of investigating grievances and contract compliance. (Less than one (1) business day's notice may be mutually agreed to.) The Union and its duly authorized staff employees shall not have access to client areas or where client interactions may occur (except as necessary to access the Union's destination, such as a hallway to a meeting location, or entering the lobby to check in); the visit may not disturb employees in the performance of their work; and the visit will not be disruptive to the normal operations of the Employer. Access to the Employer's premises shall be subject to the same general rules applicable to other non-employees. Union representatives shall also check in at the appropriate front door/front desk upon arrival (where other vendors/visitors are expected to check in).

2.2 Meeting Rooms. Bargaining unit meetings may be held on Employer premises upon reasonable notice and subject to the Employer's approval, which shall not be unreasonably withheld. Such meetings 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. Work time does not include before or after shifts, or during breaks.

2.3 Officers/Delegates – CLR Employees. The Union shall designate its officers and delegates from among employees in the bargaining unit. These officers and delegates shall not be recognized by the Employer until the Union has given the Employer written notice of the selection and their scope of authority. Unless otherwise agreed to by the Employer, the investigation of grievances and other Union business shall be conducted only during nonworking times, and shall not interfere with the work of other employees.

2.4 New Employee Orientation. CLR is committed to providing new hires and, when appropriate, incumbent employees, training to support their role within the CLR team. CLR will orient new employees to both the organization at large as well as to their specific job site.

2.4.1 Union Orientation. A delegate will be allowed one quarter (1/4) hour of paid time following the regularly scheduled orientation of newly employed employees to introduce new bargaining unit employees to the Union and the Union contract. It is the responsibility of the delegate to arrange in advance for time away from their work duties with their supervisor to participate in new employee orientations. A union staff member may attend the orientation to train a new delegate or in the absence of a delegate. At the end of the orientation, the Employer will announce that a Union delegate or staff member is present and available to speak to them. Employer representatives shall not attend the Union presentation. The Union shall provide a copy of the Collective Bargaining Agreement to each bargaining unit employee. The Employer will send to the Union no later than the end of the business day on the Friday prior to new employee orientation a list of new bargaining unit employees scheduled to attend orientation the following week. That list will contain the name and position of the new hire, and their scheduled orientation location, day, and time. Each new hire's contact information shall also be provided to the Union within five (5) business days following the new hire's completed orientation.

2.5 Union Leave. Subject to appropriate advance notice and scheduling requirements, Union delegates and contract committee members may use one (1) day (corresponding to the length of the employee's regular shift, typically eight [8], ten [10] or twelve [12] hours) per calendar year of the employee's accrued paid time off to attend Union-sponsored training in leadership, representation, and dispute resolution, not to exceed five (5) employees per calendar year. One employee per site may be permitted off pursuant to this Section each calendar year.

2.6 Bulletin Boards. The Union shall be permitted to post Union notices relating to general Union activities on bulletin boards in employee lounges designated by the Employer for the Union's use. The Union will provide a copy of all posted materials to the Human Resources Department at the time of posting. All postings will be signed by a Union Delegate or officer. The Union agrees to limit the posting of Union materials to the designated bulletin boards.

ARTICLE 3 – NON-DISCRIMINATION

3.1 Non-Discrimination. CLR and the Union are committed to a policy of equal opportunity in employment for all qualified individuals consistent with federal, state, and local legal requirements. All employees of CLR will be treated fairly at all times and without regard to race, color, creed, religion, marital status, sex, sexual orientation, gender, gender expression or identity, ancestry, national origin, age, physical or mental disability, protected veteran or military status, genetic information, or any other consideration protected by federal, state, or local laws.

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

CLR, the Union, and CLR employees all support and are committed to the shared goal of maintaining a workplace free from unlawful discrimination and harassment.

3.1.1 Religious Accommodation. In accordance with Federal and State law, the Employer will make every reasonable effort to accommodate the religious needs of its employees, to the extent that such accommodations do not impose an undue burden on the Employer, including scheduling of breaks in accordance with the prayer schedule of the employee.

3.2 Restroom Equity. The Employer shall provide gender neutral restroom access at each of its facilities.

3.3 Lactation. The Employer will comply with all legal requirements concerning lactation, including providing reasonable break time for an employee to express breast milk for their nursing child. The Employer will provide a private space to express milk, other than a bathroom, and access to a refrigerator for the breast milk, as specified by law. Employees should provide as much advance notice as possible of the need for a location to express breast milk.

3.4 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.

3.4.1 The Employer will not require an employee to meet with Immigration Customs Enforcement (ICE) on site at work at CLR.

ARTICLE 4 – UNION MEMBERSHIP – AUTHORIZED DEDUCTIONS

4.1 Membership. All employees covered by this Agreement shall become and remain members in good standing in the Union within sixty (60) calendar days of ratification of this Agreement. Good standing is herein defined as the tendering of Union dues in a timely basis by

payment to the Union of a fair share/representation fee equal to the dues required of members of the Union.

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

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

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

4.2 Religious Objection. Any employee who is a member of and adheres to established and traditional tenets or teachings of a bona fide religion, body, or sect which has historically held conscientious objections to joining or financially supporting a labor organization shall not be required to join or financially support the Union as a condition of employment. Such an employee shall, in lieu of dues and fees, pay a monthly amount equal to the monthly dues of the Union, to a non-religious charitable fund exempt from taxation under Section 501(c)(3) of the Internal Revenue Code. These religious objections and decisions as to which fund will be used must be documented and declared in writing.

4.3 Hold Harmless. The Union will indemnify and hold the Employer harmless from all claims, demands, suits or other forms of liability that may arise against the Employer for or on account of any action taken by the Employer to terminate an employee's employment pursuant to this Article, for any action taken in the collection and remittance of Union dues and fees, and any other actions taken by the Employer to comply with its obligations under this Article 4.

4.4 Dues Deduction. During the term of this Agreement, the Employer shall deduct an amount equal to the Union's uniform monthly dues or agency fees from the pay of each member of the Union who voluntarily executes a lawful wage assignment (or dues deduction) authorization form with the Union and copied to the Employer. Upon request, the Employer shall deduct any additional dues amounts as specified by the Union and authorized in writing by the employee. When a copy of any dues authorization form or documentation is filed with the Employer, the employee's authorization form or documentation will be honored in accordance with its terms. Deductions will be promptly transmitted to the Union by electronic transfer, and by no later than the 15th of the calendar month for the prior month's dues.

Upon electronic transfer of funds to the Union, the Employer's responsibility shall cease with respect to such deductions. The Union and each employee authorizing the assignment of wages for the payment of Union dues hereby undertakes to indemnify and hold the Employer harmless from all claims, demands, suits and other forms of liability that may arise against the Employer for or on account of any deduction made from the wages of such employee, or the enforcement of any part of Article 4.

4.5 Employee Rosters. Upon the signing of this Agreement and monthly thereafter, the Employer shall supply the Union with a roster containing the names, addresses, primary telephone number, department/clinic/program, classification, employee status (e.g., full- or part-time), date of hire, rate of pay, FTE, and employee identification number, for all employees covered by this Agreement. The list will be submitted electronically in Excel format.

4.6 Voluntary Political Action Fund Deduction. The Employer agrees to deduct from the paycheck of each employee who has authorized it in writing, an amount the employee voluntarily authorizes for political reasons. The amounts deducted shall be transmitted monthly to the Union on behalf of the employees involved, at the time monthly dues are also submitted. Authorization by the employees shall be on a form approved by the parties hereto, signed by the employee, and may be revoked at any time by the employee upon written request. New deductions (and any changes to deducted amounts) will generally begin in the first full payroll period following the open enrollment period for benefits, or the first full payroll period at least 30 days following ratification of this Agreement or the employee's date of hire (whichever is later). Upon issuance and transmission of a check to the Union, the Employer's responsibility shall cease with respect to such deduction. The Union and each employee authorizing the assignment of wages (wage deduction) for the contribution to the Healthcare Leadership Fund hereby undertake to indemnify and hold the Employer harmless from all claims, demands, suits, or other forms of liability that shall arise against the Employer for or on account of any deduction made from the wages of such employee, or the enforcement of any part of Article 4.

ARTICLE 5 – EMPLOYEE DEVELOPMENT

5.1 Probationary Period. Employees newly hired into a represented position have a probationary period of ninety (90) days. This time is used, at least in part, to verify that the employee has the necessary skills, attitudes, and motivation to do the work expected. After completing the standard ninety (90) day probationary period, the employee shall be considered regular unless they have been advised by the Employer in writing of an extended probationary period of up to an additional ninety (90) calendar days. Prior to extending the probationary period, the employee shall receive a written performance review that includes a corrective action plan. An employee's probationary period will also be extended by the number of days that any leave without pay is taken. Written notification of an extended probationary period will be

provided to the employee. While in the probationary period, the employee may be terminated at any time, with or without notice or cause, and without recourse to the grievance procedure.

Upon satisfactory completion of the probationary period, the employee shall be credited with seniority from their most recent date of regular hire.

5.2 Performance Evaluation. The Employer will make a good faith effort to provide annual evaluations near the employee's hire date anniversary. The employee should be an active participant in their evaluation. An employee may submit a written response to an evaluation within thirty (30) days of being given the evaluation, which will be retained in the employee's personnel file along with the evaluation.

ARTICLE 6 – JOB VACANCIES

6.1 Lateral Transfers - Same Job.

When openings occur in bargaining unit positions that have more than one employee in such positions, other employees in the same job classification will be given the opportunity to request a change from their current position (e.g., transfers between shifts or projects to equivalent jobs). When there are multiple requests for lateral transfers, and where skill, competence, qualifications, work performance, ability, schedule availability, and experience are substantially equal in the opinion of the Employer, seniority shall be the determining factor. The need of the Employer to keep a strong and balanced staff in each area of the Employer will also be a primary consideration when decisions about approving these requests are made. The input of affected supervisors may be sought in making these decisions.

6.2 Filling Open Positions.

6.2.1 The Employer will announce all vacant bargaining unit positions to all current employees prior to interviewing any candidates. The appropriate supervisory or management staff will screen applicants and select the top qualified candidate(s) for interviews, within management's sole discretion. Exceptions to posting any given position opening may be made when multiple positions of a similar classification are open (such as with the opening of a new project), as well as when the possibility of lateral transfers into any openings will create new openings in other positions of the same classification). The hiring process may instead consist of a call for all interested employees in that job classification to put in shift and location preferences so all can be considered simultaneously.

6.2.2 Where skill, competence, qualifications, ability, schedule availability, and relevant experience are substantially equal in the opinion of the Employer, preference will be given to internal employees when compared to external candidates with similar qualifications.

6.2.3 Where skill, competence, qualifications, work performance, ability, schedule availability, and experience are substantially equal in the opinion of the Employer, seniority shall be the determining factor in reassignment or transfer. The need of the Employer to keep a strong and balanced staff in each area of the Employer will also be a primary consideration when decisions about reassignment or transfer are made.

6.2.4 Advertising the position in the community, in order to generate a pool of qualified candidates for the position will be at the discretion of management.

6.2.5 In the interest of assisting staff in their career development, an employee who applies for a new position and is not selected will be given an opportunity to receive feedback on the factors that contribute to that decision by the supervisor making the decision.

6.3 Promotions.

An employee who is promoted within the bargaining unit shall serve a review period of six (6) months in the employee's new assignment. The employee shall receive an evaluation on or before the end of the period of the six (6) month period. The review period may be extended at the sole discretion of the Employer for an additional ninety (90) consecutive calendar days. If the employee chooses or is removed from the new job within the review period, the employee shall be returned to the former job within the bargaining unit without loss of seniority or other benefits provided that: (1) the job still exists; (2) the job is vacant; and (3) the employee has not been terminated for cause. If the former job has been eliminated or the position has been filled, the employee will be eligible for other vacant positions for which the employee is qualified. If no other vacant position is available, the employee shall be released from duty, and placed on the recall roster and provided with recall rights per Article 7, provided that the employee has not already declined a comparable position to the former position held. For the purposes of this Article, "comparable position" shall have the same definition as in Section 7.5.

6.4 Job Description.

The Employer will notify the Union of any change in any existing bargaining unit job description prior to implementation.

6.5 Change in Classification.

Any employee who is hired into (e.g., lateral transfer) a different classification shall be placed on the wage scale according to their new classification and step in accordance with Article 17.

6.6 Job Openings.

Prior to a new job within the bargaining unit being posted externally, notice of such job opening will be posted on designated bulletin boards at each worksite and emailed to all employees. A job posting reflecting a new open position will be posted for at least four (4) days, excluding Saturdays, Sundays and holidays. Consistent with the seniority provisions of this Agreement, if

the Employer determines there are two or more equally qualified applicants for the position, then seniority shall be the determining factor.

ARTICLE 7 – SENIORITY AND LAYOFF/RECALL

7.1 Seniority Definition. Seniority shall be defined as a regular full-time, or part-time employee's continuous length of service with the Employer from their most recent date of hire. Length of service as an employee of the Employer shall apply to the computation and determination of eligibility for benefits where, pursuant to this Agreement, length of service is a factor to be considered. Per diem will not accrue seniority until they are hired into a regular full-time or part-time position, at which point their seniority will accrue from their date of hire.

7.2 Layoffs. The Employer will strive to provide the Union and affected employees thirty (30) calendar days' advance written notice of an impending layoff. Probationary employees within an affected worksite will be released prior to laying off regular employees. After probationary employees, the Employer will ask for volunteers for layoff, and will accept volunteers prior to implementing involuntary layoffs.

Where skill, competence, qualifications, work performance, ability, schedule availability, and experience are substantially equal in the opinion of the Employer, seniority shall be the determining factor in layoff or recall of individuals within the bargaining unit. The Employer will consider, if offered by team members, employee input about meeting team needs regarding skill, competence, ability, and relevant experience. The opinion of the Employer will be conclusive.

7.3 Rosters. If a layoff is announced, a current seniority roster will be available at the Human Resources Department. Employees subject to layoff may apply for any vacant positions for which they are qualified.

7.4 Recall from Layoff. Employees on layoff status shall be placed on a reinstatement roster for a period of twelve (12) months from the date of layoff. When vacancies occur within their job classification, employees will be reinstated in the reverse order of the layoff providing skill, competence, qualifications, work performance, ability, schedule availability, and experience are considered substantially equal in the opinion of the Employer. If an employee is offered recall to any position which is not comparable, the employee may decline recall without loss of their position on the reinstatement roster.

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

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

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

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

7.9 Employment Status During Layoff. Subject to Section 7.10 – Termination of Seniority, an employee on layoff shall retain employment status and benefits accrued to the date of commencement of layoff, but that employee shall not accrue seniority and benefits while on layoff. Upon reinstatement from layoff (within 12 months following the layoff date), the employee shall have previously accrued seniority and eligible benefits restored and the employee shall again commence accruing seniority and benefits.

7.10 Termination of Seniority. Seniority and employment shall terminate upon cessation of the employment relationship; for example, discharge, resignation, retirement, refusal to accept a comparable position while on layoff and return to work within twelve (12) months; after 12 (12) consecutive months of layoff; in the event of a failure to comply with specified recall procedures; failure to return upon the expiration of a leave of absence; failure to return promptly upon recall from layoff; any leave of absence exceeding twelve (12) months for any reason; no call/no show for two (2) consecutive work days.

ARTICLE 8 – DISCIPLINE AND DISCHARGE

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

ARTICLE 9 – GRIEVANCE PROCEDURE

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

9.2 Time Limits. Time limits set forth in the following steps may only be extended by mutual written consent of the parties hereto. A time limit which ends on a Saturday, Sunday, or a holiday designated in Section 18.9 of this Agreement shall be deemed to end on the next following business day. Failure of an employee or Union representative to file a grievance on a timely basis or to timely advance a grievance in accordance with the time limits set forth below will constitute withdrawal of the grievance, and it shall not be arbitrable.

9.3 Grievance Procedure. A grievance shall be submitted in accordance with the following procedure:

Step 1: Employee and Immediate Supervisor

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

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

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

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

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

Step 3: Employee, Union Delegate/Representative, and CEO / Employer Grievance

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

The Employer also has a right to file a grievance pursuant to this Article. Any grievance filed by the Employer shall be submitted to the Union representative assigned to the Employer, and shall be filed within fourteen (14) calendar days of the Employer's actual knowledge of the contractual violation at issue. In response, the Union's designee shall meet with the Employer within fourteen (14) calendar days of receipt of the Employer's grievance for the purpose of resolving the grievance. If no resolution is reached, the Employer also has the right to avail itself of the Arbitration procedure in Step 4 below.

Step 4: Arbitration

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

9.4 Mutually Agreed Mediation. The parties may agree to use mediation in an attempt to resolve the grievance. Both parties must mutually agree to use mediation and neither party may require that any grievance be sent to mediation. Mediation shall not be considered a step in the grievance process and may be pursued concurrently with the filing, selection, and processing of an arbitration submission. Any mediator costs incurred shall be shared equally (50/50 between the parties. All other expenses, including attorney's fees, shall be borne by the party incurring them.

9.5 Timelines. The parties may mutually agree in writing to extend any of the timelines in this grievance procedure. Except as mutually agreed to otherwise in writing between the parties, any grievance not timely filed or processed to the next step shall be deemed waived as untimely.

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

ARTICLE 10 – NO STRIKE AND NO LOCKOUT

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

ARTICLE 11 – JOINT LABOR MANAGEMENT COMMITTEE

11.1 Purpose and Scope. The parties wish to foster improved communications between the Employer and the Union, the representative of the bargaining unit employees, through discussion, exploration of ideas for improvement, consideration of problems and possible proposed solutions. To this end, the parties shall establish a Joint Labor Management Committee as another forum for employee input and partnership between labor and management. The parties further recognize the importance of this Committee's work being grounded in diversity, equity, inclusion, and belonging principles.

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

- Promotion of Diversity, Equity, Inclusion, and Belonging (DEIB) principles in the workplace.
- Continuing education.
- On-the-job and in-service training for bargaining unit employees.
- Procedures for the improvement of patient/client care.
- Caseloads and coverage.
- Healthcare benefits and opportunities for sharing information to increase transparency, understanding, and accessibility around health insurance and wellness benefits.
- Health and safety (to provide relevant input to the Employer's organization-wide safety and/or quality assurance committees).
- Opportunities for additional credit for relevant/indirect experience factoring into Step placement on the wage scale.
- Opportunities for bilingual certification exams.
- Opportunities for joint advocacy.
- Issues or problems of contract administration which may arise from time to time, other than formal grievances.
- And, upon mutual agreement only, other matters of mutual interest that pertain to or affect the bargaining unit.

The function of the Committee shall be advisory only rather than having decision-making authority.

11.2 Committee Composition. The Committee shall be comprised of not more than seven (7) Employer-designated management representatives and not more than seven (7) Union-designated employees of CLR. A union representative may be invited to attend JLMC meetings but shall not be a member of the Committee. Employees serving on the Committee shall be paid for time spent in the Committee meetings, plus the reasonable travel time to attend such 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.

11.3 Meeting Frequency. The Committee shall meet every other month, or at other mutually agreed times, for no more than 90 minutes.

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

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

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

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

11.6 Joint Planning Work. Beginning in the first calendar quarter of this Agreement, in order to create and implement the goals of the JLMC's joint work and partnership, the Committee will hold an annual planning and prioritizing meeting in which representatives of the Employer and the Union co-create the goals and annual set of priorities. Because this is a high-level planning meeting, participants may include members from CLR's Executive Leadership Team, and SEIU 1199NW appointed representatives.

In conjunction with the first annual meeting only (in 2025), the parties will jointly select two independent facilitators (at least one of whom is a person of color) chosen by mutual agreement to assist in creating the first annual goals and set of priorities, as well as to assist in the development of the labor management relationship and ground the JLMC work in diversity, equity, inclusion, and belonging principles. One facilitator will be paid for by the Employer, and one facilitator will be paid for by the union.

The first annual meeting will be five hours plus a 30-minute lunch break (paid time). The amount of time for the annual workshops thereafter will be jointly determined, and will be no less than three hours (paid time).

The parties will strive to bring their learnings from these annual meetings into their work in the JLMC.

11.7 Data Analysis. Every six (6) months, the Employer will provide the JLMC with its available employee and client demographics (aggregated).

11.8 Advocacy. The parties have a shared interest in partnering together for the financial stability of Comprehensive Life Resources. The JLMC will work together to identify additional potential resources for CLR in its annual strategizing and planning, including public and political arenas and organizations.

Client Advocacy Days

The Employer shall create a pool of 100 paid leave hours over the life of the contract, which shall be designated as "Client Advocacy" for use during the term of this Agreement. The Union shall provide the Employer at least twenty-one (21) days' written notice of a Client Advocacy day and the identity of the employee(s) requesting the leave. If requested by either party, during that twenty-one (21) day period, the parties shall meet and confer in a collaborative way about the nature of the Client Advocacy activities. The Union will use good faith in utilizing Client 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 Client Advocacy Days may be utilized.

Client Advocacy Day Approval

Taking a Client 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 Client Advocacy Days. When a joint-advocacy event does not require an entire day, the Employer may grant Client Advocacy Days in hourly increments.

Non-Overtime Clause

For purposes of determining the pay an employee shall receive for Client 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 Client Advocacy activities shall not be construed as "time worked" for purposes of determining overtime.

Limitations

Client Advocacy Days shall not be used for participating in or supporting any labor dispute or economic action against the Employer.

ARTICLE 12 – LEAVES OF ABSENCE

12.1 Leaves of Absence Generally. All employee requests for leaves of absence are to be requested in writing as far in advance as possible, stating all pertinent details and the amount of time requested. A written reply to grant or deny the request shall be given by the Employer within ten (10) calendar days of receiving the employee's written request. All leaves of absence shall be without pay, unless specifically provided for by law or policy elsewhere.

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

12.2 Bereavement Leave.

Bereavement leave is paid time off to employees for absences related to the death of an immediate family member. For purposes of bereavement leave, an immediate family member includes "family member" as defined in RCW 49.46.210 and/or Tacoma Municipal Code 18.10.010.

a. Employees may be required to provide documentation regarding their bereavement leave.

b. Paid bereavement leave will be approved according to the following schedule:

- Employees are allowed up to three (3) days off from regularly scheduled duty with regular, straight-time pay in any event of the death of the immediate family member.
- If the employee needs to travel over 200 miles, they will be allowed up to two (2) additional days off from regularly scheduled duty at the regular rate of pay.
- Bereavement leave may be extended using accrued sick leave, vacation, PFML, or a combination of their accrued sick leave, vacation, and/or PFML leave. Additional unpaid bereavement leave may be granted at Employer's discretion.

12.3 Jury Duty.

If an employee is called for jury duty, they shall receive their regular, straight-time hourly wage while serving on jury duty for up to two (2) weeks in a calendar year. Payments received by the employee from the court for the jury duty service may be kept by the employee. Employees shall complete time sheets with the time spent on jury duty recorded under "jury duty" hours, indicating the jury duty time. Jury duty pay is only available for days in which the employee in fact reported for and served jury duty. The summons for jury duty shall be promptly submitted to Human Resources.

In the event an employee serves a partial day on jury duty, and is released for the day from jury duty at a time when a minimum of three (3) hours remain on the employee's work shift, then the employee shall promptly report back to work to complete their shift.

12.4 Unpaid Leave.

During any unpaid leave, the employee does not earn or accrue vacation and sick hours. As a rule, the Employer does not pay the benefit insurance costs for employees on unpaid leaves that do not qualify for leave under the Family Medical Leave Act (FMLA). (For FMLA leaves, the Employer shall continue to pay its portion of the employee's benefit insurance costs consistent with FMLA regulations.) If unpaid leave is granted during the probationary period, the probationary period is

extended by that amount of time. If an employee accumulates five days or more of Unpaid Leave time during an employment year, the anniversary date for pay increases and vacation and sick accrual may be adjusted accordingly. No unpaid leave of absence will be granted to an employee to accept employment with another employer; this provision may be waived by mutual written consent for temporary leaves.

At the expiration of an authorized leave of absence, the employee will normally return to their former job title or classification, unless other conditions were stipulated in writing at the time the leave was granted. However, if changes in the Employer's structure or funding during the leave period have eliminated that position, this may not be possible. In such an instance, the employee will be offered the next open comparable position (for the purposes of this Article, "comparable position" shall be defined to include (1) similar duties, (2) pay not more than 5% of reduction of the base wage, (3) within 0.2 FTE of the FTE status of the former position, and (4) same shift). If the employee declines the offered position, they will be considered to have voluntarily resigned. An employee who fails to return to work at the end of an authorized leave of absence will be considered to have voluntarily resigned.

Requests for Union leave, or an unpaid leave of absence to assume a position with the Union, may also be requested under this Unpaid Leave Section, and may be granted at the discretion of management, for a period not to exceed one year.

Any unpaid leaves of absence under this Section 12.4 exceeding 30 consecutive calendar days are not subject to the above job reinstatement provisions, and instead, shall be addressed on a case-by-case basis.

12.5 Worker's Compensation Leave.

An employee who suffers a work-related injury or illness that is compensable under the State Worker's Compensation law may use accrued vacation and sick leave to supplement worker's compensation, up to the total amount of the employee’s regular, straight-time pay, but not to exceed the gross earnings the employee would have normally received during a normal work week.

12.6 Washington Paid Family and Medical Leave.

The Employer will provide Paid Family and Medical Leave benefits through the state-run insurance program and in accordance with the laws of the State of Washington. When an employee is eligible to receive payments under Paid Family and Medical Leave program, the employee shall be permitted to supplement such payments with accrued vacation and/or sick leave to make up the difference between compensation received under Paid Family and Medical Leave and the employee’s regular, straight-time pay, but not to exceed the net earnings the employee would have normally received during a normal work week.

ARTICLE 13 – HEALTH AND SAFETY

13.1 Health and Safety Committee(s). The Employer will continue the operation of its Safety Committee(s) in adherence with State and Federal regulations. These site-based Committees shall investigate and make recommendations of education and preventative health and safety measures for the workplace and employees, with recognition of health, safety, and security issues as set forth under Washington Law. For each site-based committee, the union shall select between three (3) to six (6) bargaining unit employees per site (prorated based upon the number of employees and/or programs at each site) to be placed on this Committee (in accordance with Appendix C). Each employee Committee member will be expected to serve two (2) calendar year terms. However, any employee Committee member who no-shows for two (2) consecutive Committee meetings will be removed from the Committee (and replaced). The Employer will designate up to an equal number of management representatives and/or non-bargaining unit employees to participate in each Safety Committee. Committee members will help prepare the agenda alongside management. All time on this Committee shall be paid at the employee's regular rate of pay. Each Committee will meet at a minimum quarterly, with an anticipated meeting duration of one hour.

13.2 Health and Safety. CLR remains committed to providing a workplace free from recognized hazards that cause, or are likely to cause, death, or injury to staff

13.3 Assault and Traumatic Encounters. For any assault of an employee in the course of employment that results in a loss of work hours or injury needing medical care, the agency procedure on Critical Incident Debriefing will be followed. In accordance with the procedure, a debriefing will occur within 48 hours or as soon as staff involved can be assembled and/or are prepared to discuss the event in a debriefing setting. The purpose of the meeting will be to establish the facts of the incident, learn from mistakes in order to improve agency operations, and identify staff who may need additional support. Staff who require additional support following an assault or other traumatic incident will be referred to the agency's health care provider for follow-up care. Management will provide assistance to any staff who wants to file an L&I claim, including access to a computer and paid time to file the claim.

13.3.1 Any member who needs to leave after being assaulted will be paid as if they had finished the shift. Management's policy on L&I claims will cover anyone who needs to file an L&I claim.

13.4 Pests and Parasite Safety.

Education and training for the safe and effective cleaning of rooms at CLR and vehicles that may have been exposed to bed bugs, lice, or other pests, along with education, tools, and

training on the identification and removal of common pests, and the necessary PPE according to industry standard and type of pest, will be provided to all staff. All training shall occur on paid time.

ARTICLE 14 – DEFINITIONS

14.1 Full-Time Employee.

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

14.2 Part-Time Employee.

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

14.3 Introductory Employee.

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

14.4 Per Diem Employees.

A “per diem” employee is generally an employee employed to work on an intermittent basis, or during any period when additional work of any nature requires a temporarily augmented work force, or in the event of an emergency or employee absenteeism. Per diem employees shall not accrue seniority or any benefit, except as specifically provided for in this Agreement. Per diem employees shall be paid in accordance with the wage rates set forth in this Agreement plus a fifteen percent (15%) wage differential.

14.5 Regular Rate of Pay.

The “regular rate of pay” shall be defined to include the employee's hourly wage rate and applicable shift differential(s) for that shift missed or referenced.

ARTICLE 15 – HOURS OF WORK AND OVERTIME

15.1 Work Day.

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

15.2 Work Week.

The normal work week shall typically consist of forty (40) hours of work within a seven (7) day period or as otherwise determined by an employee's FTE and weekly hours worked (beginning Sunday and ending Saturday).

15.3 Innovative Work Schedules.

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

15.4 Overtime

For non-exempt employees, overtime shall be compensated at the rate of one and one-half (1 ½) times the regular rate of pay for all hours worked in excess of forty (40) hours in a work week. All overtime must be approved in advance by the employee's supervisor, prior to working the overtime. Hours paid but not worked shall not count as time worked for purposes of computing overtime.

15.5 Weekend Work.

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

The "weekend" typically refers to the following periods:

Pearl: 9:45 pm Friday until 10:00 pm Sunday.

Park: 11:00 pm Friday until 11:00 pm Sunday.

15.6 Work Schedule Posting.

The Employer shall determine and post work schedules covering a three (3) week period at least fourteen (14) calendar days immediately preceding the date on which the schedule is effective. The Employer retains the right to adjust work schedules and maintain an orderly operation, but in doing so will make a good faith effort to maintain scheduling patterns from schedule to schedule. There shall be no changes to a posted schedule without mutual agreement, except as is necessary to maintain adequate coverage on each shift within Management's discretion, or in the case of an emergency or to otherwise address patient care.

ARTICLE 16 – OTHER COMPENSATION

16.1 Student Intern – Task Instructor Stipend.

Effective in the first full pay period following ratification, any employee who is assigned by the Employer to provide Task Instruction to one or more student interns shall receive the following stipend according to their completed hours of Instruction:

Up to 400 hours of Instruction:	$100
400 up to 600 hours of Instruction:	$300
600+ hours of Instruction:	$400

The corresponding stipend is paid upon completion of the internship and designated number of hours of Instruction. An employee may only receive one corresponding stipend for each intern they provide Instruction to (e.g., stipends do not stack).

This is in addition to any and all other premiums.

16.2 Apprenticeship Program.

The Employer currently participates in the Washington State Health Care Apprenticeship Consortium. Effective in the first full pay period following ratification, any employee who is assigned by the Employer to mentor one or more apprentices in conjunction with this Health Care Apprenticeship Consortium shall receive a premium per the State requirements (currently at $1 per hour) for all mentoring hours.

Apprentices employed at CLR through this program shall be paid according to the Training Agent Agreement with the Apprenticeship Consortium, or the applicable wage rates set forth in this Agreement below, whichever is higher:

Behavioral Health Technician: Journey-level wage per wage scale.

Step 1 (0000-1000 hours): 88% of journey-level wage rate.

Step 2 (1001-2000 hours): 95% of journey-level wage rate.

SUDP: Journey-level wage per wage scale.

Step 1 (0000-1000 hours): 85% of journey-level wage rate.

Step 2 (1001-2000 hours): 90% of journey-level wage rate.

Step 3 (2001-3000 hours): 95% of journey-level wage rate.

Step 4 (3001-4000 hours): 97% of journey-level wage rate.

However, any current employee of CLR who has been employed by CLR for a minimum of one year prior to participating in an apprenticeship program, and makes a higher wage than the apprenticeship per the wage rates set in this Agreement, shall maintain their current wage rate.

16.3 Bilingual Premium.

Effective in the first full pay period following ratification, the Employer will pay a bilingual premium of two dollars (2.00) per hour for each shift in which an employee provides interpretation services to a client/patient. To be eligible for this premium, the employee must first pass a language assessment examination approved by the Employer and reviewed by the JLMC (for the language other than English being spoken), and must have their supervisor's approval to perform the interpretation services during that shift.

The Employer will pay for the cost of one language assessment examination for each employee. [*Note: The Employer will grandfather in current employees currently receiving the bilingual premium, who may choose the higher of their current bilingual premium or the premium per this Section. – This decision must be communicated to the Employer within 1 week of this Agreement's ratification*.]

16.4 Training and Education.

Tuition Assistance: All full-time and part-time staff working an average of at least 20 hours per week (over the prior calendar quarter), who have been employed at CLR for at least 90 days, and who are enrolled in a degree program at a community college or university are eligible for up to $3,000 in tuition assistance per calendar year (prorated per FTE). Any tuition assistance shall be paid directly to the educational institution. Employees receiving tuition assistance may also submit for reimbursement for their DOH credential, but are not eligible for continuing education assistance.

Continuing Education Assistance: All full-time and part-time staff working an average of at least 20 hours per week (over the prior calendar quarter), who have been employed at CLR for at least 90 days, and who are not receiving any tuition assistance (described above) are eligible for up to $750 per calendar year (prorated per FTE) in continuing education assistance for conferences, trainings, license renewals, credentials, non-degree courses, certificates, and related travel expenses, relevant to the employee's job description.

Student Loan Repayment: All full-time and part-time staff working an average of at least 20 hours per week (over the prior calendar quarter), and who have been employed at CLR for at least 90 days, are eligible for up to $200 per calendar month (prorated per FTE) for student loan repayment. Employees may receive this student loan repayment benefit in addition to tuition assistance or continuing education assistance.

16.5 Call-In Pay.

When the Employer calls in an employee to work during a period they were not scheduled, with less than two (2) hours' notice, the employee shall be paid $30 per such call-in event. This does not prohibit the payment of overtime should the employee qualify for overtime under Section 15.4. This Section applies to last-minute coverage issues, and does not apply to unfilled shifts for which volunteers were requested prior to the two (2) hours' notice.

16.6 On Call Pay.

When an employee carries an after-hours on call phone for any program, they will receive $2.00 per hour outside of their scheduled work hours for time spent being available (on call). In the event an employee responds to a call, they will be paid for a minimum of two (2) hours, and will either be paid overtime for their hours worked (in excess of 40 hours that week) or will be allowed to modify their schedule with the approval of their supervisor to remain within their total number of scheduled hours that week (i.e., their regular hours worked). The two (2) hour minimum applies to each response event, unless the call(s)/response(s) fall within that same two hour period.

16.7 Late Start.

Any employee who is called in from pager or crisis phone duty to work between the hours of 9 PM and 5 AM shall be entitled to start their day 3 hours later than their usual start time-late start time will not count against service hour requirements or productivity standards/measurements. Employees electing to start their day late pursuant to this Section shall so inform their supervisor no later than 5 AM.

ARTICLE 17 – COMPENSATION

17.1 Wage Scale – See Appendix A.

Initial Wage Schedule Placement:

All represented employees will be placed on the appropriate wage schedule consistent with their years of experience, as calculated per Section 17.2.

Minimum Pay Increases:

Section 17.1's wage scale has been applied to all employees employed by CLR as of October 1, 2024, along with a minimum pay increase of eight percent (8%). Any employees hired after October 1, 2024 shall be placed on the wage scale per the terms of this Agreement.

Across the board wage increase (COLA).

Annual across-the-board increases to the wage scale (Appendix A) shall be applied according to the following schedule:

Upon Ratification, 2025-3%

July 1, 2026-3.5%

July 1, 2027-3%

[In the first full pay period following the dates indicated above.]

Re-opener on New Funding.

The Employer shall inform the Union of government-directed, wage-specific revenue increases (including but not limited to such increases from the legislature, city, or county) that would allow the Employer to increase an entire program's or an entire, government-specified classification's wages by 1.5% or more above the increases that have already been agreed to in this Agreement and in this Agreement's wage scale. In these circumstances, either the Employer or the Union may re-open negotiations for wages only; Article 10 (No Strike, No Lockout) applies to any such

wage re-openers. The Employer will notify the Union when it expects to receive any such increases.

Date of Implementation.

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

17.2 Credit for Past Experience.

Employees hired during the term of this Agreement shall be given credit for past experience when placed on the wage scale, in accordance with Appendix B.

Direct experience is defined as paid work in the same or comparable job or similar job duties and/or internships/practicum hours (whether paid or unpaid) completed through a degree program required for the employee's classification.

Part-time experience will be pro-rated, and any concurrent experience will be dually considered when determining total credit for past experience (up to the equivalent of a full-time position).

No later than 60 days post ratification, existing staff will be placed on the wage scale based on this criteria and their existing resumes and personnel files already on file. Any employee who believes their experience has not been fully taken into account may request a review by management within 30 days following notice of their placement on the wage scale. As part of this review process, the employee may submit additional experience, due to the expanded definition of direct and relevant experience, for consideration. Only experience that can be verified by the Employer will be considered. The employee may request the presence of a union delegate to attend the review meeting with management. Any pay adjustments per this process will go into effect beginning in the 1st pay period following the final review.

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

17.3 Longevity Steps.

All employees will receive longevity steps in accordance with the wage schedule upon completion of each twelve (12) calendar months in a particular bargaining unit position. Effective in the first full pay period following ratification, an employee who has been at the top of the wage scale (Step 25) for at least one year, will receive a two percent (2%) bonus in lieu of a step increase at the time of their anniversary.

17.4 Park and Pearl Locations Only: Employees working at the Park and/or Pearl Youth Residents Locations are eligible for the following differentials:

Weekends:

A $1.50 per hour weekend shift differential during the following hours worked: The beginning of the night shift on Friday through the end of the swing shift on Sunday. E.g., current hours as follows:

Pearl: 9:45 pm Friday until 10:00 pm Sunday.

Park: 11:00 pm Friday until 11:00 pm Sunday.

Overnight:

A $1.25 per hour overnight shift differential during the overnight hours worked. E.g., current hours as follows:

Pearl: 9:45 pm until 6:00 am.

Park: 11:00 pm until 7:00 am.

Swing:

A $1.00 per hour swing shift differential during the swing shift hours worked. E.g., current hours as follows:

Pearl: 1:45 pm until 10 pm.

Park: 3:00 pm until 11:30 pm.

Note: Swing and overnight differentials do not stack; an employee would receive the applicable swing shift or overnight shift differential that applies to the majority of their shift – not both differentials for the same shift. The weekend shift differential is in addition to the other differentials, where applicable.

17.5 Pay Above Scale.

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

17.6 Personal Vehicle Usage.

Employees may be reimbursed for use of personal vehicles during their work for CLR. In order to receive reimbursement for approved agency related use of a personal vehicle, the employee must meet the CLR Guidelines for Use of Private or Agency Vehicles for Agency Business.

Employees using their vehicles infrequently, must complete the travel-mileage form on CLR Connect completely, to include name, program, department, miles traveled (verified by apple maps, google maps, or similar), and purpose of travel for each trip on behalf of CLR. Travel-mileage must be reported during the same pay period in which it occurred to be reimbursable. Mileage will be paid at the IRS standard mileage rate, available at:
Standard mileage rates | Internal Revenue Service (irs.gov)

In an effort to streamline payments for regular personal vehicle and minimize the documentation work for both staff and finance, CLR provides a mileage stipend for eligible employees who regularly use their personal vehicle for work. Management shall have discretion in determining which employees are eligible for this stipend. Eligible employees will receive their stipend in their first paycheck of the month.

Mileage stipends are established for each program and position by documenting 90 days of travel and taking the mile average of all employees in that position in the program and multiplying that by the current federal IRS rate. The Employer will initiate a new mileage stipend review within 90 days following ratification of this Agreement. Thereafter, the Employer will initiate a program-wide mileage stipend review no more frequently than once every two years.

If any employee or manager believes the employee's mileage stipend is too high or low based on their duties or client base, they can request a re-assessment through the employee's director. The employee will be directed to track their mileage using the form on CLR Connect for 90 days to set a new baseline. Upon director approval, that baseline will be adopted and backdated to the beginning of the reassessment.

CLR may discontinue the mileage stipend with 30 days' advance notice to the affected employee, in the event CLR concludes they are no longer eligible for the stipend (e.g., their personal vehicle use is no longer regular).

CLR is not responsible for payments of any traffic violations or citations incurred by an employee using a personal or agency vehicle.

CLR will reimburse employees who regularly drive clients in their personal vehicle up to $300 every six (6) months (up to $600 annually) to purchase professional driving coverage, with proof of coverage.

CLR will reimburse employees for damage to their personal vehicles due to client bodily fluid or pests related to client care/interaction, up to $250 per year.

Reimbursements pre-approved by management may also be made for other CLR-related travel expenses including bus fare, taxi and cars for hire, tolls, and parking fees.

17.7 Personal Cell Phone Usage.

Any employee who uses a personal cell phone for CLR business shall receive a $60 per month stipend, contingent upon the employee participating in CLR's IT requirements for personal cell phone use.

17.8 Working in Higher Paid Classification.

Any employee who is required and or assigned to work in different programs in a job classification that is in a higher paid job classification will be paid at the higher rate for the hours worked in that job classification.

ARTICLE 18 – SICK AND VACATION TIME, AND HOLIDAYS

18.1 Purpose.

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

18.2 Time Off Utilization for Introductory Period Employees.

All employees are eligible to accrue sick leave hours immediately upon hire. Any unpaid vacation that a new employee requests must be determined prior to hire, and is subject to management discretion. Employees may begin to use their accrued paid sick and vacation leave as they accrue it.

18.3 Use of Paid Vacation and Sick Time.

To ensure adequate staffing to cover all operations, employees must request vacation time off for planned absences in advance as follows:

- 5 vacation days or fewer must be requested at least 14 days in advance
- 6 vacation days or more must be requested at least 28 days in advance

For foreseeable sick time absences (e.g., preventive care appointments, surgeries, caring for a family member), employees must request sick time off at least 10 days in advance, or as soon as possible under the circumstances.

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

18.3.1 Approval.

Supervisors will respond to employee requests for time off no later than 7 days after the employee has submitted the request. If a request is denied, the supervisor will provide a general reason as to why the request is being denied. An employee will not be responsible for finding their own coverage as a condition for taking vacation or sick time. Employees must currently have or expect to have accrued sufficient time off accrued to cover the entire requested time off. Approvals may be modified as necessary to ensure that staff members' absences do not result in unpaid leaves except in circumstances regarding 19.3.2 Unpaid Time off.

18.3.2 Unpaid Time Off.

Employees may not take unpaid days off instead of using accrued paid time if they have accrued time available. Unpaid time off is generally not permitted, except when required to be permitted per applicable federal and state leave laws, approved unpaid leaves, or for an Executive Board Member to attend the Union's Executive Board meeting.

18.3.3 Cancelling Scheduled Time Off.

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

18.4 Use of Accrued Time for Illness.

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

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

For absences utilizing sick time that exceed three days, an employee may be requested to submit verification from a medical practitioner that use of paid sick time is for a qualifying absence. If

requested, verification must be provided by the employee within a reasonable time period during or after the leave.

18.4.1 Absence Without Notice.

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

18.5 Year End Carryover and Maximum Accrual.

Employees may carry-over accrued, unused paid sick leave past an annual employment anniversary date into the following year, up to a maximum of 528 hours (or 66 work days), prorated per FTE.

Paid vacation may accrue up to a maximum of 25 days per anniversary year, or 200 hours, prorated per FTE. Accruals in excess of 200 hours will be forfeited.

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

18.6 Payment of Accrued Sick Time and Vacation at Change in Status.

When an employee's status changes from full-time to part-time status, the employee will retain up to 60 hours of paid sick leave, and will be paid at the employee's current rate of pay for one-half of their accumulated paid sick leave in excess of 240 hours.

When an employee's status changes from part-time to full-time status, the employee will retain their sick and vacation leave balances at the time of the status change.

18.7 Payment of Accrued Sick Time and Vacation at Termination.

A full-time employee who voluntarily resigns their employment, and provides at least two weeks' written notice of their resignation, will be paid at their current regular, straight-time pay rate for one-half of any accumulated paid sick leave in excess of 240 hours and for their accrued, unused vacation balance.

Employees resigning during their first 90 days of employment cannot cash-out accrued time.

18.8 Accrual Schedule.

18.8.1 Vacation Accrual: Full-time employees shall accrue paid vacation each pay period as set forth in the table below. Part-time employees shall accrue paid vacation prorated per their hours worked. Per diem employees are not eligible for paid vacation. Paid vacation may accrue up to a maximum of 25 days per anniversary year, or 200 hours, prorated per FTE. Accruals in excess of 200 hours will be forfeited.

Length of Employment	**Accrual Rate Per Pay Period**	**Hours of Vacation (Number of Weeks) Per Year**
One year of employment	3.70 hours	96 hours (12 days)
Two years of employment	4.61 hours	120 hours (15 days)
Three years of employment	5.54 hours	144 hours (18 days)
Four or more years of employment	6.46 hours	168 hours (21 days)
Ten or more years of employment	6.77 hours	176 hours (22 days)

18.8.2 Sick Leave Accrual: Full-time employees shall accrue paid sick leave at the rate of 3.69 hours per pay period of 80 hours worked, or at the rate of 0.04613 per hour worked if less than 80 hours worked in that pay period. Part-time employees shall accrue paid sick leave at the rate of 0.025 per hour worked. For all employees, sick leave accrues on an anniversary year basis.

18.9 Holiday Pay.

Employees are eligible for paid holidays pursuant to this Section. Full-time and part-time employees will be paid for a designated holiday, if they are paid for the entire pay period in which the holiday occurs.

Holiday pay (excluding 24-hour facilities Park Place and Pearl Youth): CLR offices will be closed on the holidays designated, except for 24-hour facilities. When a designated holiday falls on a day the employee is normally scheduled to work, the employee shall receive their regular rate of pay for their normal shift length that day (e.g., 8, 10, or 12 hour shifts) (for full-time employees). Part-time employees' holiday pay shall be prorated to their FTE. If it is necessary to work on a designated holiday, or if a holiday falls on a scheduled day off, employees will coordinate with their supervisor to take a substitute holiday of their normal shift length (e.g., 8, 10, or 12 hour shift) (prorated for part-time employees to their FTE). Supervisors will make reasonable efforts to schedule substitute days off consistent with the employee preference. Substitute holidays must be taken by December 31st of the year in which they are accrued or they will be forfeited.

However, substitute holidays may be taken until March 31st of the following calendar year for Thanksgiving, the Friday after Thanksgiving, and Christmas (or they will be forfeited).

Holiday pay for 24-hour facilities (Park Place and Pearl Youth): Full-time and part-time employees at the 24-7 facilities (excluding support/administrative positions) who work the holiday shifts designated for Thanksgiving Day, Christmas, and/or New Year's Day will receive holiday pay at time and one half their regular rate of pay for the hours worked on these holidays. Full-time employees who work on a designated holiday at a 24-hour facility will be given a substitute day off for each of these holidays worked. The substitute day must be taken by December 31st of the year in which the worked holiday occurred. However, substitute holidays may be taken until March 31st of the following calendar year for Thanksgiving, the Friday after Thanksgiving, and Christmas (or they will be forfeited).

Per Diem: Per diem employees are not eligible for holiday pay or substitute holiday days.

Holidays Observed:

New Year's Day	Indigenous Peoples' Day
Martin Luther King Day	Veterans Day
Memorial Day	Thanksgiving
Juneteenth	Friday after Thanksgiving
Independence Day	Christmas
Labor Day	

CLR offices will be closed on these designated holidays, except for 24-hour facilities.

In the event that any of the designated holidays fall on a Saturday or Sunday, either the preceding Friday or the following Monday will be observed as the holiday. The CEO will determine the alternative of Friday or Monday.

Holiday is not cashed out upon employment separation.

ARTICLE 19 – BENEFITS

19.1 Medical Insurance Benefits.

Effective for the benefits year beginning January 1, 2025, the following provisions shall apply with respect to benefits:

Employees Scheduled to Work a Minimum of 30 Hours/Week (per their FTE): All employees who are scheduled to work a minimum of 30 hours/week (per their FTE) are eligible to enroll in the Employer's benefit program. New hires shall be eligible on the first of the month following

their first full month of employment. Benefit premiums will be based on the medical benefit package selected by the employee.

Comprehensive Life Resources will pay 100% of the employee-only premium cost towards the base medical plan. Employees may choose a higher-cost plan, and will be responsible for the premium costs beyond the cost of the base plan.

CLR will pay 100% of the cost of vision and dental premiums for employees who are scheduled to work a minimum of 30 hours/week (per their FTE). Employees are responsible for the cost of any spouse or dependent premiums. CLR will also pay up to $200 per month toward the premium cost for dependents of employees who are scheduled to work a minimum of 30 hours/week (per their FTE), and are enrolled in a CLR medical benefits plan.

Part-Time Employees (20-30 hours/week per FTE): Employees scheduled to work 20 to 30 hours/week (per their FTE) are also eligible to enroll in the Employer's benefit programs, effective January 1, 2025. New hires shall be eligible on the first of the month following their first full month of employment. Comprehensive Life Resources will pay 50% of the employee-only premium cost towards the base medical, vision, and dental plans. Employees are responsible for any premium costs beyond the cost of 50% of the base plan(s).

Per Diems: Per diem employees are not eligible for medical benefits or premium reimbursements.

Medical Deductible Assistance:

For Employees Scheduled to Work a Minimum of 30 Hours/Week (per their FTE): In the event the employee opts for a higher deductible medical (only) benefit plan, CLR will reimburse the employee for their deductible incurred above $1,600 for an individual, or above $3,200 for a family, in any given benefit year.

For Part-Time Employees (20-30 hours/week per FTE): Part-time employees are also eligible for the above medical deductible assistance, but shall instead be reimbursed at 50% for their medical deductibles incurred above the stated thresholds.

HSA / FSA:

For Employees Scheduled to Work a Minimum of 30 Hours/Week (per their FTE): In the event an employee is enrolled in an HSA or FSA through a CLR medical plan, CLR will contribute $1,000 annually towards the employee's HSA, or $500 annually towards the employee's FSA. CLR will also match any employee contribution made to their HSA/FSA, up to a maximum of $1,000 annually.

For Part-Time Employees (20-30 hours/week per FTE): Part-time employees are also eligible for the above HSA / FSA contributions at 50% of the stated rates (i.e., $500 annually towards a HSA, $250 annually towards a FSA, and up to a $500 match).

19.2 Notice of Change in Benefits.

The Employer shall maintain a no-cost, base plan for eligible employees for the duration of this Agreement, and shall maintain the premium allocations set forth in Section 19.1 for the duration of this Agreement.

The Employer agrees to provide written notice of benefit plan changes to its plans 45 days prior to plan renewal of each year, and the opportunity to bargain over any material plan changes in coverage. Following good faith bargaining over any material plan changes within this 45-day notice period, the Employer reserves the right to implement its final proposal. The Employer additionally reserves the right to make changes to insurance carriers (e.g., Regence, Premera, Kaiser, etc.) subject to the notice and bargaining obligations outlined in this Section in the event of a material change in coverage. Furthermore, in the event an increase in a plan's premiums would exceed 15% for the following benefit year, the Employer is under no obligation to maintain that plan as an option for employees.

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

Washington State Legislature Health Plan: Should the Washington State legislature create a new health benefit plan available to behavioral health employers that is less expensive than the CLR plan, CLR will consider participation in that plan and the parties will discuss the terms of the new health benefit plan. Any such health plan created by the Washington State legislature and offered by the Employer must meet the same benefits thresholds and premium percentage allocations otherwise provided for under this Agreement.

19.3 Medical Benefits Waiver.

Employees who are scheduled to work a minimum of 30 hours/week (per their FTE) and who are eligible for medical insurance but waive the medical benefit are eligible for $150 per month stipend. Employees must show proof of other medical coverage annually.

19.4 Retirement Plan.

After two years of service with at least 1,000 hours per year, CLR will contribute to a 403(b) account in the eligible employee's name, beginning on *January 1* or *July 1*, depending on the employee's hire date. Employees may make self-contributions at any time. CLR contributions belong to the employee immediately, without a vesting period.

Effective January 1, 2025, CLR's retirement contributions will be as follows for all eligible employees (excluding per diem employees):

a. Less than 2 years of service: 0%.
b. At least 2 years of service but less than 5 years of service [and, at least 1000 hours of work in each of those years]: 4% of compensation.
c. At least 5 years of service but less than 10 years of service [and, at least 1000 hours of work in each of those years]: 6.5% of compensation
d. 10 or more years of service [and, at least 1000 hours of work in each of those years]: 8% of compensation.

All bargaining unit employees currently employed with CLR and hired prior to January 1, 2025, will be grandfathered in under CLR's pre-CBA retirement plan.

ARTICLE 20 – MANAGEMENT RIGHTS

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

ordinary and customary functions of management, except as specifically altered or modified by the express terms of this Agreement.

20.1.1 The parties recognize that the above statement of management responsibilities is for illustrative purposes only and should not be construed as restrictive or interpreted so as to exclude those prerogatives not mentioned which are inherent to the management function. The parties further agree that this Article 20 – Management Rights shall continue in effect as the status quo following the expiration of this Agreement, unless and until a subsequent agreement or good-faith impasse is reached.

20.1.2 No Employer Waiver. If the Employer does not exercise any one or more of its management rights set forth in this Agreement, such conduct shall not be deemed a waiver or abandonment of any such right(s). If it exercises any of its management right(s) in a particular manner, such conduct shall not preclude its exercise of such right(s) differently or in any other way not in conflict with an express prohibition contained within this Agreement. Nothing herein, however, is intended to abrogate the Employer's obligation to maintain established past practice to the extent required by law.

20.2 Performance of Bargaining Unit Work by Non-Bargaining Unit Personnel. Because of the flexibility necessary to operate, management has the right to use non-bargaining unit personnel to perform bargaining unit work in certain limited circumstances, such as for short-term coverage purposes, in the event of an emergency, to assist in the training of bargaining unit employees, and during other times when business or operational conditions reasonably warrant such. In addition, the Employer expressly reserves the right to subcontract out any work that has historically been performed by contractors (for example, the Employer may contract out any of the following: interpretation and translation services; work that is performed on an occasional or temporary basis by non-bargaining unit personnel, temps, or contractors; existing work that has been customarily and historically subcontracted; work requiring specialized and unique skills and/or equipment not generally available within the unit; where training cannot reasonably be provided; overload work (provided such work does not directly cause a reduction of the FTE status or layoff of any bargaining unit member); emergency situations; and/or with new work that cannot feasibly be performed by bargaining unit employees.)

ARTICLE 21 – SEPARABILITY

21.1 State and Federal Laws. It is the belief of both parties of this Agreement that all provisions are lawful. If any section of this Agreement should be found contrary to existing law, or should any new law or ordinance be passed which makes any provision of this Agreement unlawful, the remainder of the Agreement shall remain in full force and effect, and the parties

shall bargain over a mutually satisfactory replacement of such provision. Such bargaining shall not be deemed a reopening of the entire Agreement; rather only the provision rendered unlawful shall be subject to negotiation, absent mutual agreement of the parties otherwise. The No-Strike provision of this Agreement shall continue to be in full force and effect notwithstanding this Section 21.1.

ARTICLE 22 – DURATION

This Agreement shall become effective upon date of ratification and shall remain in full force and effect to and including March 30, 2028, unless changed by mutual consent. Should the Union or the Employer desire to modify, renew, or terminate the Agreement upon the expiration date, written notice must be provided to the other party at least sixty (60) days, and no more than ninety (90) days, prior to the expiration date. After receipt of such notice, negotiations shall commence at a mutually agreeable time. In the event negotiations do not result in a new Agreement on or before the expiration date, this Agreement shall terminate unless both parties mutually agree to extend the Agreement.

Re: ULPs

All pending ULPs be withdrawn, upon a ratified contract.

SEIU HEALTHCARE 1199NW:

Jane Hopkins, President, SEIU 1199NW

Ligaya R. Domingo

Ligaya Domingo, Lead Negotiator, Senior Racial Justice Director, SEIU 1199NW

MHP, LICSWA

Jaimie Flores, MHP, MCIRT, Spanaway

LICSW, MHP, CHWS

Alexandrea Rebar, Therapist, WISe, Fawcett

Jessica Ewalt, Peer, PACT, Fawcett

Mariya Gaither, Mental health counselor, Pearl Youth

Navarro, SUDP-T, MHC, AACR, BA-ADST

Elizabeth Navarro, SUPD-T, School Connect, Outpatient, Fawcett

Loredonna Livingston, WISe, Fawcett

COMPREHENSIVE LIFE RESOURCES:

Kimberly Zacher, CEO

Appendix A

Wage Scale - Ratification 2025

Position	Base	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25
Behavioral Health Technician	20.34	20.60	20.85	21.11	21.38	21.65	21.92	22.19	22.47	22.75	23.03	23.32	23.61	23.91	24.21	24.51	24.82	25.13	25.44	25.76	26.08	26.41	26.74	27.07	27.41	27.75
Care Coordinator	22.06	22.34	22.62	22.90	23.19	23.48	23.77	24.07	24.37	24.67	24.98	25.29	25.61	25.93	26.25	26.58	26.91	27.25	27.59	27.94	28.29	28.64	29.00	29.36	29.73	30.10
Case Manager	22.06	22.34	22.62	22.90	23.19	23.48	23.77	24.07	24.37	24.67	24.98	25.29	25.61	25.93	26.25	26.58	26.91	27.25	27.59	27.94	28.29	28.64	29.00	29.36	29.73	30.10
Certified Peer Counselor	21.01	21.27	21.54	21.81	22.08	22.36	22.64	22.92	23.21	23.50	23.79	24.09	24.39	24.69	25.00	25.32	25.63	25.95	26.28	26.61	26.94	27.27	27.62	27.96	28.31	28.66
Community Liaison/Res. Couns.	19.83	20.08	20.33	20.58	20.84	21.10	21.36	21.63	21.90	22.17	22.45	22.73	23.01	23.30	23.59	23.89	24.19	24.49	24.80	25.11	25.42	25.74	26.06	26.38	26.71	27.05
Cook	19.57	19.81	20.06	20.31	20.57	20.82	21.08	21.35	21.61	21.88	22.16	22.44	22.72	23.00	23.29	23.58	23.87	24.17	24.47	24.78	25.09	25.40	25.72	26.04	26.37	26.70
Customer Service Specialist	21.63	21.90	22.17	22.45	22.73	23.02	23.30	23.60	23.89	24.19	24.49	24.80	25.11	25.42	25.74	26.06	26.39	26.72	27.05	27.39	27.73	28.08	28.43	28.78	29.14	29.51
Discharge Coordinator	24.16	24.47	24.77	25.08	25.39	25.71	26.03	26.36	26.69	27.02	27.36	27.70	28.05	28.40	28.75	29.11	29.48	29.85	30.22	30.60	30.98	31.37	31.76	32.16	32.56	32.96
Engagement Coordinator	21.86	22.13	22.41	22.69	22.97	23.26	23.55	23.84	24.14	24.44	24.75	25.06	25.37	25.69	26.01	26.33	26.66	27.00	27.33	27.68	28.02	28.37	28.73	29.08	29.45	29.82
Facilities	22.66	22.94	23.23	23.52	23.81	24.11	24.41	24.72	25.03	25.34	25.66	25.98	26.30	26.63	26.96	27.30	27.64	27.99	28.34	28.69	29.05	29.41	29.78	30.15	30.53	30.91
FCS Supportive Housing Spec/Housing Support Specialist	21.01	21.27	21.54	21.81	22.08	22.36	22.64	22.92	23.21	23.50	23.79	24.09	24.39	24.69	25.00	25.32	25.63	25.95	26.28	26.61	26.94	27.27	27.62	27.96	28.31	28.66
Integrated Health Care Coordiantor	24.16	24.47	24.77	25.08	25.39	25.71	26.03	26.36	26.69	27.02	27.36	27.70	28.05	28.40	28.75	29.11	29.48	29.85	30.22	30.60	30.98	31.37	31.76	32.16	32.56	32.96
Janitor	21.01	21.27	21.54	21.81	22.08	22.36	22.64	22.92	23.21	23.50	23.79	24.09	24.39	24.69	25.00	25.32	25.63	25.95	26.28	26.61	26.94	27.27	27.62	27.96	28.31	28.66
LPN	28.84	29.20	29.57	29.94	30.31	30.69	31.07	31.46	31.85	32.25	32.65	33.06	33.48	33.89	34.32	34.75	35.18	35.62	36.07	36.52	36.97	37.44	37.90	38.38	38.86	39.34
Medical Assistant	22.06	22.34	22.62	22.90	23.19	23.48	23.77	24.07	24.37	24.67	24.98	25.29	25.61	25.93	26.25	26.58	26.91	27.25	27.59	27.94	28.29	28.64	29.00	29.36	29.73	30.10
Medical Liaison	20.34	20.60	20.85	21.11	21.38	21.65	21.92	22.19	22.47	22.75	23.03	23.32	23.61	23.91	24.21	24.51	24.82	25.13	25.44	25.76	26.08	26.41	26.74	27.07	27.41	27.75
Medication Monitor / Med Tech	19.83	20.08	20.33	20.58	20.84	21.10	21.36	21.63	21.90	22.17	22.45	22.73	23.01	23.30	23.59	23.89	24.19	24.49	24.80	25.11	25.42	25.74	26.06	26.38	26.71	27.05
Milieu Treatment Coordinator	25.11	25.43	25.74	26.06	26.39	26.72	27.05	27.39	27.74	28.08	28.43	28.79	29.15	29.51	29.88	30.25	30.63	31.02	31.40	31.80	32.19	32.60	33.00	33.42	33.83	34.26
Outreach Worker	21.01	21.27	21.54	21.81	22.08	22.36	22.64	22.92	23.21	23.50	23.79	24.09	24.39	24.69	25.00	25.32	25.63	25.95	26.28	26.61	26.94	27.27	27.62	27.96	28.31	28.66
Certified Peer Specialist will include -Parent Partner -Peer Counselor Family Spec -Peer Group Leader -Peer Specialist -Youth Partner	21.01	21.27	21.54	21.81	22.08	22.36	22.64	22.92	23.21	23.50	23.79	24.09	24.39	24.69	25.00	25.31	25.63	25.95	26.27	26.60	26.94	27.27	27.61	27.96	28.31	28.66
Recreational Therapist	27.32	27.66	28.00	28.35	28.71	29.07	29.43	29.80	30.17	30.55	30.93	31.32	31.71	32.10	32.50	32.91	33.32	33.74	34.16	34.59	35.02	35.46	35.90	36.35	36.80	37.26
Registered Nurse	43.07	43.61	44.16	44.71	45.27	45.83	46.41	46.99	47.58	48.17	48.77	49.38	50.00	50.62	51.26	51.90	52.55	53.20	53.87	54.54	55.22	55.91	56.61	57.32	58.04	58.76
Registration Specialist	21.01	21.27	21.54	21.81	22.08	22.36	22.64	22.92	23.21	23.50	23.79	24.09	24.39	24.69	25.00	25.32	25.63	25.95	26.28	26.61	26.94	27.27	27.62	27.96	28.31	28.66
Res Couns/Day Shift Lead Wknd	20.86	21.12	21.38	21.65	21.92	22.19	22.47	22.75	23.04	23.32	23.62	23.91	24.21	24.51	24.82	25.13	25.44	25.76	26.08	26.41	26.74	27.07	27.41	27.76	28.10	28.45
Residential Counselor	19.83	20.08	20.33	20.58	20.84	21.10	21.36	21.63	21.90	22.17	22.45	22.73	23.01	23.30	23.59	23.89	24.19	24.49	24.80	25.11	25.42	25.74	26.06	26.38	26.71	27.05
Shift Lead	20.86	21.12	21.38	21.65	21.92	22.19	22.47	22.75	23.04	23.32	23.62	23.91	24.21	24.51	24.82	25.13	25.44	25.76	26.08	26.41	26.74	27.07	27.41	27.76	28.10	28.45
Therapist (Masters)	30.47	30.85	31.23	31.62	32.02	32.42	32.83	33.24	33.65	34.07	34.50	34.93	35.37	35.81	36.25	36.71	37.17	37.63	38.10	38.58	39.06	39.55	40.04	40.54	41.05	41.56
Therapist (MHP)	31.52	31.91	32.31	32.71	33.12	33.54	33.96	34.38	34.81	35.25	35.69	36.13	36.58	37.04	37.50	37.97	38.45	38.93	39.42	39.91	40.41	40.91	41.42	41.94	42.47	43.00
Therapist (licensed)	35.02	35.46	35.90	36.35	36.80	37.26	37.73	38.20	38.68	39.16	39.65	40.15	40.65	41.16	41.67	42.19	42.72	43.25	43.80	44.34	44.90	45.46	46.03	46.60	47.18	47.77
MH Counselor (trainee)	22.06	22.34	22.62	22.90	23.19	23.48	23.77	24.07	24.37	24.67	24.98	25.29	25.61	25.93	26.25	26.58	26.91	27.25	27.59	27.94	28.29	28.64	29.00	29.36	29.73	30.10
MH Counselor	24.16	24.47	24.77	25.08	25.39	25.71	26.03	26.36	26.69	27.02	27.36	27.70	28.05	28.40	28.75	29.11	29.48	29.85	30.22	30.60	30.98	31.37	31.76	32.16	32.56	32.96
MH Counselor (MHP)	27.81	28.16	28.51	28.87	29.23	29.59	29.96	30.34	30.72	31.10	31.49	31.88	32.28	32.68	33.09	33.51	33.93	34.35	34.78	35.21	35.65	36.10	36.55	37.01	37.47	37.94
SUDP (AA)	25.21	25.53	25.85	26.17	26.50	26.83	27.17	27.51	27.85	28.20	28.55	28.91	29.27	29.63	30.00	30.38	30.76	31.14	31.53	31.93	32.33	32.73	33.14	33.55	33.97	34.40
SUDP (Bachelors Degree)	27.32	27.66	28.00	28.35	28.71	29.07	29.43	29.80	30.17	30.55	30.93	31.32	31.71	32.10	32.50	32.91	33.32	33.74	34.16	34.59	35.02	35.46	35.90	36.35	36.80	37.26
SUDP (Masters)	32.04	32.44	32.85	33.26	33.68	34.10	34.52	34.95	35.39	35.83	36.28	36.74	37.19	37.66	38.13	38.61	39.09	39.58	40.07	40.57	41.08	41.59	42.11	42.64	43.17	43.71
SUDP (MHP)	33.09	33.51	33.93	34.35	34.78	35.21	35.65	36.10	36.55	37.01	37.47	37.94	38.41	38.89	39.38	39.87	40.37	40.88	41.39	41.90	42.43	42.96	43.49	44.04	44.59	45.15
SUDP (Licensed)	36.31	36.76	37.22	37.69	38.16	38.63	39.12	39.61	40.10	40.60	41.11	41.62	42.14	42.67	43.20	43.74	44.29	44.84	45.41	45.97	46.55	47.13	47.72	48.32	48.92	49.53
SUD-T >50 hours	22.85	23.13	23.42	23.71	24.01	24.31	24.61	24.92	25.23	25.55	25.87	26.19	26.52	26.85	27.18	27.52	27.87	28.22	28.57	28.93	29.29	29.65	30.03	30.40	30.78	31.17
SUD-T >50 hours (Bachelors Degree)	24.16	24.47	24.77	25.08	25.39	25.71	26.03	26.36	26.69	27.02	27.36	27.70	28.05	28.40	28.75	29.11	29.48	29.85	30.22	30.60	30.98	31.37	31.76	32.16	32.56	32.96
SUD-T >50 hours (Masters Degree)	31.21	31.60	31.99	32.39	32.80	33.21	33.62	34.04	34.47	34.90	35.34	35.78	36.23	36.68	37.14	37.60	38.07	38.55	39.03	39.52	40.01	40.51	41.02	41.53	42.05	42.58
SUD-T >50 hours (MHP)	32.30	32.70	33.11	33.53	33.95	34.37	34.80	35.24	35.68	36.12	36.57	37.03	37.49	37.96	38.44	38.92	39.40	39.90	40.39	40.90	41.41	41.93	42.45	42.98	43.52	44.06
SUD-T >50 hours (Licensed)	34.40	34.83	35.27	35.71	36.15	36.61	37.06	37.53	38.00	38.47	38.95	39.44	39.93	40.43	40.94	41.45	41.97	42.49	43.02	43.56	44.10	44.66	45.21	45.78	46.35	46.93
SUD-T <50 hours	22.59	22.87	23.16	23.45	23.74	24.04	24.34	24.64	24.95	25.26	25.58	25.90	26.22	26.55	26.88	27.21	27.55	27.90	28.25	28.60	28.96	29.32	29.69	30.06	30.43	30.81
SUD-T <50 hours (Bachelors Degree)	22.59	22.87	23.16	23.45	23.74	24.04	24.34	24.64	24.95	25.26	25.58	25.90	26.22	26.55	26.88	27.21	27.55	27.90	28.25	28.60	28.96	29.32	29.69	30.06	30.43	30.81
SUD-T <50 hours (Masters Degree)	30.99	31.38	31.77	32.17	32.57	32.98	33.39	33.81	34.23	34.66	35.09	35.53	35.97	36.42	36.88	37.34	37.81	38.28	38.76	39.24	39.73	40.23	40.73	41.24	41.76	42.28
SUD-T <50 hours (MHP)	32.04	32.44	32.85	33.26	33.68	34.10	34.52	34.95	35.39	35.83	36.28	36.74	37.19	37.66	38.13	38.61	39.09	39.58	40.07	40.57	41.08	41.59	42.11	42.64	43.17	43.71
SUD-T <50 hours (Licensed)	34.14	34.57	35.00	35.44	35.88	36.33	36.79	37.25	37.71	38.18	38.66	39.14	39.63	40.13	40.63	41.14	41.65	42.17	42.70	43.23	43.77	44.32	44.88	45.44	46.00	46.58
HCA Peer Apprentice (0 - 1000 hrs)	19.83																									
HCA Peer Apprentice (1001-2000	20.86																									
HCA Peer Apprentice (Journey level	21.63	21.90	22.17	22.45	22.73	23.02	23.30	23.60	23.89	24.19	24.49	24.80	25.11	25.42	25.74	26.06	26.39	26.72	27.05	27.39	27.73	28.08	28.43	28.78	29.14	29.51
HCA SUDP Apprentice (0-1000 hrs)	23.22																									
HCA SUDP Apprentice (1001-2000	24.58																									
HCA SUDP Apprentice (2001-3000	25.95																									
HCA SUDP Apprentice (3001-4000	26.50																									
HCA SUDP Apprentice (Journey level	27.32	27.66	28.00	28.35	28.71	29.07	29.43	29.80	30.17	30.55	30.93	31.32	31.71	32.10	32.50	32.91	33.32	33.74	34.16	34.59	35.02	35.46	35.90	36.35	36.80	37.26

Appendix A

Wage Scale – July 1, 2026

Position	Base	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25
Behavioral Health Technician	21.05	21.32	21.58	21.85	22.13	22.40	22.68	22.97	23.25	23.55	23.84	24.14	24.44	24.74	25.05	25.37	25.68	26.01	26.33	26.66	26.99	27.33	27.67	28.02	28.37	28.72
Care Coordinator	22.83	23.12	23.41	23.70	24.00	24.30	24.60	24.91	25.22	25.54	25.86	26.18	26.51	26.84	27.17	27.51	27.86	28.20	28.56	28.91	29.28	29.64	30.01	30.39	30.77	31.15
Case Manager	22.83	23.12	23.41	23.70	24.00	24.30	24.60	24.91	25.22	25.54	25.86	26.18	26.51	26.84	27.17	27.51	27.86	28.20	28.56	28.91	29.28	29.64	30.01	30.39	30.77	31.15
Certified Peer Counselor	21.75	22.02	22.29	22.57	22.86	23.14	23.43	23.72	24.02	24.32	24.62	24.93	25.24	25.56	25.88	26.20	26.53	26.86	27.20	27.54	27.88	28.23	28.58	28.94	29.30	29.67
Community Liaison/Res. Couns.	20.52	20.78	21.04	21.30	21.57	21.84	22.11	22.39	22.67	22.95	23.24	23.53	23.82	24.12	24.42	24.72	25.03	25.35	25.66	25.98	26.31	26.64	26.97	27.31	27.65	28.00
Cook	20.25	20.51	20.76	21.02	21.29	21.55	21.82	22.10	22.37	22.65	22.93	23.22	23.51	23.80	24.10	24.40	24.71	25.02	25.33	25.65	25.97	26.29	26.62	26.95	27.29	27.63
Customer Service Specialist	22.39	22.67	22.95	23.24	23.53	23.82	24.12	24.42	24.73	25.04	25.35	25.67	25.99	26.31	26.64	26.97	27.31	27.65	28.00	28.35	28.70	29.06	29.42	29.79	30.16	30.54
Discharge Coordinator	25.01	25.32	25.64	25.96	26.28	26.61	26.94	27.28	27.62	27.97	28.32	28.67	29.03	29.39	29.76	30.13	30.51	30.89	31.28	31.67	32.06	32.46	32.87	33.28	33.70	34.12
Engagement Coordinator	22.62	22.90	23.19	23.48	23.77	24.07	24.37	24.68	24.99	25.30	25.61	25.93	26.26	26.59	26.92	27.26	27.60	27.94	28.29	28.64	29.00	29.36	29.73	30.10	30.48	30.86
Facilities	23.45	23.75	24.04	24.34	24.65	24.96	25.27	25.58	25.90	26.23	26.56	26.89	27.22	27.56	27.91	28.26	28.61	28.97	29.33	29.70	30.07	30.44	30.82	31.21	31.60	31.99
FCS Supportive Housing Spec/Housing Support Specialist	21.75	22.02	22.29	22.57	22.86	23.14	23.43	23.72	24.02	24.32	24.62	24.93	25.24	25.56	25.88	26.20	26.53	26.86	27.20	27.54	27.88	28.23	28.58	28.94	29.30	29.67
Integrated Health Care Coordiantor	25.01	25.32	25.64	25.96	26.28	26.61	26.94	27.28	27.62	27.97	28.32	28.67	29.03	29.39	29.76	30.13	30.51	30.89	31.28	31.67	32.06	32.46	32.87	33.28	33.70	34.12
Janitor	21.75	22.02	22.29	22.57	22.86	23.14	23.43	23.72	24.02	24.32	24.62	24.93	25.24	25.56	25.88	26.20	26.53	26.86	27.20	27.54	27.88	28.23	28.58	28.94	29.30	29.67
LPN	29.85	30.22	30.60	30.98	31.37	31.76	32.16	32.56	32.97	33.38	33.80	34.22	34.65	35.08	35.52	35.96	36.41	36.87	37.33	37.80	38.27	38.75	39.23	39.72	40.22	40.72
Medical Assistant	22.83	23.12	23.41	23.70	24.00	24.30	24.60	24.91	25.22	25.54	25.86	26.18	26.51	26.84	27.17	27.51	27.86	28.20	28.56	28.91	29.28	29.64	30.01	30.39	30.77	31.15
Medical Liaison	21.05	21.32	21.58	21.85	22.13	22.40	22.68	22.97	23.25	23.55	23.84	24.14	24.44	24.74	25.05	25.37	25.68	26.01	26.33	26.66	26.99	27.33	27.67	28.02	28.37	28.72
Medication Monitor / Med Tech	20.52	20.78	21.04	21.30	21.57	21.84	22.11	22.39	22.67	22.95	23.24	23.53	23.82	24.12	24.42	24.72	25.03	25.35	25.66	25.98	26.31	26.64	26.97	27.31	27.65	28.00
Milieu Treatment Coordinator	25.99	26.32	26.64	26.98	27.31	27.66	28.00	28.35	28.71	29.06	29.43	29.80	30.17	30.55	30.93	31.31	31.71	32.10	32.50	32.91	33.32	33.74	34.16	34.59	35.02	35.46
Outreach Worker	21.75	22.02	22.29	22.57	22.86	23.14	23.43	23.72	24.02	24.32	24.62	24.93	25.24	25.56	25.88	26.20	26.53	26.86	27.20	27.54	27.88	28.23	28.58	28.94	29.30	29.67
Certified Peer Specialist will include -Parent Partner -Peer Counselor Family Spec -Peer Group Leader -Peer Specialist -Youth Partner	21.75	22.02	22.29	22.57	22.86	23.14	23.43	23.72	24.02	24.32	24.62	24.93	25.24	25.56	25.88	26.20	26.53	26.86	27.20	27.54	27.88	28.23	28.58	28.94	29.30	29.67
Recreational Therapist	28.27	28.63	28.98	29.35	29.71	30.08	30.46	30.84	31.23	31.62	32.01	32.41	32.82	33.23	33.64	34.06	34.49	34.92	35.36	35.80	36.25	36.70	37.16	37.62	38.09	38.57
Registered Nurse	44.58	45.14	45.70	46.28	46.85	47.44	48.03	48.63	49.24	49.86	50.48	51.11	51.75	52.40	53.05	53.71	54.39	55.07	55.75	56.45	57.16	57.87	58.59	59.33	60.07	60.82
Registration Specialist	21.75	22.02	22.29	22.57	22.86	23.14	23.43	23.72	24.02	24.32	24.62	24.93	25.24	25.56	25.88	26.20	26.53	26.86	27.20	27.54	27.88	28.23	28.58	28.94	29.30	29.67
Res Couns/Day Shift Lead Wknd	21.59	21.86	22.13	22.41	22.69	22.97	23.26	23.55	23.84	24.14	24.44	24.75	25.06	25.37	25.69	26.01	26.33	26.66	27.00	27.33	27.68	28.02	28.37	28.73	29.09	29.45
Residential Counselor	20.52	20.78	21.04	21.30	21.57	21.84	22.11	22.39	22.67	22.95	23.24	23.53	23.82	24.12	24.42	24.72	25.03	25.35	25.66	25.98	26.31	26.64	26.97	27.31	27.65	28.00
Shift Lead	21.59	21.86	22.13	22.41	22.69	22.97	23.26	23.55	23.84	24.14	24.44	24.75	25.06	25.37	25.69	26.01	26.33	26.66	27.00	27.33	27.68	28.02	28.37	28.73	29.09	29.45
Therapist (Masters)	31.53	31.93	32.33	32.73	33.14	33.55	33.97	34.40	34.83	35.26	35.70	36.15	36.60	37.06	37.52	37.99	38.47	38.95	39.44	39.93	40.43	40.93	41.44	41.96	42.49	43.02
Therapist (MHP)	32.62	33.03	33.44	33.86	34.28	34.71	35.15	35.58	36.03	36.48	36.94	37.40	37.87	38.34	38.82	39.30	39.79	40.29	40.80	41.31	41.82	42.34	42.87	43.41	43.95	44.50
Therapist (licensed)	36.25	36.70	37.16	37.62	38.09	38.57	39.05	39.54	40.03	40.53	41.04	41.55	42.07	42.60	43.13	43.67	44.22	44.77	45.33	45.89	46.47	47.05	47.64	48.23	48.84	49.45
MH Counselor (trainee)	22.83	23.12	23.41	23.70	24.00	24.30	24.60	24.91	25.22	25.54	25.86	26.18	26.51	26.84	27.17	27.51	27.86	28.20	28.56	28.91	29.28	29.64	30.01	30.39	30.77	31.15
MH Counselor	25.01	25.32	25.64	25.96	26.28	26.61	26.94	27.28	27.62	27.97	28.32	28.67	29.03	29.39	29.76	30.13	30.51	30.89	31.28	31.67	32.06	32.46	32.87	33.28	33.70	34.12
MH Counselor (MHP)	28.78	29.14	29.51	29.88	30.25	30.63	31.01	31.40	31.79	32.19	32.59	33.00	33.41	33.83	34.25	34.68	35.11	35.55	36.00	36.45	36.90	37.36	37.83	38.30	38.78	39.27
SUDP (AA)	26.10	26.42	26.75	27.09	27.43	27.77	28.12	28.47	28.82	29.18	29.55	29.92	30.29	30.67	31.05	31.44	31.84	32.23	32.64	33.04	33.46	33.88	34.30	34.73	35.16	35.60
SUDP (Bachelors Degree)	28.27	28.63	28.98	29.35	29.71	30.08	30.46	30.84	31.23	31.62	32.01	32.41	32.82	33.23	33.64	34.06	34.49	34.92	35.36	35.80	36.25	36.70	37.16	37.62	38.09	38.57
SUDP (Masters)	33.16	33.58	34.00	34.42	34.85	35.29	35.73	36.18	36.63	37.09	37.55	38.02	38.50	38.98	39.46	39.96	40.46	40.96	41.48	41.99	42.52	43.05	43.59	44.13	44.68	45.24
SUDP (MHP)	34.25	34.68	35.11	35.55	36.00	36.45	36.90	37.36	37.83	38.30	38.78	39.27	39.76	40.26	40.76	41.27	41.78	42.31	42.84	43.37	43.91	44.46	45.02	45.58	46.15	46.73
SUDP (Licensed)	37.58	38.05	38.52	39.01	39.49	39.99	40.49	40.99	41.50	42.02	42.55	43.08	43.62	44.16	44.72	45.28	45.84	46.41	46.99	47.58	48.18	48.78	49.39	50.01	50.63	51.26
SUD-T >50 hours	23.64	23.94	24.24	24.54	24.85	25.16	25.47	25.79	26.12	26.44	26.77	27.11	27.45	27.79	28.14	28.49	28.84	29.20	29.57	29.94	30.31	30.69	31.08	31.46	31.86	32.26
SUD-T >50 hours (Bachelors Degree)	25.01	25.32	25.64	25.96	26.28	26.61	26.94	27.28	27.62	27.97	28.32	28.67	29.03	29.39	29.76	30.13	30.51	30.89	31.28	31.67	32.06	32.46	32.87	33.28	33.70	34.12
SUD-T >50 hours (Masters Degree)	32.30	32.71	33.11	33.53	33.95	34.37	34.80	35.24	35.68	36.12	36.57	37.03	37.49	37.96	38.44	38.92	39.40	39.90	40.40	40.90	41.41	41.93	42.45	42.98	43.52	44.07
SUD-T >50 hours (MHP)	33.43	33.85	34.27	34.70	35.13	35.57	36.02	36.47	36.92	37.39	37.85	38.33	38.81	39.29	39.78	40.28	40.78	41.29	41.81	42.33	42.86	43.40	43.94	44.49	45.04	45.61
SUD-T >50 hours (Licensed)	35.61	36.05	36.50	36.96	37.42	37.89	38.36	38.84	39.33	39.82	40.32	40.82	41.33	41.85	42.37	42.90	43.44	43.98	44.53	45.08	45.65	46.22	46.80	47.38	47.97	48.57
SUD-T <50 hours	23.38	23.67	23.97	24.27	24.57	24.88	25.19	25.50	25.82	26.14	26.47	26.80	27.14	27.48	27.82	28.17	28.52	28.88	29.24	29.60	29.97	30.35	30.73	31.11	31.50	31.89
SUD-T <50 hours (Bachelors Degree)	23.38	23.67	23.97	24.27	24.57	24.88	25.19	25.50	25.82	26.14	26.47	26.80	27.14	27.48	27.82	28.17	28.52	28.88	29.24	29.60	29.97	30.35	30.73	31.11	31.50	31.89
SUD-T <50 hours (Masters Degree)	32.08	32.48	32.88	33.30	33.71	34.13	34.56	34.99	35.43	35.87	36.32	36.77	37.23	37.70	38.17	38.65	39.13	39.62	40.12	40.62	41.12	41.64	42.16	42.69	43.22	43.76
SUD-T <50 hours (MHP)	33.16	33.58	34.00	34.42	34.85	35.29	35.73	36.18	36.63	37.09	37.55	38.02	38.50	38.98	39.46	39.96	40.46	40.96	41.48	41.99	42.52	43.05	43.59	44.13	44.68	45.24
SUD-T <50 hours (Licensed)	35.34	35.78	36.23	36.68	37.14	37.60	38.07	38.55	39.03	39.52	40.01	40.51	41.02	41.53	42.05	42.58	43.11	43.65	44.19	44.75	45.31	45.87	46.45	47.03	47.61	48.21
HCA Peer Apprentice (0 - 1000 hrs)	20.52																									
HCA Peer Apprentice (1001-2000 hrs)	21.59																									
HCA Peer Apprentice (Journey level 1)	22.39	22.67	22.95	23.24	23.53	23.82	24.12	24.42	24.73	25.04	25.35	25.67	25.99	26.31	26.64	26.97	27.31	27.65	28.00	28.35	28.70	29.06	29.42	29.79	30.16	30.54
HCA SUDP Apprentice (0-1000 hrs)	24.03																									
HCA SUDP Apprentice (1001-2000 hrs)	25.44																									
HCA SUDP Apprentice (2001-3000 hrs)	26.86																									
HCA SUDP Apprentice (3001-4000 hrs)	27.42																									
HCA SUDP Apprentice (Journey level 1)	28.27	28.63	28.98	29.35	29.71	30.08	30.46	30.84	31.23	31.62	32.01	32.41	32.82	33.23	33.64	34.06	34.49	34.92	35.36	35.80	36.25	36.70	37.16	37.62	38.09	38.57

Appendix A

Wage Scale – July 1, 2027

Position	Base	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25
Behavioral Health Technician	21.69	21.96	22.23	22.51	22.79	23.08	23.36	23.66	23.95	24.25	24.55	24.86	25.17	25.49	25.81	26.13	26.45	26.79	27.12	27.46	27.80	28.15	28.50	28.86	29.22	29.58
Care Coordinator	23.52	23.81	24.11	24.41	24.72	25.03	25.34	25.66	25.98	26.30	26.63	26.96	27.30	27.64	27.99	28.34	28.69	29.05	29.41	29.78	30.15	30.53	30.91	31.30	31.69	32.09
Case Manager	23.52	23.81	24.11	24.41	24.72	25.03	25.34	25.66	25.98	26.30	26.63	26.96	27.30	27.64	27.99	28.34	28.69	29.05	29.41	29.78	30.15	30.53	30.91	31.30	31.69	32.09
Certified Peer Counselor	22.40	22.68	22.96	23.25	23.54	23.84	24.13	24.43	24.74	25.05	25.36	25.68	26.00	26.33	26.65	26.99	27.33	27.67	28.01	28.36	28.72	29.08	29.44	29.81	30.18	30.56
Community Liaison/Res. Couns.	21.14	21.40	21.67	21.94	22.21	22.49	22.77	23.06	23.35	23.64	23.93	24.23	24.53	24.84	25.15	25.47	25.78	26.11	26.43	26.76	27.10	27.44	27.78	28.13	28.48	28.84
Cook	20.86	21.12	21.39	21.65	21.93	22.20	22.48	22.76	23.04	23.33	23.62	23.92	24.22	24.52	24.83	25.14	25.45	25.77	26.09	26.42	26.75	27.08	27.42	27.76	28.11	28.46
Customer Service Specialist	23.06	23.35	23.64	23.93	24.23	24.54	24.84	25.15	25.47	25.79	26.11	26.44	26.77	27.10	27.44	27.78	28.13	28.48	28.84	29.20	29.56	29.93	30.31	30.68	31.07	31.46
Discharge Coordinator	25.76	26.08	26.41	26.74	27.07	27.41	27.75	28.10	28.45	28.81	29.17	29.53	29.90	30.27	30.65	31.04	31.42	31.82	32.21	32.62	33.03	33.44	33.86	34.28	34.71	35.14
Engagement Coordinator	23.30	23.59	23.89	24.18	24.49	24.79	25.10	25.42	25.73	26.06	26.38	26.71	27.05	27.38	27.73	28.07	28.42	28.78	29.14	29.50	29.87	30.25	30.62	31.01	31.39	31.79
Facilities	24.16	24.46	24.76	25.07	25.39	25.70	26.03	26.35	26.68	27.01	27.35	27.69	28.04	28.39	28.75	29.10	29.47	29.84	30.21	30.59	30.97	31.36	31.75	32.15	32.55	32.95
FCS Supportive Housing Spec/Housing Support Specialist	22.40	22.68	22.96	23.25	23.54	23.84	24.13	24.43	24.74	25.05	25.36	25.68	26.00	26.33	26.65	26.99	27.33	27.67	28.01	28.36	28.72	29.08	29.44	29.81	30.18	30.56
Integrated Health Care Coordiantor	25.76	26.08	26.41	26.74	27.07	27.41	27.75	28.10	28.45	28.81	29.17	29.53	29.90	30.27	30.65	31.04	31.42	31.82	32.21	32.62	33.03	33.44	33.86	34.28	34.71	35.14
Janitor	22.40	22.68	22.96	23.25	23.54	23.84	24.13	24.43	24.74	25.05	25.36	25.68	26.00	26.33	26.65	26.99	27.33	27.67	28.01	28.36	28.72	29.08	29.44	29.81	30.18	30.56
LPN	30.74	31.13	31.52	31.91	32.31	32.72	33.12	33.54	33.96	34.38	34.81	35.25	35.69	36.13	36.59	37.04	37.51	37.97	38.45	38.93	39.42	39.91	40.41	40.91	41.42	41.94
Medical Assistant	23.52	23.81	24.11	24.41	24.72	25.03	25.34	25.66	25.98	26.30	26.63	26.96	27.30	27.64	27.99	28.34	28.69	29.05	29.41	29.78	30.15	30.53	30.91	31.30	31.69	32.09
Medical Liaison	21.69	21.96	22.23	22.51	22.79	23.08	23.36	23.66	23.95	24.25	24.55	24.86	25.17	25.49	25.81	26.13	26.45	26.79	27.12	27.46	27.80	28.15	28.50	28.86	29.22	29.58
Medication Monitor / Med Tech	21.14	21.40	21.67	21.94	22.21	22.49	22.77	23.06	23.35	23.64	23.93	24.23	24.53	24.84	25.15	25.47	25.78	26.11	26.43	26.76	27.10	27.44	27.78	28.13	28.48	28.84
Milieu Treatment Coordinator	26.77	27.10	27.44	27.79	28.13	28.49	28.84	29.20	29.57	29.94	30.31	30.69	31.07	31.46	31.86	32.25	32.66	33.06	33.48	33.90	34.32	34.75	35.18	35.62	36.07	36.52
Outreach Worker	22.40	22.68	22.96	23.25	23.54	23.84	24.13	24.43	24.74	25.05	25.36	25.68	26.00	26.33	26.65	26.99	27.33	27.67	28.01	28.36	28.72	29.08	29.44	29.81	30.18	30.56
Certified Peer Specialist will include -Parent Partner -Peer Counselor Family Spec -Peer Group Leader -Peer Specialist -Youth Partner	22.40	22.68	22.96	23.25	23.54	23.84	24.13	24.43	24.74	25.05	25.36	25.68	26.00	26.33	26.65	26.99	27.33	27.67	28.01	28.36	28.72	29.08	29.44	29.81	30.18	30.56
Recreational Therapist	29.12	29.48	29.85	30.23	30.60	30.99	31.37	31.77	32.16	32.56	32.97	33.38	33.80	34.22	34.65	35.08	35.52	35.97	36.42	36.87	37.33	37.80	38.27	38.75	39.23	39.73
Registered Nurse	45.92	46.49	47.07	47.66	48.26	48.86	49.47	50.09	50.72	51.35	51.99	52.64	53.30	53.97	54.64	55.33	56.02	56.72	57.43	58.14	58.87	59.61	60.35	61.11	61.87	62.64
Registration Specialist	22.40	22.68	22.96	23.25	23.54	23.84	24.13	24.43	24.74	25.05	25.36	25.68	26.00	26.33	26.65	26.99	27.33	27.67	28.01	28.36	28.72	29.08	29.44	29.81	30.18	30.56
Res Couns/Day Shift Lead Wknd	22.24	22.51	22.79	23.08	23.37	23.66	23.96	24.26	24.56	24.87	25.18	25.49	25.81	26.13	26.46	26.79	27.12	27.46	27.81	28.15	28.51	28.86	29.22	29.59	29.96	30.33
Residential Counselor	21.14	21.40	21.67	21.94	22.21	22.49	22.77	23.06	23.35	23.64	23.93	24.23	24.53	24.84	25.15	25.47	25.78	26.11	26.43	26.76	27.10	27.44	27.78	28.13	28.48	28.84
Shift Lead	22.24	22.51	22.79	23.08	23.37	23.66	23.96	24.26	24.56	24.87	25.18	25.49	25.81	26.13	26.46	26.79	27.12	27.46	27.81	28.15	28.51	28.86	29.22	29.59	29.96	30.33
Therapist (Masters)	32.48	32.89	33.30	33.71	34.13	34.56	34.99	35.43	35.87	36.32	36.78	37.24	37.70	38.17	38.65	39.13	39.62	40.12	40.62	41.13	41.64	42.16	42.69	43.22	43.76	44.31
Therapist (MHP)	33.60	34.02	34.45	34.88	35.31	35.75	36.20	36.65	37.11	37.57	38.04	38.52	39.00	39.49	39.98	40.48	40.99	41.50	42.02	42.54	43.08	43.61	44.16	44.71	45.27	45.84
Therapist (licensed)	37.33	37.80	38.27	38.75	39.24	39.73	40.22	40.72	41.23	41.75	42.27	42.80	43.33	43.88	44.42	44.98	45.54	46.11	46.69	47.27	47.86	48.46	49.07	49.68	50.30	50.93
MH Counselor (trainee)	23.52	23.81	24.11	24.41	24.72	25.03	25.34	25.66	25.98	26.30	26.63	26.96	27.30	27.64	27.99	28.34	28.69	29.05	29.41	29.78	30.15	30.53	30.91	31.30	31.69	32.09
MH Counselor	25.76	26.08	26.41	26.74	27.07	27.41	27.75	28.10	28.45	28.81	29.17	29.53	29.90	30.27	30.65	31.04	31.42	31.82	32.21	32.62	33.03	33.44	33.86	34.28	34.71	35.14
MH Counselor (MHP)	29.65	30.02	30.39	30.77	31.16	31.55	31.94	32.34	32.74	33.15	33.57	33.99	34.41	34.84	35.28	35.72	36.17	36.62	37.08	37.54	38.01	38.48	38.96	39.45	39.94	40.44
SUDP (AA)	26.88	27.22	27.56	27.90	28.25	28.60	28.96	29.32	29.69	30.06	30.44	30.82	31.20	31.59	31.99	32.39	32.79	33.20	33.62	34.04	34.46	34.89	35.33	35.77	36.22	36.67
SUDP (Bachelors Degree)	29.12	29.48	29.85	30.23	30.60	30.99	31.37	31.77	32.16	32.56	32.97	33.38	33.80	34.22	34.65	35.08	35.52	35.97	36.42	36.87	37.33	37.80	38.27	38.75	39.23	39.73
SUDP (Masters)	34.16	34.59	35.02	35.46	35.90	36.35	36.80	37.26	37.73	38.20	38.68	39.16	39.65	40.15	40.65	41.16	41.67	42.19	42.72	43.25	43.79	44.34	44.90	45.46	46.03	46.60
SUDP (MHP)	35.28	35.72	36.17	36.62	37.08	37.54	38.01	38.48	38.97	39.45	39.95	40.45	40.95	41.46	41.98	42.51	43.04	43.58	44.12	44.67	45.23	45.80	46.37	46.95	47.53	48.13
SUDP (Licensed)	38.71	39.19	39.68	40.18	40.68	41.19	41.70	42.22	42.75	43.28	43.83	44.37	44.93	45.49	46.06	46.63	47.22	47.81	48.40	49.01	49.62	50.24	50.87	51.51	52.15	52.80
SUD-T >50 hours	24.35	24.66	24.97	25.28	25.60	25.92	26.24	26.57	26.90	27.24	27.58	27.92	28.27	28.62	28.98	29.34	29.71	30.08	30.46	30.84	31.22	31.61	32.01	32.41	32.81	33.22
SUD-T >50 hours (Bachelors Degree)	25.76	26.08	26.41	26.74	27.07	27.41	27.75	28.10	28.45	28.81	29.17	29.53	29.90	30.27	30.65	31.04	31.42	31.82	32.21	32.62	33.03	33.44	33.86	34.28	34.71	35.14
SUD-T >50 hours (Masters Degree)	33.27	33.69	34.11	34.53	34.97	35.40	35.84	36.29	36.75	37.21	37.67	38.14	38.62	39.10	39.59	40.09	40.59	41.09	41.61	42.13	42.65	43.19	43.73	44.27	44.83	45.39
SUD-T >50 hours (MHP)	34.43	34.86	35.30	35.74	36.19	36.64	37.10	37.56	38.03	38.51	38.99	39.48	39.97	40.47	40.98	41.49	42.01	42.53	43.06	43.60	44.15	44.70	45.26	45.82	46.40	46.97
SUD-T >50 hours (Licensed)	36.67	37.13	37.60	38.07	38.54	39.02	39.51	40.01	40.51	41.01	41.53	42.04	42.57	43.10	43.64	44.19	44.74	45.30	45.86	46.44	47.02	47.61	48.20	48.80	49.41	50.03
SUD-T <50 hours	24.08	24.38	24.69	24.99	25.31	25.62	25.94	26.27	26.60	26.93	27.26	27.61	27.95	28.30	28.65	29.01	29.37	29.74	30.11	30.49	30.87	31.26	31.65	32.04	32.44	32.85
SUD-T <50 hours (Bachelors Degree)	24.08	24.38	24.69	24.99	25.31	25.62	25.94	26.27	26.60	26.93	27.26	27.61	27.95	28.30	28.65	29.01	29.37	29.74	30.11	30.49	30.87	31.26	31.65	32.04	32.44	32.85
SUD-T <50 hours (Masters Degree)	33.04	33.45	33.87	34.29	34.72	35.16	35.60	36.04	36.49	36.95	37.41	37.88	38.35	38.83	39.32	39.81	40.30	40.81	41.32	41.84	42.36	42.89	43.42	43.97	44.52	45.07
SUD-T <50 hours (MHP)	34.16	34.59	35.02	35.46	35.90	36.35	36.80	37.26	37.73	38.20	38.68	39.16	39.65	40.15	40.65	41.16	41.67	42.19	42.72	43.25	43.79	44.34	44.90	45.46	46.03	46.60
SUD-T <50 hours (Licensed)	36.40	36.85	37.32	37.78	38.25	38.73	39.22	39.71	40.20	40.71	41.21	41.73	42.25	42.78	43.31	43.86	44.40	44.96	45.52	46.09	46.67	47.25	47.84	48.44	49.04	49.66
HCA Peer Apprentice (0 - 1000 hrs)	21.14																									
HCA Peer Apprentice (1001-2000 hrs)	22.24																									
HCA Peer Apprentice (Journey level 1)	23.06	23.35	23.64	23.93	24.23	24.54	24.84	25.15	25.47	25.79	26.11	26.44	26.77	27.10	27.44	27.78	28.13	28.48	28.84	29.20	29.56	29.93	30.31	30.68	31.07	31.46
HCA SUDP Apprentice (0-1000 hrs)	24.75																									
HCA SUDP Apprentice (1001-2000 hrs)	26.21																									
HCA SUDP Apprentice (2001-3000 hrs)	27.66																									
HCA SUDP Apprentice (3001-4000 hrs)	28.25																									
HCA SUDP Apprentice (Journey level 1)	29.12	29.48	29.85	30.23	30.60	30.99	31.37	31.77	32.16	32.56	32.97	33.38	33.80	34.22	34.65	35.08	35.52	35.97	36.42	36.87	37.33	37.80	38.27	38.75	39.23	39.73

APPENDIX B

CLR Approach to Counting Direct and Relevant Experience

1. Experience is calculated based on an individual's application/resume. If a current employee requests a recalculation, it will be based on their application/resume and experience on file. An employee may submit additional experience due to the expanded definition of direct and relevant experience, that the employee did not previously include on their resume. However, in order to be considered in the review process, CLR must be able to verify it.
2. Experience is prorated by FTE and must be able to be verified by the organization where the work took place.
3. If an employee moves into another position, their experience will be recalculated.
4. One person in HR will calculate the experience and another will review, discuss and modify if needed.
5. The calculation will be shared with the director prior to sharing with the employee being hired or moved into another position.
6. The calculation will be uploaded to the employee's Paycom account and will be visible to them.
7. In the event a new classification is added to the bargaining unit, its direct and relevant experience will be discussed in the Joint Labor Management Committee.

Job	Relevant/ Direct Experience	% for Step Placement
• Behavioral Health Technician (BHT) • Residential Counselor (RC) • Medication Tech	Work in the same role/job classification	100%
	Work with special needs youth/adults	100%
	CNA/MA caregiving work	100%
	Work at a homeless shelter or housing program	100%
	Veteran support program work	100%
	Corrections work	100%
	Work in social services or youth development connected to clients we serve	100%
	Behavioral health internship/preceptor through a degree program (paid or unpaid)	100%
	Work in other behavioral health roles	100%
	Unpaid volunteer work in behavioral health or social services (crisis line volunteer, domestic violence shelter volunteer, etc.)	50%

Job	Relevant/ Direct Experience	% for Step Placement
• Outreach Worker • Peer • Housing Employment Specialist • Case Manager • Engagement Specialist	Work in the same role/job classification	100%
	Work at a homeless shelter or housing program	100%
	Veteran support program work	100%
	Corrections facility work	100%
	Social services or youth development connected to clients we serve	100%
	Employment / housing support roles	100%
	Behavioral health internship/preceptor through a degree program (paid or unpaid)	100%
	Work in other behavioral health roles	100%
	Unpaid volunteer work in behavioral health or social services (crisis line volunteer, domestic violence shelter volunteer, etc.)	50%
• Mental Health Counselor • Substance Use Disorder Professional Trainee (SUDPT)	Work in the same role/job classification	100%
	Work in other behavioral health roles	100%
	Behavioral health internship/preceptor through a degree program (paid or unpaid)	100%
	Corrections work	50%
	Social services or youth development connected to clients we serve	50%
	Employment / housing support roles	50%
	Veteran support program work	50%
	Unpaid volunteer work in behavioral health or social services (crisis line volunteer, domestic violence shelter volunteer, etc.)	50%
	Work at a homeless shelter or housing program	50%
• Mental Health Counselor 2 (MHC2) (Certified Agency Affiliated Counselor, Mental Health Professional) • Substance Use Disorder Professional	Work in the same role/job classification	100%
	Work in other behavioral health roles (exceeding the base 5 years required for a Certified Mental Health Counselor credential)	100%
	Behavioral health internship/preceptor through a degree program (paid or unpaid)	100%
	Work at a homeless shelter or housing program	50%
	Veteran support program work	50%
	Corrections work	50%
	Social services connected to clients we serve	50%
	Employment / Housing Support roles	50%

Job	Relevant/ Direct Experience	% for Step Placement
	Unpaid volunteer work in behavioral health or social services (crisis line volunteer, domestic violence shelter volunteer, etc.)	50%
• Therapist • Recreational Therapist	Work as a therapist in any setting	100%
	Any healthcare position for which an MSW/MA/MS is required	100%
	Behavioral health internship/preceptor through a degree program (paid or unpaid)	100%
	Work as a case manager, SUDP/T, recreational aide, counselor or care coordinator	50%
	Any other behavioral health role	25%
Registered Nurse (RN)	Work as an RN in any setting	100%
	Nurse internship or preceptor through a degree program	100%
	LPN work	50%
	CNA/MA work	25%
	Work in other healthcare or behavioral health roles	25%

Job	Relevant/ Direct Experience	% for Step Placement
Licensed Practical Nurse (LPN)	Work as an LPN in any setting	100%
	Nurse internship or preceptor through a degree program	100%
	Work in other healthcare or behavioral health roles	25%
	CNA/MA work	25%
Med Assistant	Work as a medical assistant in any setting	100%
	CNA work	100%
	Paid caregiving work	100%
	Work in other healthcare or behavioral health roles	25%
Customer Service Specialists	Reception experience	100%
	Administrative experience	100%
	Customer service experience	50%
	Work in other behavioral health roles	25%
Milieu Treatment Coordinator	Developing and leading skill building groups for clients	100%
	Work in other behavioral health roles	100%
	Work in other residential treatment environments	100%
Integrated Care Coordinator	Case Management or Care Coordination Work	100%
	Home healthcare work	100%
	Work with patients in a primary care setting	100%
	Work in other behavioral health roles	25%

Job	Relevant/ Direct Experience	% for Step Placement
Janitor	Custodial work	100%
	Housekeeping work, janitorial and professional cleaning services	100%
	Work in other behavioral health roles	50%
Facilities/Maintenance Worker	Prior maintenance/facilities work	100%
	Work in landscaping, plumbing, painting, drywall or other trades	100%
	Custodial work, janitorial and professional cleaning services	50%
	Work in other behavioral health roles	50%
Cook	Food service experience	100%
	Work in other behavioral health roles	50%

APPENDIX C

Safety Committee & Meeting Makeup

Committees

Location	# of People on Committee	Union (Employee) Selected	Employer Selected
737	Minimum 6	3+	2-3
PYR	Minimum 6	3+	2-3
Park	Minimum 6	3+	2-3

Meetings

Location	People
MCIRT	All employees
Gig Harbor	All employees

MEMORANDUM OF UNDERSTANDING

The parties agree that any employee currently employed with CLR as of the date of ratification of the Collective Bargaining Agreement, and who did not receive an opportunity to be considered for a merit increase in the fiscal year that ended on June 30, 2023, shall receive an additional 5% pay increase in the first full pay period following ratification. (This adjustment has already been applied to Jamie Flores.)

If any employee believes they did not receive such opportunity, they should promptly notify the Union and/or CLR's Human Resources office no later than February 5, 2025.

Comprehensive Life Resources Signature

Title: CEO

SEIU Healthcare 1199NW Signature

Title: President

MEMORANDUM OF UNDERSTANDING

Pursuant to Section 19.4 of the parties' Collective Bargaining Agreement, all bargaining unit employees currently employed with CLR (as of the date of ratification) and hired prior to January 1, 2025, will be grandfathered in under CLR's pre-CBA retirement plan. That plan provides for contributions to eligible (grandfathered) employees as follows:

After two years of service with at least 1,000 hours per year, CLR will contribute to a 403(b) account in eligible employees' name, beginning on *January 1* or *July 1*, depending on the employee's hire date. Employees may make self-contributions at any time. CLR contributions belong to the employee immediately, without a vesting period.

a. Less than 2 years of service = 0%;

b. 2 years of service but less than 6 years of service (and at least 1000 hours of work in each of those years) = 5% of compensation;

c. 6 years of service but less than 10 years of service (and at least 1000 hours of work in each of those years) = 7.5% of compensation;

d. 10 years of service but less than 15 years of service (and at least 1000 hours of work in each of those years) = 10% of compensation;

e. 15 years of service but less than 20 years of service (and at least 1000 hours of work in each of those years) = 12.5% of compensation; and

f. 20 years of service or more (and at least 1000 hours of work in each of those years) = 15% of compensation.

Comprehensive Life Resources Signature

Title: CEO

SEIU Healthcare 1199NW Signature

Title: President