

**Agreement between  
SEIU Healthcare 1199NW & Multicare Health  
System**

**Auburn Medical Center**

**2024-2027 Contract**



**SEIU**Healthcare.  
United for Quality Care

**2024 to 2027**  
**Employment Agreement**  
**By and Between**  
**MULTICARE HEALTH SYSTEM/AUBURN MEDICAL**  
**CENTER**  
**and**  
**SEIU HEALTHCARE, 1199 NW**

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## AGREEMENT

By and Between

MultiCare Auburn Medical Center

And

SEIU Healthcare 1199NW

This Agreement is made and entered into by and between MultiCare Health System/Auburn Medical Center (hereinafter referred to as the "Employer" or the "Hospital") and SEIU Healthcare 1199NW (hereinafter referred to as the "Union"). The purpose of this Agreement is to set forth the understanding reached between the parties with respect to wages, hours of work and conditions of employment.

### ARTICLE 1 – RECOGNITION

1.1 **Bargaining Unit.** The Employer recognizes the Union as the sole and exclusive bargaining representative for all full-time, regular part-time and per diem service and business office clerical employees and licensed practical nurses employed by the Employer at its acute care hospital located at Plaza One, 202 N. Division, Auburn, WA, 98001, including Licensed Practical Nurses, Central Supply Techs, Health Unit Coordinators, Dietary workers, Admitting staff, Distribution Specialists, Certified and Registered Nursing Assistants, Transporters, Telephone Operators, Housekeepers (EVS Attendant), Emergency Services Techs, Health Information Techs, Transcriptionists and Phlebotomists excluding employees at the same location that are not employed by the acute care facility, employees at other locations, all other employees, employees represented by other labor organizations, guards and supervisors as defined in the Act.

1.2 **New Classifications.** New bargaining unit job classifications established during the term of this Agreement shall be covered by this Agreement unless they are bona fide confidential, supervisory, or management positions. The Union shall be notified of any such classifications established by the Employer, in which case the Union and the Employer shall meet to determine appropriate wage and benefit rates for the new bargaining unit positions.

1.3 **Successor.** This Agreement shall be binding upon MultiCare Auburn Medical Center and any successor employer.

1.4 **During the term of the Agreement,** The Employer agrees not to and expressly waives any right it may have to withdraw recognition concerning, or in any way challenge the inclusion in the bargaining unit of any Lead classification or job title which is currently in the bargaining unit on the grounds that they are supervisors solely due to their role in assigning work to other employees as set forth in the United States Supreme Court's Oakwood trilogy of cases.

### ARTICLE 2 – UNION MEMBERSHIP

2.1 **Membership.** All employees covered by this Agreement who are members of the Union on October 20, 2013, or voluntarily become members of the Union after that date shall, as a condition of employment, remain members in good standing in the Union or agree to pay the Union a fair share/representation fee. "In good standing," for the purposes of this Agreement, is defined as the

tendering of Union dues or a fair share/representation fee on a timely basis. It shall be a condition of employment that all employees covered by this Agreement who are hired on or after October 20, 2013, shall, by the thirtieth (30th) day following the beginning of such employment, become and remain members in good standing in the Union or agree to pay the Union a fair share/representation fee. Employees who fail to comply with this requirement shall be discharged by the Employer within thirty (30) days after receipt of written notice to the Employer from the Union, unless the employee fulfills the membership obligations set forth in this Agreement.

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

2.1.2 **Hold Harmless.** The Union will indemnify and hold the Employer harmless from all claims, demands, suits or other forms of liability that may arise against the Employer for or on account of any action taken by the Employer to terminate an employee's employment pursuant to this Article.

2.2 **Dues Deduction.** During the term of this Agreement, the Employer shall deduct dues from the pay of each member of the Union who voluntarily executes a wage assignment authorization form. Upon request, the Employer shall deduct an initiation fee and any additional dues amounts as specified by the Union and authorized by the employee. When filed with the Employer, the authorization form will be honored in accordance with its terms. The amount deducted and a roster of all employees using payroll deduction will be promptly transmitted to the Union by check payable to its order. Upon issuance and transmission of a check to the Union, the Employer's responsibility shall cease with respect to such deductions. The Union and each employee authorizing the assignment of wages for the payment of Union dues hereby undertakes to indemnify and hold the Employer harmless from all claims, demands, suits or other forms of liability that may arise against the Employer for or on account of any deduction made from the wages of such employee.

2.3 **Bargaining Unit Rosters.** Upon the signing of this Agreement and monthly thereafter, the Employer shall provide the Union with a list of all employees covered by this Agreement. The list shall include names, addresses, employee identification numbers, hire dates, job classification, cost center numbers (department and unit), shift, FTE status, gross earnings, and hourly rates of pay for each employee. The list shall also contain employee's home and cell phone numbers and email addresses, to the extent these are provided to the employer. This list shall be e-mailed or transmitted in a mutually agreeable format. Each month the Employer shall also send a list of new hires, their addresses and a list of all employees who have terminated during the month. The Employer shall 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 employees scheduled to attend orientation the following Monday.

2.4 **Voluntary Political Action Fund.** The Employer shall deduct the sum specified from the pay of each member of the Union who voluntarily executes a political action contribution wage assignment

authorization form. Effective November 14, 2005, all new voluntary contributions will be a minimum of two dollars (\$2) per pay period. When filed with the Employer, the authorization form will be honored in accordance with its terms. The authorization form will remain in effect until revoked in writing by the employee. The amount deducted and a roster of all employees using payroll deduction for voluntary political action contributions will be promptly transmitted to the Union by separate check payable to its order. Upon issuance and transmission of a check to the Union, the Employer's responsibility shall cease with respect to such deductions. The Union and each employee authorizing the assignment of wages for the payment of voluntary political action contributions hereby undertakes to indemnify and hold the Employer harmless from all claims, demands, suits or other forms of liability that may arise against the Employer for or on account of any deduction made from the wages of such employee.

### ARTICLE 3 – UNION REPRESENTATION

3.1 **Access to Premises - Union Staff.** Duly authorized staff employees of District 1199NW may have access at reasonable times to those areas of the Employer's premises which are open to the general public for the purpose of investigating grievances and contract compliance. Union staff shall not have access to employees' lounges, nursing units or other patient care areas unless advance approval has been obtained from the Director, Labor Relations, or designee. Access to the Employer's premises shall be subject to the same general rules applicable to other non-employees and shall not interfere with or disturb employees in the performance of their work during working hours and shall not interfere with or provide any distraction to patient care, patient families, or the normal operation of the hospital.

3.2 **Officers/Delegates - Hospital Employees.** The Union shall designate its officers, delegates, and alternate 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. A delegate or designee/officer will be allowed one half (1/2) hour of unpaid time on a mutually agreed upon recurring designated day at Auburn Medical Center following the regularly scheduled orientation of newly employed employees to introduce employees to the Union and the Union contract. Subject to appropriate advance notice and scheduling requirements, Union officers, 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 paid education leave time to attend Union-sponsored training in leadership, representation and dispute resolution, not to exceed ten (10) employees per calendar year.

3.3 **Bulletin Boards.** The Union shall be permitted to post Union notices relating to general Union activities on existing bulletin boards in employee lounges designated by the Employer. 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.

3.4 **Meeting Rooms.** In accordance with Hospital policy, the Union may use designated meeting rooms of the Employer for meetings of the Local Unit, provided sufficient advance request for meeting facilities is made to the Director, Labor Relations, or designee, and space is available.

3.5 **Negotiations Release Time.** Subject to patient care requirements, the employer will make a good faith effort to assist in providing said release time for employees participating in contract

negotiations. This is not to exceed one (1) employee per unit/department unless there is more than thirty-five (35) employees in which case there may be two (2) employees designated for release time, providing the employee(s) notifies the manager as soon as the employee(s) has knowledge of future meeting dates.

**3.6 New Employee Orientation:** Union Delegates/Officers (or their designees) will be given an opportunity to meet with new bargaining unit employees after new employee orientation. If the Employer reimplements in-person orientation, the Employer will reimplement the practice of notifying employees ~~that the Union~~ or its designees are present and available to speak to them. If a new hire orientation is conducted virtually, the Employer will announce at the end of this orientation that employees entering a bargaining unit position will receive an email from the Union with a link to a virtual meeting that will be held that day. In both cases the Employer shall encourage employees to attend the Union new employee orientation meeting. Attendance shall be voluntary and shall be on the unpaid time of the Union delegate and new hire. 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 employees scheduled to attend orientation the following week. That list will contain the information listed in Section 2.3 of this Agreement (Bargaining Unit Rosters).

The Employer will make a good faith effort to assist in the coordination of a time for employees who have missed new employee orientation to meet with a Union delegate or Union staff member or designee within two weeks of a request by the union.

#### ARTICLE 4 - DEFINITIONS

**4.1 Full-Time Employee.** An employee who works on a regularly scheduled basis at least forty (40) hours per week or eighty (80) hours in a fourteen (14) day period and who has successfully completed the required probationary period.

**4.2 Part-Time Employee.** An employee who is regularly scheduled to work on a continuing basis less than forty (40) hours per week, or eighty (80) hours in a fourteen (14) day period, and who has successfully completed the required probationary period.

**4.3 Probationary 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. After ninety (90) calendar days of continuous employment, the employee shall attain regular status unless specifically advised by the Employer in writing of an extended probationary period of up to an additional ninety (90) days. During the probationary period, an employee may be terminated without notice and without recourse to the grievance procedure.

**4.4 Per Diem Employee.** 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 be paid in accordance with the wage rates set forth in Article 8 of this Agreement plus a fifteen percent (15%) wage differential. Per Diem employees shall receive longevity steps and shall be eligible for standby pay, callback pay, lead pay, shift differentials, premium pay for work on a holiday and weekend premium pay. Per Diem employees are not eligible for any benefits provided for in this Agreement with the exception of the Retirement Plan for which they are eligible on the same terms and conditions as regular employees. Per Diem employees reclassified to full-time or part-time status shall be given credit for previous hours worked in the accrual

of all benefits and longevity steps. A full-time or part-time employee who changes to Per Diem status shall retain seniority and longevity steps for pay purposes. Seniority shall not apply while on Per Diem status, but will be reinstated if the employee changes back to full-time or part-time status. Per Diem employees may be pre-scheduled for a shift only after regularly scheduled employees assigned to that unit have had the opportunity to sign up for additional (non-overtime) shift(s). Per Diem employees will not be regularly utilized in lieu of filling or creating regular full-time and/or part-time positions.

4.5 **Regular Rate of Pay.** The regular rate of pay shall be defined to include the employee's hourly wage rate, lead pay when the employee has a lead worker position, shift differential when the employee is regularly scheduled to work an evening or night shift, and the fifteen percent (15%) wage premium in lieu of benefits for Per Diem employees.

4.6 **Lead.** An experienced employee who is assigned by the Employer specific responsibilities for a defined work unit. The lead functions under the direction of the Manager or Director and is accountable to coordinate activities and maintain organization. All assigned lead hours will be paid at the lead premium rate. Employees assigned lead responsibilities will have these responsibilities considered in their assignments.

4.7 **Trainee.** A trainee is an employee who is hired into a full-time or part-time position who does not meet the minimum job qualifications but with training will do so within a ninety (90) day period. If a specific credential is required, the employee will remain on the trainee rate until such time as the Employer receives written notification of the credential. A trainee will be paid a wage rate that is ten percent (10%) less than the step one rate on the appropriate wage scale. This definition does not apply to employees who are cross trained in the course of their employment.

**4.8 Preceptor.** A preceptor is an experienced license practical nurse (LPN) proficient in clinical teaching and communicating skills, who is assigned specific responsibility for planning, organizing and evaluating the new skill development of a new employee who has been placed in a defined preceptor program, the parameters of which have been set forth in writing by the Employer. Inherent in the preceptor role is responsibility for specific, criteria-based and goal-directed education and training for a specific training period. Department managers will determine the need for preceptor assignments and the selection of preceptors. A preceptor may be assigned to a student when it is determined to be appropriate by the Employer. Prior to implementation in a specific department, the Employer will meet and confer with the Union. It is understood that employees in the ordinary course of the responsibilities will be expected to participate in the general orientation process, including unit specific check list, and addressing department processes and procedures to new employees. The general orientation process shall also include the providing of informational assistance, support and guidance to new employees including initial competency assessments. This Article applies solely to licensed practical nurses and not to be applied to any other job class.

#### ARTICLE 5 – EMPLOYMENT PRACTICES

Equal Opportunity. The Employer and the Union agree not to discriminate or condone harassment in any manner, in conformance with applicable federal and state laws, against any employee by reason of race, color, religion, creed, sex, marital status, national origin, citizenship, language, age, gender expression/identity, sexual orientation, veterans status or the presence of any sensory, mental or physical disability, subject to occupational requirements and ability to perform within those requirements. No employee covered by this Agreement shall be discriminated against because of membership in the union or lawful activities on behalf of the union.

5.1 **Notice of Resignation.** Employees shall be required to give at least two (2) weeks written notice of resignation. Failure to give notice shall result in loss of accrued PTO and EIT. The Employer will

give consideration to situations that would make such notice by the employee impossible

5.2 **Discipline and Discharge.** No full-time or part-time employee shall be disciplined or discharged except for just cause. "Just cause" shall be defined to include the concept of progressive discipline (such as verbal and written reprimands and the possibility of suspension without pay). Progressive discipline shall not be applied when the nature of the offense requires immediate suspension or discharge. A copy of all written disciplinary actions shall be given to the employee. The Employer shall provide any employee who is terminated a written explanation of the reasons for such termination as soon as possible, but not more than seven (7) calendar days from the date of the employee's termination. Employees shall be required to sign the written disciplinary action for the purpose of acknowledging receipt thereof. An employee may provide a written response to any written disciplinary action to be included in the personnel file. The Employer will consider requests made by the employee to remove materials from the personnel file. An employee may request the attendance of a Union representative during any investigatory meeting which may lead to disciplinary action. The Employer will allow a bargaining unit representative to attend meetings with an employee who requests Union representation, when the purpose of the meeting is to communicate the decision to terminate the employee's employment.

5.3 **Personnel Records.** Personnel records will be maintained for each employee. Information contained in the personnel record will include: employment application and supporting materials, performance appraisals, records of payroll activity, licensure and training records, letters of commendation and recognition, and records of disciplinary action. By appointment, employees may inspect their personnel records. Documentation regarding conditions at date of hire (rate of pay, unit, shift, hours of work), reason for termination, change in employment status, pay or shift and leaves of absence shall be in writing with a copy given to the employee upon request.

**5.3.1 Disciplinary Records.** Employees may request the removal of written disciplinary actions in their personnel file after one (1) year if no further written disciplinary actions for any reason has occurred during this one (1) year period. The Employee must submit a written request to Labor Relations for consideration. Removal shall be at the sole discretion of the Hospital.

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

5.4 **Floating.** Floating is defined as the reassignment of an employee to work on a unit or work area other than the unit or work area to which the employee is normally scheduled. Floating assignments will normally be confined to areas where the employee has been adequately oriented or cross trained unless the employee and manager agree otherwise. Employees will be expected to perform all basic functions of their classifications but will not be required to perform tasks or procedures specifically applicable to the work unit for which they are not qualified or trained to perform. Employees floating within the hospital will receive orientation appropriate to the assignment. Orientation will be dependent upon the employee's previous experience and familiarity with the work unit to which the employee is assigned. If an employee believes that an assignment is unsafe due to his/her previous experience and familiarity with work on the unit, the employee may complete an SEIU "Exception to Assignment" form and provide it to his/her supervisor for review and response. The employee is expected to perform the assignment to the best of his/her ability. It is understood that the Exception to Assignment forms are intended to provide

management with information about employee's concerns and are not used for any other purpose. Absent emergency circumstances, the Employer will make a good faith effort to limit any floating assignments to volunteers and to rotate float assignments consistent with patient needs when possible.

**5.5 Evaluations.** All employees will be evaluated in writing prior to completion of the probationary period. Thereafter, written evaluations will occur on an annual basis. Interim evaluations may be conducted as may be required. The evaluation is a tool for assessing the skills of the employee and for improving and recognizing the employee's performance. The employee's participation is an integral part of the evaluation process. The employee will be given a copy of the evaluation. Employees will be required to sign the evaluation acknowledging receipt thereof. Employees will be given the opportunity to provide a written response to the evaluation which will be retained with the evaluation in the employee's personnel file.

**5.6 Communication.** Employees who have concerns regarding their working conditions are encouraged to raise those concerns through the appropriate levels of supervision.

**5.7 Job Openings.** When a regular status job opening occurs within the bargaining unit, seniority shall be the determining factor in filling such vacancy providing skill, competence, ability and prior job performance (based on the most recent evaluation or other performance documentation) are considered equal in the opinion of the Employer. In the selection process, it would be the Employer's objective to select the most highly qualified applicant for the position. Subject to the above considerations, transfers within the department/unit will be given preference in filling job openings. The Employer shall post notices of positions to be filled on the internal applicant portal of the web-based employment application system for seven (7) days in advance of filling the position in order to afford present employees an opportunity to apply for consideration. The posting will include the posted position opening date, unit/department, job classification, FTE and shift. To be considered for such job opening, an employee must apply for the position in accordance with Hospital procedures. If the Employer is unable to place the selected employee in the vacant position immediately due to departmental or unit considerations, the position may be filled on a temporary basis and the employee will be notified in writing as to when she/he will be placed in the position. In any event, the selected employee will be placed in the position within ninety (90) days.

**5.7.1 Ongoing Increase in Hours.** It would be the intent of the Employer that ongoing increased hours of work on a specific department or unit and shift that are not the result of temporary leaves, scheduling requests for time off, or temporary increases in work load would be made available for current staff on the specific unit and shift to increase their FTE in accordance with Section 5.8. If such ongoing increased hours of work persist for a period in excess of three (3) months, an employee may request in writing to the Vice President, Human Resources or designee that these hours be posted. The Vice President, Human Resources or designee will determine the appropriateness of the request based on the above criteria and respond within fourteen (14) days of the request for review.

**5.7.2 Trial period.** An employee who obtains a position in a new classification pursuant to Section 5.8 shall serve a ninety (90) day trial period in his/her new assignment. The trial period may be extended by agreement between the employee and the Employer for a period up to thirty (30) days. If at the end of the trial period the employee is unable to perform satisfactorily in the opinion of the Employer, the employee shall be returned to his/her former job provided that the former job still exists and is vacant. If the former job has been eliminated or the position has been filled, the employee will be eligible for the other vacant positions for which the employee is qualified or shall be released from duty, placed on the reinstatement roster, and provided with recall rights in accordance with the section 6.3.

5.8 **Contracting Out.** The Employer agrees to give one hundred and twenty (120) days advance notice to the Union of any decision to contract out which will result in the elimination of an entire unit, department or facility. Upon request by the Union, the Employer agrees to meet to discuss the implications of the decision.

5.9 **Floating.** The Employer and the Union agree that employees will not be required to float across campuses unless the employee voluntarily agrees to do so.

5.9.1 **Floating Rotation.** The employer will endeavor to rotate mandatory floating assignments equitably among all employees on the shift starting with the least senior employee, providing skills, competence, ability, and availability are considered equal in the opinion of the Employer. Each department / unit manager will track floating assignments. Prior to mandating a floating assignment, the department / unit manager will ask for volunteers.

**5.10- Emergencies Involving Personal Property.** Upon request by the employee and with submission of a police report, the Employer shall make a good faith effort to release an employee from their next scheduled shift if the shift is scheduled within two business days of the employee's vehicle and / or bicycle being stolen or damaged in MultiCare Auburn Medical Center parking facilities / lots. If an employee is released from a shift per this Article, they shall have access to PTO, unless the accommodation was provided via a shift swap with another employee, and the day shall not count as an occurrence.

**5.11- Parking.** The Employer shall offer designated parking that employees may utilize, as available, at no cost to the employee.

**5.12 EVS Home Area Assignments.** The Employer will endeavor to maintain regular recurring assignments for EVS department employees, also referred to as "home area assignments." While the Employer will attempt to assign employees consistent with their home assignments, the Employer retains the right to assign and reassign employees where necessary in its judgement to balance experience, training, and staffing levels on a particular shift. All employees must be prepared to accept alternate home assignments should the Employer, in its discretion, deem such change necessary. Employees on medical leave for ninety (90) days or less will retain their home area assignment when they return to work.

**5.13- Environmental Services (EVS) and Distribution Specialist Uniforms.** The Employer is committed to providing EVS and Distribution staff with uniform tops and bottoms in accordance with the department policy. Employees who are unable to attain a uniform top in accordance with such policy shall be provided an alternative, which may include wearing a scrub top. Per department policy, the Employer shall continue to provide uniforms to new employees, and replacement uniforms to existing employees on an annual basis, based on the following allotment:

New Hire Allotment:	Annual Replacement:
FTE 0.9-1.0: 5 Uniform Sets	FTE 0.9-1.0: 3 Uniform Sets
FTE 0.8: 4 Uniform Sets	FTE ≤0.8: 2 Uniform Sets
FTE <0.8: 3 Uniform Sets	

## ARTICLE 6 - SENIORITY-LAYOFF-RESTRUCTURE-LOW CENSUS

6.1 **Definition.** Seniority shall mean an employee's continuous length of service with the Employer from most recent date of hire (including Per Diem status) at the Hospital. Seniority shall not apply to an employee until completion of the required probationary period. Upon satisfactory completion of this probationary period, the employee shall be credited with seniority from most recent date of hire. Length of service as an employee of the Hospital shall be used to determine Paid Time Off (PTO) and other

benefit accruals.

6.1.1 In the case of employees previously employed by Auburn Regional Medical Center (ARMC)/UHS on September 30, 2012 and subsequently hired by MultiCare Auburn Medical Center on October 1, 2012, the Employer will recognize the employee's most recent ARMC hire date as the employee's seniority date, provided the former ARMC employee satisfactorily completes the Employer's probationary period (90 days from October 1, 2012).

6.2 **Layoff.** A layoff is defined as a permanent or prolonged reduction in the number of employees employed by the Hospital. Layoffs shall be by job classification within a department (or if the department is divided into units, within the unit). In the event of a layoff, the employee(s) with the least amount of seniority shall be laid off first providing skill, competence and ability are considered substantially equal in the opinion of the Employer. An applicable certification shall be considered a bona fide "qualification" for purposes of this section. Prior to implementing a layoff, the Employer will seek volunteers for layoff from among employees in those job classifications and departments or units affected by the layoff. Agency personnel, travelers and probationary employees within the affected department or work unit on a shift will be released prior to laying off regular employees, providing skill, competence, ability and prior job performance (based on the most recent evaluation or other performance documentation) are considered substantially equal in the opinion of the Employer. Open (vacant) positions within the classification affected by a layoff (or mutually agreed upon related job classifications) will not be filled during the period beginning with the notice of layoff to the date of the layoff. This section shall not apply to a reduction in FTE status (7.11)

6.2.1 Layoff Notice. Thirty (30) days' advance notice of layoff will be given to the Union and to employees subject to layoff except for unforeseeable conditions preventing such notice which are beyond the Employer's control. The Union shall receive a seniority roster, together with listing of any vacant bargaining unit positions. The listing of vacant positions shall include department and unit, employment status (FTE), and shift. Upon request, the Employer and the Union will meet for the purpose of reviewing the order of layoff.

6.2.2 Displacement Options. An employee who is subject to layoff may apply for a vacant position in accordance with Section 5.8. If she/he is not the least senior employee, the employee may displace the least senior employee in the same classification in the bargaining unit, or may displace the least senior employee in a job classification previously held by the employee at the Hospital, providing the skill, competence, ability and past performance are considered substantially equal in the opinion of the Employer.

Note: It shall be the responsibility of the employee to notify the Employer of any previous job classification that the employee worked in, within five (5) days of being notified of the layoff.

6.2.3 Reassignment. In the event the layoff results in more or fewer employees being assigned to a shift than are required, the least senior employee(s) on the affected shift(s) shall be reassigned

6.2.4 Severance Pay. Upon completion of the probationary period, any full time or part time employee subject to lay off may elect to voluntarily terminate employment with the Employer and receive severance pay as set forth below. Any employee electing this option shall not have recall rights (Article 6.3).

Severance Pay	Years of Service
2 weeks of pay	less than 2 years
3 weeks of pay	2 to 4 years
4 weeks of pay	5 to 6 years
5 weeks of pay	7 to 9 years
6 weeks of pay	10 to 14 years
10 weeks of pay	15 to 24 years
12 weeks of pay	25 or more years

Part time employees are eligible for severance pay prorated to the employee's FTE. The severance payment will be paid to the employee in a lump sum on the employee's last paycheck.

6.3 **Recall.** Employees on layoff status shall be placed on a reinstatement roster for a period of eighteen (18) 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 and ability are considered substantially equal in the opinion of the Employer. If an employee is offered recall to any position which is not comparable (i.e., different department, unit, FTE, or shift), the employee may decline recall without loss of seniority or position on the reinstatement roster.

6.3.1 Notification to Employer. Employees on layoff must submit to the Employer a written statement expressing a continuing interest in employment with the Hospital. These statements must be sent by certified mail to the Employer's Human Resources Department during the ten (10) day period following six (6) months, nine (9), twelve (12) and fifteen (15) months of layoff, respectively. If the employee fails to meet this notification requirement by the specified dates, or if the employee fails to keep the Employer notified of a current mailing address and home telephone number or fails to respond to the Employer's job offer within seven (7) days following direct contact with the Employer or written notice sent by U.S. Mail with proof of delivery, the employee's name shall be eliminated from the reinstatement roster and the Employer's recall commitments shall terminate.

6.3.2 Per Diem Work. An employee on the reinstatement roster shall be eligible for Per Diem work. Acceptance of Per Diem work while on layoff shall not affect the employee's placement on the reinstatement roster.

6.3.3 Vacant Positions. An employee on the reinstatement roster may bid on a vacant position in a different classification in the same manner as any other regular employee, pursuant to Section 5.8.

6.3.4 Employment Status During Layoff. An employee on layoff shall retain employment status and benefits accrued to the date of commencement of layoff, but that employee shall not accrue benefits while on layoff. Upon reinstatement, the employee shall have previously accrued seniority and eligible benefits restored and the employee shall again commence accruing seniority and benefits.

6.4 **Termination.** Seniority shall terminate upon cessation of the employment relationship; for example, discharge, resignation, retirement, refusal to accept a comparable job opening (same

classification, department and unit, FTE and shift) offered by the Employer while on layoff, after eighteen (18) consecutive months of layoff, or failure to comply with specified recall procedures.

**6.5 Department/Unit Restructure.** In the event of a merger of two (2) or more units into a single unit or there is an organizational restructuring of an existing department or unit, the Employer will determine the number of full-time and part-time FTEs by shift required for the new or restructured department or unit. Prior to determining the schedule, the Employer will meet with the employees of the affected department(s) or unit(s) to discuss the reconfiguration of the FTEs in the department(s) or unit(s) and the new work schedules. A listing of the FTEs for each shift on the new/restructured department(s) or unit(s), including any qualification requirements, shall be posted on the department(s) or unit(s) for at least ten (10) days. Other vacant bargaining unit positions will also be posted on the department(s) or unit(s) at that time. By the end of the posting period, each employee shall have submitted to the Employer a written list which identifies and ranks the employee's preferences for all available positions (first to last). Based upon these preference lists, the Employer will assign employees to positions on the new/restructured department(s) or unit(s) based upon seniority, providing skill, competence and ability are considered substantially equal in the opinion of the Employer.

**6.5.1 Displacement Options.** If an employee(s) is not assigned a position on the new or restructured department or unit, the employee(s) may apply for a vacant position pursuant to section 5.8 or, if not the least senior employee, the employee may displace the least senior employee in the same job classification in the bargaining unit, or may displace the least senior employee in a job classification previously held by the employee at the Hospital, providing the skill, competence, ability and past performance are considered substantially equal in the opinion of the Employer. If the employee takes none of these options, the employee shall be subject to immediate layoff and placement on the reinstatement roster (6.3).

Note: It shall be the responsibility of the employee to notify the Employer of any previous job classification that the employee worked in within five (5) days of being notified of the department/unit restructure.

**Article 6.6 Low Census.** Low census is defined as a decline in patient care requirements or workload in a particular department or unit resulting in a temporary staff decrease. Prior to implementing the low census procedure within a job classification, the Employer will float employees to other areas of the Hospital if the need exists subject to the provisions of Section 5.5. During temporary periods of low census, the Employer will first ask for volunteers within the job classification to take time off before determining and implementing the reduced staffing schedule required. In the event there are no volunteers, the Employer will endeavor to rotate low census equitably among all employees on the shift starting with the least senior employee first, providing skills, competence, ability and availability are considered equal as determined by the Employer. If an employee low censuses voluntarily, they will be moved to the bottom of the low census rotation described in this article. If an employee is inadvertently low censused out of turn, the mistake will be remedied on the next rotation or as soon as possible.

During temporary periods of low census, employees within a job classification on a unit and shift will be released from work in the following order:

- a. Agency,
- b. Employees working in any time and one-half (1 1/2) or double time (2x) pay condition, except the rest between shift premium (7.9).
- c. Volunteers,

- d. On Call employees,
- e. Employees scheduled to work extra shifts above their FTE,
- f. Regular full-time and part-time employees (including probationary employees) or on call employees temporarily filling a designated full-time or part-time position. A traveler who is employed on a contract basis for a defined period of time shall participate in the rotation of low census with other full-time and part-time employees.

Employees may be put on low census status for a portion of the shift up to four (4) hours only once per shift.

Employees placed on low census status who are needed during the low census timeframe may be asked to come in but would not be required to work.

6.6.1 Low Census Standby. Employees may be assigned to either a straight low census or low census standby for either a partial shift or for the entire shift. If the employee assigned LCD standby returns to work at any time during their regularly scheduled shift, they are paid at 1.5X call back for the hours worked. An employee who reports to work after a partial day straight time LCD is paid straight time for the remainder of their regularly scheduled shift. Management reserves the right to cancel the standby LCD employee before the straight time LCD employee for the remainder of the shift.

**6.7 Staffing.** The Union and the Employer acknowledge that together the parties endeavor to provide a level of staffing consistent with safe patient care and the service the parties provide to the community. The parties are committed to the proposition that adequate staffing is necessary to meet the needs of our patients and to provide quality care. When making staffing decisions, the Employer will consider the staffing matrix. Both parties acknowledge that changes in patient acuity, census, and staff availability and workload requirements can occur rapidly, requiring mutual understanding and communication and flexibility. Employees who have concerns about staffing or workloads are encouraged to address the issues directly with their supervisor. The employer will not retaliate against or engage in any form of intimidation of an employee who raises staffing/workload concerns or participates in remedying the issue.

Employee(s) who have concerns about staffing or workloads are encouraged to address the issues, using the "Exception to Assignment" form, directly with their supervisor or chain of command.

Staffing/workload/patient safety issues, if addressed at the time of occurrence, can often be resolved to the mutual satisfaction of all parties through adjustments in assignments or through the use of other staffing resources.

The employee(s) involved in the staffing concern may request the issue be presented to the Labor/Management Committee when the documentation of the incident(s) has been collected through the use of an agreed upon form. Labor/Management Committee agenda will include a review of the forms.

The employee(s) identifying the concerns will be invited to the Labor Management meeting to participate in the discussion. If the staffing concern is specifically a patient care issue, the Nursing Executive will be

requested. Upon request the following information, based on availability, may be provided to the Labor Management Committee for consideration:

- Census, including activity such as transfers, admissions, and discharges and
- Staffing matrix per unit; Skill mix required; Actual Staff provided
- Incident or security reports
- Readmits and infection rates

If a staffing problem persists after 2 meetings of the Labor Management committee, the Union Labor/Management Team will request the presence of the Chief Operating Officer of MultiCare Auburn Medical Center to raise the unresolved issue and the Chief Operating Officer will respond within two (2) weeks.

The Union will send two (2) staff members to all of the Nurse Staffing Committee meetings. The Labor Management committee will follow up on staffing/workload concerns as needed.

#### ARTICLE 7 - HOURS OF WORK AND OVERTIME

7.1 **Work Day.** The normal work day shall consist of eight (8) hours' work to be completed within eight and one-half (8 1/2) consecutive hours.

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

7.3 **Innovative Work Schedules.** An innovative schedule is defined as a work schedule that exceeds eight (8) hours per day and requires a change, modification or waiver of any provisions of this Employment Agreement. Innovative work schedules may be established in writing by mutual agreement between the Hospital and the employee involved. Prior to the implementation of a new innovative work schedule, the Employer and the Union will review and determine conditions of employment relating to that work schedule. Where innovative schedules are utilized by the Employer (including those innovative schedules set forth as addenda to this Agreement), the Employer retains the right to revert back to the eight (8) hour day schedule or the work schedule which was in effect immediately prior to the innovative work schedule, after at least four (4) weeks' advance notice to the employee.

7.4 **Work Schedules.** It is recognized and understood that deviations from the foregoing normal hours of work may occur from time to time, resulting from several causes, such as but not limited to vacations, leave of absence, weekend and holiday duty, absenteeism, employee requests, temporary shortage of personnel, low census and/or other emergency conditions. The Employer retains the right to adjust work schedules to maintain a safe, efficient and orderly operation. Subject to overall business considerations, the Employer will endeavor to create regular repeating schedules of at least two (2) week cycles. Work schedules shall be posted at least fourteen (14) days prior to the beginning of the scheduled work period. Except for emergency conditions involving patient care and low census conditions,

individual scheduled hours of work set forth on the posted work schedules may be changed only by mutual consent.

7.4.1 Extra Shifts for all employees. In order to assure equitable rotation of extra shifts and OT, the following guidelines are provided to all employees and management.

7.4.1.1 Schedules must be posted 14 days prior to the effective date of the new schedule. Extra shifts will be offered via a posted needs list for a minimum of three (3) days prior to the posting of the final schedule. Shifts will be awarded by seniority unless the most senior employee would be eligible for an overtime (1.5x) or double time (2.0x) condition (includes rest between shifts, consecutive weekend, incentive, scheduled day off). In such cases, the shift(s) may be awarded to the next most senior employee not in an overtime (1.5X) or double time (2.0X) condition (includes rest between shifts, consecutive weekend, incentive, scheduled day off). If employees will be in an overtime or double time condition, extra shifts will be awarded on a rotating basis by seniority (equitable rotation). Once extra shifts have been distributed to FTE employees, on call or Agency staff may be used to fill remaining shifts unless the on call or Agency shifts placed them in overtime or double time. In this case, the additional shifts will be distributed by seniority to FTE employees. Approved extra shifts will be posted on the final schedule.

7.4.1.2 Emergent needs (defined as a hole in the schedule occurring within 24 hours of the start of the shift) will be offered in seniority order to employees who have indicated availability for short notice shifts. Shifts will be equitably awarded by seniority unless the most senior employee would be in an overtime (1.5X) or double time (2.0X) condition (includes rest between shifts, consecutive weekend, incentive, scheduled day off). In such cases, the scheduler or manager may skip the more senior employee and contact the next most senior employee to offer the shift. If both employees will be in an over time or double time condition, the shifts will be offered on a rotating basis by seniority. Regardless of seniority, shifts will be awarded to employee who signs up for the entire shift length over employees who signs up for a portion of the entire shift.

7.4.1.3 Needs occurring with less than 12 hours' notice will be filled on a first come, first served basis. Shifts will be awarded to the employee who signs up for the entire shift length over employees who sign up for a portion of the entire shift, regardless of which employee signed up first.

7.4.1.4 For the purposes of sections 7.4.1.1, 7.4.1.2 and 7.4.1.3 above, inadvertent misapplication of these provisions will not entitle the employee to back pay; rather, the employee will be entitled to the next available extra shift.

7.5 Overtime. Overtime shall be compensated for at the rate of one and one-half (1 1/2) times the regular rate of pay for time worked beyond the normal full-time workday or normal full-time work period. All additional overtime hours after twelve (12) consecutive hours within the 24-hour period shall be paid at the rate of double time (2x) the employee's regular rate of pay. Time paid for but not worked shall not count as time worked for purposes of computing overtime pay. All overtime must be approved by supervision. Overtime shall be calculated to the minute. There shall be no pyramiding or duplication of overtime pay or other premium pay paid at the rate of time and one-half (1 1/2) or double time (2x). When an employee is eligible for both time and one-half (1 1/2) and double time (2x) pay, the employee shall receive the highest of the two pay rates. The double time provisions of this section shall not apply to time spent for "educational" purposes (CE days, education leaves or educational offerings, etc.).

7.5.1 With prior supervisory authorization, the Employer will pay for telephone calls received by an employee at home from an employee at work at the rate of time and one-half (1 1/2) for the actual time spent on the phone with a fifteen (15) minute guarantee.

- 7.6 Meal/Rest Periods.** Meal periods and rest periods shall be administered in accordance with state law (WAC 296-126-092). Employees shall be allowed an unpaid meal period of one-half (1/2) hour. Employees required by the Employer to remain on duty or in the hospital during their meal period shall be compensated for such time at the appropriate rate of pay. All employees shall be allowed a rest period of fifteen (15) minutes on the Employer's time, for each four (4) hours of working time.
- 7.7 Report Pay.** Full-time and part-time employees who report for work as scheduled (unless otherwise notified in advance) and are released from duty by the Employer because of low need shall receive a minimum of four (4) hours' work at the regular rate of pay. This commitment shall not apply when the Employer has made a good faith effort to notify the employee at least one (1) hour in advance of the scheduled shift. It shall be the responsibility of the employee to notify the Hospital of the employee's current address and telephone number.
- 7.8 Weekends.** The Employer shall schedule all regular full and part-time employees to provide at least every other weekend off. In the event an employee works two (2) successive weekends, all time worked on the second weekend shall be paid at the rate of time and one-half (1 1/2) the regular rate of pay. The third regularly scheduled weekend shall be paid at the employee's regular rate of pay. Subject to advance approval, employees may request the trading of weekends, providing the schedule change does not place the Employer into an overtime pay condition or premium pay condition pursuant to this section. The weekend shall be defined for first (day) and second (evening) shift employees as Saturday and Sunday. For third (night) shift employees, the weekend shall be defined as Friday night and Saturday night. The weekend shall be defined as all hours between 11:00 p.m. Friday and 11:00 p.m. Sunday. This section shall not apply to employees who request the trading of weekends, to employees who agree to work regularly recurring weekend positions (i.e. Saturday and/or Sunday). Premium pay provided for in this section shall not apply to time spent for educational purposes or to Per Diem employees.
- 7.9 Rest Between Shifts.** In scheduling work assignments, the Employer will provide each employee with at least eleven (11) hours off duty between eight (8) hour shifts or less, unless waived at the request of the employee. In the event an employee is required to work with less than eleven and one-half (11 1/2) hours off duty between shifts, the employee shall be paid at time and one-half (1 1/2) for all hours worked during the second shift. This section shall apply to unscheduled shifts, except when waived by mutual agreement. For employees working ten (10) hour shifts, the minimum rest between shifts is ten (10) hours. For employees working twelve (12) hour shifts, the minimum rest between shifts is eight (8) hours. This Section shall not apply to continuing education, committee meetings, staff meetings, standby and callback assignments performed pursuant to Article 9. If attendance at a staff meeting or in-service is mandatory and there are no other options, with prior approval, the staff meeting or in-service will be considered time worked for purposes of this section.
- 7.10 Shift Rotation.** Routine shift rotation is not an approach to staffing endorsed by the Employer. Except for emergency situations where it may be necessary to provide safe patient care, shift rotation will not be utilized without mutual consent. If such an occasion should ever occur, volunteers will be sought first. If no one volunteers, the Employer will rotate shifts on an inverse seniority basis until the staff vacancies are filled.
- 7.11 Reduction in FTE Status.** If a reduction in FTE is determined by the Employer to be necessary, the Employer will first seek volunteers from the department or unit and shift to accomplish these changes. If there are insufficient volunteers, the least senior employee(s) in the affected classification, department or unit and shift will receive the FTE reduction unless that employee possesses a specific qualification(s) necessary to the operation of the department or unit in the

opinion of the Employer. Any employee subject to an involuntary reduction in his/her FTE will be given preference up to the employee's prior position (FTE) if the Employer seeks to expand the hours of an existing FTE in the same classification on the employee's department or unit and shift, providing there is no conflict between their current schedule and the schedule related to the posted hours.

ARTICLE 8 - COMPENSATION

**8.1 Wage Schedule.** See attached wage schedule at Appendix C. Across-the-Board percentage increases (by year):

- **Year 1:** 8% (increase to the existing wage scale, effective the first full pay period following ratification).
- **Year 2:** 4% (effective the first full pay period following 10/1/2025)
- **Year 3:** 4% (effective the first full pay period following 10/1/2026)

If no successor agreement has been ratified by October 1, 2027, wage scales will be increased by 4%, effective the first full pay period following 10/1/2027.

**8.1.1 Market Adjustments:** The following job classes will receive the market adjustments described below. These increases will be effective upon ratification. These increases are added to the contract year one increases in Article 8.1- Wage Schedule. These increases apply to all wage steps for these job classes and will be reflected in the wage tables in Appendix C.

Job Class	Market Adjustment
LPN	3%
CORE Tech	3%
Surg Tech- OB	11%
ER Tech	7%
Monitor Tech / HUC	6%
CNA	4%

**Core Tech Assistants:** The across the board increase upon ratification of 8% and the above listed 3% market adjustment will be applied to the scale below upon ratification.

PO67003	Core Technician Assistant U	AJ	\$21.42	\$21.95	\$22.51	\$23.06	\$23.64	\$24.24	\$24.83	\$25.46	\$26.10	\$26.75	\$27.42	\$28.10	\$28.80	\$29.52	\$30.26	\$31.02	\$31.80	\$32.59
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**Patient Transporters:** The Patient Transporter wage scale will be as follows, which includes \$0.25 per hour added to the first three steps, after across-the-board increases are applied:

WD Position	WD Position	BASE	Yr 1	Yr 2	Yr 3	Yr 4	Yr 5	Yr 6	Yr 7	Yr 8	Yr 9	Yr 10	Yr 11	Yr 12	Yr 13	Yr 14	Yr 15	Yr 16	Yr 17
PO93001	Patient Transporter U	\$ 18.07	\$ 18.52	\$ 18.98	\$ 19.46	\$ 19.94	\$ 20.45	\$ 20.95	\$ 21.49	\$ 22.01	\$ 22.57	\$ 23.12	\$ 23.71	\$ 24.31	\$ 24.91	\$ 25.53	\$ 26.17	\$ 26.82	\$ 27.50
		\$ 19.77	\$ 20.25	\$ 20.75	\$ 21.02	\$ 21.54	\$ 22.09	\$ 22.63	\$ 23.21	\$ 23.77	\$ 24.38	\$ 24.97	\$ 25.61	\$ 26.25	\$ 26.90	\$ 27.57	\$ 28.26	\$ 28.97	\$ 29.70
		\$ 20.55	\$ 21.05	\$ 21.57	\$ 21.86	\$ 22.40	\$ 22.97	\$ 23.53	\$ 24.14	\$ 24.72	\$ 25.35	\$ 25.97	\$ 26.63	\$ 27.30	\$ 27.98	\$ 28.68	\$ 29.39	\$ 30.12	\$ 30.89
		\$ 21.36	\$ 21.88	\$ 22.42	\$ 22.73	\$ 23.29	\$ 23.89	\$ 24.47	\$ 25.10	\$ 25.71	\$ 26.36	\$ 27.01	\$ 27.70	\$ 28.40	\$ 29.10	\$ 29.82	\$ 30.57	\$ 31.33	\$ 32.12

**8.1.2- Restructured Wage Scales.** For the following job codes, the restructured wage scale in Wage Scale Attachment 1 serves as the market adjustment upon ratification. The listed wage increase would be applied to the base rate of pay only. The wage scales then increase by three percent (3%) between each step.

- Cook: 13%
- Distribution Specialist: 21%
- Food Service Worker: 8%
- Nutrition Assistant: 19%
- EVS Tech: 13%

8.1.3 **Ratification Bonus.** All employees shall receive a one-time ratification bonus, less normal offsets and taxes. This ratification bonus will be a maximum of \$800, prorated by FTE (per diems calculated at a 0.25FTE). This bonus will be paid the second full pay period following the date of ratification of the contract and will be paid to Employees employed at the time of payment.

**8.2 Date of Implementation.** Wage increases and increases in other forms of compensation set forth in this Agreement shall become effective at the beginning of the first full payroll period on or after the calendar dates designated.

**8.3 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.

**8.4 Recognition for Past Experience.** All Employees hired during the term of this agreement shall be given full credit for continuous recent applicable experience as determined by the Employer when placed on the wage scale. Incomplete applications or materials not contained in the resume and/or application at the time of hire were not and will not be considered.

**8.5 Wage Premium in Lieu of Benefits.** In lieu of all benefits set forth in this Agreement, a part-time employee may elect a fifteen percent (15%) wage premium above the straight time hourly rate of pay. This election must occur within ten (10) days of employment and during open enrollment each subsequent year thereafter, providing the employee presents the Employer with written evidence that the employee is covered by health insurance elsewhere. Employees changing from benefits status to premium pay in lieu of benefits shall be paid any accrued Paid Time Off (PTO) at the time of the status change. Should an employee who is receiving the fifteen percent (15%) wage premium want to revert back to receiving pro rata benefits status that election shall occur only during open enrollment of each year, unless the employee demonstrates a loss of alternate health care insurance coverage and no availability of COBRA rights. The term "benefits" shall include Paid Time Off-Extended Illness Time (Article 10), paid leaves of absence and tuition reimbursement (Article 12) and insurance policies (Article 11). Employees electing benefits will be subject to the benefit plan conditions and requirements.

**8.6 Job Descriptions.** The Employer shall furnish the Union with a description for each bargaining unit classification and shall furnish each employee with a copy of the employee's job description, upon request.

**8.7 New and Modified Positions.** If the Employer creates a new classification or substantially changes the requirements, responsibilities and duties of an existing classification, the Employer shall provide written notice to the Union, including the position description and a proposed rate of pay, at least fourteen (14) days prior to the implementation of the new or revised position. If the Union requests, within fourteen

(14) days after receipt of notice, the parties shall meet to bargain the rate of pay.

**8.8 Pay on Promotion.** When an Employee moves from one pay grade to a higher pay grade with an increase in duties and responsibilities, at a minimum, the Employee will be placed at the step that equates to a three percent (3%) increase in pay, provided that if a three percent (3%) increase in pay falls between the two steps, the Employee will be placed at the higher of the two steps. This promotion will change the Employee's anniversary date to reflect the new date in the new position.

**8.9 Nursing Resource Float Pool Pay.** Nursing Resource Float CNAs and Nursing Resource Constant Observers will be paid a premium of two dollars and twenty five cents (\$2.25) per hour over the CNA regular rate of pay for all hours worked.

## ARTICLE 9 - OTHER COMPENSATION

**9.1 Shift Differential.** Employees assigned to work in the second (3-11:30 p.m.) shift shall be paid a shift differential of two dollars (\$2.00) per hour over the regular hourly rate of pay. Employees assigned to work the third (11 p.m. - 7:30 a.m.) shift shall be paid a shift differential of three dollars (\$3.00) per hour over the regular hourly rate of pay. If a majority of an employee's hours fall within the second or third shift, the employee shall receive appropriate shift differential pay for the entire shift worked. If the evening or night shift is a permanent assignment, shift differential shall be considered to be a part of the employee's regular rate of pay.

**9.1.1 Shift Differential for Licensed Practical Nurses.** All LPNs who work the second (evening) shift shall be paid a shift differential of two dollars and fifty cents (\$2.50) per hour, and those who work the third (night) shift shall be paid a shift differential of three dollars and fifty cents (\$3.50) per hour in addition to their day rate of pay. If a majority of an LPN's hours fall within the second or third shift, the LPN shall receive appropriate shift differential pay for the entire shift worked.

**9.2 Standby.** Employees placed on standby status off hospital premises shall be compensated at the rate of four dollars and twenty five cents (\$4.25) per hour. Standby pay shall only be paid while the employee is on standby status and shall not be paid after the employee has been called back to work.- Standby duty shall not be counted as hours worked for purposes of computing overtime, longevity steps or benefits. An additional fifty cents (\$0.50) per hour will be paid to all hours of standby assigned by the Employer beyond sixty (60) hours in a pay period. This shall not apply to the trading of standby or to employees who request or volunteer for extra standby. An LPN assigned stand by pay on the holiday shall be paid four dollars and seventy-five cents (\$4.75).

**9.3 Callback Pay.** An employee called back to work from standby (9.2) shall be compensated at the rate of time and one-half (1 1/2) the regular rate of pay. When called back, the employees shall receive time and one-half (1 1/2) for a minimum of three (3) hours. Travel time to and from the hospital shall not be considered time worked. The minimum callback hours shall not apply when the employee reports for work in advance of an assigned shift.

Note: Callback pay does not apply to end of shift overtime.

9.1.1 Subject to patient care considerations, the Employer will make a good faith effort to provide relief for an employee who requests a day off or a change in the employee's start time the following day where the employee has been called back after 11:00 p.m. the previous night. To

be considered, the employee must notify the Employer not later than one and one-half (1 1/2) hours in advance of the employee's scheduled shift if making such a request. Upon written request by the Union, the Employer will describe what good faith effort was made at the next Labor Management Committee. An employee who exercises this right shall not receive an occurrence under the Hospital's attendance/tardy policy. The employee may choose to use PTO to cover the absence or take the time as unpaid.

**9.4 Lead Pay.** An employee assigned by the Employer as a lead shall receive one dollar and seventy five cents (\$1.75) ~~one dollar and fifty cents (\$1.50)~~ per hour over the regular rate of pay for all hours worked in a lead position.

**9.5 Weekend Premium Pay.** Any employee who works on a weekend shall receive two dollars (\$2.00) per hour for each hour worked on the weekend in addition to the employee's regular rate of pay. The weekend premium will not be considered a part of the regular rate of pay for overtime premium pay calculations unless required by the Fair Labor Standards Act. For premium pay purposes, the weekend shall be defined as all hours between 11:00 p.m. Friday and 11:00 p.m. Sunday. Premium pay provided for in this section shall not apply to time spent for voluntary educational purposes. If attendance at an educational meeting on a weekend is required and there are no other options, with prior approval, this section shall apply.

**9.5.1 Weekend Premium Pay for LPNs.** LPNs who work the weekend as defined in 9.5 above shall receive two dollars and fifty cents (\$2.50) per hour for each hour worked on the weekend in addition to the nurse's regular rate of pay.

**9.6 Work in Advance of Shift.** When a full-time or part-time employee is required to report for work in advance of his/her assigned shift and continues working during the scheduled shift, all hours worked prior to the scheduled shift shall be paid at time and one-half (1 1/2) the regular rate of pay. Work performed during the scheduled shift shall be paid at the regular rate of pay. An employee who reports to work in advance of the assigned shift will not be released from duty prior to the completion of that scheduled shift for the purpose of avoiding overtime pay unless there is mutual consent.

**9.7 Work on Day Off.** Full-time employees called in on their regularly scheduled day off shall be paid at the rate of one and one-half (1 1/2) times the regular rate of pay for the hours worked. Part-time employees who work on a day not regularly scheduled shall be paid at the applicable rate of pay.

**9.8 Temporary Assignment.** Temporary assignment by the Employer to a higher paid position for four (4) or more consecutive hours shall be paid at the higher classification rate of pay for the actual hours worked in that classification calculated by the same method as provided for under Section 8.8, Pay on Promotion. Temporary assignment by the Employer to a lower paid position shall not affect the employee's rate of pay; provided, however, this section shall not apply to employees whose reassignment was necessary due to failure to maintain their certification, license or registration.

**9.8.1 Multiple Job Classifications.** If an employee holds more than one position, the employee will be paid for the work performed in each position in accordance with the applicable rate as specified in the Wage Scale Appendix C. For purposes of this section, an employee holds more than one position if s/he holds a separate FTE or per diem status in each position and/or is separately scheduled for each position.

**9.9 Preceptor Pay.** An LPN assigned preceptor duties will be paid an additional one dollar (\$1.00) per hour while performing such duties.

**9.10 Interpreter Premium:** Employees who are selected to act as interpreters through the QSI program, and meet all requirements therein, will be paid an additional two dollars (\$2) per hour for all hours.

ARTICLE 10 – PTO/EIT

10.1 **Accrual.** Full and regular part-time benefited employees shall receive Paid Time Off (PTO and PTOWS-Sick) and Extended Illness/Injury Time (EIT) based upon hours paid (up to 2080 per year) in accordance with the following schedules:

Years of Service	Total PTO and PTOSickWA	Annual PTO	Accrual per hour	Annual maximum PTOSickWA*	Accrual per hour	PTO bank Max.*	Annual EIT**	Accrual per hour
0-4	200	148	.0712	52	.025	348	48	.0231
5-9	240	188	.0904	52	.025	428	48	.0231
10-19	280	228	.1097	52	.025	508	48	.0231
20+	320	268	.1289	52	.025	588	48	.0231

10.2 **Rate of Pay.** PTO and EIT shall be paid at the employee’s regular rate of pay.

10.3 **Access to PTO Accrual.** PTO accruals are to be accessed for all absences except for those that meet EIT criteria as set forth herein. Employees may use their PTO and PTOWs-Sick Banks interchangeably. An employee will receive pay of no less than their assigned FTE each pay period by the combination of hours worked and access to available accruals.

10.3.1 **Requirement to Access Accruals.** Employees are required to utilize accruals on any occasion when they are unable to work as scheduled unless directed not to work by management due to low census or environmental conditions (internal or external), in which event an employee may choose to either utilize accruals or to take cut hours. (Employees may not access accruals when they are off work due to a disciplinary suspension).

10.3.2 **Negative Balances.** Employees may not access accruals that would result in a negative balance. (Employees will be denied vacation requests if their projected PTO balance would not contain sufficient accruals to cover the requested time off. In this situation, an employee may request an unpaid leave of absence).

10.3.3 **Leave of Absence.** Access to accruals during a leave of absence must be taken at the employee’s assigned FTE. (An employee may not access accruals at a lower or higher amount than their assigned FTE during a leave of absence.)

10.3.4 **Unpaid Time off.** All accruals must be exhausted prior to taking unpaid time off (unless eligible for EIT access).

10.3.5 **PTOWs-Sick Year-End Cap.** PTOWs-Sick accruals are job-protected time off accruals granted to provide employees with paid sick time off in accordance with Washington State Paid Sick Leave law and local city ordinances. PTOWs-Sick will accrue without limit during the

calendar year. At the conclusion of the final pay period of each calendar year, the PTOs-Sick bank shall reduce to fifty-two (52) hours of accruals maximum as a carry-over balance into the first pay period of the subsequent calendar year.

**10.4 Access to EIT accruals.** The purpose of Extended Illness/Injury Time (EIT) is to provide coverage to an employee for extended absences from work as a result of illness or injury of the employee or to care for the illness or injury of a family member as required by Washington State's Family Care Act. Moreover, PTO or EIT may be used for:

- (a) Child (biological, fostered, adopted, guardian, stepchild) of the employee with a health condition that requires treatment or supervision;
- (b) Spouse or domestic partner (same or opposite sex),
- (c) Parent,
- (d) Parent-in-law

(e) Grandparent of the employee who has a serious health condition or an emergency condition.

**10.4.1** Employees may access their EIT accruals once they have missed their 17th consecutive scheduled hour of work. In this event, the employee's access to EIT will commence from the 17th hour of work forward and will not be applied retroactively to the first (1st) through sixteenth (16th) hour of the absence. Immediate access to EIT (without waiting period) is available due to inpatient hospitalization of the employee or the employee's family member (exclusive of Emergency Room visits), the employee's on-the-job injury, chemotherapy treatment, radiation treatment, or outpatient surgery of the employee. Immediate access to EIT for outpatient surgery is available when the surgery plus recovery period is 3 days or more (as verified by physician certification). This immediate access will apply even when the days of recovery are not on scheduled work days.

**10.4.2 Workers' Compensation Access.** Employees who will receive time loss compensation under MultiCare's Worker's Compensation program may supplement their time loss payments by accessing limited accruals, up to the amount of the employees pay for the hours the employee would have worked had the employee been available to work. The employee may choose to use either PTO or EIT to supplement time loss payments.

**10.4.3 Non-Workers Compensation Re-injury/Relapse.** When an employee attempts to return to work and, within 48 hours of that return to work, is unable to continue to work due to the same illness or injury (of themselves or of the family member pursuant to State and Federal law) which had precipitated their absence, if EIT had been accessed previously, EIT may be accessed again despite the break in consecutive scheduled hours off. EIT may not be utilized retroactively, but from the 17th missed work hour forward.

**10.4.4 Family Leave.** EIT may be accessed for any period of disability associated with pregnancy or disability caused by miscarriage, abortion, childbirth, and recovery there from, in accordance with the criteria set forth herein, so long as appropriate medical certification is submitted reflecting the length of the disability period. However, EIT may not be accessed for the non-disability portion of maternity/paternity or family leave.

**10.5 Premium Pay and PTO Access for Holiday Work.** Any hourly employee who works on a designated Premium Pay Day will be paid time and one-half (1-1/2) for all hours worked on that day. In

addition, employees may also access their PTO accruals for up to their regular shift length on any Premium Pay Day.

Premium paydays are New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day. For purposes of premium pay, the time period from 3:00 p.m. December 24 to 11:00 pm December 25 shall be recognized as Christmas. Holiday work shall be equitably rotated by the Employer.

**10.6 Termination of Benefits.** Cash-out of accruals will be paid to employees who terminate in good standing, who change to non-benefit eligible status, or who choose pay in lieu of benefits during open enrollment as follows:

PTO accruals paid at 100%

EIT bank accruals are paid at 25% of the balance over 240 hours.

10.6.1 "Good Standing" Defined. An employee is not "in good standing" if he or she:

- (a) Is being discharged for cause; or
- (b) Has given insufficient notice of resignation in accordance with contractual requirements; or
- (c) Has failed to work out their notice period (i.e., calling in short notice for remaining shifts absent a medical certification).

**10.7 PTO Cash Out Option:** During February and August of each year, employees with a PTO balance greater than eighty (80) hours may choose to cash out up to forty (40) hours of their PTO balance such that their balance does not drop below eighty (80) hours.

10.7.1 During November of each year, an additional cash out period shall be had, but only PTO-WS may be cashed out. However, the employees shall maintain a minimum of 8 hours in their bank.

**10.8 PTO/EIT Donation:** An employee with a PTO balance equal to or greater than forty (40) hours or an EIT balance equal to or greater than two hundred forty (240) hours can donate up to sixteen (16) hours per year of their PTO or EIT to another employee who has a qualifying illness under the PTO donation policy who is benefit eligible, and who has exhausted their PTO and EIT accruals. The rate of pay for a donated hour of PTO or EIT is the donor's rate.

**10.9 Scheduling.** PTO shall begin accruing the first day of employment. All PTO must be scheduled in advance in accordance with Hospital policies and be approved by supervision. The Employer shall have the right to schedule PTO in such a way as will least interfere with patient care and workload requirements of the Hospital. Patient care needs will take precedence over individual requests. Generally, PTO may not be taken in increments of less than the employee's regular work day.

10.9.1 PTO Request Procedure. All PTO must be scheduled in advance in accordance with hospital policies and be approved by supervision. The Employer shall have the right to schedule PTO per unit guidelines and in such a way as will least interfere with patient care and work load requirements of the Hospital. Patient care needs will take precedence over individual requests. The Employer will respond to grant or deny the requested PTO no later than twenty-one (21) days after submittal, with the exception of bargaining unit employees on nursing units, in which case, the response time will be thirty-one (31) days consistent with other nursing staff. The thirty-one (31) day requirement may be applied to individual non-nursing departments with the advanced mutual agreement of the parties. Generally, PTO may not be taken in increments of less than the

employee's regular work day. Under special circumstances and only when approved by supervision, partial days may be granted. Prime time holiday work and vacation shall be rotated. Except for unforeseeable conditions beyond the Employer's control, the Employer will make every reasonable effort not to cancel previously approved PTO. If the scheduled PTO has been requested and approved at least 30 days in advance of the leave Employees shall not be required to provide their own coverage during a scheduled PTO that was previously approved. If the time off is requested less than 30 days prior to the beginning of the leave, the employee may be required to provide their own coverage. Requests for scheduling PTO can be submitted for the upcoming twelve (12) month period. Updated vacation schedule will be posted (in hard copy or online format) on the twentieth (20) of each month. Employees may be permitted to take more than two (2) consecutive weeks, subject to management approval.

10.9.2 **Loss of PTO Leave.** An employee will not lose accrued PTO leave if the employee was not given a reasonable opportunity to use it.

10.10 **Short Notice Requirements.** Employees shall notify the Employer at least two (2) hours in advance of the employee's scheduled shift if the employee is unable to report for duty as scheduled. The employee must notify the Employer each day of absence if the employee is unable to work unless prior arrangements have been made with supervision. Failure to comply with the above specified notification requirements may result in loss of PTO for that shift.

## ARTICLE 11 - MEDICAL AND INSURANCE BENEFITS

**11.1 Flexible Benefits (Medical, Dental and Life) Insurance.** For new hires and transfers into the bargaining unit after the date of ratification, benefits eligibility shall be effective beginning the first of the month following thirty (30) days of continuous employment as a benefits eligible employee. All full-time and all part-time employees regularly scheduled to work thirty (30) or more hours per week (0.75 FTE) shall be eligible for the Employer's flexible benefits insurance plan providing medical, dental, vision and life insurance benefits.

Employees will have the option of participating in a MultiCare sponsored Wellness Plan. Those who choose not to participate will be subject to health insurance premium surcharge.

11.1.1 Part-time employees regularly scheduled to work twenty (20) or more hours per week and desiring medical, dental and life insurance may sign up for the Hospital's flexible benefits plan and the Hospital will pay for one-half (1/2) of the employee only premium, with the remainder to be paid by the employee.

11.1.2 **Health Plan Premiums.** The Employer will maintain the current health plan premium rates through 2025, as outlined in Appendix B. The Employer agrees to notify the union of any changes to the benefit plans, and any premium increases for 2026 or 2027 and the cost sharing thereof will be negotiated by the parties.

11.1.3 **Grandfathered Employees.** For the term of this agreement, Employees in the SEIU-AMC bargaining unit on or before ratification, shall remain benefits eligible at twenty-four (24) or more hours per week (0.6 FTE) or forty-eight (48) hours per pay period so long as the employee remains in an MHS position.

11.1.4 **Labor/Management Benefit Committee.** The Union will appoint two (2) bargaining unit members from Auburn Medical Center to participate in the Good Samaritan SEIU Labor/Management Benefits Committee, as described in article 11.7 of the Good Samaritan and SEIU 1199NW Service and Technical collective bargaining agreement, which can be found on the SEIU 1199NW website.

11.1.5 **Appeals.** In cases where Tier 1 services are not provided or available in network, and service and providers are not reimbursed at Tier 1 level, employees will have the option to appeal the decision to the Hospital as outlined in the service plan document. The employee may ask for assistance in navigating this process.

11.2 **Retirement.** Employees shall be covered by the Employer's retirement policies. There shall be no changes to the retirement plan funding provisions for the term of the Agreement.

11.3 **Plan Changes.** Participation in medical, dental and any other benefits set forth in this Article 11 shall be subject to the plan's specific eligibility requirements. In the event the Employer modifies its current Plans or provides an alternative Plan(s) the Employer will negotiate the proposed Plan changes with the Union. The Employer shall notify the Union at least ninety (90) days prior to the benefit election period.

**11.4 MHS Gain Sharing Plan.** The bargaining unit is eligible to participate in the MultiCare Health System Gain Sharing plan on the same basis as other eligible MultiCare employees for years 2025, 2026 and through the third quarter of 2027. The terms of the Gain Sharing Plan are determined annually by the MHS Board of Directors. Eligibility for gainsharing will begin the quarter in which the contract is ratified.

#### ARTICLE 12 - LEAVES OF ABSENCE

**In General.** All leaves of absence are to be requested from the Employer in writing as far in advance as possible, stating the reason for the leave and the amount of time requested. A written reply to grant or deny the request shall be given by the Employer within thirty (30) days. A leave of absence begins on the first day of absence from work.

##### 12.1 **Family Leave.**

a. **State Law.** After completion of one (1) year of employment, a leave of absence without pay shall be granted upon request of the employee for a period of up to six (6) months for the care of a new born or newly adopted child under the age of six (6) at the time of placement or adoption, or to care for a terminally ill child under the age of eighteen (18) years without loss of benefits accrued to the date such leave commences. Except in special circumstances, employees must give at least thirty (30) days' advance written notice of family leave. An employee on family leave not exceeding twelve (12) weeks from the date of first absence from work shall be entitled to return to his or her prior position (same department and unit if applicable, shift and FTE status). If the employee elects not to return to work at that time, the employee when returning from the leave of absence will then be offered the first available opening in his/her job classification consistent with Section 5.8, Job Openings. Family leave shall be consistent with and subject to the conditions and limitations set forth by state law (Washington Family Leave Law, 1989)

b. **Federal Law.** Pursuant to the Family and Medical Leave Act of 1993, upon completion of one (1) year of employment, an employee who has worked at least 1,250 hours during the previous twelve (12) months shall be granted up to twelve (12) weeks of unpaid leave to: (a) care for the employee's child after birth, or placement for adoption or foster care; or (b) to care for the employee's spouse, son or daughter, or parent, who has a serious health condition; or (c) for a serious health condition that makes the employee unable to perform the employee's job. The Employer shall maintain the employee's health benefits during this leave and shall reinstate the employee to the employee's former or equivalent position at the conclusion of the leave. The use of family leave shall not result in the loss of any employment benefit that accrued prior to the commencement of the leave. Under certain conditions,

family leave may be taken intermittently or on a reduced work schedule.

If a leave qualifies under both federal and state law or this Agreement, the leaves shall run concurrently. Ordinarily, the employee must provide thirty (30) days' advance notice to the Employer when the leave is foreseeable. The employee must use any accrued paid leave time for which the employee is eligible during family leave. Family leave shall be interpreted consistently with the conditions and provisions of the state and federal law.

c. **WA Paid Family and Medical Leave Law:** The Employer will meet its rights and responsibilities under the state of Washington's Paid Family and Medical Leave Law. Such rights and responsibilities include, but are not necessarily limited to: notifying employees about their rights and responsibilities under the Law; deducting required premiums from employees' gross pay, and; reporting employees' hours worked to the state agency responsible for determining eligibility and paying benefits provided for under the Law.

12.1.1 **Leave Combined.** An employee may guarantee her position (same department or unit if applicable, shift and FTE status) for a period of up to the period of temporary disability plus twelve (12) weeks by combining her maternity and family leave.

12.2 **Health Leave.** After one (1) year of continuous employment, a leave of absence shall be granted for health reasons for those employees not eligible for family leave (12.2) upon the recommendation of a physician for a period of up to six (6) months, without loss of accrued benefits. If the employee's absence from work for health reasons does not exceed eight (8) weeks, the employee shall return to work to the same department and unit if applicable, shift and former full-time or part-time status. Thereafter for the duration of the six (6) month leave, upon requesting return to work, the employee shall be offered the first available opening in his/her job classification consistent with Section 5.8, Job Openings. The employee shall use previously accrued EIT and PTO to the extent accrued during this health leave of absence. Prior to the employee returning from a health leave of absence, the Employer may require a statement from a licensed medical practitioner attesting to the employee's capability to perform the work required of the position.

12.3 **Maternity Leave.** A leave of absence shall be granted upon request of the employee for the period of physical disability or a period of up to six (6) months for maternity purposes, whichever is greater, without loss of benefits accrued to the date such leave commences. If the employee's absence from work for maternity reasons does not exceed the period of the employee's temporary physical disability, the employee shall return to work to the same department and unit if applicable, shift and former full-time or part-time status. Thereafter for the duration of the six (6) months leave, upon requesting return to work, the employee shall be offered the first available opening in his/her job classification consistent with Section 5.8, Job Openings. The employee shall use previously accrued EIT during the period of disability and PTO to the extent accrued during the maternity leave. Subject to eligibility requirements, medical insurance coverage will be continued while the employee is in a paid status, unless coverage is provided by Family Leave, 12.2(b). Prior to the employee returning from a leave of absence, the Employer may require a statement from a licensed medical practitioner verifying the period of physical disability and attesting to the employee's capability to perform the work required of the position. Employees on approved maternity leave will have the option of continuing their group medical coverage at their own expense during the leave of absence (COBRA).

12.4 **Military Leave.** Leave required in order for an employee to maintain status in a military reserve of the United States shall be granted without pay, without loss of benefits accrued to the date such leave commences, and shall not be considered part of the employee's earned PTO time.

12.5 **Jury Duty.** All full-time and part-time employees who are required to serve on jury duty or who are called to be a witness on behalf of the Employer in any judicial proceeding, shall be compensated by the Employer for the difference between their jury duty (for scheduled work days) or witness fee pay and their regular rate of pay. Providing appropriate advance notice has been given the Employer, employees subpoenaed for proceedings not involving the Employer will be given unpaid release time.

12.6 **Compassionate Leave.** Up to three (3) days of paid leave shall be granted for death in the immediate family. Immediate family shall be spouse, significant other in lieu of spouse (City of Seattle definition), child, brother or sister, parent, grandparents of employee, parent of spouse, brother or sister of spouse. Two (2) additional days with pay of paid leave (not drawn from the employee's PTO bank) shall be granted when in the Employer's opinion, extensive travel is required to attend the funeral. Paid leave shall be based on scheduled hours of work up to a maximum of forty (40) hours within a seven (7) day period.

12.7 **Leave With Pay.** Leave with pay shall not affect an employee's compensation, accrued hours, benefits or status with the Employer.

12.8 **Leave Without Pay.** Employees on a leave without pay for twelve (12) months or less shall not accrue nor lose seniority during the leave of absence. (PTO and EIT are only accrued on the basis of compensable hours.) Leave without pay for a period in excess of thirty (30) days will result in the employee's anniversary date of employment being adjusted to reflect the period of leave. Notwithstanding any other provisions in this article, before changing to leave without pay status, an employee must use any accrued paid time for which the employee is eligible (e.g. PTO, EIT).

12.9 **Return from Leave.** Unless otherwise provided for herein, employees who return to work on a timely basis in accordance with an approved leave of absence agreement shall be entitled to the first available opening in his or her job classification consistent with Section 5.8, Job Openings.

12.10 **Union Leave.** Employees will be afforded an option of requesting an unpaid leave of absence or use accrued vacation leave to attend union Executive Board meetings, officer meetings, delegate meetings, training sessions, district delegate assemblies, union conventions, union functions, seminars, campaigns, or other programs. Such leave may be approved subject to patient care needs. If mutually agreed to the leave will be up to twelve (12) weeks, and may contain a job guarantee.

## ARTICLE 13 - STAFF DEVELOPMENT

13.1 **Orientation.** The objectives of orientation shall be to familiarize new employees with the objectives and philosophy of the hospital and its services, to orient new employees to hospital policies and procedures, and to instruct new employees as to their functions and responsibilities as defined in job descriptions. Orientation will consist of a basic comprehensive program in which the employee will be oriented through a combination of instructional conferences, floor and/or shift work.

13.2 **In-service Education.** A regular and ongoing in-service education program shall be maintained and made available to all shifts and to all personnel with programs posted in advance. The posting will indicate if attendance is mandatory. The functions of in-service education shall be:

- a. to promote the safe and intelligent care of the patient;
- b. to develop staff potential; and
- c. to create an environment that stimulates learning, creativity, and personal satisfaction.

Topics to be offered will be suggested and prioritized by the Labor/Management Committee. In-service

education programs will be scheduled in an effort to accommodate varying work schedules. Employees required by the Employer to attend in-service education during off-duty hours will be paid at the regular rate of pay or overtime, if applicable. The Employer will make a good faith effort to provide contact hours for continuing education programs.

13.3 **Job Related Study.** After one (1) year of continuous employment, permission may be granted for leave of absence without pay for job related study, without loss of accrued benefits, providing such leave does not jeopardize hospital service.

13.4 **Approved Expenses.** When the Employer requires the employee to participate in an educational program (which shall exclude programs for maintaining licensure and specialty certification), the Employer will pay approved expenses that are directly related to the program.

13.5 **Paid Educational Leave Time.** After completion of the probationary period, regular employees may request paid leave for educational and continuing education purposes, including Union-sponsored training as provided for in Section 3.2, providing such leave time shall be subject to budgetary considerations, scheduling requirements of the Employer, and approval by the Employer of the subject matter to be studied. Educational leave time shall not exceed a total of three (3) calendar days per year, shall be prorated for part-time status, may be used on an hourly basis and shall not be carried over from one calendar year to the next.

13.6 **Joint Employer Training and Education Fund Purpose.** The purpose of the SEIU Healthcare 1199NW Multi-Employer Training and Education Fund (the "Fund") is to provide a training and education program for addressing the workforce needs of participating employers and healthcare career advancement for eligible bargaining unit employees. The Fund provides training, college preparation courses, career counseling and case management services and tuition assistance for educational instruction. The Fund is funded by contributions from contributing employers and grant funds.

Participation and Trust Agreement. The Employer agrees to participate in the Fund and abide by the terms of the Trust Agreement of the Fund.

Employer agrees to make contributions to the Fund. The Employer contribution to the Fund shall be an amount equal to one percent (1%) of the gross payroll of the service bargaining unit employees. Gross payroll shall be defined as the amount included on Box 5 of the W-2 form report of the Employer, excluding per diem employees. The contribution for service bargaining unit employees will increase to one and one-half percent (1.5%) and for the technical bargaining unit to one percent (1%) effective the first full pay period following the Employer's receipt of a written notice showing that all other employers that have executed the Joint Employer Training and Education Fund Trust Agreement have agreed in writing to also increase their contribution rates to one and one-half percent (1.5%) for service and to one percent (1%) technical bargaining units.

The Employer, Union, and a representative of the Multi-Employer Training Fund will meet once a year, or more frequently upon mutual agreement, to discuss ideas for outreach and education for participation in the fund.

Fund Contributions, Records and Collections. The Employer shall remit the Fund contributions required under this Article on a pay period basis, based upon the payroll for the previous pay period. Payments shall be due no later than thirty (30) days following the end of the pay period on which they are based.

The Employer shall submit with the payment of such contributions, or at such other regular intervals as the trustees of the Fund may require, written reports as to the wages paid to employees and the

contributions due or payable to the Fund pursuant to the collective bargaining agreement, as the trustees of the Fund may require.

The Employer shall promptly furnish to the trustees of the Fund, upon their written demand, such pertinent wage and other records relating to its employees as the trustees may deem necessary for the administration of the Fund.

The Employer agrees that the trustees of the Fund, or their authorized representative(s), may examine the pertinent payroll books and records of the Employer whenever such examination reasonably may be deemed necessary or advisable by the trustees of the Fund in connection with the proper administration of the Fund.

The failure of the Employer to pay the contributions required shall be in violation of the collective bargaining agreement as well as a violation of the Employer's obligations under the Trust Agreement of the Fund. The Employer agrees that the collection of the delinquent Employer contributions shall be subject to the collection policy established by the trustees of the Fund.

Joint Labor Management Committee. As an established labor management committee, part of the committee's responsibilities will be to assess the needs of the bargaining unit employees related to education/career advancement interests and needs, and to promote the advantages of and participation in this Fund.

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

Availability of Onsite Rooms and Promotion. In order to facilitate employee's access to education and training, the Employer will make a good faith effort to make rooms available on-site for conducting training, counseling, outreach, promotion and other activities of the Fund. Such access will follow the process outlined in Section 3.1 of this agreement (Access to Premises- Union Staff).

Any remaining funds in current SEIU 1199NW/MultiCare Auburn training and development fund will be available for SEIU 1199 NW members to use for any continued education until all the funds are depleted.

Once employees transition to the SEIU Multi-Employer Training and Education Fund, the MultiCare tuition reimbursement will no longer apply.

**Employee Contact Information** The Employer agrees to make available to the Fund, in accordance with Fund policy, such records of Employees which the Fund may require in connection with the sound and efficient operation of the Fund or that may be so required in order to determine the eligibility of Employees for Fund benefits. Additionally, the Employer shall provide the Trust Fund on either a monthly or pay period basis, along with its contributions, a report showing the employees names, job titles, wage rates, bargaining units, shifts, FTE status, dates of hire, and home mailing addresses. The employer will provide the Training Fund with either member email and phone numbers or access and support in having members complete and submit the Training Fund member contact form for the Training Fund.

## ARTICLE 14 - COMMITTEES

14.1 **Labor/Management Committee.** The Employer, jointly with employees selected by the Union, shall establish a Labor/Management Committee to assist with personnel and other mutual problems. The

purpose of the Labor/Management Committee shall be to foster improved communication between the Employer and the staff and to improve working conditions and patient and employee satisfaction. The Committee may address staffing issues. The function of the Committee shall be limited to an advisory rather than a decision-making capacity. The Committee will recommend solutions to identified problems. The Committee shall be established on a permanent basis and shall consist of not more than six (6) representatives of the Employer and not more than six (6) bargaining unit employees, with not more than one (1) employee from each job classification and/or department. The Committee will be representative of hospital work areas. The number of Committee participants may be expanded by the mutual agreement of the Employer and the Union. The Committee shall meet not less than bi-monthly or as often as mutually agreed. The Committee shall operate under guidance of co-chairs, one to be selected by the Employer and one by the Union. The co-chairs shall prepare a common written agenda for each meeting to be distributed to all Committee members at least three (3) days in advance of the meeting; however, failure to place an item on the agenda shall not preclude the Committee from addressing any issue at a mutually agreeable time. The Employer agrees that appropriate items for the Labor Management committee include an ongoing assessment of healthy outcomes, and Technical department issues.

14.1.1 Within 90 days of the ratification of the contract, the committee co-chairs shall develop a draft a draft charter for the Labor Management Committee. This charter shall be reviewed at the following committee meeting.

14.1.2 On a quarterly basis, and upon request, the committee will be able to review and discuss data on vacancies and utilization of per diems and part-time staff in departments. That data can be requested ahead of LMC to review and make recommendations on what next steps may be necessary.

14.1.3 Both MultiCare and the Union share a mutual interest in discussing best practices in cost containment features and benefits that ensure quality but address increasing healthcare costs. To address these issues, the parties agree that benefits may be an agenda item at the Labor/Management Committee meetings. In guiding the Committee's work, the union may request utilization data and cost information, among other data. If the Committee produces mutually agreed upon recommendations for any changes, the management representative shall present the information to Human Potential for consideration.

14.2 **Health and Safety Committee.** The Hospital will maintain a safe, secure and healthful work place in compliance with all Federal, State and local laws applicable to the safety and health of its employees. The Hospital will continue its Safety Committee in accordance with all regulatory requirements. The purpose of the Safety Committee shall be to investigate safety, security, and health issues and to advise the Hospital on education and preventative health measures for the work place and its employees. The Safety Committee shall include three (3) bargaining unit employees, not more than one (1) from any department. All bargaining unit employees who serve on the Safety Committee will be appointed by the Union. Employees are encouraged to report any unsafe conditions to their supervisors and the Safety Committee. The ~~Health and~~ Safety Committee will evaluate the locations and causes of injuries and will consider recommendations from employees regarding appropriate training to lower injury rates. The Union may request security plans applicable to Auburn Medical Center, and these security plans may be an agenda item at Safety Committee.

14.2.1 **Prevention of Musculoskeletal Injuries.** MultiCare and the Union recognize that back and musculoskeletal injuries are a major occupational hazard to healthcare workers. In the interest of prevention, the Safety Committee will discuss appropriate ways to identify means for preventing

such injuries.

- 14.3 **Committees in General.** The above-referenced committees, although advisory in nature, will be expected to assist in the development of positive change which may be implemented by the Hospital with successful results. Each committee will review its progress and effectiveness annually. Minutes will be kept of each meeting for distribution to all members of the committee.
- 14.4 **Compensation.** Employees shall be compensated at their regular rate of pay for all time spent on Employer-established committees and contract committees set forth in this Article 14 when they are members of the committee, are required to attend committee meetings, or are serving on ad hoc or sub- committees established by the standing committees.

#### ARTICLE 15 - GRIEVANCE PROCEDURE

15.1 **Grievance Defined.** A grievance is defined as an alleged breach of the terms and conditions of this Agreement. It is the desire of the parties to this Agreement that as a general proposition matters be addressed informally wherever possible between the employee and the employee's manager prior to filing a formal grievance.

15.2 **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 10.5 hereof shall be deemed to end at 4:30 p.m. on the next following business day. Failure of an employee 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. Failure of the Employer to comply with the time limits set forth below shall result in the grievance being automatically elevated to the next step without any action necessary on the part of the employee.

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

Step 1. Manager/Director.

If an employee has a grievance, the employee shall meet with the employee's manager/director and present the grievance in writing within fourteen (14) calendar days from the date the employee was or should have been aware that the grievance existed. A Union Delegate shall be present if requested by the employee. If a Union Delegate participates in the grievance meeting, a representative of the Human Resources Department, or designee, may also be present at this Step 1 meeting. Upon receipt thereof, the manager/director shall attempt to resolve the problem and shall respond in writing to the employee within ten (10) calendar days following receipt of the written grievance or the meeting between the manager/director and the grievant, whichever is later.

Step 2. Department Director.

If the matter is not resolved to the employee's satisfaction at Step 1, the employee shall present the grievance to the Department Director (and/or designee) within seven (7) calendar days of the manager/director's decision. A meeting between the employee (and a Union Delegate/Representative, if requested by the employee) and the Department Director (and/or designee) shall be held within ten (10) days for the purpose of resolving the grievance. If a Union Delegate/Representative participates in the grievance meeting, representative of the Human Resources Department, or designee, may also be present at this Step 2 meeting. The Department

Director or designee shall issue a written reply within seven (7) calendar days following the grievance meeting.

Step 3. Director, Labor Relations.

If the matter is not resolved at Step 2 to the employee's satisfaction, the grievance shall be referred in writing to the Director, Labor Relations (and/or designee) within seven (7) calendar days of the Step 2 decision. The Director, Labor Relations (and/or designee) shall meet with the employee and the Union Delegate/Representative within fourteen (14) calendar days of receipt of the Step 2 grievance for the purpose of resolving the grievance. The Director, Labor Relations (or designee) shall issue a written response within seven (7) calendar days following the meeting.

Step 4. Arbitration.

If the grievance is not settled on the basis of the foregoing procedures, and if the grievant and the Union have complied with the specific time limitations specified in Steps 1, 2, 3 and 4 herein, the Union may submit the issue in writing to arbitration within fourteen (14) calendar days following the receipt of the written reply from the Director, Labor Relations or designee. If the Hospital and the Union fail to agree on an arbitrator, a list of eleven (11) arbitrators 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 issue an award within sixty (60) calendar days of the close of the hearing or the receipt of post-hearing briefs, whichever is later, and the Arbitrator shall have no jurisdiction to decide the issue after that sixty (60) day period. The arbitrator's decision shall be final and binding on all parties. The arbitrator 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 shall have no authority to award punitive damages. Each party shall bear one-half (1/2) of the fee of the arbitrator for an Award issued on a timely basis and any other expense jointly incurred incident to the arbitration hearing. All other expenses including but not limited to legal fees, deposition costs, witness fees, and any and every other cost related to the presentation of a party's case in this or any other forum, shall be borne by the party incurring them, and neither party shall be responsible for the expenses of witnesses called by the other party.

15.4 **Union Grievance.** The Union may initiate a grievance if the grievance involves a group of employees and if the grievance is submitted in writing within fourteen (14) calendar days from the date the employees were or should have been aware that the grievance existed.

15.5 **Mutually Agreed Mediation.** The parties may agree to use mediation in an attempt to resolve the grievance. Both parties must mutually agree to use mediation and neither party may require that any grievance be sent to mediation. Mediation shall not be considered a step in the grievance process and may be pursued concurrently with the filing, selection and processing of an arbitration submission.

15.6 **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 and shall not be subject to arbitration.

## ARTICLE 16 - MANAGEMENT RESPONSIBILITIES

The Union recognizes that the Employer has the obligation of serving the public with the highest quality of patient care, efficiently and economically, and/or meeting medical emergencies. The Union further recognizes the right of the Employer to operate and manage the hospital including but not limited to the right to require standards of performance and to maintain order and efficiency; to direct employees and to determine job assignments and working schedules; to determine the materials and equipment to be used; to implement improved operational methods and procedures; to determine staffing requirements; to determine the kind and location of facilities; to determine whether the whole or any part of the operation shall continue to operate; to select and hire employees; to promote and transfer employees; to discipline, demote or discharge employees for just cause, provided however, the Employer reserves the right to discharge any employee deemed to be incompetent based upon reasonably related established job criteria and exercised in good faith; to lay off employees for lack of work; to recall employees; to require reasonable overtime work of employees; and to promulgate rules, regulations and personnel policies, provided that such rights shall not be exercised so as to violate any of the specific provisions of this Agreement. 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. All matters not covered by the language of this Agreement shall be administered by the Hospital in accordance with such policies and procedures as it from time to time shall determine.

## ARTICLE 17 - UNINTERRUPTED PATIENT CARE

It is recognized that the Hospital is engaged in a public service requiring continuous operation and it is agreed that recognition of such obligation of continuous service is imposed upon both the employee and the Union. During the term of this Agreement, neither the Union nor its members, agents, representatives, employees or persons acting in concert with them shall incite, encourage or participate in any strike, picketing, walkout, slowdown or other work stoppage of any nature whatsoever. In the event of any strike, picketing, walkout, slowdown or work stoppage, or a threat thereof, the Union and its officers will do everything within their power to end or avert same. Any employee participating in any strike, picketing, walkout, slowdown or work stoppage will be subject to immediate dismissal. The Employer agrees that during this same time period, there shall be no lockouts.

## ARTICLE 18 - GENERAL PROVISIONS

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

18.2 **Amendments.** Any change or amendments to this Agreement shall be in writing and duly executed by the parties hereto.

18.3 **Past Practices.** Unless specifically provided herein to the contrary, past practices shall not be binding on the Employer. The Employer will not make any changes in past practices that would have the effect of discriminating solely against members of the bargaining unit. The Employer will communicate any changes in past practices to the staff in advance of the change.

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

ARTICLE 19 – DURATION

This Agreement shall become effective upon date of ratification and shall remain in full force and effect to and including October 1, 2027, unless changed by mutual consent. Should the Union desire to change, modify or renew the Agreement upon the expiration date, written notice must be given to the Employer at least ninety (90) days prior to the expiration date. After receipt of such notice, negotiations shall commence. 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 Contract.

X 

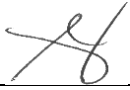
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SEIU Healthcare 1199NW  
Jane Hopkins, RN President

X *Scott Allan*

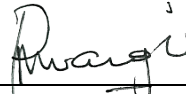
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Mutlicare Auburn Medical Center  
Scott Allan, Director of Labor Relations



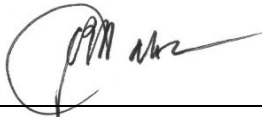
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Angelita Sherburne, Housekeeper,  
Environmental Services



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Peter Karuri, Certified Nursing Assistant,  
MedSurg Care



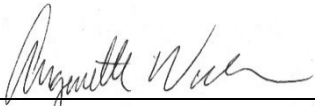
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Curie Halos, Certified Nursing Assistant,  
Nursing Resource Float



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Raymond Fugate, Emergency Services  
Tech, Emergency Department



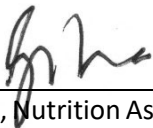
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Angenette Wickizer, Distribution Specialist,  
Distribution



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Bogdan Grigoryak, Distribution Specialist,  
Distribution



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Joel Le Bon, Nutrition Assistant, Nutrition  
Services



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Blair Anundson, Lead Organizer

## APPENDIX A

### Auburn Medical Center

#### TWELVE (12) HOUR SHIFT SCHEDULE

Employees may, on an individual basis, agree to work a twelve (12) hour shift schedule with the consent of the Employer. All existing contractual provisions shall apply unless otherwise provided for herein.

1. **Work Day.** The twelve (12) hour shift schedule shall provide for a twelve (12) hour work day consisting of twelve and one-half (12 1/2) hours to include one (1) thirty (30) minute unpaid lunch period. Rest periods shall be permitted in accordance with state law, with fifteen (15) minutes in each four (4) hours of work. Subject to written mutual agreement, meal and/or rest periods may be combined. Shift start times shall be determined by the Employer.
2. **Work Period; Overtime Pay.** The work period for overtime computation purposes shall be a seven (7) day period, as defined by the Employer. Employees working this twelve (12) hour shift schedule shall be paid overtime compensation at the rate of one and one-half (1 1/2) times the regular rate of pay for the first two (2) hours after the end of the twelve (12) hour shift or for any hours worked beyond forty (40) hours in a seven (7) day period. If an employee works more than two (2) consecutive hours beyond the end of the twelve (12) hour shift, all overtime hours after fourteen (14) consecutive hours of work for that shift shall be paid at double time (2x). All time worked on a Holiday in excess of fourteen (14) consecutive hours shall be paid at double time, all other hours are paid at one and one half (1.5X).
3. **Rest Between Shifts.** Section 7.9 of the Agreement shall apply in its entirety with the sole exception being that the length of the rest period shall be ten (10) hours rather than eleven and one-half (11 1/2) hours.
4. **Shift Differential.** If the majority of the hours of an employee's regularly scheduled shift fall within the designated evening (3 - 11 p.m.) or night (11 p.m. - 7 a.m.) shift period, the shift shall be considered a permanent assignment for that employee and the employee shall receive shift differential for the entire shift. For example, a 7:00 am to 7:30 pm shift shall be considered day shift. A 7:00 pm to 7:30 am shift shall be considered to be night shift. If the night shift is a permanent assignment, shift differential shall be considered to be a part of the employee's regular rate of pay.

**APPENDIX B: Health Plan Premiums for 2025**

My Connected Care	Total Cost	MultiCare Pays	You Pay	
			Monthly	Semi-Monthly
			<b>Full-time (.75 to 1.0 FTE) ^</b>	
Employee Only	\$920	\$825	\$95	\$47.50
Employee & Spouse/DP**	\$1,842	\$1,522	\$320	\$160.00
Employee & Children	\$1,733	\$1,512	\$221	\$110.50
Employee & Family	\$2,651	\$2,247	\$404	\$202.00
<b>Part-time (.5 to .74 FTE) ^</b>				
Employee Only	\$920	\$460	\$460	\$230.00
Employee & Spouse/DP**	\$1,842	\$1,157	\$685	\$342.50
Employee & Children	\$1,733	\$1,147	\$586	\$293.00
Employee & Family	\$2,651	\$1,882	\$769	\$384.50

Standard PPO	Total Cost	MultiCare Pays	You Pay	
			Monthly	Semi-Monthly
			<b>Full-time (.75 to 1.0 FTE) ^</b>	
Employee Only	\$948	\$700	\$248	\$124.00
Employee & Spouse/DP**	\$1,898	\$1,410	\$488	\$244.00
Employee & Children	\$1,786	\$1,396	\$390	\$195.00
Employee & Family	\$2,731	\$2,129	\$602	\$301.00
<b>Part-time (.5 to .74 FTE) ^</b>				
Employee Only	\$948	\$474	\$474	\$237.00
Employee & Spouse/DP**	\$1,898	\$1,184	\$714	\$357.00
Employee & Children	\$1,786	\$1,170	\$616	\$308.00
Employee & Family	\$2,731	\$1,903	\$828	\$414.00

High Deductible PPO paired with a Health Savings Account	Total Cost	MultiCare Pays	You Pay		MultiCare HSA Contribution*	
			Monthly	Semi-Monthly	Annual	Semi-Monthly
			<b>Full-time (.75 to 1.0 FTE) ^</b>			
Employee Only	\$845	\$703	\$142	\$71.00	\$800	\$33.33
Employee & Spouse/DP**	\$1,692	\$1,430	\$262	\$131.00	\$1,600	\$66.67
Employee & Children	\$1,592	\$1,382	\$210	\$105.00		
Employee & Family	\$2,435	\$2,120	\$315	\$157.50		
<b>Part-time (.5 to .74 FTE) ^</b>						
Employee Only	\$845	\$423	\$422	\$211.00	\$400	\$16.67
Employee & Spouse/DP**	\$1,692	\$1,150	\$542	\$271.00	\$800	\$33.33
Employee & Children	\$1,592	\$1,102	\$490	\$245.00		
Employee & Family	\$2,435	\$1,840	\$595	\$297.50		

\*MultiCare HSA contribution will be deposited semi-monthly based on coverage and is subject to proration for partial year enrollment.

Effective May 18, 2025																			
Position ID	Position Title	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
S24027	Care Coordinator Associate U	\$22.97	\$23.49	\$24.02	\$24.56	\$25.11	\$25.67	\$26.25	\$26.84	\$27.44	\$28.06	\$28.69	\$29.34	\$29.93	\$30.53	\$31.14	\$31.76	\$32.40	\$33.05
P017001	Central Service Attendant U	\$19.53	\$20.11	\$20.71	\$21.34	\$21.98	\$22.63	\$23.32	\$24.02	\$24.73	\$25.48	\$26.24	\$27.03	\$27.83	\$28.66	\$29.53	\$30.42	\$31.32	\$32.26
N044002	Central Service Technician U	\$22.03	\$22.68	\$23.37	\$24.07	\$24.80	\$25.54	\$26.31	\$27.09	\$27.90	\$28.73	\$29.61	\$30.49	\$31.41	\$32.35	\$33.32	\$34.32	\$35.35	\$36.41
N044005	Certified Central Service Technician U	\$25.33	\$26.08	\$26.87	\$27.68	\$28.52	\$29.37	\$30.25	\$31.16	\$32.10	\$33.06	\$34.05	\$35.08	\$36.13	\$37.20	\$38.32	\$39.46	\$40.65	\$41.88
S04008	Clinic Receptionist U	\$19.55	\$20.02	\$20.53	\$21.05	\$21.57	\$22.12	\$22.66	\$23.24	\$23.80	\$24.41	\$25.00	\$25.64	\$26.29	\$26.95	\$27.60	\$28.30	\$29.01	\$29.73
L014008	CNA U	\$23.77	\$24.48	\$25.22	\$25.98	\$26.76	\$27.56	\$28.38	\$29.23	\$30.11	\$31.01	\$31.94	\$32.91	\$33.89	\$34.90	\$35.94	\$37.02	\$38.14	\$39.28
L008001	Constant Observer CNA U	\$23.77	\$24.48	\$25.22	\$25.98	\$26.76	\$27.56	\$28.38	\$29.23	\$30.11	\$31.01	\$31.94	\$32.91	\$33.89	\$34.90	\$35.94	\$37.02	\$38.14	\$39.28
L008002	Constant Observer Pt Care Technician U	\$23.77	\$24.48	\$25.22	\$25.98	\$26.76	\$27.56	\$28.38	\$29.23	\$30.11	\$31.01	\$31.94	\$32.91	\$33.89	\$34.90	\$35.94	\$37.02	\$38.14	\$39.28
P011002	Cook U	\$23.41	\$24.11	\$24.83	\$25.57	\$26.34	\$27.13	\$27.94	\$28.78	\$29.64	\$30.53	\$31.45	\$32.39	\$33.36	\$34.36	\$35.39	\$36.45	\$37.54	\$38.67
P067003	Core Technician Assistant U	\$23.78	\$24.36	\$24.99	\$25.60	\$26.24	\$26.91	\$27.56	\$28.26	\$28.97	\$29.69	\$30.44	\$31.19	\$31.97	\$32.77	\$33.59	\$34.43	\$35.30	\$36.17
P017003	Distribution Specialist U	\$22.68	\$23.36	\$24.06	\$24.78	\$25.52	\$26.29	\$27.08	\$27.89	\$28.73	\$29.59	\$30.48	\$31.39	\$32.33	\$33.30	\$34.30	\$35.33	\$36.39	\$37.48
L002003	Emergency Services Technician U	\$26.05	\$26.83	\$27.63	\$28.45	\$29.30	\$30.19	\$31.10	\$32.03	\$32.99	\$33.98	\$35.01	\$36.05	\$37.12	\$38.25	\$39.40	\$40.58	\$41.79	\$43.04
S11032	Financial Counselor Access U	\$23.86	\$24.46	\$25.08	\$25.69	\$26.34	\$27.00	\$27.67	\$28.37	\$29.07	\$29.80	\$30.54	\$31.31	\$32.10	\$32.90	\$33.72	\$34.55	\$35.43	\$36.31
P028012	Food Service Worker U	\$20.01	\$20.61	\$21.23	\$21.87	\$22.53	\$23.21	\$23.91	\$24.63	\$25.37	\$26.13	\$26.91	\$27.72	\$28.55	\$29.41	\$30.29	\$31.20	\$32.14	\$33.10
S08011	Health Info Technician Acute U	\$19.65	\$20.14	\$20.65	\$21.16	\$21.70	\$22.23	\$22.79	\$23.36	\$23.95	\$24.54	\$25.15	\$25.79	\$26.42	\$27.09	\$27.77	\$28.47	\$29.17	\$29.91
S03002	Health Unit Coordinator U	\$21.93	\$22.49	\$23.04	\$23.63	\$24.20	\$24.82	\$25.44	\$26.07	\$26.73	\$27.40	\$28.09	\$28.78	\$29.51	\$30.24	\$31.00	\$31.77	\$32.56	\$33.37
P034001	Housekeeper U	\$20.89	\$21.52	\$22.17	\$22.84	\$23.53	\$24.24	\$24.97	\$25.72	\$26.49	\$27.28	\$28.10	\$28.94	\$29.81	\$30.70	\$31.62	\$32.57	\$33.55	\$34.56
S36004	Imaging IR Coordinator U	\$23.95	\$24.55	\$25.16	\$25.80	\$26.43	\$27.10	\$27.78	\$28.47	\$29.18	\$29.91	\$30.65	\$31.42	\$32.21	\$33.00	\$33.84	\$34.69	\$35.55	\$36.43
S101005	Imaging Scheduler U	\$22.99	\$23.58	\$24.15	\$24.76	\$25.37	\$26.01	\$26.67	\$27.33	\$28.02	\$28.71	\$29.43	\$30.16	\$30.92	\$31.69	\$32.49	\$33.30	\$34.13	\$34.98
S10002	Imaging Services Representative U	\$22.05	\$22.60	\$23.17	\$23.75	\$24.34	\$24.95	\$25.57	\$26.22	\$26.86	\$27.54	\$28.23	\$28.93	\$29.66	\$30.40	\$31.16	\$31.94	\$32.73	\$33.57
P064002	Lab Assistant Phlebotomist U	\$21.56	\$22.12	\$22.66	\$23.23	\$23.80	\$24.41	\$25.00	\$25.64	\$26.29	\$26.95	\$27.60	\$28.30	\$29.01	\$29.73	\$30.48	\$31.23	\$32.02	\$32.82
M038005	Lab Assistant U	\$21.63	\$22.17	\$22.71	\$23.30	\$23.88	\$24.47	\$25.09	\$25.70	\$26.35	\$27.01	\$27.68	\$28.38	\$29.08	\$29.81	\$30.55	\$31.32	\$32.11	\$32.91
K004012	LPN U	\$28.26	\$29.10	\$29.98	\$30.89	\$31.80	\$32.76	\$33.76	\$34.77	\$35.80	\$36.89	\$38.00	\$39.13	\$40.30	\$41.51	\$42.75	\$44.03	\$45.37	\$46.72
S45005	Medical Records Coder U	\$28.44	\$29.15	\$29.88	\$30.63	\$31.40	\$32.17	\$32.98	\$33.81	\$34.65	\$35.52	\$36.41	\$37.32	\$38.24	\$39.21	\$40.18	\$41.19	\$42.23	\$43.28
S21002	Medical Transcriptionist U	\$23.20	\$23.77	\$24.36	\$24.97	\$25.60	\$26.24	\$26.89	\$27.56	\$28.25	\$28.97	\$29.69	\$30.43	\$31.19	\$31.97	\$32.77	\$33.59	\$34.43	\$35.28
M010002	Monitor Technician HUC U	\$25.16	\$25.91	\$26.70	\$27.50	\$28.32	\$29.17	\$30.06	\$30.95	\$31.87	\$32.83	\$33.82	\$34.84	\$35.89	\$36.96	\$38.06	\$39.20	\$40.38	\$41.60
L014018	Nurse Assistant Registered U	\$23.77	\$24.48	\$25.22	\$25.98	\$26.76	\$27.56	\$28.38	\$29.23	\$30.11	\$31.01	\$31.94	\$32.91	\$33.89	\$34.90	\$35.94	\$37.02	\$38.14	\$39.28
L014059	Nursing Assistant Registered Float U	\$23.77	\$24.48	\$25.22	\$25.98	\$26.76	\$27.56	\$28.38	\$29.23	\$30.11	\$31.01	\$31.94	\$32.91	\$33.89	\$34.90	\$35.94	\$37.02	\$38.14	\$39.28
L014020	Nursing Resource Float CNA U	\$23.77	\$24.48	\$25.22	\$25.98	\$26.76	\$27.56	\$28.38	\$29.23	\$30.11	\$31.01	\$31.94	\$32.91	\$33.89	\$34.90	\$35.94	\$37.02	\$38.14	\$39.28
P084001	Nutrition Assistant U	\$23.10	\$23.79	\$24.50	\$25.24	\$26.00	\$26.78	\$27.58	\$28.41	\$29.26	\$30.14	\$31.04	\$31.97	\$32.93	\$33.92	\$34.94	\$35.99	\$37.07	\$38.18
S34003	Operator Information Representative U	\$19.55	\$20.02	\$20.53	\$21.05	\$21.57	\$22.12	\$22.66	\$23.24	\$23.80	\$24.41	\$25.00	\$25.64	\$26.29	\$26.95	\$27.60	\$28.30	\$29.01	\$29.73
P067005	Pathology Processor U	\$23.13	\$23.71	\$24.31	\$24.90	\$25.53	\$26.18	\$26.82	\$27.50	\$28.19	\$28.89	\$29.61	\$30.35	\$31.10	\$31.88	\$32.68	\$33.50	\$34.34	\$35.20
S10007	Patient Access Technician U	\$23.41	\$24.01	\$24.59	\$25.22	\$25.86	\$26.48	\$27.15	\$27.83	\$28.53	\$29.25	\$29.97	\$30.72	\$31.48	\$32.28	\$33.09	\$33.91	\$34.77	\$35.63
S11047	Patient Financial Navigator Sr U	\$26.77	\$27.44	\$28.13	\$28.85	\$29.56	\$30.29	\$31.05	\$31.83	\$32.62	\$33.45	\$34.28	\$35.13	\$36.01	\$36.93	\$37.83	\$38.79	\$39.74	\$40.75
S11045	Patient Financial Navigator U	\$25.00	\$25.63	\$26.28	\$26.94	\$27.59	\$28.29	\$29.00	\$29.72	\$30.47	\$31.23	\$32.01	\$32.82	\$33.63	\$34.47	\$35.34	\$36.22	\$37.12	\$38.06
P093001	Patient Transporter U	\$19.77	\$20.25	\$20.75	\$21.02	\$21.54	\$22.09	\$22.63	\$23.21	\$23.77	\$24.38	\$24.97	\$25.61	\$26.25	\$26.90	\$27.57	\$28.26	\$28.97	\$29.70
S36007	Perioperative Coordinator SKC U	\$26.77	\$27.44	\$28.13	\$28.85	\$29.56	\$30.29	\$31.05	\$31.83	\$32.62	\$33.45	\$34.28	\$35.13	\$36.01	\$36.93	\$37.83	\$38.79	\$39.74	\$40.75
P069005	Rehabilitation Services Aide U	\$19.65	\$20.14	\$20.65	\$21.16	\$21.70	\$22.23	\$22.79	\$23.36	\$23.95	\$24.54	\$25.15	\$25.79	\$26.43	\$27.09	\$27.77	\$28.47	\$29.17	\$29.91
S36013	Scheduling Coordinator OR U	\$23.95	\$24.55	\$25.16	\$25.80	\$26.43	\$27.10	\$27.78	\$28.47	\$29.18	\$29.91	\$30.65	\$31.42	\$32.21	\$33.00	\$33.84	\$34.69	\$35.55	\$36.43
M033003	Surgical Technologist OB U	\$32.64	\$33.61	\$34.62	\$35.65	\$36.72	\$37.83	\$38.96	\$40.13	\$41.33	\$42.57	\$43.85	\$45.17	\$46.53	\$47.92	\$49.36	\$50.84	\$52.36	\$53.93

Effective first full pay period following October 1, 2025																			
Position ID	Position Title	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
S24027	Care Coordinator Associate U	\$ 23.89	\$ 24.43	\$ 24.98	\$ 25.54	\$ 26.11	\$ 26.70	\$ 27.30	\$ 27.91	\$ 28.54	\$ 29.18	\$ 29.84	\$ 30.51	\$ 31.13	\$ 31.75	\$ 32.39	\$ 33.03	\$ 33.70	\$ 34.37
P017001	Central Service Attendant U	\$ 20.31	\$ 20.91	\$ 21.54	\$ 22.19	\$ 22.86	\$ 23.54	\$ 24.25	\$ 24.98	\$ 25.72	\$ 26.50	\$ 27.29	\$ 28.11	\$ 28.94	\$ 29.81	\$ 30.71	\$ 31.64	\$ 32.57	\$ 33.55
N044002	Central Service Technician U	\$ 22.91	\$ 23.59	\$ 24.30	\$ 25.03	\$ 25.79	\$ 26.56	\$ 27.36	\$ 28.17	\$ 29.02	\$ 29.88	\$ 30.79	\$ 31.71	\$ 32.67	\$ 33.64	\$ 34.65	\$ 35.69	\$ 36.76	\$ 37.87
N044005	Certified Central Service Technician U	\$ 26.34	\$ 27.12	\$ 27.94	\$ 28.79	\$ 29.66	\$ 30.54	\$ 31.46	\$ 32.41	\$ 33.38	\$ 34.38	\$ 35.41	\$ 36.48	\$ 37.58	\$ 38.69	\$ 39.85	\$ 41.04	\$ 42.28	\$ 43.56
S04008	Clinic Receptionist U	\$ 20.33	\$ 20.82	\$ 21.35	\$ 21.89	\$ 22.43	\$ 23.00	\$ 23.57	\$ 24.17	\$ 24.75	\$ 25.39	\$ 26.00	\$ 26.67	\$ 27.34	\$ 28.03	\$ 28.70	\$ 29.43	\$ 30.17	\$ 30.92
L014008	CNA U	\$ 24.72	\$ 25.46	\$ 26.23	\$ 27.02	\$ 27.83	\$ 28.66	\$ 29.52	\$ 30.40	\$ 31.31	\$ 32.25	\$ 33.22	\$ 34.23	\$ 35.25	\$ 36.30	\$ 37.38	\$ 38.50	\$ 39.67	\$ 40.85
L008001	Constant Observer CNA U	\$ 24.72	\$ 25.46	\$ 26.23	\$ 27.02	\$ 27.83	\$ 28.66	\$ 29.52	\$ 30.40	\$ 31.31	\$ 32.25	\$ 33.22	\$ 34.23	\$ 35.25	\$ 36.30	\$ 37.38	\$ 38.50	\$ 39.67	\$ 40.85
L008002	Constant Observer Pt Care Technician U	\$ 24.72	\$ 25.46	\$ 26.23	\$ 27.02	\$ 27.83	\$ 28.66	\$ 29.52	\$ 30.40	\$ 31.31	\$ 32.25	\$ 33.22	\$ 34.23	\$ 35.25	\$ 36.30	\$ 37.38	\$ 38.50	\$ 39.67	\$ 40.85
P011002	Cook U	\$ 24.35	\$ 25.07	\$ 25.82	\$ 26.59	\$ 27.39	\$ 28.22	\$ 29.06	\$ 29.93	\$ 30.83	\$ 31.75	\$ 32.71	\$ 33.69	\$ 34.69	\$ 35.73	\$ 36.81	\$ 37.91	\$ 39.04	\$ 40.22
P067003	Core Technician Assistant U	\$ 24.73	\$ 25.33	\$ 25.99	\$ 26.62	\$ 27.29	\$ 27.99	\$ 28.66	\$ 29.39	\$ 30.13	\$ 30.88	\$ 31.66	\$ 32.44	\$ 33.25	\$ 34.08	\$ 34.93	\$ 35.81	\$ 36.71	\$ 37.62
P017003	Distribution Specialist U	\$ 23.59	\$ 24.29	\$ 25.02	\$ 25.77	\$ 26.54	\$ 27.34	\$ 28.16	\$ 29.01	\$ 29.88	\$ 30.77	\$ 31.70	\$ 32.65	\$ 33.62	\$ 34.63	\$ 35.67	\$ 36.74	\$ 37.85	\$ 38.98
L002003	Emergency Services Technician U	\$ 27.09	\$ 27.90	\$ 28.74	\$ 29.59	\$ 30.47	\$ 31.40	\$ 32.34	\$ 33.31	\$ 34.31	\$ 35.34	\$ 36.41	\$ 37.49	\$ 38.60	\$ 39.78	\$ 40.98	\$ 42.20	\$ 43.46	\$ 44.76
S11032	Financial Counselor Access U	\$ 24.81	\$ 25.44	\$ 26.08	\$ 26.72	\$ 27.39	\$ 28.08	\$ 28.78	\$ 29.50	\$ 30.23	\$ 30.99	\$ 31.76	\$ 32.56	\$ 33.38	\$ 34.22	\$ 35.07	\$ 35.93	\$ 36.85	\$ 37.76
P028012	Food Service Worker U	\$ 20.81	\$ 21.43	\$ 22.08	\$ 22.74	\$ 23.43	\$ 24.14	\$ 24.87	\$ 25.62	\$ 26.38	\$ 27.18	\$ 27.99	\$ 28.83	\$ 29.69	\$ 30.59	\$ 31.50	\$ 32.45	\$ 33.43	\$ 34.42
S08011	Health Info Technician Acute U	\$ 20.44	\$ 20.95	\$ 21.48	\$ 22.01	\$ 22.57	\$ 23.12	\$ 23.70	\$ 24.29	\$ 24.91	\$ 25.52	\$ 26.16	\$ 26.82	\$ 27.48	\$ 28.17	\$ 28.88	\$ 29.61	\$ 30.34	\$ 31.11
S03002	Health Unit Coordinator U	\$ 22.81	\$ 23.39	\$ 23.96	\$ 24.58	\$ 25.17	\$ 25.81	\$ 26.46	\$ 27.11	\$ 27.80	\$ 28.50	\$ 29.21	\$ 29.93	\$ 30.69	\$ 31.45	\$ 32.24	\$ 33.04	\$ 33.86	\$ 34.70
P034001	Housekeeper U	\$ 21.73	\$ 22.38	\$ 23.06	\$ 23.75	\$ 24.47	\$ 25.21	\$ 25.97	\$ 26.75	\$ 27.55	\$ 28.37	\$ 29.22	\$ 30.10	\$ 31.00	\$ 31.93	\$ 32.88	\$ 33.87	\$ 34.89	\$ 35.94
S36004	Imaging IR Coordinator U	\$ 24.91	\$ 25.53	\$ 26.17	\$ 26.83	\$ 27.49	\$ 28.18	\$ 28.89	\$ 29.61	\$ 30.35	\$ 31.11	\$ 31.88	\$ 32.68	\$ 33.50	\$ 34.32	\$ 35.19	\$ 36.08	\$ 36.97	\$ 37.89
S101005	Imaging Scheduler U	\$ 23.91	\$ 24.52	\$ 25.12	\$ 25.75	\$ 26.38	\$ 27.05	\$ 27.74	\$ 28.42	\$ 29.14	\$ 29.86	\$ 30.61	\$ 31.37	\$ 32.16	\$ 32.96	\$ 33.79	\$ 34.63	\$ 35.50	\$ 36.38
S10002	Imaging Services Representative U	\$ 22.93	\$ 23.50	\$ 24.10	\$ 24.70	\$ 25.31	\$ 25.95	\$ 26.59	\$ 27.27	\$ 27.93	\$ 28.64	\$ 29.36	\$ 30.09	\$ 30.85	\$ 31.62	\$ 32.41	\$ 33.22	\$ 34.04	\$ 34.91
P064002	Lab Assistant Phlebotomist U	\$ 22.42	\$ 23.00	\$ 23.57	\$ 24.16	\$ 24.75	\$ 25.39	\$ 26.00	\$ 26.67	\$ 27.34	\$ 28.03	\$ 28.70	\$ 29.43	\$ 30.17	\$ 30.92	\$ 31.70	\$ 32.48	\$ 33.30	\$ 34.13
M038005	Lab Assistant U	\$ 22.50	\$ 23.06	\$ 23.62	\$ 24.23	\$ 24.84	\$ 25.45	\$ 26.09	\$ 26.73	\$ 27.40	\$ 28.09	\$ 28.79	\$ 29.52	\$ 30.24	\$ 31.00	\$ 31.77	\$ 32.57	\$ 33.39	\$ 34.23
K004012	LPN U	\$ 29.39	\$ 30.26	\$ 31.18	\$ 32.13	\$ 33.07	\$ 34.07	\$ 35.11	\$ 36.16	\$ 37.23	\$ 38.37	\$ 39.52	\$ 40.70	\$ 41.91	\$ 43.17	\$ 44.46	\$ 45.79	\$ 47.18	\$ 48.59
S45005	Medical Records Coder U	\$ 29.58	\$ 30.32	\$ 31.08	\$ 31.86	\$ 32.66	\$ 33.46	\$ 34.30	\$ 35.16	\$ 36.04	\$ 36.94	\$ 37.87	\$ 38.81	\$ 39.77	\$ 40.78	\$ 41.79	\$ 42.84	\$ 43.92	\$ 45.01
S21002	Medical Transcriptionist U	\$ 24.13	\$ 24.72	\$ 25.33	\$ 25.97	\$ 26.62	\$ 27.29	\$ 27.97	\$ 28.66	\$ 29.38	\$ 30.13	\$ 30.88	\$ 31.65	\$ 32.44	\$ 33.25	\$ 34.08	\$ 34.93	\$ 35.81	\$ 36.69
M010002	Monitor Technician HUC U	\$ 26.17	\$ 26.95	\$ 27.77	\$ 28.60	\$ 29.45	\$ 30.34	\$ 31.26	\$ 32.19	\$ 33.14	\$ 34.14	\$ 35.17	\$ 36.23	\$ 37.33	\$ 38.44	\$ 39.58	\$ 40.77	\$ 42.00	\$ 43.26
L014018	Nurse Assistant Registered U	\$ 24.72	\$ 25.46	\$ 26.23	\$ 27.02	\$ 27.83	\$ 28.66	\$ 29.52	\$ 30.40	\$ 31.31	\$ 32.25	\$ 33.22	\$ 34.23	\$ 35.25	\$ 36.30	\$ 37.38	\$ 38.50	\$ 39.67	\$ 40.85
L014059	Nursing Assistant Registered Float U	\$ 24.72	\$ 25.46	\$ 26.23	\$ 27.02	\$ 27.83	\$ 28.66	\$ 29.52	\$ 30.40	\$ 31.31	\$ 32.25	\$ 33.22	\$ 34.23	\$ 35.25	\$ 36.30	\$ 37.38	\$ 38.50	\$ 39.67	\$ 40.85
L014020	Nursing Resource Float CNA U	\$ 24.72	\$ 25.46	\$ 26.23	\$ 27.02	\$ 27.83	\$ 28.66	\$ 29.52	\$ 30.40	\$ 31.31	\$ 32.25	\$ 33.22	\$ 34.23	\$ 35.25	\$ 36.30	\$ 37.38	\$ 38.50	\$ 39.67	\$ 40.85
P084001	Nutrition Assistant U	\$ 24.02	\$ 24.74	\$ 25.48	\$ 26.25	\$ 27.04	\$ 27.85	\$ 28.68	\$ 29.55	\$ 30.43	\$ 31.35	\$ 32.28	\$ 33.25	\$ 34.25	\$ 35.28	\$ 36.34	\$ 37.43	\$ 38.55	\$ 39.71
S34003	Operator Information Representative U	\$ 20.33	\$ 20.82	\$ 21.35	\$ 21.89	\$ 22.43	\$ 23.00	\$ 23.57	\$ 24.17	\$ 24.75	\$ 25.39	\$ 26.00	\$ 26.67	\$ 27.34	\$ 28.03	\$ 28.70	\$ 29.43	\$ 30.17	\$ 30.92
P067005	Pathology Processor U	\$ 24.06	\$ 24.66	\$ 25.28	\$ 25.90	\$ 26.55	\$ 27.23	\$ 27.89	\$ 28.60	\$ 29.32	\$ 30.05	\$ 30.79	\$ 31.56	\$ 32.34	\$ 33.16	\$ 33.99	\$ 34.84	\$ 35.71	\$ 36.61
S10007	Patient Access Technician U	\$ 24.35	\$ 24.97	\$ 25.57	\$ 26.23	\$ 26.89	\$ 27.54	\$ 28.24	\$ 28.94	\$ 29.67	\$ 30.42	\$ 31.17	\$ 31.95	\$ 32.74	\$ 33.57	\$ 34.41	\$ 35.27	\$ 36.16	\$ 37.06
S11047	Patient Financial Navigator Sr U	\$ 27.84	\$ 28.54	\$ 29.26	\$ 30.00	\$ 30.74	\$ 31.50	\$ 32.29	\$ 33.10	\$ 33.92	\$ 34.79	\$ 35.65	\$ 36.54	\$ 37.45	\$ 38.41	\$ 39.34	\$ 40.34	\$ 41.33	\$ 42.38
S11045	Patient Financial Navigator U	\$ 26.00	\$ 26.66	\$ 27.33	\$ 28.02	\$ 28.69	\$ 29.42	\$ 30.16	\$ 30.91	\$ 31.69	\$ 32.48	\$ 33.29	\$ 34.13	\$ 34.98	\$ 35.85	\$ 36.75	\$ 37.67	\$ 38.60	\$ 39.58
P093001	Patient Transporter U	\$ 20.55	\$ 21.05	\$ 21.57	\$ 21.86	\$ 22.40	\$ 22.97	\$ 23.54	\$ 24.14	\$ 24.72	\$ 25.36	\$ 25.97	\$ 26.63	\$ 27.30	\$ 27.98	\$ 28.67	\$ 29.39	\$ 30.13	\$ 30.89
S36007	Perioperative Coordinator SKC U	\$ 27.84	\$ 28.54	\$ 29.26	\$ 30.00	\$ 30.74	\$ 31.50	\$ 32.29	\$ 33.10	\$ 33.92	\$ 34.79	\$ 35.65	\$ 36.54	\$ 37.45	\$ 38.41	\$ 39.34	\$ 40.34	\$ 41.33	\$ 42.38
P069005	Rehabilitation Services Aide U	\$ 20.44	\$ 20.95	\$ 21.48	\$ 22.01	\$ 22.57	\$ 23.12	\$ 23.70	\$ 24.29	\$ 24.91	\$ 25.52	\$ 26.16	\$ 26.82	\$ 27.49	\$ 28.17	\$ 28.88	\$ 29.61	\$ 30.34	\$ 31.11
S36013	Scheduling Coordinator OR U	\$ 24.91	\$ 25.53	\$ 26.17	\$ 26.83	\$ 27.49	\$ 28.18	\$ 28.89	\$ 29.61	\$ 30.35	\$ 31.11	\$ 31.88	\$ 32.68	\$ 33.50	\$ 34.32	\$ 35.19	\$ 36.08	\$ 36.97	\$ 37.89
M033003	Surgical Technologist OB U	\$ 33.95	\$ 34.95	\$ 36.00	\$ 37.08	\$ 38.19	\$ 39.34	\$ 40.52	\$ 41.74	\$ 42.98	\$ 44.27	\$ 45.60	\$ 46.98	\$ 48.39	\$ 49.84	\$ 51.33	\$ 52.87	\$ 54.45	\$ 56.09

Effective first full pay period following October 1, 2026																			
Position ID	Position Title	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
S24027	Care Coordinator Associate U	\$ 24.85	\$ 25.41	\$ 25.98	\$ 26.56	\$ 27.15	\$ 27.77	\$ 28.39	\$ 29.03	\$ 29.68	\$ 30.35	\$ 31.03	\$ 31.73	\$ 32.38	\$ 33.02	\$ 33.69	\$ 34.35	\$ 35.05	\$ 35.74
P017001	Central Service Attendant U	\$ 21.12	\$ 21.75	\$ 22.40	\$ 23.08	\$ 23.77	\$ 24.48	\$ 25.22	\$ 25.98	\$ 26.75	\$ 27.56	\$ 28.38	\$ 29.23	\$ 30.10	\$ 31.00	\$ 31.94	\$ 32.91	\$ 33.87	\$ 34.89
N044002	Central Service Technician U	\$ 23.83	\$ 24.53	\$ 25.27	\$ 26.03	\$ 26.82	\$ 27.62	\$ 28.45	\$ 29.30	\$ 30.18	\$ 31.08	\$ 32.02	\$ 32.98	\$ 33.98	\$ 34.99	\$ 36.04	\$ 37.12	\$ 38.23	\$ 39.38
N044005	Certified Central Service Technician U	\$ 27.39	\$ 28.20	\$ 29.06	\$ 29.94	\$ 30.85	\$ 31.76	\$ 32.72	\$ 33.71	\$ 34.72	\$ 35.76	\$ 36.83	\$ 37.94	\$ 39.08	\$ 40.24	\$ 41.44	\$ 42.68	\$ 43.97	\$ 45.30
S04008	Clinic Receptionist U	\$ 21.14	\$ 21.65	\$ 22.20	\$ 22.77	\$ 23.33	\$ 23.92	\$ 24.51	\$ 25.14	\$ 25.74	\$ 26.41	\$ 27.04	\$ 27.74	\$ 28.43	\$ 29.15	\$ 29.85	\$ 30.61	\$ 31.38	\$ 32.16
L014008	CNA U	\$ 25.71	\$ 26.48	\$ 27.28	\$ 28.10	\$ 28.94	\$ 29.81	\$ 30.70	\$ 31.62	\$ 32.56	\$ 33.54	\$ 34.55	\$ 35.60	\$ 36.66	\$ 37.75	\$ 38.88	\$ 40.04	\$ 41.26	\$ 42.48
L008001	Constant Observer CNA U	\$ 25.71	\$ 26.48	\$ 27.28	\$ 28.10	\$ 28.94	\$ 29.81	\$ 30.70	\$ 31.62	\$ 32.56	\$ 33.54	\$ 34.55	\$ 35.60	\$ 36.66	\$ 37.75	\$ 38.88	\$ 40.04	\$ 41.26	\$ 42.48
L008002	Constant Observer Pt Care Technician U	\$ 25.71	\$ 26.48	\$ 27.28	\$ 28.10	\$ 28.94	\$ 29.81	\$ 30.70	\$ 31.62	\$ 32.56	\$ 33.54	\$ 34.55	\$ 35.60	\$ 36.66	\$ 37.75	\$ 38.88	\$ 40.04	\$ 41.26	\$ 42.48
P011002	Cook U	\$ 25.32	\$ 26.07	\$ 26.85	\$ 27.65	\$ 28.49	\$ 29.35	\$ 30.22	\$ 31.13	\$ 32.06	\$ 33.02	\$ 34.02	\$ 35.04	\$ 36.08	\$ 37.16	\$ 38.28	\$ 39.43	\$ 40.60	\$ 41.83
P067003	Core Technician Assistant U	\$ 25.72	\$ 26.34	\$ 27.03	\$ 27.68	\$ 28.38	\$ 29.11	\$ 29.81	\$ 30.57	\$ 31.34	\$ 32.12	\$ 32.93	\$ 33.74	\$ 34.58	\$ 35.44	\$ 36.33	\$ 37.24	\$ 38.18	\$ 39.12
P017003	Distribution Specialist U	\$ 24.53	\$ 25.26	\$ 26.02	\$ 26.80	\$ 27.60	\$ 28.43	\$ 29.29	\$ 30.17	\$ 31.08	\$ 32.00	\$ 32.97	\$ 33.96	\$ 34.96	\$ 36.02	\$ 37.10	\$ 38.21	\$ 39.36	\$ 40.54
L002003	Emergency Services Technician U	\$ 28.17	\$ 29.02	\$ 29.89	\$ 30.77	\$ 31.69	\$ 32.66	\$ 33.63	\$ 34.64	\$ 35.68	\$ 36.75	\$ 37.87	\$ 38.99	\$ 40.14	\$ 41.37	\$ 42.62	\$ 43.89	\$ 45.20	\$ 46.55
S11032	Financial Counselor Access U	\$ 25.80	\$ 26.46	\$ 27.12	\$ 27.79	\$ 28.49	\$ 29.20	\$ 29.93	\$ 30.68	\$ 31.44	\$ 32.23	\$ 33.03	\$ 33.86	\$ 34.72	\$ 35.59	\$ 36.47	\$ 37.37	\$ 38.32	\$ 39.27
P028012	Food Service Worker U	\$ 21.64	\$ 22.29	\$ 22.96	\$ 23.65	\$ 24.37	\$ 25.11	\$ 25.86	\$ 26.64	\$ 27.44	\$ 28.27	\$ 29.11	\$ 29.98	\$ 30.88	\$ 31.81	\$ 32.76	\$ 33.75	\$ 34.77	\$ 35.80
S08011	Health Info Technician Acute U	\$ 21.26	\$ 21.79	\$ 22.34	\$ 22.89	\$ 23.47	\$ 24.04	\$ 24.65	\$ 25.26	\$ 25.91	\$ 26.54	\$ 27.21	\$ 27.89	\$ 28.58	\$ 29.30	\$ 30.04	\$ 30.79	\$ 31.55	\$ 32.35
S03002	Health Unit Coordinator U	\$ 23.72	\$ 24.33	\$ 24.92	\$ 25.56	\$ 26.18	\$ 26.84	\$ 27.52	\$ 28.19	\$ 28.91	\$ 29.64	\$ 30.38	\$ 31.13	\$ 31.92	\$ 32.71	\$ 33.53	\$ 34.36	\$ 35.21	\$ 36.09
P034001	Housekeeper U	\$ 22.60	\$ 23.28	\$ 23.98	\$ 24.70	\$ 25.45	\$ 26.22	\$ 27.01	\$ 27.82	\$ 28.65	\$ 29.50	\$ 30.39	\$ 31.30	\$ 32.24	\$ 33.21	\$ 34.20	\$ 35.22	\$ 36.29	\$ 37.38
S36004	Imaging IR Coordinator U	\$ 25.91	\$ 26.55	\$ 27.22	\$ 27.90	\$ 28.59	\$ 29.31	\$ 30.05	\$ 30.79	\$ 31.56	\$ 32.35	\$ 33.16	\$ 33.99	\$ 34.84	\$ 35.69	\$ 36.60	\$ 37.52	\$ 38.45	\$ 39.41
S101005	Imaging Scheduler U	\$ 24.87	\$ 25.50	\$ 26.12	\$ 26.78	\$ 27.44	\$ 28.13	\$ 28.85	\$ 29.56	\$ 30.31	\$ 31.05	\$ 31.83	\$ 32.62	\$ 33.45	\$ 34.28	\$ 35.14	\$ 36.02	\$ 36.92	\$ 37.84
S10002	Imaging Services Representative U	\$ 23.85	\$ 24.44	\$ 25.06	\$ 25.69	\$ 26.32	\$ 26.99	\$ 27.65	\$ 28.36	\$ 29.05	\$ 29.79	\$ 30.53	\$ 31.29	\$ 32.08	\$ 32.88	\$ 33.71	\$ 34.55	\$ 35.40	\$ 36.31
P064002	Lab Assistant Phlebotomist U	\$ 23.32	\$ 23.92	\$ 24.51	\$ 25.13	\$ 25.74	\$ 26.41	\$ 27.04	\$ 27.74	\$ 28.43	\$ 29.15	\$ 29.85	\$ 30.61	\$ 31.38	\$ 32.16	\$ 32.97	\$ 33.78	\$ 34.63	\$ 35.50
M038005	Lab Assistant U	\$ 23.40	\$ 23.98	\$ 24.56	\$ 25.20	\$ 25.83	\$ 26.47	\$ 27.13	\$ 27.80	\$ 28.50	\$ 29.21	\$ 29.94	\$ 30.70	\$ 31.45	\$ 32.24	\$ 33.04	\$ 33.87	\$ 34.73	\$ 35.60
K004012	LPN U	\$ 30.57	\$ 31.47	\$ 32.43	\$ 33.42	\$ 34.39	\$ 35.43	\$ 36.51	\$ 37.61	\$ 38.72	\$ 39.90	\$ 41.10	\$ 42.33	\$ 43.59	\$ 44.90	\$ 46.24	\$ 47.62	\$ 49.07	\$ 50.53
S45005	Medical Records Coder U	\$ 30.76	\$ 31.53	\$ 32.32	\$ 33.13	\$ 33.97	\$ 34.80	\$ 35.67	\$ 36.57	\$ 37.48	\$ 38.42	\$ 39.38	\$ 40.36	\$ 41.36	\$ 42.41	\$ 43.46	\$ 44.55	\$ 45.68	\$ 46.81
S21002	Medical Transcriptionist U	\$ 25.10	\$ 25.71	\$ 26.34	\$ 27.01	\$ 27.68	\$ 28.38	\$ 29.09	\$ 29.81	\$ 30.56	\$ 31.34	\$ 32.12	\$ 32.92	\$ 33.74	\$ 34.58	\$ 35.44	\$ 36.33	\$ 37.24	\$ 38.16
M010002	Monitor Technician HUC U	\$ 27.22	\$ 28.03	\$ 28.88	\$ 29.74	\$ 30.63	\$ 31.55	\$ 32.51	\$ 33.48	\$ 34.47	\$ 35.51	\$ 36.58	\$ 37.68	\$ 38.82	\$ 39.98	\$ 41.16	\$ 42.40	\$ 43.68	\$ 44.99
L014018	Nurse Assistant Registered U	\$ 25.71	\$ 26.48	\$ 27.28	\$ 28.10	\$ 28.94	\$ 29.81	\$ 30.70	\$ 31.62	\$ 32.56	\$ 33.54	\$ 34.55	\$ 35.60	\$ 36.66	\$ 37.75	\$ 38.88	\$ 40.04	\$ 41.26	\$ 42.48
L014059	Nursing Assistant Registered Float U	\$ 25.71	\$ 26.48	\$ 27.28	\$ 28.10	\$ 28.94	\$ 29.81	\$ 30.70	\$ 31.62	\$ 32.56	\$ 33.54	\$ 34.55	\$ 35.60	\$ 36.66	\$ 37.75	\$ 38.88	\$ 40.04	\$ 41.26	\$ 42.48
L014020	Nursing Resource Float CNA U	\$ 25.71	\$ 26.48	\$ 27.28	\$ 28.10	\$ 28.94	\$ 29.81	\$ 30.70	\$ 31.62	\$ 32.56	\$ 33.54	\$ 34.55	\$ 35.60	\$ 36.66	\$ 37.75	\$ 38.88	\$ 40.04	\$ 41.26	\$ 42.48
P084001	Nutrition Assistant U	\$ 24.98	\$ 25.73	\$ 26.50	\$ 27.30	\$ 28.12	\$ 28.96	\$ 29.83	\$ 30.73	\$ 31.65	\$ 32.60	\$ 33.57	\$ 34.58	\$ 35.62	\$ 36.69	\$ 37.79	\$ 38.93	\$ 40.09	\$ 41.30
S34003	Operator Information Representative U	\$ 21.14	\$ 21.65	\$ 22.20	\$ 22.77	\$ 23.33	\$ 23.92	\$ 24.51	\$ 25.14	\$ 25.74	\$ 26.41	\$ 27.04	\$ 27.74	\$ 28.43	\$ 29.15	\$ 29.85	\$ 30.61	\$ 31.38	\$ 32.16
P067005	Pathology Processor U	\$ 25.02	\$ 25.65	\$ 26.29	\$ 26.94	\$ 27.61	\$ 28.32	\$ 29.01	\$ 29.74	\$ 30.49	\$ 31.25	\$ 32.02	\$ 32.82	\$ 33.63	\$ 34.49	\$ 35.35	\$ 36.23	\$ 37.14	\$ 38.07
S10007	Patient Access Technician U	\$ 25.32	\$ 25.97	\$ 26.59	\$ 27.28	\$ 27.97	\$ 28.64	\$ 29.37	\$ 30.10	\$ 30.86	\$ 31.64	\$ 32.42	\$ 33.23	\$ 34.05	\$ 34.91	\$ 35.79	\$ 36.68	\$ 37.61	\$ 38.54
S11047	Patient Financial Navigator Sr U	\$ 28.95	\$ 29.68	\$ 30.43	\$ 31.20	\$ 31.97	\$ 32.76	\$ 33.58	\$ 34.42	\$ 35.28	\$ 36.18	\$ 37.08	\$ 38.00	\$ 38.95	\$ 39.95	\$ 40.91	\$ 41.95	\$ 42.98	\$ 44.08
S11045	Patient Financial Navigator U	\$ 27.04	\$ 27.73	\$ 28.42	\$ 29.14	\$ 29.84	\$ 30.60	\$ 31.37	\$ 32.15	\$ 32.96	\$ 33.78	\$ 34.62	\$ 35.50	\$ 36.38	\$ 37.28	\$ 38.22	\$ 39.18	\$ 40.14	\$ 41.16
P093001	Patient Transporter U	\$ 21.36	\$ 21.88	\$ 22.42	\$ 22.73	\$ 23.30	\$ 23.89	\$ 24.48	\$ 25.11	\$ 25.71	\$ 26.37	\$ 27.01	\$ 27.70	\$ 28.39	\$ 29.10	\$ 29.82	\$ 30.57	\$ 31.34	\$ 32.13
S36007	Perioperative Coordinator SKC U	\$ 28.95	\$ 29.68	\$ 30.43	\$ 31.20	\$ 31.97	\$ 32.76	\$ 33.58	\$ 34.42	\$ 35.28	\$ 36.18	\$ 37.08	\$ 38.00	\$ 38.95	\$ 39.95	\$ 40.91	\$ 41.95	\$ 42.98	\$ 44.08
P069005	Rehabilitation Services Aide U	\$ 21.26	\$ 21.79	\$ 22.34	\$ 22.89	\$ 23.47	\$ 24.04	\$ 24.65	\$ 25.26	\$ 25.91	\$ 26.54	\$ 27.21	\$ 27.89	\$ 28.59	\$ 29.30	\$ 30.04	\$ 30.79	\$ 31.55	\$ 32.35
S36013	Scheduling Coordinator OR U	\$ 25.91	\$ 26.55	\$ 27.22	\$ 27.90	\$ 28.59	\$ 29.31	\$ 30.05	\$ 30.79	\$ 31.56	\$ 32.35	\$ 33.16	\$ 33.99	\$ 34.84	\$ 35.69	\$ 36.60	\$ 37.52	\$ 38.45	\$ 39.41
M033003	Surgical Technologist OB U	\$ 35.31	\$ 36.35	\$ 37.44	\$ 38.56	\$ 39.72	\$ 40.91	\$ 42.14	\$ 43.41	\$ 44.70	\$ 46.04	\$ 47.42	\$ 48.86	\$ 50.33	\$ 51.83	\$ 53.38	\$ 54.98	\$ 56.63	\$ 58.33

## Appendix D

### Incentive Pay Plan Agreement

MultiCare has created an Incentive Pay Plan (“IPP”) to incentivize employees to pick up extra shifts due to position vacancies, high census, or other emergent needs. MultiCare has discretion to determine the incentive that will be paid for incentive-eligible shifts and discretion to determine which shifts and units will be eligible. MultiCare Heath System Auburn Medical Center and SEIU 1199 agree to the following provisions.

The following terms and conditions apply to Incentive Pay Plan:

1. At its discretion, the Hospital may designate individual shifts in certain departments as eligible for shift incentive pay. If the Hospital makes this designation, only those employees who are working an extra shift (above their assigned FTE) during the pay period will be eligible for shift incentive pay (hereinafter referred to as “Incentive Pay”). For example, the Hospital may designate that on February 20th, the third shift in the Emergency Department is eligible for Incentive Pay, and all employees working an extra shift during the designated shift will be eligible for Incentive Pay.
  - 1.1. Employees who are already scheduled to work the designated shift as part of their regular shift schedule will not be eligible for Incentive Pay.
2. The Employer will identify the incentive pay amount when communicating to Employees that a shift is designated for incentive pay.
3. Incentive pay will be paid for all hours worked during the shift eligible for incentive pay, as long as the employee also meets their FTE in the pay period in which the incentive shift is worked. However, staff in a double time status or in Call Back are not eligible for the incentive pay during those hours of work.
  - 3.1. In determining whether the employee has met his/her FTE, the following hours paid but not worked shall not count: unscheduled PTO, unscheduled EIT, and voluntary education.
  - 3.2. In determining whether the employee has met his/her FTE, the following hours paid but not worked shall count: prescheduled PTO, Paid Washington Sick Time (PTOSick-WA), prescheduled EIT, mandatory low census, mandatory education, jury/civic duty, and bereavement.
  - 3.3. Per Diem employees must work the equivalent of a .3 FTE in a non-incentive qualifying shift in the same pay period in order to be eligible to receive incentive pay.

4. Incentive Pay is subject to the same non-pyramiding rules set forth in the parties' Collective Bargaining Agreement.
5. In the event more employee volunteer and/or are signed up for a given incentive shift than are necessary, the order of preference should be based on which employee(s) is less likely to be paid overtime or double time as a result of working that shift.
6. Management reserves discretion as to implementation as well as discontinuation of the incentive pay plan.

**LETTER OF AGREEMENT  
BETWEEN  
MULTICARE HEALTH SYSTEM –AMC AND SEIU HEALTHCARE 1199NW  
RE: ORGANIZATIONAL EQUITY AND INCLUSION**

**Organizational Equity and Inclusion.** Issues regarding equity and inclusion of employees at the Hospital shall be a standing Labor Management Committee agenda item, and the committee shall identify and develop data to inform its advisory role. Such data could include, but is not limited to, Employer EEO-1 demographic data reports, data regarding work status changes for bargaining unit members (subject to employee confidentiality accommodations), and employer policies relating to discrimination and equity and inclusion. The Labor Management Committee will attend a one-day training intended to increase skill and awareness on hidden bias and cultural competency and to promote a better understanding of bias concerns that arise during the course of the Committee's work. The Committee will jointly select an independent facilitator within nine (9) months of ratification with the intent of completing the training within twelve (12) months of ratification. The Committee may consider whether to recommend extending training or elements of the training to additional bargaining unit members and/or management representatives as an aspect of being responsive to issues of equity and inclusion brought before the Committee. There will be no retaliation to any employee for raising complaints of discrimination or bringing discrimination concerns to the Committee.

**LETTER OF AGREEMENT  
BETWEEN  
MULTICARE HEALTH SYSTEM –AMC AND SEIU HEALTHCARE 1199NW**

**RE: PTO DONATION TO BARGAINING UNIT MEMBERS ON THE NEGOTIATION  
TEAM**

**2024 NEGOTIATIONS**

Bargaining unit members shall have the option of donating PTO by payroll deduction to compensate negotiating committee members for the 2021 negotiations only. Within sixty (60) days following ratification of this Agreement, the Union will submit donation requests to Human Potential utilizing a mutually agreed-upon form for employee donations and subject to the appropriate Hospital policy. Prospective donors must have forty (40) hours in their PTO bank following the donation in order to be eligible to donate. The union will provide the Employer the list of total hours per bargaining team member to be distributed by the Employer less legally required withholdings. The Employer will distribute the PTO as requested by the Union within 30 calendar days of receiving the list from the Union.

**LETTER OF AGREEMENT  
BETWEEN  
MULTICARE HEALTH SYSTEM –AMC AND SEIU HEALTHCARE 1199NW**

**RE: EQUITY REVIEW FOR BARGAINING UNIT MEMBERS**

Beginning April 1, 2022, through April 30, 2022, employees may request a review of their step placement based upon the relevant recognition for past experience applicable to new hires (Article 8.4) and Pay on Promotion (8.8). This review must be submitted through a case submission with the Employee Resource Center (ERC) within the aforementioned timeframe. The purpose of this review will be to evaluate appropriate placement on a higher step of the step schedule (if warranted, based upon said review and in the sole opinion of the Hospital).

The review will be based on materials submitted by the employee at the time of most recent hire to employee's current position with MultiCare Health System, and the employee's work history with MultiCare Health System since that most recent date of hire. Human Resources will inform employees of the adjusted rate by June 15, 2022. Any adjustments to the employee's rate of pay will apply prospectively only, effective the first full pay period following the date of communication of the decision to the employee by Human Resources.

If an employee disputes Human Resources' decision, the employee may request a meeting with Human Resources to discuss the dispute. A union representative may accompany the employee to any such meeting. Following this meeting, Human Resources will respond to the employee's request within thirty (30) days, in writing, and such decision shall be final. Disputes under this Letter of Agreement will not be subject to the grievance process set forth in the Hospital's and the Union's Collective Bargaining Agreement.

**Memorandum of Understanding: Vacant Job Classes**

As of ratification of this agreement, the Employer is not currently hiring into the following job classes and there are no incumbent employees.

**Vacant Job Classes:**

Health Information Tech - Acute

Clinic Receptionist

Rehab Services Aide

Operator Information Rep

Medical Transcriptionist

OR Scheduling Coordinator

Medical Records Coder

If the Employer decides to utilize these job classes during the life of the agreement, the Employer will provide thirty (30) day notice to the Union. If the Union provides an intent to bargain over the wage scales, the parties will meet within fourteen (14) days of the notice.

### **Letter of Agreement: EVS Certification**

If the Employer offers any certification program for the Environmental Services (EVS) department, the Union shall be given thirty (30) days' notice prior to the intended date of implementation. If the union provides an intent to bargain over EVS certifications, the parties will meet within fourteen (14) days of the notice. The topics will include, but not be limited to, premiums and training associated with the certification programs, the utilization of the SEIU Healthcare 1199 NW MultiEmployer Training Fund, and the use of education leave.

### **Letter of Agreement: 2024 Bargaining Settlement- ULPs and Lead Pay**

As part of a tentative agreement on the 2024 – 2027 collective bargaining agreement, the Union agrees to request withdrawal of the following ULPs:

- 19-CA-362629
- 19-CA-361163

Additionally, the Union and the Employer agree to settle the pending grievance regarding lead pay, filed on January 23, 2025, alleging a violation of article 4.5, rate of pay, and 4.6, lead pay, of the collective bargaining agreement. The Employer agrees to pay Raymond Fugate, Nycholas Brown, Victoria McCullough, Bonnie Paulus, and Rachel Panian the equivalent of \$1.50 per hour for every PTO hour taken since May 1, 2023. The above-named employees and the Union agree to withdraw the pending grievance with prejudice.