Agreement between SEIU Healthcare 1199NW
& Evergreen Health

# Evergreen Health
# 2026–2028 Contract
# Service Bargaining Unit



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# 2026-2028

# AGREEMENT BETWEEN

# EVERGREENHEALTH

# AND

# SEIU HEALTHCARE 1199NW

# Service Workers Bargaining Unit

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# TABLE OF CONTENTS

**Pages**

ARTICLE 1 – RECOGNITION ..... 1
ARTICLE 2 – UNION MEMBERSHIP AND DUES ..... 1
ARTICLE 3 – MANAGEMENT RIGHTS ..... 3
ARTICLE 4 – DEFINITIONS ..... 4
ARTICLE 5 – EMPLOYMENT PRACTICES ..... 6
ARTICLE 6 – SENIORITY, LAYOFF AND RECALL ..... 8
ARTICLE 7 – HOURS OF WORK AND OVERTIME ..... 11
ARTICLE 8 – COMPENSATION ..... 14
ARTICLE 9 – HOLIDAYS ..... 17
ARTICLE 10 – PAID TIME OFF ..... 17
ARTICLE 11 – LEAVES OF ABSENCE ..... 20
ARTICLE 12 – EMPLOYEE BENEFITS ..... 23
ARTICLE 13 – NO STRIKE – NO LOCKOUT ..... 28
ARTICLE 14 – GRIEVANCE PROCEDURE ..... 28
ARTICLE 15 - HOSPITAL STAFFING COMMITTEE ..... 29
ARTICLE 16 – GENERAL PROVISIONS ..... 30

Docusign Envelope ID: CEB085C8-0EF9-88A0-80AD-6A49EB57ADCC

This Agreement is made and entered into by and between EvergreenHealth (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

The Employer recognizes the Union as the sole and exclusive bargaining representative for all regular full-time and regular part-time and per diem clerical and service employees and security officers employed by King County Public Hospital District 2 (EvergreenHealth), excluding supervisors, confidential employees, and all other employees.

## ARTICLE 2 – UNION MEMBERSHIP AND DUES

2.1 Membership. Current employees may choose to join the Union or remain members if they wish. Newly hired or transferred employees may choose to join the Union if they wish.

2.2 Dues Deduction. The Hospital will honor a bargaining unit member's authorization in accordance with its terms after receiving notice of the authorization terms in writing from SEIU, including both regular monthly dues and initiation fees. The amounts deducted shall be transmitted monthly to the Union on behalf of the employees involved, and upon transmittal, the Hospital's responsibility shall cease with respect to such deductions. The Union hereby undertakes to indemnify and hold the Hospital harmless from all claims, demands, suits or other forms of liability which shall arise against the Hospital for or on account of any such deduction made from the wages of an employee pursuant to the terms of this Agreement. An employee's request to revoke authorization for payroll deductions must be in writing and submitted by the employee to the exclusive bargaining representative in accordance with the terms and conditions of the authorization with a copy to the Hospital.

2.3 Bargaining Unit Roster. Monthly, the Employer shall provide the Union with a list of all employees covered by this Agreement. The list shall include names, addresses, personal phone number, employee identification numbers, hire dates, job classifications, shifts, standard hours per week, gross earnings for the preceding two (2) pay periods and hourly rates of pay for each employee. This list shall be emailed in Microsoft Excel or transmitted in another mutually agreeable format.

Each month, the Employer shall also send a list of new hires and their addresses/personal phone numbers and a list of all employees who have terminated their employment during the previous month.

2.4 Delegates. The Union shall have the right to select a delegate(s) from among employees in the unit. The delegate shall not be recognized by the Employer until the Union has given the Employer written notice of the selection. 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.

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2.5 Bulletin Boards. The Employer will provide space on bulletin boards on all units and departments and near the cafeteria for the use of the Union. The Employer will determine the locations. The Union will provide a copy of posted materials to the Human Resources Department at the time of posting and all postings shall be dated and signed by a designated Union representative. The Union agrees to limit the posting of Union materials to the bulletin boards designated by the Employer.

2.6 Access to Premises. The Union's duly authorized representatives shall have access to the Employer's premises where employees covered by this Agreement are working for the purpose of investigation working conditions and grievances; provided, however, the Union representatives must first notify the Director of Employee and Labor Relations or designee. The Union shall not have access to patient care or secured areas without prior approval from the Employer. Such visits shall not interfere with or disturb the employees in the performance of work, shall not interfere with patient care, and shall be limited to areas which do not violate Hospital security and/or confidential Hospital files.

2.7 Contract. The Employer shall post this Agreement on the EvergreenHealth intranet site.

2.8 Union Meetings. In accordance with Hospital policy, the Union may use designated meeting rooms of the Employer for meetings of the local unit, providing sufficient advance request of the facility is made in accordance with Hospital policies and procedures and space is available.

2.9 New Employee Orientation. Delegates and/or SEIU Organizers, delegates and/or Evergreen representatives to the Executive Board, not to exceed two (2) in number, will meet with new employees during orientation (on unpaid time), at a time designated by the Employer, to introduce employees to the Union and the Union contract. The Union shall provide a copy of the Collective Bargaining Agreement to the employee. The meeting shall not exceed thirty (30) minutes in duration, and shall be on paid time for the new employee. By the end of the week prior to each new employee orientation, the Employer shall provide the Union with a list of all employees scheduled for the orientation. This list shall include the date of the orientation and the name, personal phone number, standard hours per week, job classification, start date, shift and department of each new employee attending the orientation. The Employer agrees to provide at least 30 days' notice of the dates of New Employee Orientation identified on the calendar.

2.9.1 Virtual Orientation. If the Employer conducts orientation on-line, the Union may meet with employees virtually for new employee orientation. In this case, the Union will provide a link for the orientation which the employer will then make available to new employees.

2.10 Voluntary Political Action Fund Deduction. During the term of this Agreement, the Employer shall deduct the sum specified from the pay of each member of the Union who voluntarily executes a political action contribution wage assignment authorization form. When filed with the Employer, the authorization form will be honored in accordance with its terms. The amount deducted and a roster of all employees using payroll deduction for voluntary political action contributions will be promptly transmitted to the Union by

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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. In consideration for the Employer's agreement regarding voluntary PAC Fund deductions, the Union agrees that neither bargaining unit employees nor Union representatives will solicit for political action fund deductions in work areas nor will there otherwise be any disruption to patient care or business operations. The parties recognize that the Union is obligated under the Federal Election Campaign Act (FECA) to reimburse the Employer for its reasonable cost of administering the voluntary PAC Fund deductions. The Employer and the Union agree that one-quarter of one percent (.25%) of all amounts deducted is a reasonable amount to cover the Employer's costs of administering this deduction. Accordingly, the parties agree that the Employer will retain one-quarter of one percent (.25%) of all amounts deducted for the voluntary PAC Fund to reimburse the Employer for its reasonable costs of administering the deductions.

2.11 Public Information Requests. The Hospital will notify the Union of any public records request that seeks personal information related to the bargaining unit as a whole. Notice will be provided as soon as practicable following receipt. The Hospital will make a good faith effort to provide notice prior to transmission any documents in response to such public records requests.

## ARTICLE 3– MANAGEMENT RIGHTS

3.1 Management Rights. The Union recognizes that the Employer has the obligation of serving the public with the highest quality of medical care, efficiently and economically, and meeting medical emergencies. Therefore, subject to the express terms and conditions of this Agreement, the management of the Hospital and the direction of the work force, including the right to hire, classify, orient, train, assign, transfer, float, promote, suspend, discharge, maintain discipline, order and efficiency of its employees, and the right to relieve employees from duty due to lack of work, low census conditions or for other reasons; the right to require reasonable overtime work of employees; the right to promulgate, revise and modify rules, regulations and personnel policies; the right to determine the nature and extent to which the Hospital shall be operated and to change such methods or procedures, including the use of new equipment or facilities; the right to establish and change job assignments, work schedules and standards of performance; the right to determine staffing requirements and staffing ratios; the right to determine the starting time for each shift; and the right to extend, limit, curtail or subcontract its operations, including the right to utilize the services of registry/agency personnel, is vested exclusively in the Employer.

3.2 The Union recognizes that the above statement of management rights 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 this Agreement shall be administered by the Employer on a

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unilateral basis in accordance with such policies and procedures as it from time to time shall determine.

## ARTICLE 4– DEFINITIONS

4.1 Full-time Employee. An employee who is regularly scheduled on a continuing basis to work forty (40) hours within a seven (7) day period or eighty (80) hours within a fourteen (14) day period.

4.1.1 7/70 Staffing. An employee regularly scheduled on a continuing basis to work ten (10) hours per day on seven (7) consecutive days, followed by seven (7) consecutive days off work shall be regarded as a full-time employee.

4.1.2 12-Hour Staffing. An employee regularly scheduled to work on a basis of three (3) twelve (12) hour days per seven (7) day period shall be regarded as a full-time employee.

4.2 Part-time Employees. Except as provided in subsection 4.1.1 and 4.1.2 above, an employee who is regularly scheduled on a continuing basis to work less than forty (40) hours per week, or eighty (80) hours within a fourteen (14) day period.

4.2.1 Part-time 7 Day Staffing. An employee regularly scheduled on a continuing basis to work less than ten (10) hours per day, on seven (7) consecutive days, followed by seven (7) consecutive days off work.

4.3 Probationary Employee. An employee who has been hired by the Employer on a full-time basis for one hundred twenty (120) calendar days or less, or on a part-time basis for one hundred eighty (180) calendar days or less, unless extended by mutual consent for a period not to exceed a total of six (6) months. The probationary period will be extended to account for any approved leaves of absences during the probationary period. Upon completion of the required probationary period, the employee shall become a regular employee. During the probationary period, an employee shall not be eligible to receive any benefits provided for in this Agreement, except that any probationary employee who has worked three (3) calendar months may take earned PTO, paid Extended Illness Bank accrued since the date of hire, is eligible for holiday pay, and will be covered by the Employer's medical and dental insurance if otherwise eligible. During or at the conclusion of the probationary period, either the Employer or the employee may decide to terminate the employment relationship for any reason without notice or pay in-lieu of notice; such terminations shall not be subject to the grievance procedure.

4.4 Per Diem Employees. Employees who are hired to work during a period when additional work of any nature requires a temporarily augmented work force, or in the event of an emergency, or to relieve regular employees because of illness, leave of absence or to work during holidays or Paid Time Off periods. This definition shall include employees scheduled on an "on-call" basis.

4.5 Per diem employees are required to be available to work at least twenty-four (24) hours per calendar month. Per-diem employees may be pre- scheduled voluntarily for shifts on

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a work schedule. Per diem employees will be paid in accordance with the wage scale plus a fifteen percent (15%) premium.

4.5.1 Application of Contract Provisions. Per diem employees shall be eligible for standby pay, callback pay, shift differentials and longevity steps. Per diem employees shall not receive seniority or other benefits, including continuing education funds, holiday pay (except for pay of time and one-half the regular rate of pay for each hour worked) and are not eligible for medical, dental or vision insurance, but may participate in the retirement plan, subject to the terms of the plan. The just cause and progressive discipline commitments set forth in the collective bargaining agreement shall not apply to per diem employees.

4.5.2 Previously Accrued Seniority and Benefits. A regular part-time or full-time employee who changes to per diem status shall retain seniority and benefits pending return to regular part-time or full-time status. Seniority shall not apply while on per diem status. After return to regular part-time or full-time status, previously accrued seniority and benefit accruals shall be reinstated for wage and benefit eligibility purposes.

4.5.3 Reclassification to Regular Employee Status. Per diem employees employed continuously for thirty (30) or more hours per month in the same position over a six (6) month period shall, upon request, be reclassified to regular employee status if qualified to perform the essential functions of the position in the judgment of the Employer; provided, however, this commitment shall not apply to per diem employees assigned to special projects, Paid Time Off coverage, or coverage for Extended Illness Bank or leaves of absence.

4.6 Month and Year. For purposes of this Agreement and the method of computing wages, longevity steps, benefits and conditions of employment provided herein, a "month" shall be defined as 173.3 hours of work, and a "year" shall be defined as 2080 credited hours or twelve (12) months, whichever comes last. Credited hours include all fully compensated hours, including paid time off and callback hours, but excluding time on standby status pursuant to Section 8.5. Credited hours also include hours for which an employee is placed on low census, regardless of whether PTO is utilized, pursuant to Section 7.7.

4.6.1 7/70 Staffing. A "month" shall be defined as 151.6 hours of work. A "year" shall be defined as 1820 credited hours or twelve (12) months, whichever comes last.

4.6.2 12-Hour Staffing. A "month" shall be defined as 156 hours of work. A "year" shall be defined as 1872 credited hours or twelve (12) months, whichever comes last.

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## ARTICLE 5 – EMPLOYMENT PRACTICES

5.1 Equal Opportunity and Nondiscrimination. The Employer and the Union agree that conditions of employment shall be consistent with all applicable state and federal laws regarding nondiscrimination.

5.2 Personnel File. After the probationary period, employees shall have access to the information in their personnel file. Employees shall have the right to comment on the material and such comment shall be included in the employee's personnel files.

Employees shall receive copies of all Personnel Action Request forms which specify conditions of hiring, change in status, shift or leaves of absence.

5.3 Posting. The Employer shall electronically publish and post notices of positions to be filled for a minimum of five (5) days in advance of filling the position in order to afford present employees an opportunity to apply for consideration. Eligible employees interested in changing job classifications and/or shifts must submit an electronic request in accordance with Hospital policy regarding job bidding. In addition, a courtesy paper copy of the job postings shall be posted on a bulletin board with the understanding that it may not be the most current version.

5.4 Orientation. Orientation will consist of a basic comprehensive program in which the employee will be oriented through a combination of instructional conference, floor and/or shift work. The objectives of orientation shall be to familiarize new personnel with the objectives and philosophy of the Employer and procedures, to orient new personnel to Hospital policies and procedures, and to instruct new employees as to their functions and responsibilities as defined in job descriptions. The Hospital shall provide orientation for new employees and to employees assigned new duties adequate for the employees to perform their tasks independently.

5.5 Discipline or Discharge. Discipline or discharge of regular full-time and regular part-time employees shall only be for just cause. The Employer shall be the sole judge of whether there is cause for discipline, provided, however, that said judgment may be the subject of a grievance pursuant to Article 14 to determine whether or not that judgment was reasonable and was not arbitrary or capricious. "Just cause" shall include the concept of progressive discipline (such as verbal and written reprimands and the possibility of suspension without pay), provided, however, an employee may be subject to immediate dismissal or suspension based upon the seriousness of the offense. The employee will receive a copy of any written reprimands. Employees shall be required to sign and date the written warning for the purpose of acknowledging receipt thereof. An employee may request the attendance of a Union representative at scheduled disciplinary meetings as provided for and limited by law.

5.6 Notice of Resignation. Employees shall be required to give at least fourteen (14) calendar days, prior written notice of resignation. This fourteen (14) calendar day notice requirement shall not include Paid Time Off or unverified Extended Illness Bank. Failure

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to give notice shall result in loss of accrued Paid Time Off benefits. The Employer will give consideration to situations that would make such notice by the employee impossible.

5.6.1 7/70 Staffing. Employees working a 7/70 schedule shall give not less than twenty-one (21) calendar days' prior written notice of resignation.

5.7 Notice of Termination. Employees who have completed the required probationary period shall receive at least fourteen (14) calendar days' notice of termination or pay (prorated for part-time employees) in lieu thereof (including any accrued Paid Time Off pay if the employee has worked one (1) calendar year or more), except in cases of discharge for just cause.

5.7.1 7/70 Staffing. Employees working a 7/70 schedule shall receive at least twenty- one (21) calendar days' prior written notice of termination.

5.8 Performance Appraisal. A documented appraisal of performance shall be conducted at the end of the probationary period and annually thereafter. The electronic appraisal must be signed by the employee within seven days' of notice of completion. There will be no corrective action to employees who are not able to sign the electronic appraisal within the seven day period. Upon request, a copy of the performance appraisal shall be made available to the employee.

5.9 Job Descriptions. A job description shall be established for each classification within the bargaining unit. If there is a significant change in the job duties of a job classification within the bargaining unit, the Employer will notify the Union in writing at least two (2) weeks prior to implementation of the change.

5.10 Use of Auto. If an employee is required by the Employer to use his or her own automobile to travel in order to conduct Hospital business, the Employer will continue its present policy of reimbursing the employee for mileage at the IRS rate at the time of travel. Travel must be authorized in advance by the Manager and approved by a Director.

5.11 Contracting Out of Bargaining Unit Work. The Employer will give the Union one hundred twenty (120) calendar days' advance notice of its decision to the subcontracting of work, performed by bargaining unit employees. During the one hundred twenty (120) day period, upon request, the Employer will provide information including the reason for subcontract, financial impact, affected work and affected employees, and, upon request, the Employer will meet and confer with the Union to the implications of the decision and to consider any alternatives the Union may present. Such discussions will be concluded within twenty (20) calendar days from the date the Hospital advises the Union of its decision.

5.12 Successorship. The Employer will give the Union one hundred twenty (120) days' advance notice of the sale, merger, transfer, partnership or affiliation with a third party affecting the terms or conditions of employment of bargaining unit employees. During the one hundred twenty (120) day period, upon request the Employer will meet and confer with the Union to discuss the implications of the decision and to consider any alternatives the Union may present. Such discussions will be concluded within twenty

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(20) calendar days from the date the Hospital advises the Union of its decision. The Employer will bring the existence of the collective bargaining agreement to the attention of any successor.

5.13 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.

5.13.1 Purpose and Function. The purpose of the Labor-Management Committee shall be to foster improved communication between the Employer and the staff and to improve working conditions, efficiency, patient care and employee satisfaction. The Committee may address staffing issues and department productivity. 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.

5.13.2 Committee Members. 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. Bargaining unit Committee members will be compensated for up to one (1) hour at their regular rate of pay for scheduled time away from their regular work day to attend the meeting.

5.13.3 Meetings. The Committee shall not meet less than 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 will not preclude the Committee from addressing any issue. The co-chairs will alternate in preparing minutes of each meeting and shall circulate the draft minutes at least three (3) days in advance of the next scheduled meeting. The Union co-chair shall be an employee and the employee shall receive up to one (1) hour of paid time to prepare and circulate the minutes.

## ARTICLE 6– SENIORITY, LAYOFF AND RECALL

6.1 Definition. Seniority shall mean an employee's continuous length of service with the Employer from most recent date of hire as a regular employee. 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. Time spent in a per diem position, in a position not covered by this Agreement or on the recall list, will not be included in computing seniority and will result in an adjusted date of hire.

Docusign Envelope ID: CEB085C8-0EF9-88A0-80AD-6A49EB57ADCC

6.1.1 Layoff. If a permanent or prolonged reduction of personnel is necessary, including the elimination of position(s), the Employer shall first seek volunteers from the affected classifications. If the reduction need is not met by volunteers, the employee(s) to be laid off will be the employee(s) in the affected job classification(s) who has the least seniority. (Note: Procedurally, the Employer will identify the least senior employee in the classification on the shift and in the department where the reduction is needed. This person would be offered the position of the least senior employee in that employee's job classification in the bargaining unit or, in the alternative, layoff.) The Employer will give the Union and the employee at least thirty (30) days' advance notice of a layoff. This notice will be treated confidentially until the affected employees are formally notified by the Employer. Upon request, the parties will meet for the purpose of reviewing the procedure to be utilized and the order of layoff. Employees subject to layoff shall receive thirty (30) days' notice of layoff or pay in-lieu thereof based on scheduled work days. Restructure. A restructure of staff may occur when two (2) or more units/departments merge or consolidate; when the FTE complement on a unit is reconfigured or changed; or when a change in staffing pattern (e.g. 12-hour staffing to 8 or 10-hour staffing, or vice versa) or change in skill mix occurs. If a restructure of a department affects twenty-five percent (25%) or more of the employees in the department, then the Employer shall allow all employees in the affected jobs classifications to re-bid on the available remaining positions on the basis of seniority, providing skill, ability and experience are considered substantially equal in the opinion of the Employer. For purposes of this section, an employee's qualifications will be considered equal to another employee's qualifications if that employee could reasonably expect to be trained to perform the new job within one (1) month. If the restructure affects less than twenty-five percent (25%) of the employees in the department, the Employer, at its option, may re-bid the affected positions or utilize other methods for change as provided for in this Agreement.

6.2 Recall. Employees on layoff status shall be placed on a reinstatement roster for a period of one (1) year from the date of layoff. When vacancies occur, the order of reinstatement shall be the reverse of layoff providing the employee's skills and ability to fill the position are considered equal in the opinion of the Employer. There will be no loss of benefits if the employee is reemployed within twelve (12) months.

6.2.1 Employees shall be notified by certified mail at the employee's address on file in the Department of Human Resources of the date to return to work from recall. It shall be the employee's responsibility to keep the Employer informed as to the employee's current address. The employee shall respond within three (3) days (excluding weekends and holidays) to indicate their interest in returning to work. If the employee does not respond within three (3) days but wants to be retained on the recall list, the employee will forfeit the right to recall to that position but the employee will remain on the Recall Roster. If the employee does not respond within seven (7) days of the notice of recall, the employee will be removed from the Recall Roster and the employee's

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personnel records will be adjusted to reflect the termination of the employee. If the employee needs to give notice because of employment with another employer, up to fourteen (14) days will be allowed for returning to work.

6.2.2 Should an employee on the recall list be offered a job in a different job classification, the employee shall be subject to a ninety (90) day period for performance review. This ninety (90) day period of performance review may be extended in writing by mutual consent. At any time during this performance review period, the Employer will notify the employee in writing of any deficiencies in performance, what the employee must do to correct the deficiencies and how the Employer will assist in that process. Except for situations involving safety issues or gross incompetence, the Employer will give two (2) weeks' advance notice of performance deficiencies prior to terminating the employee from the new position. If the employee fails to meet standards of performance, as determined by the Employer, the employee will no longer be allowed to continue in that position. The employee will be eligible for reinstatement to the employee's prior classification and prior department based upon available openings. If the employee is not reinstated due to the lack of an available opening, the employee will be treated as being on layoff status and subject to the recall provisions set forth in Section 6.3.

6.3 Job Openings. Where such factors as qualifications, competence and efficiency are considered equal by the Employer, seniority shall be the controlling consideration in full-time and part-time job openings. Employees on recall status (6.3) will be considered for positions after employees currently working but prior to filling a position with an outside applicant, subject to employee qualifications. The Employer shall be the sole judge of the qualifications, competence and efficiency of its employees, provided that such judgments are reasonable, made in good faith and not arbitrary or capricious. To be eligible for a transfer to a different department or job classification (excluding promotions within a department), an employee must have been in her or his current position for at least six (6) months in accordance with Hospital policy.

6.3.1 Review Period. Employees transferring or reclassified to a new department or a new position shall be subject to a ninety (90) day period for performance review. This ninety (90) day period of performance review may be extended in writing by mutual consent. At any time during this performance review period, the Employer will notify the employee in writing of any deficiencies in performance. If the employee fails to meet standards of performance, as determined solely by the Employer, the employee will no longer be allowed to continue in that position. The employee will be eligible for reinstatement to the employee's prior classification and prior department based upon available openings. If the employee is not reinstated due to the lack of an available opening, the employee will be treated as being on layoff status and subject to the recall provisions set forth in Section 6.3. This clause shall not apply to transfers within a job classification where the employee is to perform substantially the same duties as were performed in their former position.

Docusign Envelope ID: CEB085C8-0EF9-88A0-80AD-6A49EB57ADCC

6.4 Severance Pay. The Employer will provide employees with the same severance pay policy as is provided to other Hospital employees. Employees who accept severance pay are not eligible for layoff and recall.

6.5 Termination of Seniority. Seniority shall terminate (1) upon cessation of the employment relationship (including as a result of discharge, resignation, retirement, or refusal to accept a comparable job opening [same classification, standard hours and shift] offered by the Employer while on layoff), (2) after twelve (12) consecutive months on layoff status, or (3) after failure to comply with specified recall procedures.

## ARTICLE 7 – HOURS OF WORK AND OVERTIME

7.1 Work Day. The normal work day shall consist of eight (8), nine (9), ten (10), or twelve (12) hours of work, excluding meal periods. Six (6) hour shifts will be considered a normal shift length with mutual consent of the employee. The Union will be notified when the Employer is considering six (6) hour shifts.

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

7.2.1 7 Day Staffing. The normal work period shall consist of a seven (7) consecutive day period of work followed by seven (7) consecutive days off duty.

7.2.2 12-Hour Staffing. The normal, full-time, work period shall consist of three (3) twelve (12) hour shifts per seven (7) day period.

7.3 Innovative Work Schedules. An innovative work schedule is defined as a work schedule that requires a change, modification or waiver of certain provisions of this Agreement. Innovative work schedules not specified in this Agreement or Addenda hereto may be established by the Employer with the consent of the Union. Where work schedules other than a five (5) day eight (8) hour schedule are utilized, the Employer shall have the right to revert back to the five (5) day eight (8) hour schedule or to a work schedule which is recognized by this Agreement after thirty (30) days' advance notice to employees.

7.4 Overtime. All overtime must be approved by the appropriate supervisor. Overtime shall be paid for at the rate of one and one-half (1½) times the regular rate of pay for all time worked beyond the normal full-time work day or normal work period. If an employee works more than four (4) consecutive hours beyond the scheduled full-time work day, all additional overtime hours following the first four (4) hours of overtime shall be paid at the rate of double (2x) the employee's regular rate of pay. Overtime will be paid to the nearest fifteen (15) minutes calculated at one and one-half (1 ½) times the employee's regular rate of pay which shall include shift differential, lead pay, and benefit option premium. Time paid for but not worked shall not count as time worked for the purpose of computing overtime; provided, however, full-time employees called in to work on their scheduled day off in a week in which a designated holiday occurs shall be paid time and one-half (1½) for all hours worked on that day. There shall be no pyramiding or duplication of overtime and/or premium pay paid at the rate of time and one-half (1½) or

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double time (2x). Work schedules will not be altered for the sole purpose of avoiding the payment of overtime. Effective when the Employer moves to a new time and attendance system (expected in 2026), overtime will be paid by the minute.

7.4.1 7 Day Staffing. If an employee works seven (7) consecutive days (including low census days) followed by seven (7) consecutive days off, the employee shall receive time and one-half (1½) for all hours worked during the employee's scheduled week off.

7.4.2 12-Hour Staffing. Overtime shall be paid at the rate of time and one-half (1½) for the first two (2) hours after the end of a twelve (12) hour shift or after forty (40) hours in a seven (7) day work period as defined by the Hospital. Overtime shall be paid at the rate of time and one-half (1½) for all time worked after thirty-six (36) hours in a seven (7) day period, if a full-time twelve (12) hour employee works in excess of thirty-six (36) hours. All time worked beyond fourteen (14) consecutive hours worked shall be paid at the rate of double time (2x).

7.5 Meal/Rest Period. All employees shall receive one unpaid thirty (30) minute meal period during each regular workday unless mutually agreed in writing. However, if an employee is required by the Employer to remain on the premises or to work during the meal period, such time shall be considered as time worked for pay purposes. 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. During these rest periods, employees shall remain on the Hospital premises. Meal periods and one rest break may be combined with mutual agreement between the Employer and employee. The Employer will provide a mechanism for recording missed meal periods and rest breaks for each shift within a pay period in its time and attendance system. Employees must record and attest to any missed meal periods/rest breaks in the Employer's time and attendance system at the end of the shift in which the rest break or meal period is missed. No changes will be made to the waiver without notification and an opportunity to bargain upon request. Except as provided for herein, meal periods and rest breaks shall be administered in accordance with applicable state law including WAC 296-126-092 and RCW 49.

7.6 Work Schedule. Monthly work schedules shall be posted electronically (except in Environmental Services, Linen, Food Services, Central Sterilization and Distribution, which shall post paper schedules) no less than ten (10) days prior to the effective date of the schedule. The Employer retains the right to adjust work schedules to maintain an efficient and orderly operation. Except in emergency conditions, unforeseeable conditions beyond the Employer's control and low census conditions, employee work schedules once posted shall only be changed by mutual agreement of the Employer and the employee. An employee whose posted work schedule is to be changed shall be notified as soon as possible of such change.

7.7 Low Census. During periods of low census, the Employer will first ask for volunteers. If there are no volunteers, the Employer will rotate low census equitably among all employees in a department by shift, subject to skill, competence, ability and availability

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as determined by the Employer. A list of the number of low census hours (including voluntary low census days) for each employee will be maintained and be available. The rotation list will be restarted each January and July. Employees taking low census shall continue to accrue benefits on cancelled hours of work. At the employee's option an employee may use Paid Time Off for low census.

7.7.1 Low Census Standby. In the event the Employer decides to begin an employee's shift after its scheduled start time, such employee shall be given the choice of either being placed on low census for the shift, or being placed on late start standby for a period not to exceed four (4) hours. The employee shall not be subject to low census for the remainder of the shift. In the event the employee is called back into work during the late start standby period, they will be paid at time and one-half (1 1/2) for all time worked. All hours worked outside the late start standby period will be paid at the appropriate rate. At the employee's option an employee may use Paid Time Off for low census.

7.8 Report Pay. Employees who are ordered to report to work or report for work as scheduled (unless otherwise notified in advance) and are released from duty by the Employer shall have the choice of accepting another assignment within the department for a minimum period of time equal to one-half (1/2) of the employee's scheduled hours for that day or leaving the Hospital without further compensation for that day. This commitment shall not apply when the Employer has made a good faith effort to notify the employee of shift cancellation but has been repeatedly unable to reach the employee on separate occasions. It shall be the responsibility of each employee to notify the Employer of the employee's current address and telephone number. Failure to do shall excuse the Employer from these minimum pay requirements. Except as otherwise provided herein, employees shall not be paid for time not worked.

7.9 Weekend Work. The Employer will rotate weekend work in a fair and equitable manner according to the needs of the department. Insofar as practical, weekend work will be scheduled so as to allow two (2) out of every four (4) weekends off. This section shall not apply to employees who voluntarily agree to more frequent weekend duty or to employees who have been specifically hired to work weekends.

7.10 Work in Advance of Shift. When an employee is required to report for work with twelve (12) hours or less notice in advance of the previously scheduled shift and continues working during the schedule shift, all hours worked prior to the scheduled shift shall be paid at time and one-half (1½) the straight-time rate of pay.

7.11 Increased Hours for Part-Time Employees. The Hospital shall continue its present practice of offering part-time employees the opportunity to increase their hours before temporary employees are called in or before new employees are hired. The hours shall be filled on the basis of seniority, providing the applicant's skills, competence and ability are deemed substantially equal by the Hospital. The Hospital shall be the sole judge of an individual's qualifications, which shall be based upon job related criteria.

Docusign Envelope ID: CEB085C8-0EF9-88A0-80AD-6A49EB57ADCC

7.11.1 A part-time employee who works continuously for eight (8) hours or more per pay period in addition to their current FTE in the same position over a six (6) month period may, upon request, have their current FTE be increased by .1 for each 8 hour increment the employee regularly worked; provided, however, this request is subject to the Employer's good faith judgment based on business needs and shall not apply to part time employees assigned to special projects, training programs, Paid Time Off coverage, or coverage for Extended Illness Bank or leaves of absence.

7.12 Staff Meetings. Mandatory staff meetings shall be considered as time worked. Any employee required to attend a staff meeting on a day off, or to attend a meeting that begins more than one-half (½) hour after the end of the employee's shift or ends more than one-half (½) hour before the employee's shift begins, shall be paid for a minimum of two (2) hours. If, however, the employee is able to participate by phone or video conference with manager approval, then the employee will be paid for a minimum of one (1) hour.

7.13 Rest Between Shifts. In scheduling work assignments, the Employer will make a good faith effort to provide each employee with at least twelve (12) hours off duty between shifts. In the event an employee is required to work with less than twelve (12) hours off duty between shifts, all time worked within this twelve (12) hour period shall be at time and one-half (1½). This section shall not apply to non-mandatory continuing education, committee meetings, staff meetings or to standby and callback assignments performed pursuant to Article 8.

7.13.1 10- and 12-hour Shifts. For ten (10) and twelve (12) hour shifts, the rest between shifts commitment will be ten (10) hours; otherwise, the commitments in section shall apply.

## ARTICLE 8 – COMPENSATION

8.1 Wage Rates. Employees covered by this Agreement shall be paid no less than the wages set forth in Appendix A attached hereto and made a part of this Agreement.

8.2 Compensation Effective Dates. All increases in compensation set forth in this Agreement shall become effective the first full payroll period on or after the date(s) designated.

8.3 Recognition of Past Experience.

8.3.1 Full-time and part-time employees hired during the terms of this Agreement will receive year for year credit for continuous recent experience. The Employer shall be the sole judge of the relevancy of the past work experience.

8.4 Shift Differential. Employees assigned to work the second shift (3 p.m. – 11:30 p.m.) shall be paid a shift differential of one dollar and seventy five cents ($1.75) per hour over the employee's hourly rate of pay. Employees assigned to work the third shift (11 p.m. – 7:30 a.m.) shall be paid a shift differential of three dollars ($3.00) per hour over the employee's hourly rate of pay. Employees shall be paid shift differential for those hours

Docusign Envelope ID: CEB085C8-0EF9-88A0-80AD-6A49EB57ADCC

worked on a second or third shift if four (4) or more hours are worked on the designated shift. If an employee works more than her/his scheduled shift, the employee who is assigned to third shift and works into first shift will maintain the employee's shift differential for all hours worked on the first shift.

8.5 Standby Pay. Employees placed on standby status off hospital premises shall be compensated at the rate of three dollars and fifty cents ($3.50) per hour. Effective the first full pay period following January 1, 2026 or ratification, whichever is later, standby pay will increase to four dollars and twenty-five cents ($4.25). Standby duty shall not be counted as hours worked for purposes of computing overtime or eligibility for longevity steps or benefits. Employees on standby shall be provided with signal devices upon request. A standby assignment does not begin until completion of the employee's regularly scheduled shift and any overtime hours worked in conjunction with the employee's regular shift and the employee has clocked out. Standby pay shall only be paid while on standby status and shall not be paid after the employee has been called back to work. Employees called back to work while on standby status shall be paid shift differential for those hours worked on a second or third shift.

8.5.1 Mandatory standby will not be used to cover pre-approved PTO being used for vacation.

8.6 Callback. Employees called back to work while on standby status shall be paid for the time actually worked at a rate of one and one-half (1½) times their regular rate of pay. There shall be no pyramiding of callback and standby pay. When called back to duty, an employee shall be paid for a minimum of three (3) hours at the callback rate. The Employer will attempt to avoid calling in employees who are not on standby status. If it becomes necessary, however, to require additional personnel to work, such employees shall be guaranteed a minimum of three (3) hours' work or pay at the appropriate rate of pay.

8.7 Work in Multiple Classifications. Employees who work in multiple classifications must clock in to each appropriate job classification, using the time and attendance system, in order to be paid for all actual hours worked at the pay rate designated for that job classification.

8.8 Transfers/Promotions. If an employee transfers from one job classification and wage range to another, all hours accrued toward the next longevity step in the prior wage range shall be counted when accruing hours toward the employee's next longevity step in the new wage range.

8.8.1 Employees promoted to a regular position in a higher classification within the bargaining unit shall be placed at the lowest step in the higher classification that provides for at least a three percent (3%) increase in pay, not to exceed the maximum of the pay range.

8.9 Weekend Differential. An employee who works on a weekend shift shall receive two dollars and fifty cents ($2.50) per hour over the contract rates of pay in the amount

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specified in Appendix A for each hour worked on the weekend. Weekend shifts shall be defined as all hours worked between 11:00 p.m. Friday and 11:00 p.m. Sunday. Differential pay provided for in this section shall not apply to time spent for educational purposes.

8.10 Certification Pay. An employee certified in a specialty area which authorizes the employee to perform services for the Employer shall be paid a premium of one dollar ($1.00) per hour; provided the employee is working in a position for which the certification is relevant and not currently being paid as part of a job classification, the employee continues to meet all educational and other requirements to keep the certification current and in good standing, and the certification has been approved by the Chief Human Resources Officer or designee.

8.11 Lead Pay. Lead assignments may be designated by the Employer on either a temporary or regular basis. Employees designated as lead shall be paid a differential of $1.75 per hour for all hours worked as a lead. Prior to the selection of a designated lead employee, the opportunity will be advertised in the department for seventy-two (72) hours, in order to provide employees an opportunity to express their interest in the assignment. The assignment of a lead shall be at the sole discretion of the Employer. Replacing a supervisor from time to time shall be considered a normal part of the duties of a lead and no additional premium shall be paid for such time.

8.11.1 Training Pay. Employees specifically assigned the responsibility for planning, organizing, teaching and evaluating the skills development of a new employee, or an employee changing to a new classification, shall receive training pay for this assignment in the amount of one dollar ($1.00) per hour. The training assignment must include four (4) or more hours of continuous and direct training, or one-half (1/2) shift if greater than an eight (8) hour shift. It is understood that employees in the ordinary course of their responsibilities are expected to participate in orienting the employee to department operations, procedures and processes, including providing informational assistance, support, guidance, audit and feedback to employees. At the sole discretion of the Employer, a supervisor may determine to pay temporary lead pay for a training assignment where there is a material change in an employee's job duties.

8.12 Nurses Resources Premium. Any full time or part time HUC/CNA or Unit Tech hired into the Nursing Resources Department shall receive a two dollars ($2.00) per hour premium for all hours worked as a HUC/CNA or Unit Tech in addition to the employee's hourly rate of pay. This will be paid for all productive and non-productive hours. Employees who are not hired into the Nurses Resources Department but who float to another unit for a shift are not eligible for this premium.

8.13 The Employer shall offer the same cafeteria discount to the bargaining unit employees as to all other employees.

Docusign Envelope ID: CEB085C8-0EF9-88A0-80AD-6A49EB57ADCC

## ARTICLE 9 – HOLIDAYS

9.1 Holidays. The following days shall be recognized as holidays under this Agreement:

| | |
|---|---|
| New Year's Day | Labor Day |
| Memorial Day | Thanksgiving Day |
| Independence Day | Christmas Day |
| | (1) Personal Holiday |

9.2 Rotation of Holidays. Scheduled time off over holidays, either for the holiday itself or as part of a Paid Time Off request shall be rotated among employees within a work unit.

9.3 Holiday Benefit Pay. Full-time and part-time employees who are not required to work on one of the holidays designated in Section 9.1 shall receive up to eight (8) hours of holiday benefit pay at the regular rate of pay, provided that they work their regularly scheduled day before and regularly scheduled day after the holiday unless their absence is excused or authorized by the Employer. Part-time employees shall receive holiday benefit pay pro rata based on FTE status. Employees on a 7/70 schedule shall be paid seven (7) hours of holiday benefit pay.

9.4 Work on Holidays. Employees who are required to work on a holiday designated in 9.1, as well as on President's Day, shall be paid one and one-half (1½) times their regular rate of pay for all hours worked. All full-time and part-time employees who work their scheduled holiday shall also receive holiday benefit pay as described in Section 9.3 for each hour worked on a holiday designated in 9.1 up to a maximum of eight (8) hours' pay.

9.5 Night Shift. Holiday pay for employees working the night shift shall be given for the shift where the majority of the hours worked are on the designated calendar date for the holiday.

9.6 Personal Holiday. The Personal holiday will be scheduled off by mutual consent. The Personal holiday shall be awarded at the start of each payroll year and must be taken off within the payroll year in which it was earned. The Personal holiday may not be carried over from one year to the next. At the employee's request, which must be made within the calendar year, accrued Personal holiday hours based on their current FTE may be paid out in cash in lieu of taking holiday time off.

9.7 Personal Holiday Scheduling. Employees shall schedule their Personal Holiday in accordance with the PTO-scheduling process in Article 10.3. For requests falling outside the timelines in Article 10.3, the Personal holiday will be scheduled off by mutual consent. The Personal holiday shall be awarded at the start of the payroll year and must be taken off within the payroll year in which it was earned.

## ARTICLE 10– PAID TIME OFF

10.1 Paid Time Off (PTO) Eligibility. Employees may take PTO as they accrue PTO hours, subject to prior scheduling as described below.

Docusign Envelope ID: CEB085C8-0EF9-88A0-80AD-6A49EB57ADCC

10.2 PTO Benefits. Employees shall accrue Paid Time Off benefits according to the following schedule:

| Accrued After: | Rate of Accrual | Max Hours Accrued Per Year (based on 2,080 hours) |
|---|---|---|
| 0 years | .065385/paid hour | 136 |
| 3 years | .084615/paid hour | 176 |
| 5 years | .089423/paid hour | 186 |
| 7 years | .094231/paid hour | 196 |
| 9 years | .100962/paid hour | 210 |
| 11 years | .107692/paid hour | 224 |
| 13 years | .109615/paid hour | 228 |
| 15 years | .111538/paid hour | 232 |
| 20 years | .113462/paid hour | 236 |
| 25 years | .115385/paid hour | 240 |
| 30 years | .117308/paid hour | 244 |

10.3 Scheduling. The Employer retains the right to schedule Paid Time Off so that there will be no disruption in the Hospital routine. Two employees from the same team, shift and station will not be scheduled for Paid Time Off at the same time without prior supervisory approval.

10.3.1 Requests for Time off During Prime Time. Requests to take accrued PTO during the summer prime time period of Memorial Day through Labor Day must be submitted to the Employer by March 1st of each year. The Employer will respond to such requests by March 15. Requests to take accrued PTO during the winter prime time period of November 15 through January 15 must be submitted to the Employer by September 1st of each year. The Employer will respond to such requests by September 15. In the event that there are conflicting requests, PTO will be approved on a seniority basis, subject to departmental requirements and the requirements of 9.2, Rotation of Holidays, and provided further in that event that time off will not be granted to the same employee for the majority of the same time period in consecutive years.

10.3.2 Requests for Time off During All Other Times. All other requests must be submitted at least one (1) month in advance of the schedule posting deadline and shall be granted in the order of submittal date. The Employer will respond within fourteen (14) days of receipt of the request. Employees who make requests for time off after the monthly work schedule has been posted may be required to find their own coverage in order for the time off to be granted.

10.4 Restrictions. PTO hours shall not exceed a balance of 300 hours. An employee's use of a pre-approved PTO day off will not disqualify them from receiving incentive shift pay during that pay period.

10.5 PTO Cash-Out. An employee may cash out up to one hundred twenty (120) of their accrued and unused PTO hours on a payroll calendar year basis, provided that (1) the

Docusign Envelope ID: CEB085C8-0EF9-88A0-80AD-6A49EB57ADCC

employee makes an irrevocable election of such cash-out during open enrollment period of the preceding year, and (2) the employee retains at least forty (40) hours in his or her PTO bank. Such cash-out will be paid on any of the pay periods designated by the Employer at the time of open enrollment with at least one pay period designated per month, and one additional pay period in November.

10.6 Shared Leave. PTO time may be transferred to another employee consistent with Evergreen Policy on Shared Leave.

10.7 Extended Illness Bank (EIB) Accrual. The EIB shall be accumulated by eligible employees at a rate of .026923 per paid hour up to a maximum of 720 hours. EIB benefits shall be accrued from date of hire.

10.8 EIB Eligibility. Employees may take EIB after the first sixteen (16) hours or two (2) days (whichever occurs first) of PTO having been used for each absence (or from the first day of absence for inpatient hospitalization).

10.9 Compensation. The EIB will be accessed under the current PTO policy and paid at the employee's regular rate of pay for eligible cases of personal illness or injury which have incapacitated the employee from performing regular duties.

10.10 Proof of Illness. The Employer reserves the right to require reasonable written proof of illness in accordance with applicable laws. Proven abuse of PTO/EIB leave will be subject to counseling/disciplinary action in accordance with the Employer's absenteeism policies.

10.11 Notification of Absence. 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.

10.12 Worker's Compensation Insurance. In any case in which an employee would be entitled to benefits or payments under the Industrial Insurance Act those payments shall be in lieu of the employee's regular PTO/EIB pay benefits otherwise payable. It shall be the employee's option to opt out (in writing preferred) from the use of EIB benefits (or PTO if no EIB is available) as compensation for the difference between Worker's Compensation payments and the employee's regular rate of pay.

10.13 Washington Family Care Act (RCW 49.12.265-.295). PTO/EIB may be used in the event of a health condition of an employee's child under the age of eighteen (18) that requires treatment or supervision, or for a child age eighteen (18) or older and incapable of self-care due to mental or physical disability, or in the event of a serious health condition or an emergency condition of an employee's spouse, State-registered domestic partner, parent, parent-in-law or grandparent in accordance with and subject to the Washington Family Care Act (RCW 49.12.265-.295) as it may be amended from time to time.

10.14 Plan Changes. In the event the Employer modifies its current plan, the Employer will review the proposed plan changes with the Union prior to implementation.

Docusign Envelope ID: CEB085C8-0EF9-88A0-80AD-6A49EB57ADCC

## ARTICLE 11 – LEAVES OF ABSENCE

11.1 In General. All leaves of absence of five (5) or more working days must 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 and stating the conditions of the leave of absence shall be given by the Employer within thirty (30) days of the request. All leaves of absence shall be without pay unless specifically provided for herein or agreed to by the Employer. Accrued PTO and EIB hours, if applicable, must be utilized until exhausted while on leave except as provided by law. A leave of absence begins on the first day of absence from work.

11.2 Family and Medical Leave. The Employer shall provide leaves of absence in compliance with the federal Family and Medical Leave Act and with the Washington State Family Leave Act, including provisions governing pregnancy disability leave. Summaries of these laws may be obtained in the Human Resources office. Family and medical leave includes the following features:

11.2.1 After one (1) year of continuous regular employment, permission shall be granted for a leave of absence to: (a) care for a newborn or newly adopted child of the employee under the age of six at the time of placement or adoption, or (b) care for a child under the age of eighteen (18) years old of the employee who has a terminal health condition.

11.2.2 A leave of absence begins on the first absence from work or, in the case of childbirth, on the first day after the mother's temporary medical disability from childbirth has ended.

11.2.3 Family and medical leave shall be unpaid except: (a) an employee shall use accrued Paid Time Off at the beginning of the leave, and (b) an employee on leave to care for a seriously ill child may use accrued Extended Illness Bank at the beginning of the leave as permitted by state law and thereafter use accrued Paid Time Off.

11.2.4 Except in special circumstances, employees must give at least thirty (30) days' advance written notice of parenting leave.

11.2.5 Family or medical leave must be completed within twelve (12) months after the birth or placement for adoption.

11.2.6 An employee on family leave not exceeding twelve (12) weeks from date of first absence from work or, in the case of childbirth, from the day after the mother's temporary medical disability from childbirth has ended, shall be entitled to return to his or her prior position. Thereafter the employee shall be entitled to the first available position for which the employee is qualified. Such leave shall not exceed one (1) year.

Docusign Envelope ID: CEB085C8-0EF9-88A0-80AD-6A49EB57ADCC

11.2.7 If both parents of the newborn or newly adopted child are employees, they shall be entitled to a total of twelve (12) weeks of family leave to be granted to only one (1) employee parent at a time.

11.2.8 Alleged violations of the parenting leave provisions shall be submitted to the grievance procedure set forth herein in accordance with federal and state law. Family and medical leave shall be consistent with and subject to the conditions and limitations set forth by such laws.

11.3 Disability Health Leave. To the extent not covered by the above-referenced family and medical leave laws, employees with at least one (1) year of continuous employment shall be granted a leave of absence for health reasons upon the recommendation of a physician for the period of disability up to six (6) months, without loss of benefits to the date such leave commences. Employees on a disability health leave will be allowed to return to the employee's former position so long as the total absence (including time on paid Extended Illness Bank and/or Paid Time Off) does not exceed ninety (90) calendar days. An employee on a health leave of absence for longer than ninety (90) calendar days will receive priority for the first available similar opening for which the employee is qualified.

11.4 Personal Leave. After one (1) calendar year of continuous employment, an employee may apply for a personal leave of absence without pay. The Employer will determine whether or not the leave shall be granted and the duration thereof. Personal leaves of absence will not generally be granted for longer than three (3) months.

11.5 Military Leave. A leave of absence required in order for an employee to maintain status in a military reserve of the United States shall be granted in accordance with state law. There shall be no loss of benefits accrued to the date such leave commences, and shall not be considered part of the employee's earned annual leave time.

11.6 Education Leave. After one (1) year of continuous employment, permission may be granted for a leave of absence without pay for work related educational opportunities, without loss of accrued benefits, provided such leave does not jeopardize Hospital service.

11.6.1 If the Employer requires an employee to attend an outside workshop or in-service program, an employee's regular wage and tuition expenses will be paid by the Employer.

11.6.2 The Employer is not responsible for time spent by an employee or related costs associated therewith which are required by state or federal law in order that an employee is eligible to work in an allied health profession. Employees may have access to paid educational leave as provided for in this section for this purpose.

11.7 Bereavement Leave. Up to twenty-four (24) hours of paid leave (pro rata for part-time employees) may be allowed for death in the immediate family. An additional sixteen (16) hours (pro rata for part-time employees) may be allowed when travel of over five hundred (500) miles round trip is required to attend the funeral. Immediate family is

Docusign Envelope ID: CEB085C8-0EF9-88A0-80AD-6A49EB57ADCC

defined as grandparent, parent, step-parent, spouse, documented domestic partner, niece, nephew, brother, sister, child, step-child, grandchild or the in-law equivalent of parents, child brother or sister. Bereavement pay is to compensate employees for time normally worked.

11.8 Jury Duty. Any employee who is called upon to serve on jury duty on a regularly scheduled working day shall be compensated by the Employer for the difference between the amount of any compensation derived from jury duty (excluding mileage reimbursement) and the normal straight time rate of pay due the employee for the period of jury service. All employees who receive a jury summons should report immediately to their supervisor to discuss time off for jury service. When reporting for jury service, the employee shall request of the jury bailiff that the employee be released as soon as the employee's services are no longer needed. If the employee is excused by the court on any day of jury duty falling within the employee's regular work schedule, and the employee could return to work with one-half (1/2) or more of his/her regular shift remaining, the employee shall then notify the supervisor and, if asked, directly report to work for the balance of the regular shift.

11.9 Benefits During Leave. An employee on an unpaid leave of absence will not continue to accrue benefits during that leave, but there shall be no loss of previously accrued benefits if the employee returns to work as scheduled at the end of the allowed leave. To the extent allowed by the applicable insurance policy, an employee desiring insurance benefits to continue during a leave of absence may do so by paying the full premium to the Employer unless otherwise provided by law for a family or medical leave.

11.10 Return to Work (Non-Protected Leaves). Employees who indicate their availability to return to work on a timely basis, in accordance with an approved leave of absence to which neither Section 11.2 nor Section 11.3 applies, shall be entitled to the same position if the leave is six (6) weeks or less, including both paid and unpaid time. If the leave exceeds six (6) weeks, the employee shall be given the first available similar opening for which the employee is qualified; provided, however, this commitment shall be limited to six (6) months following the date the employee was able to return to work. An employee who does not return to work at the end of the allowed leave of absence may be terminated as of the last paid day. Reapplication shall be necessary for any further employment.

11.11 Union Leave. Subject to the Employer's approval, up to one (1) bargaining unit employee per calendar year may take an unpaid leave of absence, with continuation of benefits, of up to twelve (12) weeks to assume a temporary position with the Union. An employee on Union leave will be allowed to return to the employee's former position so long as the total absence does not exceed 12 weeks. An employee shall not schedule PTO for thirty (30) days prior to the leave or thirty (30) days subsequent to the leave, unless mutually agreed otherwise between the employee and his or her manager. The employee will have the option of using PTO during the leave.

11.12 Washington Paid Family & Medical Leave. EvergreenHealth will provide leaves of absence in compliance with the Washington Paid Family & Medical Leave (PFML) Act.

Docusign Envelope ID: CEB085C8-0EF9-88A0-80AD-6A49EB57ADCC

Summaries of this law may be obtained in Human Resources. The PFML includes the following:

11.12.1 State-provided partial income replacement benefits during a leave of up to 12 weeks (or under certain circumstances up to 18 weeks) for qualifying reasons.

11.12.2 Where allowed by law, leave that is compensated under the PFML program will run concurrently with all other applicable paid or unpaid leave types available in this Agreement or by law, including FMLA leave, to the maximum extent allowed by law.

11.12.3 Employees will be responsible for the full employee premium share allowed by law, paid through payroll deduction. EvergreenHealth will pay the full Employer premium share.

11.12.4 Employees who receive partial State benefits under the PFML program will be given the option to use accrued paid time (PTO/EIB) benefits in accordance with policy in addition to State payments. (For example, a 0.9 FTE employee receiving State PFML benefits who chooses to supplement using accrued leave would receive 36 hours of accrued leave pay per week on top of those State PFML benefits for the supplementation period). Employees must request supplemental paid time benefits in writing through a process established by the employer and provide appropriate information.

## ARTICLE 12 – EMPLOYEE BENEFITS

12.1 Medical and Dental Insurance. Beginning the first of the month following the date of hire, all full-time and all part-time employees regularly working twenty (20) or more hours per week shall be included under and covered by the Employer's group insurance plan providing medical dental and vision insurance benefits with the employee-only premium to be paid by the Employer. Additional coverage will be provided as required by applicable law.

12.1.1 Labor Management Health Benefits Committee. EvergreenHealth and SEIU Healthcare 1199NW recognize the importance of undertaking joint efforts to ensure that employees have access to cost effective, quality health care and other insurance coverage. Both the Employer and the Union share a mutual interest in researching best practices in cost containment features and benefits that ensure quality but also address increasing costs.

To address these issues, the parties will maintain a Labor/Management Health Benefits Committee. The Union will appoint up to five (5) representatives from the bargaining unit including one (1) organizer. The Employer will appoint up to five (5) management representatives. The Committee shall be advisory and shall meet monthly and more often as mutually agreed. All employee representatives on the committee will be on paid release time for the meetings. The Employer and the Union agree to engage in a fully transparent process of information sharing that will lead to stronger engagement and

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overall success. In the August and September meeting of each year, anticipated employee contributions toward premiums for the next benefit year will be included on the agenda. Information related to proposed changes will be presented and discussed. Information will include the benefit market analysis (with proprietary/confidential information removed), benefit election data for the bargaining unit and utilization data for the plan as a whole. Additional information may be requested.

This committee will concentrate efforts to research, review and adopt incentive- based wellness programs. In conducting its work, this committee will concentrate its efforts on:

a. Maximize prevention benefits

b. Research and review incentive-based wellness programs for inclusion in health plan

c. Institute disease management program

d. Build plan design around primary care providers and medical homes

e. Educate and require use of generic drugs as a key part of pharmacy benefit

The goal of the committee's work is to ensure that the medical benefit is affordable for employees and the cost increases are minimized.

If the committee produces mutually agreed upon recommendations for incentive- based wellness programs, the Employer and the Union shall convene a meeting to review the recommendations for potential adoption. The parties' discussions at such meeting shall not constitute formal bargaining.

12.2 Benefit Opt-Out Plan. Except for shift differential, call back pay, standby pay, weekend premium and longevity steps, a regular employee may elect a fifteen percent (15%) wage differential along with a benefit opt-out. To be eligible for this differential, an employee must provide proof of medical coverage through another group medical plan. This election must occur when first eligible for benefits or within ten (10) days of the signing of this Agreement, whichever is later, or annually on dates designated in advance by the Employer, providing enrollment is approved by the carrier. Employees will be given advance notice of such dates. Thereafter, no change in benefit compensation shall be granted during the term of this Agreement. Any accrued Paid Time Off shall be paid to the employee at the time the employee elects the fifteen percent (15%) wage differential.

12.3 Workers Compensation/Unemployment Compensation. The Employer will provide Workers' Compensation Insurance and Unemployment Compensation Insurance in accordance with the laws of the State of Washington. If an employee wishes to opt out of receiving EIB (or PTO if no EIB is available) benefits as compensation, then management would prefer to receive that notice in writing.

Docusign Envelope ID: CEB085C8-0EF9-88A0-80AD-6A49EB57ADCC

12.4 Health Tests. The Employer follows the recommendations and guidelines of the Centers for Disease Control and Prevention (CDC) pertaining to TB skin tests and all other health requirements for employees. TB skin testing recommended under the above guidelines, or requested annually by the employee, will be provided without cost to the employee. Employees will be screened for tuberculosis at hire and as needed for post-exposure monitoring. The Employer shall also, at no cost to the employee, provide a Hepatitis B series to any employee requesting the series and provide follow-up testing as necessary.

12.4.1 Notification of Exposure. The Employer will provide notification to employees of exposure to communicable diseases related to government-declared health emergencies as soon as practicable.

12.4.2 Personal Protective Equipment. To the extent reasonably available, the Employer will provide personal protective equipment in accordance with applicable Washington Department of Health guidelines/protocols.

12.5 Health and Safety. The Employer remains committed to providing education, products and equipment, work practice controls, and engineering controls to minimize employee risks from occupational injury or exposure. The Hospital shall also continue to provide confidential twenty-four (24) hour information and referral for employees sustaining occupational injury or exposure. This commitment to employee health and safety is documented in Employer's Infection Control/Employee Health/Policies and Procedures.

12.6 Workplace Violence. The parties recognize the importance of eradicating workplace violence by patients and visitors. To that end, EvergreenHealth will maintain a committee to address workplace violence. The Committee shall include three (3) employee representatives chosen by SEIU 1199NW. This Committee shall evaluate reported instances of violence and will make recommendations for changes designed to improve safety including a recommendation on the frequency and content of training on a unit by unit basis to be provided to employees on paid time and at no cost. Committee members will be paid for time spent in Committee meetings.

12.7 Drug and Alcohol Free Workplace. The Employer, the employees and the Union have a joint interest in workplace safety and job performance, and collectively acknowledge that alcohol and drug abuse are inconsistent with this joint interest. The Employer and the Union also acknowledge that employees continue to be responsible for maintaining satisfactory job performance and attendance, and for complying with the Employer's policies and procedures. Employees with job performance, attendance, or conduct problems are subject to corrective action.

12.8 Drug Free Workplace Policy. The Employer will establish a drug-free workplace policy, including reasonable cause drug testing. The policy will require the Employer to maintain an Employee Assistance Program as a resource for employees. Employees who may have an alcohol or drug-related problem are strongly encouraged to seek assistance or referrals to rehabilitation or treatment programs through the Employee Assistance Program.

Docusign Envelope ID: CEB085C8-0EF9-88A0-80AD-6A49EB57ADCC

12.8.1 Treatment and Rehabilitation. The Employer and the Union recognize that alcohol and chemical dependency are chronic and treatable conditions. The Employer and the Union support efforts which will enable a chemically impaired employee to remain in their chosen profession/vocation after rehabilitation. Employees needing help in dealing with drug and alcohol problems are strongly encouraged to voluntarily seek treatment and rehabilitation referrals through the Employee Assistance Program or the State's Substance Abuse Monitoring Program, and to use their health insurance, Extended Illness Bank, or medical leave, as appropriate. Employees voluntarily requesting assistance prior to experiencing job performance, attendance, or misconduct problems will not be subject to disciplinary action for having sought treatment for alcohol or chemical dependency, and will be given a medical leave of absence by the Employer.

12.9 Prescriptions. Employees may purchase available prescriptions or over-the-counter drugs from the Hospital pharmacy at cost plus reasonable handling charge to be established by the Employer.

12.10 Retirement. Contributions on behalf of employees covered by this Agreement shall be made in accordance with the terms of the retirement plan established by the Employer for all its employees. The rate of contribution by the Employer shall be based on the employee's current rate of pay.

12.11 Eligibility Requirements. Participation in medical, dental and any other insurance or retirement benefits provided by the Employer shall be subject to specific plan eligibility requirements. In the event the Employer modifies its current plan or provides an alternative plan(s), the Employer will review the plan changes with the Union prior to implementation.

12.12 Continuing Education. Full-time employees will be eligible for three hundred dollars ($300) of continuing education funds per calendar year (prorated for part-time employees). These funds may be used for training classes, seminars and stand-alone college courses that are directly related to an employee's current role in the organization to cover wages, classes, books or supplies for approved programs. Continuing education funds are separate from any tuition reimbursement program offered by the Employer.

12.13 SEIU Healthcare 1199NW/EvergreenHealth Training Fund. SEIU Healthcare 1199NW and EvergreenHealth recognize that the shortage of healthcare workers impacts the quality of care. In order to attract and retain highly skilled employees, remain an Employer of Choice, and provide increased education and training opportunities to employees including career ladders, a Labor/Management Educational Fund will be created for bargaining unit employees.

The Employer and the Union agree to maintain the existing Labor/Management Education and Training Fund Committee, which consists of no more than five (5) union appointed members, including one union organizer and four (4) bargaining unit employees, and five (5) employer representatives to mutually determine the policies,

Docusign Envelope ID: CEB085C8-0EF9-88A0-80AD-6A49EB57ADCC

guidelines, and fund disbursements. The Committee will maintain a charter outlining their work and a work plan including a needs assessment and outcome measures. The Committee will review utilization of the fund. The Committee will meet monthly or as otherwise mutually agreed and shall be on paid time. In the event the Committee can't reach consensus on decisions, the Vice President of Human Resources and the Union's President will meet to resolve differences. If there is no resolution at this level, the proposal will not be implemented.

The parties agree to revive the existing Labor Management Education and Training Fund Committee. The first session for 2026 will be set within six weeks of ratification. Monthly meetings will be scheduled thereafter. Both parties agree to promote the EH Training Fund and to collaborate in encouraging employees to use the EH Training Fund resources. The current committee will make recommendations for the evaluation of eligibility and fund utilization. The current charter may be amended by the committee in accordance with its current processes. Human Resource Business Partners will provide application assistance upon request.

The Employer will contribute one-half of one percent (0.5%) of the full-time and part-time bargaining unit payroll to the Education Fund. In addition, the Employer will contribute annually the amount of $25,000 for purposes of career counseling and case management related to the Fund. In the event, at the end of the calendar year, the Employer-contributed dollars are fully spent, then the next calendar year the Employer contribution will increase by an additional one-quarter of one percent (0.25%) to a total of three quarters of one percent (0.75%). The maximum the Employer will contribute during the contract is one percent (1.0%) of the full-time and part-time bargaining unit payroll. In the event, at the end of the calendar year, there are dollars remaining in the Fund, the dollars will not carry over to the next calendar year and the Employer contribution will not change for that next calendar year.

Beginning in calendar year 2018, the Employer contribution to the fund will be three quarters of one percent (0.75). Should the contributed dollars be fully spent as described above, the Employer contribution will increase by an additional one-quarter of one percent (0.25%) to a total of one percent (1.0%) of the full-time and part-time bargaining unit payroll.

The funds may be used for tuition assistance, books, fees, equipment, funding instructors to teach on-site, and college preparatory classes. Full-time employees will be eligible for up to five thousand two hundred and fifty dollars ($5,250.00) of educational dollars per calendar year (pro-rated for part-time employees) as per the IRS limit. Bargaining unit employees shall not be eligible for funds through the Employer's Career Development Program. Any employee currently accessing the Employer's Career Development Program will continue in that program.

Effective on or after April 30, 2028, and upon request from the union, the Labor Management Education and Training Fund Committee agrees to discuss how well the EH Training Fund has functioned and whether there is Committee interest in making a recommendation to consider the SEIU Training Fund in the successor contract.

Docusign Envelope ID: CEB085C8-0EF9-88A0-80AD-6A49EB57ADCC

The Union and the Employer will also make a good faith effort to jointly seek to participate in grant funding opportunities, including HEET and other state funds, and federal grants.

12.14 Union Delegate Training. The Employer will pay no more than four (4) union officers, delegates and contract negotiations committee members up to eight (8) hours each per calendar year (up to forty (40) hours total per calendar year) to attend union-sponsored training in leadership, representation and dispute resolution.

## ARTICLE 13 – NO STRIKE – NO LOCKOUT

The parties to this Agreement realize that the Employer provides special and essential services to the community, and that for this and other humanitarian reasons, it is the intent of the parties to settle disputes by the grievance procedure provided for herein. It is, therefore, agreed that during the term of this Agreement, (a) the Employer shall not lock out its employees, and (b) neither the employees nor their agents or other representatives, including but not limited to the Union, shall directly or indirectly authorize, assist, encourage or participate in any way in any strike, including any sympathy strike, picketing, walkout, slowdown, boycott or any other interference with the operations of the Employer, including any refusal to cross any other labor organization or other party's picket line. In the event of any such activity referred to in clause (b) above, the Union and its officers will do everything within their power to end or avert the same. In addition, any employee participating in any of the prohibited activities specified herein, shall be subject to immediate dismissal or replacement, at the discretion of the Employer.

## ARTICLE 14 – GRIEVANCE PROCEDURE

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

Time limits set forth in the following steps may only be extended by mutual written consent of the parties hereto.

Step 1. Employee and Manager.

If any employee has a grievance, the employee and the Union representative, if requested by the employee, shall first present the grievance in writing to the employee's Manager within fourteen (14) calendar days from the date the employee became aware or reasonably should have been aware of the event from which the grievance arose. Upon receipt thereof, the Manager shall attempt to resolve the problem and shall respond in writing to the employee within fourteen (14) calendar days following receipt of the written grievance.

Step 2. Employee, Delegate and Director.

If the matter is not resolved to the employee's satisfaction at Step 1, the employee shall present the grievance to the Director (and/or designated

Docusign Envelope ID: CEB085C8-0EF9-88A0-80AD-6A49EB57ADCC

representative) within fourteen (14) calendar days of the Manager's decision. A conference between the employee (and/or Delegate or designee if requested by the employee) and the Director shall be held at a mutually agreeable time. The Director shall issue a written reply with fourteen (14) calendar days following the grievance meeting. The Union may submit a grievance under the provisions of Step 2.

Step 3. Employee, Delegate/Organizer and Vice President.

If the matter is not resolved within fourteen (14) calendar days of receipt of the written response from Step 2, the Union may refer the grievance in writing to the Vice President (and/or designated representative) who shall meet within fourteen (14) calendar days for the purpose of resolving the grievance. The Vice President or a designee shall endeavor to resolve the grievance and will respond in writing within fourteen (14) calendar days of the meeting with the grievant.

Step 4. Arbitration.

If the grievance is not settled on the basis of the foregoing procedures, the Union may submit the issue in writing to final and binding arbitration within fourteen (14) calendar days after the decision of the Vice President in Step 3. If the Employer and the Union fail to agree on the 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. 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. Each party shall bear one-half (½) of the fee of the Arbitrator and any other expense jointly incurred by mutual consent incident to the arbitration hearing. All other expenses shall be borne by the party incurring them, and neither party shall be responsible for the expenses of witnesses called by the other party. Neither party shall be required during the term of this Agreement to provide the other party with any data, documents, or information in its possession or under its control for any purpose except insofar as they may be relevant to a pending or potential grievance, or to pending negotiations for a renewal of the collective bargaining agreement. If necessary, the Arbitrator shall resolve discovery rights of the parties as to grievances submitted to arbitration.

## ARTICLE 15 - HOSPITAL STAFFING COMMITTEE

15.1 Purpose: The Parties' established Hospital Staffing Committee (HSC) shall be responsible for those activities required of it under RCW 70.41, *et seq* and it's successors, including developing the hospital's staffing plan and addressing complaints raised by CNAs and nurses regarding staffing.

Docusign Envelope ID: CEB085C8-0EF9-88A0-80AD-6A49EB57ADCC

15.2 The Hospital and SEIU recognize their shared interest in providing quality medical care and assuring the well-being of all CNAs. The parties agree that assuring adequate staffing level is critical to this purpose. Each unit in the Hospital's facilities shall maintain staffing levels that take into consideration the acuity of patients and that ensure safe patient care and the safety of the CNAs employed by the Hospital.

15.3 At least one half of the members shall be "nursing staff", comprised of nurses and CNAs as defined in RCW 70.41.410. The remaining half will be selected by Hospital Administration in accordance with the requirements of RCW 70.41.420(2)(b). SEIU will select the CNA voting members of the HSC. Additional CNAs may attend the HSC meeting as non-voting participant on their own time. Minutes of the HSC will be made available electronically.

## ARTICLE 16 – GENERAL PROVISIONS

16.1 Complete Agreement. The parties acknowledge that during the negotiations which resulted in this Agreement all 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.

16.2 Past Practices. Any and all agreements, written and verbal, previously entered into by the parties hereto are mutually cancelled and superseded by this Agreement. Unless specifically provided herein to the contrary, past practices shall not be binding on the Employer or the Union.

16.3 Disaster. The Employer shall be relieved of any and all obligations hereunder in the event of and during the term of a disaster or catastrophe directly affecting the Hospital such as, but not limited to, a fire, flood, explosion, power failure, earthquake, or other act outside the control of the Employer and causing disruption to the Hospital's normal operations.

16.4 State and Federal Laws. This Agreement shall be subject to all future and present 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 governing authority. Should any provision or provisions become unlawful by virtue of the 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 life of the Agreement. If any provision is held invalid, the parties hereto shall enter into negotiations for the purpose of arriving at a mutually satisfactory replacement for such provision.

Docusign Envelope ID: CEB085C8-0EF9-88A0-80AD-6A49EB57ADCC

16.5 Duration. This Agreement shall become effective on the date of ratification and shall continue in full force and effect through and including August 31, 2028.

Docusign Envelope ID: CEB085C8-0EF9-88A0-80AD-6A49EB57ADCC

**IN WITNESS WHEREOF** the parties hereto have caused this Agreement to be executed on this 1.00 day of October, 2026.

**EVERGREENHEALTH**

Signed by:
Jessika Groce
6A001B2BD099484...

Jessika Groce
Chief Human Resources Officer

Date: 10/1/2026

Signed by:
Ettore Palazzo
77D7AA3E1029402...

Ettore Palazzo, MD
Chief Executive Officer

Date: 10/1/2026

**SEIU HEALTHCARE 1199NW**

Signed by:
Jane Hopkins
8981B9A2356D493...

Jane Hopkins, RN
President of SEIU Healthcare 1199NW

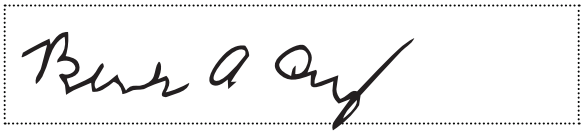
Date: 10/1/2026

Signed by:
Efrain Velasco
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Efrain Velasco
Lead Negotiator SEIU Healthcare 1199NW

Date: 9/17/2026

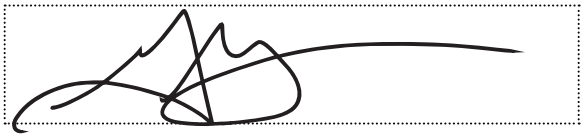
Evergreen Health Kirkland, 2026



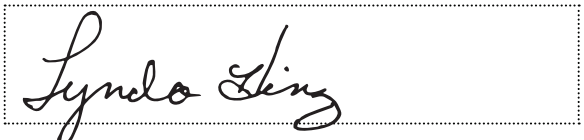
Burr Corley
Social Worker, Emergency Department



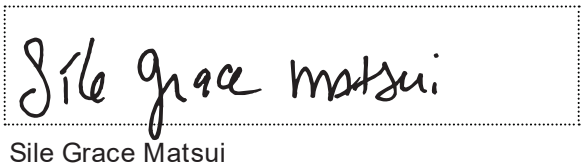
Natana Denmark
CNA, Oncology



Michael Greene
Social Worker, Home Hospice



Lynda Hinz
Social Worker, Home Health



Sile Grace Matsui
Social Worker, In Home Mental Health



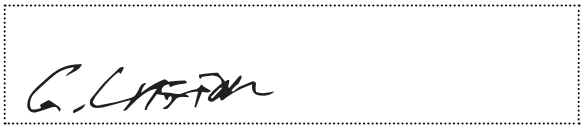
Brenda Bailey
CNA, Med Surge



Danielle Bergeron
Telecom Operator, Answering Services



Crystal Bush
CNA, Orthopedic, Spine and Neurology



Glen Castro
Security Guard, Security



Christopher Arcilla
CNA, Nursing Resource



Rosa Santana
CNA, Emergency Department

Docusign Envelope ID: CEB085C8-0EF9-88A0-80AD-6A49EB57ADCC

# Year 1

| Job Classification-05.24.2026 | Pay Grade | Base Step 1 | Year 1 Step 2 | Year 2 Step 3 | Year 3 Step 4 | Year 4 Step 5 | Year 5 Step 6 | Year 6 Step 7 | Year 7 Step 8 | Year 8 Step 9 | Year 9 Step 10 | Year 10 Step 11 | Year 11 Step 12 | Year 12 Step 13 | Year 13 Step 14 | Year 14 Step 15 | Year 15 Step 16 | Year 16 Step 17 | Year 17 Step 18 | Year 18 Step 19 | Year 19 Step 20 | Year 20 Step 21 | Year 21 Step 22 | Year 22 Step 23 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Cook's Helper<br>CS Support<br>Dishwasher<br>Environmental Svcs Tech<br>Linen Aide | 630 | $ 20.64 | $ 21.19 | $ 21.71 | $ 22.24 | $ 22.77 | $ 23.34 | $ 23.92 | $ 24.53 | $ 25.16 | $ 25.77 | $ 26.38 | $ 27.06 | $ 27.78 | $ 28.08 | $ 28.46 | $ 28.83 | $ 29.17 | $ 29.51 | $ 29.90 | $ 30.26 | $ 30.84 | $ 31.24 | $ 31.64 |
| Courier | 633 | $ 21.49 | $ 22.07 | $ 22.57 | $ 23.14 | $ 23.68 | $ 24.29 | $ 24.95 | $ 25.53 | $ 26.17 | $ 26.86 | $ 27.53 | $ 28.25 | $ 28.92 | $ 29.29 | $ 29.66 | $ 30.02 | $ 30.40 | $ 30.77 | $ 31.17 | $ 31.56 | $ 32.19 | $ 32.60 | $ 33.01 |
| Cook I<br>Floor Care Specialist<br>Office Support | 635 | $ 21.20 | $ 21.72 | $ 22.25 | $ 22.78 | $ 23.35 | $ 23.93 | $ 24.54 | $ 25.18 | $ 25.78 | $ 26.40 | $ 27.07 | $ 27.79 | $ 28.48 | $ 28.84 | $ 29.18 | $ 29.53 | $ 29.91 | $ 30.27 | $ 30.66 | $ 31.04 | $ 31.67 | $ 32.08 | $ 32.49 |
| Diet Clerk<br>Distribution Tech<br>Environmental Svcs Storekeeper<br>Equipment/Supply Tech<br>Nutrition Storekeeper<br>Patient Transport Technician | 640 | $ 22.20 | $ 22.75 | $ 23.31 | $ 23.89 | $ 24.51 | $ 25.14 | $ 25.74 | $ 26.36 | $ 27.02 | $ 27.75 | $ 28.43 | $ 29.14 | $ 29.87 | $ 30.23 | $ 30.58 | $ 31.01 | $ 31.39 | $ 31.78 | $ 32.16 | $ 32.52 | $ 33.21 | $ 33.63 | $ 34.06 |
| Patient Support Asst<br>Surgical Svcs Asst | 642 | $ 22.91 | $ 23.45 | $ 24.03 | $ 24.64 | $ 25.27 | $ 25.89 | $ 26.53 | $ 27.20 | $ 27.88 | $ 28.58 | $ 29.28 | $ 30.02 | $ 30.77 | $ 31.16 | $ 31.55 | $ 31.90 | $ 32.33 | $ 32.74 | $ 33.14 | $ 33.54 | $ 34.22 | $ 34.65 | $ 35.10 |
| Environmental Svc Coord<br>HIM Tech<br>Patient Sitter<br>Telecommunications Operator | 645 | $ 23.13 | $ 23.72 | $ 24.34 | $ 24.94 | $ 25.54 | $ 26.19 | $ 26.85 | $ 27.51 | $ 28.20 | $ 28.86 | $ 29.55 | $ 30.31 | $ 31.10 | $ 31.48 | $ 31.84 | $ 32.27 | $ 32.65 | $ 33.04 | $ 33.46 | $ 33.90 | $ 34.59 | $ 35.03 | $ 35.47 |
| DI Read Room Support | 653 | $ 24.11 | $ 24.67 | $ 25.30 | $ 25.93 | $ 26.57 | $ 27.23 | $ 27.90 | $ 28.60 | $ 29.35 | $ 30.02 | $ 30.77 | $ 31.56 | $ 32.33 | $ 32.71 | $ 33.14 | $ 33.54 | $ 33.96 | $ 34.38 | $ 34.83 | $ 35.26 | $ 36.00 | $ 36.46 | $ 36.92 |
| DI Support | 654 | $ 23.60 | $ 24.22 | $ 24.83 | $ 25.44 | $ 26.06 | $ 26.73 | $ 27.38 | $ 28.06 | $ 28.77 | $ 29.45 | $ 30.15 | $ 30.93 | $ 31.70 | $ 32.11 | $ 32.47 | $ 32.91 | $ 33.28 | $ 33.70 | $ 34.12 | $ 34.57 | $ 35.28 | $ 35.73 | $ 36.18 |
| Cook II | 655 | $ 23.78 | $ 24.39 | $ 24.98 | $ 25.62 | $ 26.25 | $ 26.90 | $ 27.58 | $ 28.25 | $ 28.92 | $ 29.65 | $ 30.39 | $ 31.17 | $ 31.95 | $ 32.34 | $ 32.73 | $ 33.14 | $ 33.51 | $ 33.97 | $ 34.36 | $ 34.82 | $ 35.57 | $ 36.01 | $ 36.46 |
| Patient Registrar | 660 | $ 23.92 | $ 24.54 | $ 25.18 | $ 25.78 | $ 26.40 | $ 27.07 | $ 27.79 | $ 28.48 | $ 29.18 | $ 29.91 | $ 30.66 | $ 31.43 | $ 32.18 | $ 32.57 | $ 32.95 | $ 33.41 | $ 33.84 | $ 34.23 | $ 34.72 | $ 35.07 | $ 35.81 | $ 36.25 | $ 36.71 |
| Clin Lab Asst Non-Phleb<br>Clinical Lab Asst Phleb<br>Health Unit Coordinator/CNA<br>Health Unit Coordinator<br>Mammography Asst<br>Monitor Tech<br>Surgical Svcs Asst (Certified)<br>Unit Tech (CNA) | 662 | $ 25.47 | $ 26.08 | $ 26.80 | $ 27.43 | $ 28.10 | $ 28.81 | $ 29.53 | $ 30.29 | $ 31.07 | $ 31.82 | $ 32.63 | $ 33.46 | $ 34.25 | $ 34.63 | $ 35.09 | $ 35.53 | $ 35.96 | $ 36.41 | $ 36.92 | $ 37.35 | $ 38.13 | $ 38.61 | $ 39.10 |
| Security Officer | 665 | $ 26.25 | $ 26.91 | $ 27.56 | $ 28.26 | $ 28.96 | $ 29.64 | $ 30.42 | $ 31.16 | $ 31.87 | $ 32.68 | $ 33.53 | $ 34.35 | $ 35.17 | $ 35.62 | $ 36.08 | $ 36.54 | $ 36.98 | $ 37.49 | $ 37.87 | $ 38.34 | $ 39.15 | $ 39.64 | $ 40.15 |
| Financial Clearance Rep | 667 | $ 24.40 | $ 25.04 | $ 25.70 | $ 26.30 | $ 26.94 | $ 27.62 | $ 28.35 | $ 29.05 | $ 29.75 | $ 30.52 | $ 31.25 | $ 32.07 | $ 32.85 | $ 33.23 | $ 33.63 | $ 34.09 | $ 34.52 | $ 34.92 | $ 35.40 | $ 35.79 | $ 36.53 | $ 37.00 | $ 37.47 |
| Emergency Dept Tech | 670 | $ 26.61 | $ 27.29 | $ 27.97 | $ 28.65 | $ 29.38 | $ 30.12 | $ 30.87 | $ 31.62 | $ 32.43 | $ 33.24 | $ 34.08 | $ 34.92 | $ 35.80 | $ 36.23 | $ 36.69 | $ 37.10 | $ 37.59 | $ 38.08 | $ 38.52 | $ 39.00 | $ 39.81 | $ 40.32 | $ 40.83 |
| CS Tech I | 671 | $ 26.75 | $ 27.41 | $ 28.09 | $ 28.80 | $ 29.53 | $ 30.24 | $ 31.03 | $ 31.79 | $ 32.59 | $ 33.41 | $ 34.21 | $ 35.06 | $ 35.96 | $ 36.40 | $ 36.89 | $ 37.33 | $ 37.79 | $ 38.26 | $ 38.74 | $ 39.20 | $ 39.99 | $ 40.49 | $ 41.01 |
| Clin Lab Asst II Non-Phleb<br>Clin Lab Asst II Phleb<br>Emergency Dept CLA II | 672 | $ 26.91 | $ 27.56 | $ 28.26 | $ 28.96 | $ 29.64 | $ 30.42 | $ 31.16 | $ 31.87 | $ 32.68 | $ 33.53 | $ 34.35 | $ 35.17 | $ 36.08 | $ 36.54 | $ 36.98 | $ 37.49 | $ 37.87 | $ 38.37 | $ 38.88 | $ 39.30 | $ 40.13 | $ 40.63 | $ 41.14 |
| Cash Applications Rep<br>Ins Claims Submission Rep<br>Patient Account Rep | 673 | $ 24.80 | $ 25.39 | $ 26.03 | $ 26.69 | $ 27.35 | $ 27.97 | $ 28.72 | $ 29.43 | $ 30.11 | $ 30.84 | $ 31.66 | $ 32.44 | $ 33.23 | $ 33.65 | $ 34.09 | $ 34.52 | $ 34.92 | $ 35.39 | $ 35.77 | $ 36.23 | $ 36.95 | $ 37.43 | $ 37.90 |
| Financial Counselor | 674 | $ 25.11 | $ 25.78 | $ 26.42 | $ 27.06 | $ 27.74 | $ 28.43 | $ 29.18 | $ 29.90 | $ 30.63 | $ 31.42 | $ 32.19 | $ 33.00 | $ 33.79 | $ 34.20 | $ 34.61 | $ 35.06 | $ 35.54 | $ 35.95 | $ 36.43 | $ 36.84 | $ 37.58 | $ 38.07 | $ 38.55 |
| DI Scheduler<br>DI Scheduler-Breast Ctr | 675 | $ 25.39 | $ 26.02 | $ 26.69 | $ 27.33 | $ 27.98 | $ 28.72 | $ 29.40 | $ 30.16 | $ 30.94 | $ 31.67 | $ 32.46 | $ 33.28 | $ 34.13 | $ 34.52 | $ 34.97 | $ 35.41 | $ 35.79 | $ 36.27 | $ 36.73 | $ 37.20 | $ 37.93 | $ 38.41 | $ 38.90 |

Docusign Envelope ID: CEB085C8-0EF9-88A0-80AD-6A49EB57ADCC

| Job Classification-05.24.2026 | Pay Grade | Base Step 1 | Year 1 Step 2 | Year 2 Step 3 | Year 3 Step 4 | Year 4 Step 5 | Year 5 Step 6 | Year 6 Step 7 | Year 7 Step 8 | Year 8 Step 9 | Year 9 Step 10 | Year 10 Step 11 | Year 11 Step 12 | Year 12 Step 13 | Year 13 Step 14 | Year 14 Step 15 | Year 15 Step 16 | Year 16 Step 17 | Year 17 Step 18 | Year 18 Step 19 | Year 19 Step 20 | Year 20 Step 21 | Year 21 Step 22 | Year 22 Step 23 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| CS Tech II (Certified) | 682 | $ 27.95 | $ 28.65 | $ 29.36 | $ 30.09 | $ 30.84 | $ 31.62 | $ 32.41 | $ 33.23 | $ 34.05 | $ 34.89 | $ 35.74 | $ 36.66 | $ 37.57 | $ 38.04 | $ 38.52 | $ 38.98 | $ 39.47 | $ 39.96 | $ 40.47 | $ 41.00 | $ 41.92 | $ 42.45 | $ 42.98 |
| Mobile Coach Driver | 685 | $ 26.66 | $ 27.30 | $ 27.97 | $ 28.71 | $ 29.37 | $ 30.15 | $ 30.92 | $ 31.66 | $ 32.45 | $ 33.27 | $ 34.11 | $ 34.95 | $ 35.77 | $ 36.26 | $ 36.72 | $ 37.19 | $ 37.63 | $ 38.11 | $ 38.58 | $ 39.03 | $ 39.85 | $ 40.36 | $ 40.87 |
| CS Tech III (Certified) | 687 | $ 29.25 | $ 29.97 | $ 30.73 | $ 31.49 | $ 32.27 | $ 33.09 | $ 33.92 | $ 34.76 | $ 35.62 | $ 36.50 | $ 37.43 | $ 38.34 | $ 39.31 | $ 39.80 | $ 40.30 | $ 40.80 | $ 41.31 | $ 41.83 | $ 42.37 | $ 42.89 | $ 43.85 | $ 44.41 | $ 44.97 |
| Medical Assistant - National Cert Security Coordinator | 690 | $ 29.81 | $ 30.55 | $ 31.32 | $ 32.10 | $ 32.91 | $ 33.71 | $ 34.56 | $ 35.43 | $ 36.30 | $ 37.21 | $ 38.14 | $ 39.12 | $ 40.05 | $ 40.57 | $ 41.07 | $ 41.58 | $ 42.11 | $ 42.63 | $ 43.16 | $ 43.72 | $ 44.69 | $ 45.25 | $ 45.82 |

Docusign Envelope ID: CEB085C8-0EF9-88A0-80AD-6A49EB57ADCC

# Year 1 Market Increases

| Job Classification-06.07.2026 | Pay Grade | Base Step 1 | Year 1 Step 2 | Year 2 Step 3 | Year 3 Step 4 | Year 4 Step 5 | Year 5 Step 6 | Year 6 Step 7 | Year 7 Step 8 | Year 8 Step 9 | Year 9 Step 10 | Year 10 Step 11 | Year 11 Step 12 | Year 12 Step 13 | Year 13 Step 14 | Year 14 Step 15 | Year 15 Step 16 | Year 16 Step 17 | Year 17 Step 18 | Year 18 Step 19 | Year 19 Step 20 | Year 20 Step 21 | Year 21 Step 22 | Year 22 Step 23 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Cook's Helper<br>CS Support<br>Dishwasher<br>Environmental Svcs Tech<br>Linen Aide | 630 | $ 21.06 | $ 21.62 | $ 22.15 | $ 22.69 | $ 23.23 | $ 23.81 | $ 24.40 | $ 25.03 | $ 25.67 | $ 26.29 | $ 26.91 | $ 27.61 | $ 28.34 | $ 28.65 | $ 29.03 | $ 29.41 | $ 29.76 | $ 30.11 | $ 30.50 | $ 30.87 | $ 31.46 | $ 31.87 | $ 32.28 |
| Courier | 633 | $ 21.92 | $ 22.52 | $ 23.03 | $ 23.61 | $ 24.16 | $ 24.78 | $ 25.45 | $ 26.05 | $ 26.70 | $ 27.40 | $ 28.09 | $ 28.82 | $ 29.50 | $ 29.88 | $ 30.26 | $ 30.63 | $ 31.01 | $ 31.39 | $ 31.80 | $ 32.20 | $ 32.84 | $ 33.26 | $ 33.68 |
| Cook I<br>Floor Care Specialist<br>Office Support | 635 | $ 21.63 | $ 22.16 | $ 22.70 | $ 23.24 | $ 23.82 | $ 24.41 | $ 25.04 | $ 25.69 | $ 26.30 | $ 26.93 | $ 27.62 | $ 28.35 | $ 29.05 | $ 29.42 | $ 29.77 | $ 30.13 | $ 30.51 | $ 30.88 | $ 31.28 | $ 31.67 | $ 32.31 | $ 32.73 | $ 33.14 |
| Diet Clerk<br>Distribution Tech<br>Environmental Svcs Storekeeper<br>Equipment/Supply Tech<br>Nutrition Storekeeper<br>Patient Transport Technician | 640 | $ 22.65 | $ 23.21 | $ 23.78 | $ 24.37 | $ 25.01 | $ 25.65 | $ 26.26 | $ 26.89 | $ 27.57 | $ 28.31 | $ 29.00 | $ 29.73 | $ 30.47 | $ 30.84 | $ 31.20 | $ 31.64 | $ 32.02 | $ 32.42 | $ 32.81 | $ 33.18 | $ 33.88 | $ 34.31 | $ 34.75 |
| Patient Support Asst<br>Surgical Svcs Asst | 642 | $ 22.91 | $ 23.45 | $ 24.03 | $ 24.64 | $ 25.27 | $ 25.89 | $ 26.53 | $ 27.20 | $ 27.88 | $ 28.58 | $ 29.28 | $ 30.02 | $ 30.77 | $ 31.16 | $ 31.55 | $ 31.90 | $ 32.33 | $ 32.74 | $ 33.14 | $ 33.54 | $ 34.22 | $ 34.65 | $ 35.10 |
| HIM Tech<br>Patient Sitter<br>Telecommunications Operator | 645 | $ 23.13 | $ 23.72 | $ 24.34 | $ 24.94 | $ 25.54 | $ 26.19 | $ 26.85 | $ 27.51 | $ 28.20 | $ 28.86 | $ 29.55 | $ 30.31 | $ 31.10 | $ 31.48 | $ 31.84 | $ 32.27 | $ 32.65 | $ 33.04 | $ 33.46 | $ 33.90 | $ 34.59 | $ 35.03 | $ 35.47 |
| Environmental Svc Coord | 650 | $ 23.60 | $ 24.20 | $ 24.83 | $ 25.44 | $ 26.06 | $ 26.72 | $ 27.39 | $ 28.07 | $ 28.77 | $ 29.44 | $ 30.15 | $ 30.92 | $ 31.73 | $ 32.11 | $ 32.48 | $ 32.92 | $ 33.31 | $ 33.71 | $ 34.13 | $ 34.58 | $ 35.29 | $ 35.74 | $ 36.18 |
| DI Read Room Support | 653 | $ 24.11 | $ 24.67 | $ 25.30 | $ 25.93 | $ 26.57 | $ 27.23 | $ 27.90 | $ 28.60 | $ 29.35 | $ 30.02 | $ 30.77 | $ 31.56 | $ 32.33 | $ 32.71 | $ 33.14 | $ 33.54 | $ 33.96 | $ 34.38 | $ 34.83 | $ 35.26 | $ 36.00 | $ 36.46 | $ 36.92 |
| DI Support | 654 | $ 23.60 | $ 24.22 | $ 24.83 | $ 25.44 | $ 26.06 | $ 26.73 | $ 27.38 | $ 28.06 | $ 28.77 | $ 29.45 | $ 30.15 | $ 30.93 | $ 31.70 | $ 32.11 | $ 32.47 | $ 32.91 | $ 33.28 | $ 33.70 | $ 34.12 | $ 34.57 | $ 35.28 | $ 35.73 | $ 36.18 |
| Cook II | 655 | $ 24.26 | $ 24.88 | $ 25.48 | $ 26.14 | $ 26.78 | $ 27.44 | $ 28.14 | $ 28.82 | $ 29.50 | $ 30.25 | $ 31.00 | $ 31.80 | $ 32.59 | $ 32.99 | $ 33.39 | $ 33.81 | $ 34.19 | $ 34.65 | $ 35.05 | $ 35.52 | $ 36.29 | $ 36.74 | $ 37.19 |
| Patient Registrar | 660 | $ 23.92 | $ 24.54 | $ 25.18 | $ 25.78 | $ 26.40 | $ 27.07 | $ 27.79 | $ 28.48 | $ 29.18 | $ 29.91 | $ 30.66 | $ 31.43 | $ 32.18 | $ 32.57 | $ 32.95 | $ 33.41 | $ 33.84 | $ 34.23 | $ 34.72 | $ 35.07 | $ 35.81 | $ 36.25 | $ 36.71 |
| Clin Lab Asst Non-Phleb<br>Clinical Lab Asst Phleb<br>Health Unit Coordinator/CNA<br>Health Unit Coordinator<br>Mammography Asst<br>Surgical Svcs Asst (Certified)<br>Unit Tech (CNA) | 662 | $ 25.47 | $ 26.08 | $ 26.80 | $ 27.43 | $ 28.10 | $ 28.81 | $ 29.53 | $ 30.29 | $ 31.07 | $ 31.82 | $ 32.63 | $ 33.46 | $ 34.25 | $ 34.63 | $ 35.09 | $ 35.53 | $ 35.96 | $ 36.41 | $ 36.92 | $ 37.35 | $ 38.13 | $ 38.61 | $ 39.10 |
| Monitor Tech | 663 | $ 25.98 | $ 26.61 | $ 27.34 | $ 27.98 | $ 28.67 | $ 29.39 | $ 30.13 | $ 30.90 | $ 31.70 | $ 32.46 | $ 33.29 | $ 34.13 | $ 34.94 | $ 35.33 | $ 35.80 | $ 36.25 | $ 36.68 | $ 37.14 | $ 37.66 | $ 38.10 | $ 38.90 | $ 39.39 | $ 39.89 |
| Security Officer | 665 | $ 26.25 | $ 26.91 | $ 27.56 | $ 28.26 | $ 28.96 | $ 29.64 | $ 30.42 | $ 31.16 | $ 31.87 | $ 32.68 | $ 33.53 | $ 34.35 | $ 35.17 | $ 35.62 | $ 36.08 | $ 36.54 | $ 36.98 | $ 37.49 | $ 37.87 | $ 38.34 | $ 39.15 | $ 39.64 | $ 40.15 |
| Financial Clearance Rep | 667 | $ 24.40 | $ 25.04 | $ 25.70 | $ 26.30 | $ 26.94 | $ 27.62 | $ 28.35 | $ 29.05 | $ 29.75 | $ 30.52 | $ 31.25 | $ 32.07 | $ 32.85 | $ 33.23 | $ 33.63 | $ 34.09 | $ 34.52 | $ 34.92 | $ 35.40 | $ 35.79 | $ 36.53 | $ 37.00 | $ 37.47 |
| Emergency Dept Tech | 670 | $ 27.15 | $ 27.84 | $ 28.53 | $ 29.23 | $ 29.97 | $ 30.73 | $ 31.49 | $ 32.26 | $ 33.08 | $ 33.91 | $ 34.77 | $ 35.62 | $ 36.52 | $ 36.96 | $ 37.43 | $ 37.85 | $ 38.35 | $ 38.85 | $ 39.30 | $ 39.78 | $ 40.61 | $ 41.13 | $ 41.65 |
| CS Tech I | 671 | $ 26.75 | $ 27.41 | $ 28.09 | $ 28.80 | $ 29.53 | $ 30.24 | $ 31.03 | $ 31.79 | $ 32.59 | $ 33.41 | $ 34.21 | $ 35.06 | $ 35.96 | $ 36.40 | $ 36.89 | $ 37.33 | $ 37.79 | $ 38.26 | $ 38.74 | $ 39.20 | $ 39.99 | $ 40.49 | $ 41.01 |
| Clin Lab Asst II Non-Phleb<br>Clin Lab Asst II Phleb<br>Emergency Dept CLA II | 672 | $ 26.91 | $ 27.56 | $ 28.26 | $ 28.96 | $ 29.64 | $ 30.42 | $ 31.16 | $ 31.87 | $ 32.68 | $ 33.53 | $ 34.35 | $ 35.17 | $ 36.08 | $ 36.54 | $ 36.98 | $ 37.49 | $ 37.87 | $ 38.37 | $ 38.88 | $ 39.30 | $ 40.13 | $ 40.63 | $ 41.14 |
| Cash Applications Rep<br>Ins Claims Submission Rep<br>Patient Account Rep | 673 | $ 24.80 | $ 25.39 | $ 26.03 | $ 26.69 | $ 27.35 | $ 27.97 | $ 28.72 | $ 29.43 | $ 30.11 | $ 30.84 | $ 31.66 | $ 32.44 | $ 33.23 | $ 33.65 | $ 34.09 | $ 34.52 | $ 34.92 | $ 35.39 | $ 35.77 | $ 36.23 | $ 36.95 | $ 37.43 | $ 37.90 |

Docusign Envelope ID: CEB085C8-0EF9-88A0-80AD-6A49EB57ADCC

| Job Classification-06.07.2026 | Pay Grade | Base Step 1 | Year 1 Step 2 | Year 2 Step 3 | Year 3 Step 4 | Year 4 Step 5 | Year 5 Step 6 | Year 6 Step 7 | Year 7 Step 8 | Year 8 Step 9 | Year 9 Step 10 | Year 10 Step 11 | Year 11 Step 12 | Year 12 Step 13 | Year 13 Step 14 | Year 14 Step 15 | Year 15 Step 16 | Year 16 Step 17 | Year 17 Step 18 | Year 18 Step 19 | Year 19 Step 20 | Year 20 Step 21 | Year 21 Step 22 | Year 22 Step 23 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Financial Counselor | 674 | $ 25.11 | $ 25.78 | $ 26.42 | $ 27.06 | $ 27.74 | $ 28.43 | $ 29.18 | $ 29.90 | $ 30.63 | $ 31.42 | $ 32.19 | $ 33.00 | $ 33.79 | $ 34.20 | $ 34.61 | $ 35.06 | $ 35.54 | $ 35.95 | $ 36.43 | $ 36.84 | $ 37.58 | $ 38.07 | $ 38.55 |
| DI Scheduler<br>DI Scheduler-Breast Ctr | 675 | $ 25.90 | $ 26.55 | $ 27.23 | $ 27.88 | $ 28.54 | $ 29.30 | $ 29.99 | $ 30.77 | $ 31.56 | $ 32.31 | $ 33.11 | $ 33.95 | $ 34.82 | $ 35.22 | $ 35.67 | $ 36.12 | $ 36.51 | $ 37.00 | $ 37.47 | $ 37.95 | $ 38.69 | $ 39.18 | $ 39.68 |
| CS Tech II (Certified) | 682 | $ 27.95 | $ 28.65 | $ 29.36 | $ 30.09 | $ 30.84 | $ 31.62 | $ 32.41 | $ 33.23 | $ 34.05 | $ 34.89 | $ 35.74 | $ 36.66 | $ 37.57 | $ 38.04 | $ 38.52 | $ 38.98 | $ 39.47 | $ 39.96 | $ 40.47 | $ 41.00 | $ 41.92 | $ 42.45 | $ 42.98 |
| Mobile Coach Driver | 685 | $ 26.66 | $ 27.30 | $ 27.97 | $ 28.71 | $ 29.37 | $ 30.15 | $ 30.92 | $ 31.66 | $ 32.45 | $ 33.27 | $ 34.11 | $ 34.95 | $ 35.77 | $ 36.26 | $ 36.72 | $ 37.19 | $ 37.63 | $ 38.11 | $ 38.58 | $ 39.03 | $ 39.85 | $ 40.36 | $ 40.87 |
| CS Tech III (Certified) | 687 | $ 29.25 | $ 29.97 | $ 30.73 | $ 31.49 | $ 32.27 | $ 33.09 | $ 33.92 | $ 34.76 | $ 35.62 | $ 36.50 | $ 37.43 | $ 38.34 | $ 39.31 | $ 39.80 | $ 40.30 | $ 40.80 | $ 41.31 | $ 41.83 | $ 42.37 | $ 42.89 | $ 43.85 | $ 44.41 | $ 44.97 |
| Medical Assistant - National Cert<br>Security Coordinator | 690 | $ 29.81 | $ 30.55 | $ 31.32 | $ 32.10 | $ 32.91 | $ 33.71 | $ 34.56 | $ 35.43 | $ 36.30 | $ 37.21 | $ 38.14 | $ 39.12 | $ 40.05 | $ 40.57 | $ 41.07 | $ 41.58 | $ 42.11 | $ 42.63 | $ 43.16 | $ 43.72 | $ 44.69 | $ 45.25 | $ 45.82 |

# Year 2

| Job Classification-09.13.2026 | Pay Grade | Base Step 1 | Year 1 Step 2 | Year 2 Step 3 | Year 3 Step 4 | Year 4 Step 5 | Year 5 Step 6 | Year 6 Step 7 | Year 7 Step 8 | Year 8 Step 9 | Year 9 Step 10 | Year 10 Step 11 | Year 11 Step 12 | Year 12 Step 13 | Year 13 Step 14 | Year 14 Step 15 | Year 15 Step 16 | Year 16 Step 17 | Year 17 Step 18 | Year 18 Step 19 | Year 19 Step 20 | Year 20 Step 21 | Year 21 Step 22 | Year 22 Step 23 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Cook's Helper<br>CS Support<br>Dishwasher<br>Environmental Svcs Tech<br>Linen Aide | 630 | $ 22.12 | $ 22.71 | $ 23.26 | $ 23.83 | $ 24.40 | $ 25.01 | $ 25.62 | $ 26.29 | $ 26.96 | $ 27.61 | $ 28.26 | $ 29.00 | $ 29.76 | $ 30.09 | $ 30.49 | $ 30.89 | $ 31.25 | $ 31.62 | $ 32.03 | $ 32.42 | $ 33.04 | $ 33.47 | $ 33.90 |
| Courier | 633 | $ 23.02 | $ 23.65 | $ 24.19 | $ 24.80 | $ 25.37 | $ 26.02 | $ 26.73 | $ 27.36 | $ 28.04 | $ 28.77 | $ 29.50 | $ 30.27 | $ 30.98 | $ 31.38 | $ 31.78 | $ 32.17 | $ 32.57 | $ 32.96 | $ 33.39 | $ 33.81 | $ 34.49 | $ 34.93 | $ 35.37 |
| Cook I<br>Floor Care Specialist<br>Office Support | 635 | $ 22.72 | $ 23.27 | $ 23.84 | $ 24.41 | $ 25.02 | $ 25.64 | $ 26.30 | $ 26.98 | $ 27.62 | $ 28.28 | $ 29.01 | $ 29.77 | $ 30.51 | $ 30.90 | $ 31.26 | $ 31.64 | $ 32.04 | $ 32.43 | $ 32.85 | $ 33.26 | $ 33.93 | $ 34.37 | $ 34.80 |
| Diet Clerk<br>Distribution Tech<br>Environmental Svcs Storekeeper<br>Equipment/Supply Tech<br>Nutrition Storekeeper<br>Patient Transport Technician | 640 | $ 23.79 | $ 24.38 | $ 24.97 | $ 25.59 | $ 26.27 | $ 26.94 | $ 27.58 | $ 28.24 | $ 28.95 | $ 29.73 | $ 30.45 | $ 31.22 | $ 32.00 | $ 32.39 | $ 32.76 | $ 33.23 | $ 33.63 | $ 34.05 | $ 34.46 | $ 34.84 | $ 35.58 | $ 36.03 | $ 36.49 |
| Patient Support Asst<br>Surgical Svcs Asst | 642 | $ 24.06 | $ 24.63 | $ 25.24 | $ 25.88 | $ 26.54 | $ 27.19 | $ 27.86 | $ 28.56 | $ 29.28 | $ 30.01 | $ 30.75 | $ 31.53 | $ 32.31 | $ 32.72 | $ 33.13 | $ 33.50 | $ 33.95 | $ 34.38 | $ 34.80 | $ 35.22 | $ 35.94 | $ 36.39 | $ 36.86 |
| HIM Tech<br>Patient Sitter<br>Telecommunications Operator | 645 | $ 24.29 | $ 24.91 | $ 25.56 | $ 26.19 | $ 26.82 | $ 27.50 | $ 28.20 | $ 28.89 | $ 29.61 | $ 30.31 | $ 31.03 | $ 31.83 | $ 32.66 | $ 33.06 | $ 33.44 | $ 33.89 | $ 34.29 | $ 34.70 | $ 35.14 | $ 35.60 | $ 36.32 | $ 36.79 | $ 37.25 |
| Environmental Svc Coord | 650 | $ 24.78 | $ 25.41 | $ 26.08 | $ 26.72 | $ 27.37 | $ 28.06 | $ 28.76 | $ 29.48 | $ 30.21 | $ 30.92 | $ 31.66 | $ 32.47 | $ 33.32 | $ 33.72 | $ 34.11 | $ 34.57 | $ 34.98 | $ 35.40 | $ 35.84 | $ 36.31 | $ 37.06 | $ 37.53 | $ 37.99 |
| DI Read Room Support | 653 | $ 25.32 | $ 25.91 | $ 26.57 | $ 27.23 | $ 27.90 | $ 28.60 | $ 29.30 | $ 30.03 | $ 30.82 | $ 31.53 | $ 32.31 | $ 33.14 | $ 33.95 | $ 34.35 | $ 34.80 | $ 35.22 | $ 35.66 | $ 36.10 | $ 36.58 | $ 37.03 | $ 37.80 | $ 38.29 | $ 38.77 |
| DI Support | 654 | $ 24.78 | $ 25.44 | $ 26.08 | $ 26.72 | $ 27.37 | $ 28.07 | $ 28.75 | $ 29.47 | $ 30.21 | $ 30.93 | $ 31.66 | $ 32.48 | $ 33.29 | $ 33.72 | $ 34.10 | $ 34.56 | $ 34.95 | $ 35.39 | $ 35.83 | $ 36.30 | $ 37.05 | $ 37.52 | $ 37.99 |
| Cook II | 655 | $ 25.48 | $ 26.13 | $ 26.76 | $ 27.45 | $ 28.12 | $ 28.82 | $ 29.55 | $ 30.27 | $ 30.98 | $ 31.77 | $ 32.55 | $ 33.39 | $ 34.22 | $ 34.64 | $ 35.06 | $ 35.51 | $ 35.90 | $ 36.39 | $ 36.81 | $ 37.30 | $ 38.11 | $ 38.58 | $ 39.05 |
| Patient Registrar | 660 | $ 25.12 | $ 25.77 | $ 26.44 | $ 27.07 | $ 27.72 | $ 28.43 | $ 29.18 | $ 29.91 | $ 30.64 | $ 31.41 | $ 32.20 | $ 33.01 | $ 33.79 | $ 34.20 | $ 34.60 | $ 35.09 | $ 35.54 | $ 35.95 | $ 36.46 | $ 36.83 | $ 37.61 | $ 38.07 | $ 38.55 |
| Clin Lab Asst Non-Phleb<br>Clinical Lab Asst Phleb<br>Health Unit Coordinator/CNA<br>Health Unit Coordinator<br>Mammography Asst<br>Surgical Svcs Asst (Certified)<br>Unit Tech (CNA) | 662 | $ 26.75 | $ 27.39 | $ 28.14 | $ 28.81 | $ 29.51 | $ 30.26 | $ 31.01 | $ 31.81 | $ 32.63 | $ 33.42 | $ 34.27 | $ 35.14 | $ 35.97 | $ 36.37 | $ 36.85 | $ 37.31 | $ 37.76 | $ 38.24 | $ 38.77 | $ 39.22 | $ 40.04 | $ 40.55 | $ 41.06 |
| Monitor Tech | 663 | $ 27.28 | $ 27.95 | $ 28.71 | $ 29.38 | $ 30.11 | $ 30.86 | $ 31.64 | $ 32.45 | $ 33.29 | $ 34.09 | $ 34.96 | $ 35.84 | $ 36.69 | $ 37.10 | $ 37.59 | $ 38.07 | $ 38.52 | $ 39.00 | $ 39.55 | $ 40.01 | $ 40.85 | $ 41.36 | $ 41.89 |
| Security Officer | 665 | $ 27.57 | $ 28.26 | $ 28.94 | $ 29.68 | $ 30.41 | $ 31.13 | $ 31.95 | $ 32.72 | $ 33.47 | $ 34.32 | $ 35.21 | $ 36.07 | $ 36.93 | $ 37.41 | $ 37.89 | $ 38.37 | $ 38.83 | $ 39.37 | $ 39.77 | $ 40.26 | $ 41.11 | $ 41.63 | $ 42.16 |
| Financial Clearance Rep | 667 | $ 25.62 | $ 26.30 | $ 26.99 | $ 27.62 | $ 28.29 | $ 29.01 | $ 29.77 | $ 30.51 | $ 31.24 | $ 32.05 | $ 32.82 | $ 33.68 | $ 34.50 | $ 34.90 | $ 35.32 | $ 35.80 | $ 36.25 | $ 36.67 | $ 37.17 | $ 37.58 | $ 38.36 | $ 38.85 | $ 39.35 |
| Emergency Dept Tech | 670 | $ 28.51 | $ 29.24 | $ 29.96 | $ 30.70 | $ 31.47 | $ 32.27 | $ 33.07 | $ 33.88 | $ 34.74 | $ 35.61 | $ 36.51 | $ 37.41 | $ 38.35 | $ 38.81 | $ 39.31 | $ 39.75 | $ 40.27 | $ 40.80 | $ 41.27 | $ 41.77 | $ 42.65 | $ 43.19 | $ 43.74 |
| CS Tech I | 671 | $ 28.09 | $ 28.79 | $ 29.50 | $ 30.24 | $ 31.01 | $ 31.76 | $ 32.59 | $ 33.38 | $ 34.22 | $ 35.09 | $ 35.93 | $ 36.82 | $ 37.76 | $ 38.22 | $ 38.74 | $ 39.20 | $ 39.68 | $ 40.18 | $ 40.68 | $ 41.16 | $ 41.99 | $ 42.52 | $ 43.07 |
| Clin Lab Asst II Non-Phleb<br>Clin Lab Asst II Phleb<br>Emergency Dept CLA II | 672 | $ 28.26 | $ 28.94 | $ 29.68 | $ 30.41 | $ 31.13 | $ 31.95 | $ 32.72 | $ 33.47 | $ 34.32 | $ 35.21 | $ 36.07 | $ 36.93 | $ 37.89 | $ 38.37 | $ 38.83 | $ 39.37 | $ 39.77 | $ 40.29 | $ 40.83 | $ 41.27 | $ 42.14 | $ 42.67 | $ 43.20 |
| Cash Applications Rep<br>Ins Claims Submission Rep<br>Patient Account Rep | 673 | $ 26.04 | $ 26.66 | $ 27.34 | $ 28.03 | $ 28.72 | $ 29.37 | $ 30.16 | $ 30.91 | $ 31.62 | $ 32.39 | $ 33.25 | $ 34.07 | $ 34.90 | $ 35.34 | $ 35.80 | $ 36.25 | $ 36.67 | $ 37.16 | $ 37.56 | $ 38.05 | $ 38.80 | $ 39.31 | $ 39.80 |

Docusign Envelope ID: CEB085C8-0EF9-88A0-80AD-6A49EB57ADCC

| Job Classification-09.13.2026 | Pay Grade | Base Step 1 | Year 1 Step 2 | Year 2 Step 3 | Year 3 Step 4 | Year 4 Step 5 | Year 5 Step 6 | Year 6 Step 7 | Year 7 Step 8 | Year 8 Step 9 | Year 9 Step 10 | Year 10 Step 11 | Year 11 Step 12 | Year 12 Step 13 | Year 13 Step 14 | Year 14 Step 15 | Year 15 Step 16 | Year 16 Step 17 | Year 17 Step 18 | Year 18 Step 19 | Year 19 Step 20 | Year 20 Step 21 | Year 21 Step 22 | Year 22 Step 23 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Financial Counselor | 674 | $ 26.37 | $ 27.07 | $ 27.75 | $ 28.42 | $ 29.13 | $ 29.86 | $ 30.64 | $ 31.40 | $ 32.17 | $ 33.00 | $ 33.80 | $ 34.65 | $ 35.48 | $ 35.91 | $ 36.35 | $ 36.82 | $ 37.32 | $ 37.75 | $ 38.26 | $ 38.69 | $ 39.46 | $ 39.98 | $ 40.48 |
| DI Scheduler<br>DI Scheduler-Breast Ctr | 675 | $ 27.20 | $ 27.88 | $ 28.60 | $ 29.28 | $ 29.97 | $ 30.77 | $ 31.49 | $ 32.31 | $ 33.14 | $ 33.93 | $ 34.77 | $ 35.65 | $ 36.57 | $ 36.99 | $ 37.46 | $ 37.93 | $ 38.34 | $ 38.85 | $ 39.35 | $ 39.85 | $ 40.63 | $ 41.14 | $ 41.67 |
| CS Tech II (Certified) | 682 | $ 29.35 | $ 30.09 | $ 30.83 | $ 31.60 | $ 32.39 | $ 33.21 | $ 34.04 | $ 34.90 | $ 35.76 | $ 36.64 | $ 37.53 | $ 38.50 | $ 39.45 | $ 39.95 | $ 40.45 | $ 40.93 | $ 41.45 | $ 41.96 | $ 42.50 | $ 43.05 | $ 44.02 | $ 44.58 | $ 45.13 |
| Mobile Coach Driver | 685 | $ 28.00 | $ 28.67 | $ 29.37 | $ 30.15 | $ 30.84 | $ 31.66 | $ 32.47 | $ 33.25 | $ 34.08 | $ 34.94 | $ 35.82 | $ 36.70 | $ 37.56 | $ 38.08 | $ 38.56 | $ 39.05 | $ 39.52 | $ 40.02 | $ 40.51 | $ 40.99 | $ 41.85 | $ 42.38 | $ 42.92 |
| CS Tech III (Certified) | 687 | $ 30.72 | $ 31.47 | $ 32.27 | $ 33.07 | $ 33.89 | $ 34.75 | $ 35.62 | $ 36.50 | $ 37.41 | $ 38.33 | $ 39.31 | $ 40.26 | $ 41.28 | $ 41.79 | $ 42.32 | $ 42.84 | $ 43.38 | $ 43.93 | $ 44.49 | $ 45.04 | $ 46.05 | $ 46.64 | $ 47.22 |
| Medical Assistant - National Cert<br>Security Coordinator | 690 | $ 31.31 | $ 32.08 | $ 32.89 | $ 33.71 | $ 34.56 | $ 35.40 | $ 36.29 | $ 37.21 | $ 38.12 | $ 39.08 | $ 40.05 | $ 41.08 | $ 42.06 | $ 42.60 | $ 43.13 | $ 43.66 | $ 44.22 | $ 44.77 | $ 45.32 | $ 45.91 | $ 46.93 | $ 47.52 | $ 48.12 |

Docusign Envelope ID: CEB085C8-0EF9-88A0-80AD-6A49EB57ADCC

# Year 2 Market Increases

| Job Classification-09.27.2026 | Pay Grade | Base Step 1 | Year 1 Step 2 | Year 2 Step 3 | Year 3 Step 4 | Year 4 Step 5 | Year 5 Step 6 | Year 6 Step 7 | Year 7 Step 8 | Year 8 Step 9 | Year 9 Step 10 | Year 10 Step 11 | Year 11 Step 12 | Year 12 Step 13 | Year 13 Step 14 | Year 14 Step 15 | Year 15 Step 16 | Year 16 Step 17 | Year 17 Step 18 | Year 18 Step 19 | Year 19 Step 20 | Year 20 Step 21 | Year 21 Step 22 | Year 22 Step 23 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Cook's Helper<br>CS Support<br>Dishwasher<br>Environmental Svcs Tech<br>Linen Aide | 630 | $ 22.57 | $ 23.17 | $ 23.73 | $ 24.31 | $ 24.89 | $ 25.52 | $ 26.14 | $ 26.82 | $ 27.50 | $ 28.17 | $ 28.83 | $ 29.58 | $ 30.36 | $ 30.70 | $ 31.10 | $ 31.51 | $ 31.88 | $ 32.26 | $ 32.68 | $ 33.07 | $ 33.71 | $ 34.14 | $ 34.58 |
| Courier | 633 | $ 23.49 | $ 24.13 | $ 24.68 | $ 25.30 | $ 25.88 | $ 26.55 | $ 27.27 | $ 27.91 | $ 28.61 | $ 29.35 | $ 30.09 | $ 30.88 | $ 31.60 | $ 32.01 | $ 32.42 | $ 32.82 | $ 33.23 | $ 33.62 | $ 34.06 | $ 34.49 | $ 35.18 | $ 35.63 | $ 36.08 |
| Cook I<br>Floor Care Specialist<br>Office Support | 635 | $ 23.18 | $ 23.74 | $ 24.32 | $ 24.90 | $ 25.53 | $ 26.16 | $ 26.83 | $ 27.52 | $ 28.18 | $ 28.85 | $ 29.60 | $ 30.37 | $ 31.13 | $ 31.52 | $ 31.89 | $ 32.28 | $ 32.69 | $ 33.08 | $ 33.51 | $ 33.93 | $ 34.61 | $ 35.06 | $ 35.50 |
| Diet Clerk<br>Distribution Tech<br>Environmental Svcs Storekeeper<br>Equipment/Supply Tech<br>Nutrition Storekeeper<br>Patient Transport Technician | 640 | $ 24.27 | $ 24.87 | $ 25.47 | $ 26.11 | $ 26.80 | $ 27.48 | $ 28.14 | $ 28.81 | $ 29.53 | $ 30.33 | $ 31.06 | $ 31.85 | $ 32.64 | $ 33.04 | $ 33.42 | $ 33.90 | $ 34.31 | $ 34.74 | $ 35.15 | $ 35.54 | $ 36.30 | $ 36.76 | $ 37.22 |
| Patient Support Asst<br>Surgical Svcs Asst | 642 | $ 24.06 | $ 24.63 | $ 25.24 | $ 25.88 | $ 26.54 | $ 27.19 | $ 27.86 | $ 28.56 | $ 29.28 | $ 30.01 | $ 30.75 | $ 31.53 | $ 32.31 | $ 32.72 | $ 33.13 | $ 33.50 | $ 33.95 | $ 34.38 | $ 34.80 | $ 35.22 | $ 35.94 | $ 36.39 | $ 36.86 |
| HIM Tech<br>Patient Sitter<br>Telecommunications Operator | 645 | $ 24.29 | $ 24.91 | $ 25.56 | $ 26.19 | $ 26.82 | $ 27.50 | $ 28.20 | $ 28.89 | $ 29.61 | $ 30.31 | $ 31.03 | $ 31.83 | $ 32.66 | $ 33.06 | $ 33.44 | $ 33.89 | $ 34.29 | $ 34.70 | $ 35.14 | $ 35.60 | $ 36.32 | $ 36.79 | $ 37.25 |
| Environmental Svc Coord | 650 | $ 25.28 | $ 25.92 | $ 26.61 | $ 27.26 | $ 27.92 | $ 28.63 | $ 29.34 | $ 30.07 | $ 30.82 | $ 31.54 | $ 32.30 | $ 33.12 | $ 33.99 | $ 34.40 | $ 34.80 | $ 35.27 | $ 35.68 | $ 36.11 | $ 36.56 | $ 37.04 | $ 37.81 | $ 38.29 | $ 38.75 |
| DI Read Room Support | 653 | $ 25.32 | $ 25.91 | $ 26.57 | $ 27.23 | $ 27.90 | $ 28.60 | $ 29.30 | $ 30.03 | $ 30.82 | $ 31.53 | $ 32.31 | $ 33.14 | $ 33.95 | $ 34.35 | $ 34.80 | $ 35.22 | $ 35.66 | $ 36.10 | $ 36.58 | $ 37.03 | $ 37.80 | $ 38.29 | $ 38.77 |
| DI Support | 654 | $ 24.78 | $ 25.44 | $ 26.08 | $ 26.72 | $ 27.37 | $ 28.07 | $ 28.75 | $ 29.47 | $ 30.21 | $ 30.93 | $ 31.66 | $ 32.48 | $ 33.29 | $ 33.72 | $ 34.10 | $ 34.56 | $ 34.95 | $ 35.39 | $ 35.83 | $ 36.30 | $ 37.05 | $ 37.52 | $ 37.99 |
| Cook II | 655 | $ 25.99 | $ 26.66 | $ 27.30 | $ 28.00 | $ 28.69 | $ 29.40 | $ 30.15 | $ 30.88 | $ 31.60 | $ 32.41 | $ 33.21 | $ 34.06 | $ 34.91 | $ 35.34 | $ 35.77 | $ 36.23 | $ 36.62 | $ 37.12 | $ 37.55 | $ 38.05 | $ 38.88 | $ 39.36 | $ 39.84 |
| Patient Registrar | 660 | $ 25.12 | $ 25.77 | $ 26.44 | $ 27.07 | $ 27.72 | $ 28.43 | $ 29.18 | $ 29.91 | $ 30.64 | $ 31.41 | $ 32.20 | $ 33.01 | $ 33.79 | $ 34.20 | $ 34.60 | $ 35.09 | $ 35.54 | $ 35.95 | $ 36.46 | $ 36.83 | $ 37.61 | $ 38.07 | $ 38.55 |
| Clin Lab Asst Non-Phleb<br>Clinical Lab Asst Phleb<br>Health Unit Coordinator/CNA<br>Health Unit Coordinator<br>Mammography Asst<br>Surgical Svcs Asst (Certified)<br>Unit Tech (CNA) | 662 | $ 26.75 | $ 27.39 | $ 28.14 | $ 28.81 | $ 29.51 | $ 30.26 | $ 31.01 | $ 31.81 | $ 32.63 | $ 33.42 | $ 34.27 | $ 35.14 | $ 35.97 | $ 36.37 | $ 36.85 | $ 37.31 | $ 37.76 | $ 38.24 | $ 38.77 | $ 39.22 | $ 40.04 | $ 40.55 | $ 41.06 |
| Monitor Tech | 663 | $ 27.83 | $ 28.51 | $ 29.29 | $ 29.97 | $ 30.72 | $ 31.48 | $ 32.28 | $ 33.10 | $ 33.96 | $ 34.78 | $ 35.66 | $ 36.56 | $ 37.43 | $ 37.85 | $ 38.35 | $ 38.84 | $ 39.30 | $ 39.78 | $ 40.35 | $ 40.82 | $ 41.67 | $ 42.19 | $ 42.73 |
| Security Officer | 665 | $ 27.57 | $ 28.26 | $ 28.94 | $ 29.68 | $ 30.41 | $ 31.13 | $ 31.95 | $ 32.72 | $ 33.47 | $ 34.32 | $ 35.21 | $ 36.07 | $ 36.93 | $ 37.41 | $ 37.89 | $ 38.37 | $ 38.83 | $ 39.37 | $ 39.77 | $ 40.26 | $ 41.11 | $ 41.63 | $ 42.16 |
| Financial Clearance Rep | 667 | $ 25.62 | $ 26.30 | $ 26.99 | $ 27.62 | $ 28.29 | $ 29.01 | $ 29.77 | $ 30.51 | $ 31.24 | $ 32.05 | $ 32.82 | $ 33.68 | $ 34.50 | $ 34.90 | $ 35.32 | $ 35.80 | $ 36.25 | $ 36.67 | $ 37.17 | $ 37.58 | $ 38.36 | $ 38.85 | $ 39.35 |
| Emergency Dept Tech | 670 | $ 29.09 | $ 29.83 | $ 30.56 | $ 31.32 | $ 32.10 | $ 32.92 | $ 33.74 | $ 34.56 | $ 35.44 | $ 36.33 | $ 37.25 | $ 38.16 | $ 39.12 | $ 39.59 | $ 40.10 | $ 40.55 | $ 41.08 | $ 41.62 | $ 42.10 | $ 42.61 | $ 43.51 | $ 44.06 | $ 44.62 |
| CS Tech I | 671 | $ 28.09 | $ 28.79 | $ 29.50 | $ 30.24 | $ 31.01 | $ 31.76 | $ 32.59 | $ 33.38 | $ 34.22 | $ 35.09 | $ 35.93 | $ 36.82 | $ 37.76 | $ 38.22 | $ 38.74 | $ 39.20 | $ 39.68 | $ 40.18 | $ 40.68 | $ 41.16 | $ 41.99 | $ 42.52 | $ 43.07 |
| Clin Lab Asst II Non-Phleb<br>Clin Lab Asst II Phleb<br>Emergency Dept CLA II | 672 | $ 28.26 | $ 28.94 | $ 29.68 | $ 30.41 | $ 31.13 | $ 31.95 | $ 32.72 | $ 33.47 | $ 34.32 | $ 35.21 | $ 36.07 | $ 36.93 | $ 37.89 | $ 38.37 | $ 38.83 | $ 39.37 | $ 39.77 | $ 40.29 | $ 40.83 | $ 41.27 | $ 42.14 | $ 42.67 | $ 43.20 |
| Cash Applications Rep<br>Ins Claims Submission Rep<br>Patient Account Rep | 673 | $ 26.04 | $ 26.66 | $ 27.34 | $ 28.03 | $ 28.72 | $ 29.37 | $ 30.16 | $ 30.91 | $ 31.62 | $ 32.39 | $ 33.25 | $ 34.07 | $ 34.90 | $ 35.34 | $ 35.80 | $ 36.25 | $ 36.67 | $ 37.16 | $ 37.56 | $ 38.05 | $ 38.80 | $ 39.31 | $ 39.80 |

Docusign Envelope ID: CEB085C8-0EF9-88A0-80AD-6A49EB57ADCC

| Job Classification-09.27.2026 | Pay Grade | Base Step 1 | Year 1 Step 2 | Year 2 Step 3 | Year 3 Step 4 | Year 4 Step 5 | Year 5 Step 6 | Year 6 Step 7 | Year 7 Step 8 | Year 8 Step 9 | Year 9 Step 10 | Year 10 Step 11 | Year 11 Step 12 | Year 12 Step 13 | Year 13 Step 14 | Year 14 Step 15 | Year 15 Step 16 | Year 16 Step 17 | Year 17 Step 18 | Year 18 Step 19 | Year 19 Step 20 | Year 20 Step 21 | Year 21 Step 22 | Year 22 Step 23 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Financial Counselor | 674 | $ 26.37 | $ 27.07 | $ 27.75 | $ 28.42 | $ 29.13 | $ 29.86 | $ 30.64 | $ 31.40 | $ 32.17 | $ 33.00 | $ 33.80 | $ 34.65 | $ 35.48 | $ 35.91 | $ 36.35 | $ 36.82 | $ 37.32 | $ 37.75 | $ 38.26 | $ 38.69 | $ 39.46 | $ 39.98 | $ 40.48 |
| DI Scheduler<br>DI Scheduler-Breast Ctr | 675 | $ 27.75 | $ 28.44 | $ 29.18 | $ 29.87 | $ 30.57 | $ 31.39 | $ 32.12 | $ 32.96 | $ 33.81 | $ 34.61 | $ 35.47 | $ 36.37 | $ 37.31 | $ 37.73 | $ 38.21 | $ 38.69 | $ 39.11 | $ 39.63 | $ 40.14 | $ 40.65 | $ 41.45 | $ 41.97 | $ 42.51 |
| CS Tech II (Certified) | 682 | $ 29.35 | $ 30.09 | $ 30.83 | $ 31.60 | $ 32.39 | $ 33.21 | $ 34.04 | $ 34.90 | $ 35.76 | $ 36.64 | $ 37.53 | $ 38.50 | $ 39.45 | $ 39.95 | $ 40.45 | $ 40.93 | $ 41.45 | $ 41.96 | $ 42.50 | $ 43.05 | $ 44.02 | $ 44.58 | $ 45.13 |
| Mobile Coach Driver | 685 | $ 28.00 | $ 28.67 | $ 29.37 | $ 30.15 | $ 30.84 | $ 31.66 | $ 32.47 | $ 33.25 | $ 34.08 | $ 34.94 | $ 35.82 | $ 36.70 | $ 37.56 | $ 38.08 | $ 38.56 | $ 39.05 | $ 39.52 | $ 40.02 | $ 40.51 | $ 40.99 | $ 41.85 | $ 42.38 | $ 42.92 |
| CS Tech III (Certified) | 687 | $ 30.72 | $ 31.47 | $ 32.27 | $ 33.07 | $ 33.89 | $ 34.75 | $ 35.62 | $ 36.50 | $ 37.41 | $ 38.33 | $ 39.31 | $ 40.26 | $ 41.28 | $ 41.79 | $ 42.32 | $ 42.84 | $ 43.38 | $ 43.93 | $ 44.49 | $ 45.04 | $ 46.05 | $ 46.64 | $ 47.22 |
| Medical Assistant - National Cert<br>Security Coordinator | 690 | $ 31.31 | $ 32.08 | $ 32.89 | $ 33.71 | $ 34.56 | $ 35.40 | $ 36.29 | $ 37.21 | $ 38.12 | $ 39.08 | $ 40.05 | $ 41.08 | $ 42.06 | $ 42.60 | $ 43.13 | $ 43.66 | $ 44.22 | $ 44.77 | $ 45.32 | $ 45.91 | $ 46.93 | $ 47.52 | $ 48.12 |

Docusign Envelope ID: CEB085C8-0EF9-88A0-80AD-6A49EB57ADCC

# Year 3 ATB

| Job Classification-09.12.2027 | Pay Grade | Base Step 1 | Year 1 Step 2 | Year 2 Step 3 | Year 3 Step 4 | Year 4 Step 5 | Year 5 Step 6 | Year 6 Step 7 | Year 7 Step 8 | Year 8 Step 9 | Year 9 Step 10 | Year 10 Step 11 | Year 11 Step 12 | Year 12 Step 13 | Year 13 Step 14 | Year 14 Step 15 | Year 15 Step 16 | Year 16 Step 17 | Year 17 Step 18 | Year 18 Step 19 | Year 19 Step 20 | Year 20 Step 21 | Year 21 Step 22 | Year 22 Step 23 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Cook's Helper<br>CS Support<br>Dishwasher<br>Environmental Svcs Tech<br>Linen Aide | 630 | $ 23.48 | $ 24.10 | $ 24.68 | $ 25.29 | $ 25.89 | $ 26.55 | $ 27.19 | $ 27.90 | $ 28.60 | $ 29.30 | $ 29.99 | $ 30.77 | $ 31.58 | $ 31.93 | $ 32.35 | $ 32.78 | $ 33.16 | $ 33.56 | $ 33.99 | $ 34.40 | $ 35.06 | $ 35.51 | $ 35.97 |
| Courier | 633 | $ 24.43 | $ 25.10 | $ 25.67 | $ 26.32 | $ 26.92 | $ 27.62 | $ 28.37 | $ 29.03 | $ 29.76 | $ 30.53 | $ 31.30 | $ 32.12 | $ 32.87 | $ 33.30 | $ 33.72 | $ 34.14 | $ 34.56 | $ 34.97 | $ 35.43 | $ 35.87 | $ 36.59 | $ 37.06 | $ 37.53 |
| Cook I<br>Floor Care Specialist<br>Office Support | 635 | $ 24.11 | $ 24.69 | $ 25.30 | $ 25.90 | $ 26.56 | $ 27.21 | $ 27.91 | $ 28.63 | $ 29.31 | $ 30.01 | $ 30.79 | $ 31.59 | $ 32.38 | $ 32.79 | $ 33.17 | $ 33.58 | $ 34.00 | $ 34.41 | $ 34.86 | $ 35.29 | $ 36.00 | $ 36.47 | $ 36.92 |
| Diet Clerk<br>Distribution Tech<br>Environmental Svcs Storekeeper<br>Equipment/Supply Tech<br>Nutrition Storekeeper<br>Patient Transport Technician | 640 | $ 25.25 | $ 25.87 | $ 26.49 | $ 27.16 | $ 27.88 | $ 28.58 | $ 29.27 | $ 29.97 | $ 30.72 | $ 31.55 | $ 32.31 | $ 33.13 | $ 33.95 | $ 34.37 | $ 34.76 | $ 35.26 | $ 35.69 | $ 36.13 | $ 36.56 | $ 36.97 | $ 37.76 | $ 38.24 | $ 38.71 |
| Patient Support Asst<br>Surgical Svcs Asst | 642 | $ 25.03 | $ 25.62 | $ 26.25 | $ 26.92 | $ 27.61 | $ 28.28 | $ 28.98 | $ 29.71 | $ 30.46 | $ 31.22 | $ 31.98 | $ 32.80 | $ 33.61 | $ 34.03 | $ 34.46 | $ 34.84 | $ 35.31 | $ 35.76 | $ 36.20 | $ 36.63 | $ 37.38 | $ 37.85 | $ 38.34 |
| HIM Tech<br>Patient Sitter<br>Telecommunications Operator | 645 | $ 25.27 | $ 25.91 | $ 26.59 | $ 27.24 | $ 27.90 | $ 28.60 | $ 29.33 | $ 30.05 | $ 30.80 | $ 31.53 | $ 32.28 | $ 33.11 | $ 33.97 | $ 34.39 | $ 34.78 | $ 35.25 | $ 35.67 | $ 36.09 | $ 36.55 | $ 37.03 | $ 37.78 | $ 38.27 | $ 38.74 |
| Environmental Svc Coord | 650 | $ 26.30 | $ 26.96 | $ 27.68 | $ 28.36 | $ 29.04 | $ 29.78 | $ 30.52 | $ 31.28 | $ 32.06 | $ 32.81 | $ 33.60 | $ 34.45 | $ 35.35 | $ 35.78 | $ 36.20 | $ 36.69 | $ 37.11 | $ 37.56 | $ 38.03 | $ 38.53 | $ 39.33 | $ 39.83 | $ 40.30 |
| DI Read Room Support | 653 | $ 26.34 | $ 26.95 | $ 27.64 | $ 28.32 | $ 29.02 | $ 29.75 | $ 30.48 | $ 31.24 | $ 32.06 | $ 32.80 | $ 33.61 | $ 34.47 | $ 35.31 | $ 35.73 | $ 36.20 | $ 36.63 | $ 37.09 | $ 37.55 | $ 38.05 | $ 38.52 | $ 39.32 | $ 39.83 | $ 40.33 |
| DI Support | 654 | $ 25.78 | $ 26.46 | $ 27.13 | $ 27.79 | $ 28.47 | $ 29.20 | $ 29.90 | $ 30.65 | $ 31.42 | $ 32.17 | $ 32.93 | $ 33.78 | $ 34.63 | $ 35.07 | $ 35.47 | $ 35.95 | $ 36.35 | $ 36.81 | $ 37.27 | $ 37.76 | $ 38.54 | $ 39.03 | $ 39.51 |
| Cook II | 655 | $ 27.03 | $ 27.73 | $ 28.40 | $ 29.12 | $ 29.84 | $ 30.58 | $ 31.36 | $ 32.12 | $ 32.87 | $ 33.71 | $ 34.54 | $ 35.43 | $ 36.31 | $ 36.76 | $ 37.21 | $ 37.68 | $ 38.09 | $ 38.61 | $ 39.06 | $ 39.58 | $ 40.44 | $ 40.94 | $ 41.44 |
| Patient Registrar | 660 | $ 26.13 | $ 26.81 | $ 27.50 | $ 28.16 | $ 28.83 | $ 29.57 | $ 30.35 | $ 31.11 | $ 31.87 | $ 32.67 | $ 33.49 | $ 34.34 | $ 35.15 | $ 35.57 | $ 35.99 | $ 36.50 | $ 36.97 | $ 37.39 | $ 37.92 | $ 38.31 | $ 39.12 | $ 39.60 | $ 40.10 |
| Clin Lab Asst Non-Phleb<br>Clinical Lab Asst Phleb<br>Health Unit Coordinator/CNA<br>Health Unit Coordinator<br>Mammography Asst<br>Surgical Svcs Asst (Certified)<br>Unit Tech (CNA) | 662 | $ 27.82 | $ 28.49 | $ 29.27 | $ 29.97 | $ 30.70 | $ 31.48 | $ 32.26 | $ 33.09 | $ 33.94 | $ 34.76 | $ 35.65 | $ 36.55 | $ 37.41 | $ 37.83 | $ 38.33 | $ 38.81 | $ 39.28 | $ 39.77 | $ 40.33 | $ 40.79 | $ 41.65 | $ 42.18 | $ 42.71 |
| Monitor Tech | 663 | $ 28.95 | $ 29.66 | $ 30.47 | $ 31.17 | $ 31.95 | $ 32.74 | $ 33.58 | $ 34.43 | $ 35.32 | $ 36.18 | $ 37.09 | $ 38.03 | $ 38.93 | $ 39.37 | $ 39.89 | $ 40.40 | $ 40.88 | $ 41.38 | $ 41.97 | $ 42.46 | $ 43.34 | $ 43.88 | $ 44.44 |
| Security Officer | 665 | $ 28.68 | $ 29.40 | $ 30.10 | $ 30.87 | $ 31.63 | $ 32.38 | $ 33.23 | $ 34.03 | $ 34.81 | $ 35.70 | $ 36.62 | $ 37.52 | $ 38.41 | $ 38.91 | $ 39.41 | $ 39.91 | $ 40.39 | $ 40.95 | $ 41.37 | $ 41.88 | $ 42.76 | $ 43.30 | $ 43.85 |
| Financial Clearance Rep | 667 | $ 26.65 | $ 27.36 | $ 28.07 | $ 28.73 | $ 29.43 | $ 30.18 | $ 30.97 | $ 31.74 | $ 32.49 | $ 33.34 | $ 34.14 | $ 35.03 | $ 35.88 | $ 36.30 | $ 36.74 | $ 37.24 | $ 37.70 | $ 38.14 | $ 38.66 | $ 39.09 | $ 39.90 | $ 40.41 | $ 40.93 |
| Emergency Dept Tech | 670 | $ 30.26 | $ 31.03 | $ 31.79 | $ 32.58 | $ 33.39 | $ 34.24 | $ 35.09 | $ 35.95 | $ 36.86 | $ 37.79 | $ 38.74 | $ 39.69 | $ 40.69 | $ 41.18 | $ 41.71 | $ 42.18 | $ 42.73 | $ 43.29 | $ 43.79 | $ 44.32 | $ 45.26 | $ 45.83 | $ 46.41 |
| CS Tech I | 671 | $ 29.22 | $ 29.95 | $ 30.68 | $ 31.45 | $ 32.26 | $ 33.04 | $ 33.90 | $ 34.72 | $ 35.59 | $ 36.50 | $ 37.37 | $ 38.30 | $ 39.28 | $ 39.75 | $ 40.29 | $ 40.77 | $ 41.27 | $ 41.79 | $ 42.31 | $ 42.81 | $ 43.67 | $ 44.23 | $ 44.80 |
| Clin Lab Asst II Non-Phleb<br>Clin Lab Asst II Phleb<br>Emergency Dept CLA II | 672 | $ 29.40 | $ 30.10 | $ 30.87 | $ 31.63 | $ 32.38 | $ 33.23 | $ 34.03 | $ 34.81 | $ 35.70 | $ 36.62 | $ 37.52 | $ 38.41 | $ 39.41 | $ 39.91 | $ 40.39 | $ 40.95 | $ 41.37 | $ 41.91 | $ 42.47 | $ 42.93 | $ 43.83 | $ 44.38 | $ 44.93 |
| Cash Applications Rep<br>Ins Claims Submission Rep<br>Patient Account Rep | 673 | $ 27.09 | $ 27.73 | $ 28.44 | $ 29.16 | $ 29.87 | $ 30.55 | $ 31.37 | $ 32.15 | $ 32.89 | $ 33.69 | $ 34.58 | $ 35.44 | $ 36.30 | $ 36.76 | $ 37.24 | $ 37.70 | $ 38.14 | $ 38.65 | $ 39.07 | $ 39.58 | $ 40.36 | $ 40.89 | $ 41.40 |

Docusign Envelope ID: CEB085C8-0EF9-88A0-80AD-6A49EB57ADCC

| Job Classification-09.12.2027 | Pay Grade | Base Step 1 | Year 1 Step 2 | Year 2 Step 3 | Year 3 Step 4 | Year 4 Step 5 | Year 5 Step 6 | Year 6 Step 7 | Year 7 Step 8 | Year 8 Step 9 | Year 9 Step 10 | Year 10 Step 11 | Year 11 Step 12 | Year 12 Step 13 | Year 13 Step 14 | Year 14 Step 15 | Year 15 Step 16 | Year 16 Step 17 | Year 17 Step 18 | Year 18 Step 19 | Year 19 Step 20 | Year 20 Step 21 | Year 21 Step 22 | Year 22 Step 23 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Financial Counselor | 674 | $ 27.43 | $ 28.16 | $ 28.86 | $ 29.56 | $ 30.30 | $ 31.06 | $ 31.87 | $ 32.66 | $ 33.46 | $ 34.32 | $ 35.16 | $ 36.04 | $ 36.90 | $ 37.35 | $ 37.81 | $ 38.30 | $ 38.82 | $ 39.26 | $ 39.80 | $ 40.24 | $ 41.04 | $ 41.58 | $ 42.10 |
| DI Scheduler<br>DI Scheduler-Breast Ctr | 675 | $ 28.86 | $ 29.58 | $ 30.35 | $ 31.07 | $ 31.80 | $ 32.65 | $ 33.41 | $ 34.28 | $ 35.17 | $ 36.00 | $ 36.89 | $ 37.83 | $ 38.81 | $ 39.24 | $ 39.74 | $ 40.24 | $ 40.68 | $ 41.22 | $ 41.75 | $ 42.28 | $ 43.11 | $ 43.65 | $ 44.22 |
| CS Tech II (Certified) | 682 | $ 30.53 | $ 31.30 | $ 32.07 | $ 32.87 | $ 33.69 | $ 34.54 | $ 35.41 | $ 36.30 | $ 37.20 | $ 38.11 | $ 39.04 | $ 40.04 | $ 41.03 | $ 41.55 | $ 42.07 | $ 42.57 | $ 43.11 | $ 43.64 | $ 44.20 | $ 44.78 | $ 45.79 | $ 46.37 | $ 46.94 |
| Mobile Coach Driver | 685 | $ 29.12 | $ 29.82 | $ 30.55 | $ 31.36 | $ 32.08 | $ 32.93 | $ 33.77 | $ 34.58 | $ 35.45 | $ 36.34 | $ 37.26 | $ 38.17 | $ 39.07 | $ 39.61 | $ 40.11 | $ 40.62 | $ 41.11 | $ 41.63 | $ 42.14 | $ 42.63 | $ 43.53 | $ 44.08 | $ 44.64 |
| CS Tech III (Certified) | 687 | $ 31.95 | $ 32.73 | $ 33.57 | $ 34.40 | $ 35.25 | $ 36.14 | $ 37.05 | $ 37.96 | $ 38.91 | $ 39.87 | $ 40.89 | $ 41.88 | $ 42.94 | $ 43.47 | $ 44.02 | $ 44.56 | $ 45.12 | $ 45.69 | $ 46.27 | $ 46.85 | $ 47.90 | $ 48.51 | $ 49.11 |
| Medical Assistant - National Cert<br>Security Coordinator | 690 | $ 32.57 | $ 33.37 | $ 34.21 | $ 35.06 | $ 35.95 | $ 36.82 | $ 37.75 | $ 38.70 | $ 39.65 | $ 40.65 | $ 41.66 | $ 42.73 | $ 43.75 | $ 44.31 | $ 44.86 | $ 45.41 | $ 45.99 | $ 46.57 | $ 47.14 | $ 47.75 | $ 48.81 | $ 49.43 | $ 50.05 |

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# Year 3 Market Increases

| Job Classification-09.26.2027 | Pay Grade | Base Step 1 | Year 1 Step 2 | Year 2 Step 3 | Year 3 Step 4 | Year 4 Step 5 | Year 5 Step 6 | Year 6 Step 7 | Year 7 Step 8 | Year 8 Step 9 | Year 9 Step 10 | Year 10 Step 11 | Year 11 Step 12 | Year 12 Step 13 | Year 13 Step 14 | Year 14 Step 15 | Year 15 Step 16 | Year 16 Step 17 | Year 17 Step 18 | Year 18 Step 19 | Year 19 Step 20 | Year 20 Step 21 | Year 21 Step 22 | Year 22 Step 23 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Cook's Helper<br>CS Support<br>Dishwasher<br>Environmental Svcs Tech<br>Linen Aide | 630 | $ 24.00 | $ 24.59 | $ 25.18 | $ 25.80 | $ 26.41 | $ 27.09 | $ 27.74 | $ 28.46 | $ 29.18 | $ 29.89 | $ 30.59 | $ 31.39 | $ 32.22 | $ 32.57 | $ 33.00 | $ 33.44 | $ 33.83 | $ 34.24 | $ 34.67 | $ 35.09 | $ 35.77 | $ 36.23 | $ 36.69 |
| Courier | 633 | $ 24.92 | $ 25.61 | $ 26.19 | $ 26.85 | $ 27.46 | $ 28.18 | $ 28.94 | $ 29.62 | $ 30.36 | $ 31.15 | $ 31.93 | $ 32.77 | $ 33.53 | $ 33.97 | $ 34.40 | $ 34.83 | $ 35.26 | $ 35.67 | $ 36.14 | $ 36.59 | $ 37.33 | $ 37.81 | $ 38.29 |
| Cook I<br>Floor Care Specialist<br>Office Support | 635 | $ 24.60 | $ 25.19 | $ 25.81 | $ 26.42 | $ 27.10 | $ 27.76 | $ 28.47 | $ 29.21 | $ 29.90 | $ 30.62 | $ 31.41 | $ 32.23 | $ 33.03 | $ 33.45 | $ 33.84 | $ 34.26 | $ 34.68 | $ 35.10 | $ 35.56 | $ 36.00 | $ 36.72 | $ 37.20 | $ 37.66 |
| Diet Clerk<br>Distribution Tech<br>Environmental Svcs Storekeeper<br>Equipment/Supply Tech<br>Nutrition Storekeeper<br>Patient Transport Technician | 640 | $ 25.76 | $ 26.39 | $ 27.02 | $ 27.71 | $ 28.44 | $ 29.16 | $ 29.86 | $ 30.57 | $ 31.34 | $ 32.19 | $ 32.96 | $ 33.80 | $ 34.63 | $ 35.06 | $ 35.46 | $ 35.97 | $ 36.41 | $ 36.86 | $ 37.30 | $ 37.71 | $ 38.52 | $ 39.01 | $ 39.49 |
| Patient Support Asst<br>Surgical Svcs Asst | 642 | $ 25.03 | $ 25.62 | $ 26.25 | $ 26.92 | $ 27.61 | $ 28.28 | $ 28.98 | $ 29.71 | $ 30.46 | $ 31.22 | $ 31.98 | $ 32.80 | $ 33.61 | $ 34.03 | $ 34.46 | $ 34.84 | $ 35.31 | $ 35.76 | $ 36.20 | $ 36.63 | $ 37.38 | $ 37.85 | $ 38.34 |
| HIM Tech<br>Patient Sitter<br>Telecommunications Operator | 645 | $ 25.27 | $ 25.91 | $ 26.59 | $ 27.24 | $ 27.90 | $ 28.60 | $ 29.33 | $ 30.05 | $ 30.80 | $ 31.53 | $ 32.28 | $ 33.11 | $ 33.97 | $ 34.39 | $ 34.78 | $ 35.25 | $ 35.67 | $ 36.09 | $ 36.55 | $ 37.03 | $ 37.78 | $ 38.27 | $ 38.74 |
| Environmental Svc Coord | 650 | $ 26.83 | $ 27.50 | $ 28.24 | $ 28.93 | $ 29.63 | $ 30.38 | $ 31.14 | $ 31.91 | $ 32.71 | $ 33.47 | $ 34.28 | $ 35.14 | $ 36.06 | $ 36.50 | $ 36.93 | $ 37.43 | $ 37.86 | $ 38.32 | $ 38.80 | $ 39.31 | $ 40.12 | $ 40.63 | $ 41.11 |
| DI Read Room Support | 653 | $ 26.34 | $ 26.95 | $ 27.64 | $ 28.32 | $ 29.02 | $ 29.75 | $ 30.48 | $ 31.24 | $ 32.06 | $ 32.80 | $ 33.61 | $ 34.47 | $ 35.31 | $ 35.73 | $ 36.20 | $ 36.63 | $ 37.09 | $ 37.55 | $ 38.05 | $ 38.52 | $ 39.32 | $ 39.83 | $ 40.33 |
| DI Support | 654 | $ 25.78 | $ 26.46 | $ 27.13 | $ 27.79 | $ 28.47 | $ 29.20 | $ 29.90 | $ 30.65 | $ 31.42 | $ 32.17 | $ 32.93 | $ 33.78 | $ 34.63 | $ 35.07 | $ 35.47 | $ 35.95 | $ 36.35 | $ 36.81 | $ 37.27 | $ 37.76 | $ 38.54 | $ 39.03 | $ 39.51 |
| Cook II | 655 | $ 27.58 | $ 28.29 | $ 28.97 | $ 29.71 | $ 30.44 | $ 31.20 | $ 31.99 | $ 32.77 | $ 33.53 | $ 34.39 | $ 35.24 | $ 36.14 | $ 37.04 | $ 37.50 | $ 37.96 | $ 38.44 | $ 38.86 | $ 39.39 | $ 39.85 | $ 40.38 | $ 41.25 | $ 41.76 | $ 42.27 |
| Patient Registrar | 660 | $ 26.13 | $ 26.81 | $ 27.50 | $ 28.16 | $ 28.83 | $ 29.57 | $ 30.35 | $ 31.11 | $ 31.87 | $ 32.67 | $ 33.49 | $ 34.34 | $ 35.15 | $ 35.57 | $ 35.99 | $ 36.50 | $ 36.97 | $ 37.39 | $ 37.92 | $ 38.31 | $ 39.12 | $ 39.60 | $ 40.10 |
| Clin Lab Asst Non-Phleb<br>Clinical Lab Asst Phleb<br>Health Unit Coordinator/CNA<br>Health Unit Coordinator<br>Mammography Asst<br>Surgical Svcs Asst (Certified)<br>Unit Tech (CNA) | 662 | $ 27.82 | $ 28.49 | $ 29.27 | $ 29.97 | $ 30.70 | $ 31.48 | $ 32.26 | $ 33.09 | $ 33.94 | $ 34.76 | $ 35.65 | $ 36.55 | $ 37.41 | $ 37.83 | $ 38.33 | $ 38.81 | $ 39.28 | $ 39.77 | $ 40.33 | $ 40.79 | $ 41.65 | $ 42.18 | $ 42.71 |
| Monitor Tech | 663 | $ 29.53 | $ 30.26 | $ 31.08 | $ 31.80 | $ 32.59 | $ 33.40 | $ 34.26 | $ 35.12 | $ 36.03 | $ 36.91 | $ 37.84 | $ 38.80 | $ 39.71 | $ 40.16 | $ 40.69 | $ 41.21 | $ 41.70 | $ 42.21 | $ 42.81 | $ 43.31 | $ 44.21 | $ 44.76 | $ 45.33 |
| Security Officer | 665 | $ 28.68 | $ 29.40 | $ 30.10 | $ 30.87 | $ 31.63 | $ 32.38 | $ 33.23 | $ 34.03 | $ 34.81 | $ 35.70 | $ 36.62 | $ 37.52 | $ 38.41 | $ 38.91 | $ 39.41 | $ 39.91 | $ 40.39 | $ 40.95 | $ 41.37 | $ 41.88 | $ 42.76 | $ 43.30 | $ 43.85 |
| Financial Clearance Rep | 667 | $ 26.65 | $ 27.36 | $ 28.07 | $ 28.73 | $ 29.43 | $ 30.18 | $ 30.97 | $ 31.74 | $ 32.49 | $ 33.34 | $ 34.14 | $ 35.03 | $ 35.88 | $ 36.30 | $ 36.74 | $ 37.24 | $ 37.70 | $ 38.14 | $ 38.66 | $ 39.09 | $ 39.90 | $ 40.41 | $ 40.93 |
| Emergency Dept Tech | 670 | $ 30.87 | $ 31.66 | $ 32.43 | $ 33.24 | $ 34.06 | $ 34.93 | $ 35.80 | $ 36.67 | $ 37.60 | $ 38.55 | $ 39.52 | $ 40.49 | $ 41.51 | $ 42.01 | $ 42.55 | $ 43.03 | $ 43.59 | $ 44.16 | $ 44.67 | $ 45.21 | $ 46.17 | $ 46.75 | $ 47.34 |
| CS Tech I | 671 | $ 29.22 | $ 29.95 | $ 30.68 | $ 31.45 | $ 32.26 | $ 33.04 | $ 33.90 | $ 34.72 | $ 35.59 | $ 36.50 | $ 37.37 | $ 38.30 | $ 39.28 | $ 39.75 | $ 40.29 | $ 40.77 | $ 41.27 | $ 41.79 | $ 42.31 | $ 42.81 | $ 43.67 | $ 44.23 | $ 44.80 |
| Clin Lab Asst II Non-Phleb<br>Clin Lab Asst II Phleb<br>Emergency Dept CLA II | 672 | $ 29.40 | $ 30.10 | $ 30.87 | $ 31.63 | $ 32.38 | $ 33.23 | $ 34.03 | $ 34.81 | $ 35.70 | $ 36.62 | $ 37.52 | $ 38.41 | $ 39.41 | $ 39.91 | $ 40.39 | $ 40.95 | $ 41.37 | $ 41.91 | $ 42.47 | $ 42.93 | $ 43.83 | $ 44.38 | $ 44.93 |
| Cash Applications Rep<br>Ins Claims Submission Rep<br>Patient Account Rep | 673 | $ 27.09 | $ 27.73 | $ 28.44 | $ 29.16 | $ 29.87 | $ 30.55 | $ 31.37 | $ 32.15 | $ 32.89 | $ 33.69 | $ 34.58 | $ 35.44 | $ 36.30 | $ 36.76 | $ 37.24 | $ 37.70 | $ 38.14 | $ 38.65 | $ 39.07 | $ 39.58 | $ 40.36 | $ 40.89 | $ 41.40 |

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| Job Classification-09.26.2027 | Pay Grade | Base Step 1 | Year 1 Step 2 | Year 2 Step 3 | Year 3 Step 4 | Year 4 Step 5 | Year 5 Step 6 | Year 6 Step 7 | Year 7 Step 8 | Year 8 Step 9 | Year 9 Step 10 | Year 10 Step 11 | Year 11 Step 12 | Year 12 Step 13 | Year 13 Step 14 | Year 14 Step 15 | Year 15 Step 16 | Year 16 Step 17 | Year 17 Step 18 | Year 18 Step 19 | Year 19 Step 20 | Year 20 Step 21 | Year 21 Step 22 | Year 22 Step 23 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Financial Counselor | 674 | $ 27.43 | $ 28.16 | $ 28.86 | $ 29.56 | $ 30.30 | $ 31.06 | $ 31.87 | $ 32.66 | $ 33.46 | $ 34.32 | $ 35.16 | $ 36.04 | $ 36.90 | $ 37.35 | $ 37.81 | $ 38.30 | $ 38.82 | $ 39.26 | $ 39.80 | $ 40.24 | $ 41.04 | $ 41.58 | $ 42.10 |
| DI Scheduler<br>DI Scheduler-Breast Ctr | 675 | $ 29.44 | $ 30.18 | $ 30.96 | $ 31.70 | $ 32.44 | $ 33.31 | $ 34.08 | $ 34.97 | $ 35.88 | $ 36.72 | $ 37.63 | $ 38.59 | $ 39.59 | $ 40.03 | $ 40.54 | $ 41.05 | $ 41.50 | $ 42.05 | $ 42.59 | $ 43.13 | $ 43.98 | $ 44.53 | $ 45.11 |
| CS Tech II (Certified) | 682 | $ 30.53 | $ 31.30 | $ 32.07 | $ 32.87 | $ 33.69 | $ 34.54 | $ 35.41 | $ 36.30 | $ 37.20 | $ 38.11 | $ 39.04 | $ 40.04 | $ 41.03 | $ 41.55 | $ 42.07 | $ 42.57 | $ 43.11 | $ 43.64 | $ 44.20 | $ 44.78 | $ 45.79 | $ 46.37 | $ 46.94 |
| Mobile Coach Driver | 685 | $ 29.12 | $ 29.82 | $ 30.55 | $ 31.36 | $ 32.08 | $ 32.93 | $ 33.77 | $ 34.58 | $ 35.45 | $ 36.34 | $ 37.26 | $ 38.17 | $ 39.07 | $ 39.61 | $ 40.11 | $ 40.62 | $ 41.11 | $ 41.63 | $ 42.14 | $ 42.63 | $ 43.53 | $ 44.08 | $ 44.64 |
| CS Tech III (Certified) | 687 | $ 31.95 | $ 32.73 | $ 33.57 | $ 34.40 | $ 35.25 | $ 36.14 | $ 37.05 | $ 37.96 | $ 38.91 | $ 39.87 | $ 40.89 | $ 41.88 | $ 42.94 | $ 43.47 | $ 44.02 | $ 44.56 | $ 45.12 | $ 45.69 | $ 46.27 | $ 46.85 | $ 47.90 | $ 48.51 | $ 49.11 |
| Medical Assistant - National Cert<br>Security Coordinator | 690 | $ 32.57 | $ 33.37 | $ 34.21 | $ 35.06 | $ 35.95 | $ 36.82 | $ 37.75 | $ 38.70 | $ 39.65 | $ 40.65 | $ 41.66 | $ 42.73 | $ 43.75 | $ 44.31 | $ 44.86 | $ 45.41 | $ 45.99 | $ 46.57 | $ 47.14 | $ 47.75 | $ 48.81 | $ 49.43 | $ 50.05 |

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**MEMORANDUM OF UNDERSTANDING**
**Compensation**

1. Across the Board increases:

**Year One:**

Effective the first full pay period following ratification, a five percent (5%) across-the-board increase over the contract rate of pay set forth in Appendix A plus current step scheduling averaging 2%.

Effective the third full pay period following ratification, the following 2% market adjustments will be made to the following job classifications:

Cook 1
Cook 2
Cook's Helper
DI Scheduler
DI Scheduler – Breast Center
Diet Clerk
Dishwasher
ED CLA II
ED Techs
Monitor Tech
Nutritional Svcs Storekeeper
Environmental Svcs. Coord
Environmental Svcs Storekeeper
Environmental Svcs. Tech
Floor Care Specialist
Linen Aide
CS Support
Distribution Tech
Equipment/Supply Tech
Patient Transport Tech

**Year Two:**

Effective the first full pay period following August 31, 2026, a five percent (5%) across-the-board increase plus current step scheduling averaging 2%.

Effective the second full pay period following August 31, 2026, a 2% market adjustment will be made to the following job classifications:

Cook 1
Cook 2
Cook's Helper
DI Scheduler
DI Scheduler – Breast Center

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Diet Clerk
Dishwasher
ED CLA II
ED Techs
Monitor Tech
Nutritional Svcs Storekeeper
Environmental Svcs. Coord
Environmental Svcs Storekeeper
Environmental Svcs. Tech
Floor Care Specialist
Linen Aide
CS Support
Distribution Tech
Equipment/Supply Tech
Patient Transport Tech

**Year Three:**

Effective the first full pay period following August 31, 2027 a four percent (4%) across-the-board increase plus current step scheduling averaging 2%; An additional 2% market adjustment will be made to those receiving market adjustments in Year 2, effective the second full pay period following August 31, 2027.. In addition, the Employer will increase the Base Rate Step One for pay grade 630 to $24.00. The remaining steps in pay grade 630 will not be adjusted based on this movement.

**Ratification Bonus**: On the third full pay period following ratification, bargaining unit employees with an FTE of .6 or above will receive a ratification bonus of one thousand dollars ($1,000.00), less lawful and required deductions, provided that the employee is eligible and employed on both the date of ratification and the date the bonus is paid. Employees with an FTE between .2 and .59 will receive a ratification bonus of five hundred dollars ($500), less lawful and required deductions, provided that the employee is employed and eligible on both the date of ratification and the date the bonus is paid.

SEIU HEALTHCARE1199NW

Signed by:
Jane Hopkins
8981B9A2556D493...

Jane Hopkins, RN
President of SEIU Healthcare 1199NW

Date: 10/1/2026

EVERGREENHEALTH

Signed by:
Jessika Groce
6A001B2BD699484...

Jessika Groce
Chief Human Resources Officer

Date: 10/1/2026

Docusign Envelope ID: CEB085C8-0EF9-88A0-80AD-6A49EB57ADCC

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# MEMORANDUM OF UNDERSTANDING
## Security Officers

This Letter of Understanding confirms the parties' understanding with regard to employees in the classifications of security officer and lead security officer who were certified as included in the bargaining unit effective June 28, 2013. All provisions of the parties' Agreement shall apply to such employees except as follows:

1. Union membership. Section 2.1.1 shall be deemed to apply to all security officers, lead security officers and security coordinator who were members of the Union prior to the effective date of this Agreement or who are hired on or after the effective date of this Agreement.

2. Work schedules. There shall be an exemption under Section 7.5 for security officers and lead security officers which allows them to work through their 30-minute meal period, which shall be paid time. Their normally scheduled shifts shall be for 8 hours rather than 8.5 hours. All of the remaining provisions of Article 7 (including but not limited to the two 15- minute paid rest breaks) shall be in effect.

3. Job duties. Security staff shall perform duties as assigned. Assistance with personally owned vehicles parked on EvergreenHealth premises may be provided when consistent with hospital security needs and the officer's training.

4. Labor-Management Committee. The Union may use the Labor-Management Committee to address issues related to uniforms, clothing, badges, equipment and other aspects of health and safety affecting security officers and lead security officers. The parties further agree that issues associated with the staffing of security officers (including code data, workplace injuries, safety trainings and assaults will be reviewed as a standing agenda item and that LMC recommendations will be referred to the appropriate decision-makers for review.

SEIU HEALTHCARE1199NW

Signed by:
Jane Hopkins
898TB9AZ356D493...

Jane Hopkins, RN
President of SEIU Healthcare 1199NW

Date: 10/1/2026

EVERGREENHEALTH

Signed by:
Jessika Groce
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Jessika Groce
Chief Human Resources Officer

Date: 10/1/2026

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## MEMORANDUM OF UNDERSTANDING
## Regarding Medical Debt at EvergreenHealth

Recognizing the increase in staff sent to collections, the Union and management agree to educate and seek to jointly notify employees that charity care assistance is available to employees. EvergreenHealth and the Union agree to the following approach to employees and employee families who experience medical debt.

1. In-person financial counseling and assistance, meaning one-on-one, face to face meetings are available at EvergreenHealth to assist employees in the resolution of their medical bill. The Employer will assist employees in filling out charity care applications by responding to questions and providing information. The Employer will also assist with making financial arrangement to help the employee negotiate a payment plan for their bill.

2. All EvergreenHealth's employees may apply for charity care discounts to assist with resolution of their medical debt under the charity care policy.

3. The Employer agrees that employee-patients will be given written notice of the opportunity to arrange a repayment plan at least 60 days before debt collection processes are initiated.

SEIU HEALTHCARE1199NW

Signed by:
Jane Hopkins
8961B9A2356D493...

Jane Hopkins, RN
President of SEIU Healthcare 1199NW

Date: 10/1/2026

EVERGREENHEALTH

Signed by:
Jessika Groce
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Jessika Groce
Chief Human Resources Officer

Date: 10/1/2026

Docusign Envelope ID: CEB085C8-0EF9-88A0-80AD-6A49EB57ADCC

**MEMORANDUM OF UNDERSTANDING**
**Medical Premiums**

**Premium Contributions**:

The parties agree that the employee premium contribution for each plan and each coverage election (Employee Only, Employee + Spouse/Domestic Partner, EE + Child(ren) and Family) will be discussed in the Labor Management Health Benefits Committee:

Following notification from the Union of readiness to meet in June of each year, , the Employer agrees to discuss employee premium contributions with the Union in the Labor Management Health Benefits Committee per 12.1.1.

SEIU HEALTHCARE1199NW

Signed by:
Jane Hopkins
8981B9A2356D493...

Jane Hopkins, RN
President of SEIU Healthcare 1199NW

Date: 10/1/2026

EVERGREENHEALTH

Signed by:
Jessika Groce
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Jessika Groce
Chief Human Resources Officer

Date: 10/1/2026

Docusign Envelope ID: CEB085C8-0EF9-88A0-80AD-6A49EB57ADCC

## MEMORANDUM OF UNDERSTANDING
## Organizational Equity and Inclusion

1. The parties acknowledge the value of cultural competence and of culturally competent practices at EvergreenHealth, as well as how cultural competence plays an important role in the work service workers perform.

2. The parties further recognize that the promotion of cultural competence will help serve the needs of the EvergreenHealth community, including patients, visitors and vendors.

3. The parties support the development of skills and practices that promote cultural competence. Therefore, culture competence will be a standing agenda item at meetings of the Labor Management Committee. If the Labor Management Committee decides to engage one or two professional facilitator(s) for a training, the Employer agrees to contribute up to $4,100 toward the facilitator's fees and to permit Labor Management Committee employees up to four (4) hours of paid time off to participate in the training, which will be combined with the training for the SEIU Social Worker/Chaplain Unit.

SEIU HEALTHCARE1199NW

Signed by:
Jane Hopkins
8981B9A2356D493...

Jane Hopkins, RN
President of SEIU Healthcare 1199NW

Date: 10/1/2026

EVERGREENHEALTH

Signed by:
Jessika Groce
6A001B2BD699484...

Jessika Groce
Chief Human Resources Officer

Date: 10/1/2026

Docusign Envelope ID: CEB085C8-0EF9-88A0-80AD-6A49EB57ADCC

# MEMORANDUM OF UNDERSTANDING
## Bargaining Team Compensation

SEIU Healthcare 1199NW ("Union") and EvergreenHealth "(Employer") hereby agree as follows:

1. The Employer will create a fund of $15,000 to be used to pay employee members of the Union's bargaining team at their straight rate of pay for their time in bargaining. The fund will be divided into two equal amounts and will be made available for payment the first payroll period following ratification and on one additional date to be selected by the Union. At least fourteen days prior to the date payment is to be made to the employees, the Union will provide the Employer with a list of the number of hours and straight rate of pay as of the date of ratification with the total for all employees not to exceed $7,500 for each pay date. The Union's failure to timely provide this data will result in a delay in payment to the next regularly scheduled payroll period at least fourteen days after the data is received.

2. The Union is responsible for the division of the fund and agrees to indemnify the Employer for any fees or expenses incurred if a dispute arises over the distribution of this fund.

3. Such payment is for time spent in negotiations, and is not considered time worked for contractual or FLSA overtime purposes, or for any accrual purposes under the parties' Agreement or under the provisions of any benefit plan.

4. Payment will be coded as non-productive time.

5. The provisions of this Letter of Understanding shall not be precedent setting between the parties for any purpose whatsoever.

SEIU HEALTHCARE1199NW

Signed by:
Jane Hopkins
8981B9A2356D493...

Jane Hopkins, RN
President of SEIU Healthcare 1199NW

Date: 10/1/2026

EVERGREENHEALTH

Signed by:
Jessika Groce
6A001B2BD699484...

Jessika Groce
Chief Human Resources Officer

Date: 10/1/2026

Docusign Envelope ID: CEB085C8-0EF9-88A0-80AD-6A49EB57ADCC

# MEMORANDUM OF UNDERSTANDING
## Flu Vaccination

SEIU and EvergreenHealth (Employer) enter into the following Memorandum of Agreement regarding flu vaccinations. SEIU and EvergreenHealth support science-based public health directives on flu vaccination requirements for frontline health care workers, with medical and religious exemptions as necessary and appropriate. We stand firmly behind vaccination as the best way to save the lives of patients, family members and members of our communities.

1. Agreement. Bargaining unit employees (employees) who are not approved for medical or religious exemption are required to be fully vaccinated annually with a CDC recommended licensed, age-appropriate influenza vaccine for the influenza season by the Employer determined deadline for compliance.

2. Exemptions. Employees may apply for medical and/or religious exemptions.

3. Duration. This agreement shall be effective upon signature and shall continue from year to year. However, the parties may mutually agree to meet to modify the agreement in writing at any time.

SEIU HEALTHCARE1199NW

Signed by:
Jane Hopkins
8981B9A2356D493...

Jane Hopkins, RN
President of SEIU Healthcare 1199NW

Date: 10/1/2026

EVERGREENHEALTH

Signed by:
Jessika Groce
6A001B2BD699484...

Jessika Groce
Chief Human Resources Officer

Date: 10/1/2026

Docusign Envelope ID: CEB085C8-0EF9-88A0-80AD-6A49EB57ADCC

## MEMORANDUM OF UNDERSTANDING

## ARTIFICIAL INTELLIGENCE

The parties agree that quality patient care is paramount to our shared missions. To that end, the parties recognize that technological advancement arising from artificial intelligence may be necessary. Similarly, the parties recognize that job displacement, occupational shifts, and employee working conditions may be affected by the introduction of new technology. To foster transparency and clear understanding, the parties agree to include issues arising from artificial intelligence in future labor management committee agendas upon request.

SEIU HEALTHCARE1199NW

Signed by:
Jane Hopkins
8981B9A2356D493...

Jane Hopkins, RN
President of SEIU Healthcare 1199NW

Date: 10/1/2026

EVERGREENHEALTH

Signed by:
Jessika Groce
6A001B2BD699484...

Jessika Groce
Chief Human Resources Officer

Date: 10/1/2026