

Agreement by and between

UFCW 21 and Kaiser Permanente

(Formerly Group Health Cooperative)



Pharmacy Unit

Effective 11/1/2016 – 10/31/2020



YOUR VOICE, YOUR UNION, YOUR CONTRACT

About UFCW 21

UFCW 21 is a large, strong, progressive, and diverse union, representing more grocery workers, retail workers, and professional and technical health care workers than any other union in the state.

With over 46,000 members united, we have the power and resources to take on tough employers, represent members on the job, raise standards in our industries, and support laws that make a difference for working families.

My Union Representative:

My Union Steward:

With a union you and your co-workers have a voice in decisions about your work life—wages, benefits, holidays and vacations, scheduling, seniority rights, job security, and much more. Union negotiations put us across the bargaining table from management—as equals.

A negotiating committee of your co-workers and union staff negotiated this contract. How does the negotiating committee know what issues are important? Union members tell us. The issues raised in contract surveys and proposal meetings help us decide what to propose in contract negotiations. Stewards and union representatives report on issues that arise on the job, talking with members about grievances, problems, and needs. They have a hands-on sense of what the issues are.

The more that union members stand together and speak out with one voice, the stronger the contract we can win. A contract can only take effect after union members have a chance to review the offer and vote on it.

A union is as strong as its members. It's no secret—an active and united membership means a stronger union—which means a better contract.

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**2016-2020
AGREEMENT
By and Between
GROUP HEALTH COOPERATIVE
And
UFCW LOCAL 21 — PHARMACY UNIT**

THIS AGREEMENT is made and entered into by and between UFCW LOCAL 21, chartered by the United Food and Commercial Workers International Union, hereinafter referred to as the “Union” and Group Health, hereinafter referred to as the “Employer.” The purpose of this Agreement is to set forth the understanding reached between the parties with respect to wages, hours of work and conditions of employment.

ARTICLE 1 — RECOGNITION

1.01 Exclusive Bargaining Representative. The Employer recognizes the Union as the exclusive bargaining representative with respect to wages, hours and other terms and conditions of employment for all employees designated by the classifications set forth in Article 6 of this Agreement, hereinafter called the bargaining unit; excluding students in organized training programs (i.e., pre-graduate such as externships or clerkships, or post-graduate, such as residencies), supervisors, and all other employees.

1.02 Supervisor. The term “supervisor” means any individual having authority in the interest of the Employer, to hire, transfer, suspend, lay off, recall, promote, discharge, assign, reward or discipline other employees, or responsible to direct them, or to adjust their grievances, or effectively to recommend such action, if in connection with the foregoing the exercise of such authority is not of a merely routine or clerical nature, but requires the use of independent judgment.

1.03 New Classifications. The Employer will advise the Union of any new classifications appropriate to this bargaining unit. As new classifications are introduced, the Employer agrees to negotiate wages, hours, and working conditions with the Union.

ARTICLE 2 — UNION MEMBERSHIP AND BUSINESS - AUTHORIZED DEDUCTIONS

2.01 Union Membership. All regular full-time employees and all regular part-time employees shall make application to join the Union or begin paying representation fees thirty-one (31) days following the date of employment or thirty-one (31) days following the signing of this Agreement, whichever is the latter, and must maintain membership in good standing or pay representation fees for the life of this Agreement and any renewal thereof. After thirty (30) days of employment, temporary employees shall pay a service fee to the Union. At the close of fourteen (14) working days after receipt of written notice from the Union that an employee has been suspended for failure to tender monthly dues, representation fees or initiation fees, the Employer will terminate such employee if the employee is then not in good standing with the Union.

2.02 Dues. During the term of this Agreement, the Employer shall deduct Union dues or representation fees from the pay of each member of the Union who voluntarily executes a wage assignment authorization form. A copy of the authorization form to be used by Union members is set forth as Exhibit “B” to this Agreement. Deductions will be promptly transmitted to the Union by electronic transfer. Upon electronic transfer of funds to the Union, the Employer’s responsibility shall cease with respect to such deductions. The Union and each employee authorizing the assignment of wages for the payment of Union dues or representation fees hereby undertakes to indemnify and hold the Employer harmless from all claims, demands, suits or other forms of liability that shall arise against the Employer for or on account of any deduction made from the wages of such employee.

2.02.1 Roster. The Employer shall supply to the Union on a monthly basis a list of all employees covered by this Agreement. The list will include the name, address, phone number, date of birth, classification, status, department and/or work location, date of hire, employee ID number, FTE and shift. Each month the Employer shall also send a list of new hires and their addresses and a list of all employees who have terminated during the month. The Employer will semi-annually supply a list of current addresses of all employees covered by this Agreement.

2.03 Voluntary Political Action Fund Deduction. Based upon its system requirements and capability, the Employer shall deduct the sum specified from the pay of each member of the Union who voluntarily executes a political action contribution authorization form. The amount deducted and a roster of employees using this voluntary deduction will be transmitted to the Political Action Fund. 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

and other liability that may arise against the Employer for or on account of any deduction made from the wages of such employee.

The Union agrees that neither employees nor its representatives will solicit for political action fund deductions in patient care areas. The Union will reimburse Group Health for its reasonable cost of administering the political action deduction, based upon the requirements of the Federal Election Campaign Act (FECA) and the Employer's reasonable administrative costs. The Union will provide the Employer with confirmation that the recipient of the Political Action Fund deductions is registered according to state and federal laws.

ARTICLE 3 — NONDISCRIMINATION

3.01 Conditions of Employment. The Employer and the Union agree that conditions of employment shall be consistent with applicable state and federal laws regarding nondiscrimination.

3.02 Non Discrimination. No employee covered by this Agreement shall be discriminated against because of membership in the Union or activities on behalf of the Union.

ARTICLE 4 — UNION REPRESENTATIVES

4.01 Union Representatives. Duly authorized representatives of the Union shall have access to the Employer's premises where employees covered by this Agreement are working for the purpose of investigating working conditions, grievances and transacting Union business that cannot be transacted elsewhere; provided, however, that the Union representative(s) first notifies the Employer or a designee. Such visits shall not interfere with or disturb employees in the performance of their work, shall not interfere with patient care, and shall be limited to areas which do not violate Employer security and/or confidential Employer files.

4.02 Stewards. The Union shall have the right to designate a reasonable number of Stewards from among employees in the unit. The Union shall give the Employer written notice as to the current Stewards and future replacements. The investigation of grievances, grievance meetings and other Union business shall be performed by Stewards during non-working time, unless otherwise agreed to by the Employer. When it is not practical or reasonable to transact Union business during nonworking periods, the Steward will be allowed a reasonable amount of time during working hours to perform such functions, except that such activity shall not take precedence over the requirements of patient care. Stewards shall suffer no loss of pay if required to attend grievance meetings with Employer representatives during their scheduled work time.

4.02.1 Participation in Union Activities. Subject to patient care and staffing needs, an employee may be granted an unpaid leave of up to 12 (twelve) weeks to assume a position with the Union and the employee shall be entitled to return to their former position. On a leave of absence exceeding 12 (twelve) weeks, the employee would be entitled to the first available position for which the employee is qualified in order of seniority to other employees with return to work rights. This leave may not exceed 12 (twelve) months.

4.03 Bulletin Board. The Union will be allowed the use of bulletin board space for the purpose of posting official Union notices.

4.04 Union Orientation. Upon Completion of the Employer's centralized orientation program, the Cooperative will make a conference room available for up to one-half (1/2) hour for any GHC union to meet with new employees in their bargaining unit. Employee attendance will be voluntary. Any time spent in such voluntary meeting will be on unpaid time for both the new employee and the employee union representative. The Employer will notify the designated Union representative of the date and time of the centralized orientation, with applicable new hires, one (1) week ahead of each meeting.

ARTICLE 5 — RIGHTS AND OBLIGATIONS OF MANAGEMENT

5.01 The Union recognizes that the Employer has the obligation of serving the public with the highest quality of medical care, efficiently and economically, and of meeting medical emergencies. The Union further recognizes the right of the Employer to operate and manage the health care cooperative, including but not limited to, the right to require standards of performance and the maintenance of order and efficiency; to direct employees and determine job assignments; to schedule work; to determine the materials and equipment to be used; to implement improved operational methods and procedures; to determine staffing requirements; to determine the kind and location of facilities, to determine whether the whole or any part of the operation shall

continue to operate; to select and hire employees; to promote, demote and transfer employees; to discipline or discharge employees for just cause; to lay off employees for lack of work or other legitimate reasons; to recall employees; to require reasonable overtime work of employees; to promulgate work rules, regulations and personnel policies, provided that such rights shall not be exercised so as to violate any of the specific provisions of this Agreement.

ARTICLE 6 — DEFINITIONS

6.01 Probationary Employee. An employee shall be considered a probationary employee during the first six (6) calendar months of employment in a regular position. During the probationary period, employees may be discharged without recourse to the grievance procedure. All benefits provided herein will accrue during the probationary period.

6.02 Regular Employee. A regular employee, so classified on the Employer's payroll records, is one who has completed the probationary period and is assigned duties associated with a position recognized as and identified as regular with the Employer.

6.03 Full-Time Employee. A regular full-time employee is one who in the performance of assigned duties normally works a regular continuing schedule of forty (40) hours per week or eighty (80) hours per fourteen (14) day period.

6.04 Part-Time Employee. A regular part-time employee is one who in the performance of assigned duties normally works a regular continuing schedule of less than forty (40) hours per week. Except as specifically provided herein, regular part-time employees shall be entitled to the fringe benefits specified in the Agreement on a pro rata basis for all hours paid in regular job assignment(s).

6.05 Temporary Employee. A temporary employee is an employee 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, or to work during PTO periods. Length of service shall be a primary consideration when temporary employees apply for regular positions providing skill, competence and ability are substantially equal to that of other applicants in the judgment of the Employer. Temporary employees will only be utilized to fill a regular position on a temporary basis. Temporary employees shall be ineligible for fringe benefits.

ARTICLE 7 — EMPLOYMENT PRACTICES

7.01 Professional Responsibility. The pharmacist must at all times conduct her/his profession in conformity with Federal, State and Municipal laws and regulations and must dispense only drugs, chemicals and pharmaceutical preparations of quality. With regard to all prescriptions and restricted drug merchandise, the pharmacist shall have full authority as to determining what is ethical and legal. The pharmacist must exercise her/his professional responsibility in order to prevent harm to consumers. The pharmacist shall respect management's right to direct the operation, including the Pharmacy, so long as such direction does not intrude upon the professional integrity of the pharmacist, and at no time shall the pharmacists be required to perform an illegal act.

7.02 Job Posting. When a full-time or part-time job opening occurs, notice of such job shall be posted online at ghc.org for at least seventy-two (72) hours, excluding Saturdays, Sundays and holidays. During the initial seventy-two (72) hour posting, the job opening shall be filled on a seniority basis providing that the applicants' skills, competence and abilities are substantially equal. The Employer shall be the sole judge of an individual's qualifications, but such judgment shall be reasonably and fairly made and based upon job related criteria. The Employer is committed to upgrading, promoting and transferring bargaining unit employees. First priority shall be to hire, transfer and promote qualified bargaining unit employees holding an FTE.

7.02.1 Formal verbal and written disciplinary warnings, other than final written warnings and suspensions, that are older than two (2) years shall not be considered when evaluating and selecting applicants for lateral transfers and promotions.

7.03 Notice of Termination. All regular pharmacists shall be entitled to three weeks (3) notice of termination or pay in lieu thereof plus any accrued PTO. All other regular employees shall be entitled to two (2) weeks' notice of termination or pay in lieu thereof plus any accrued PTO, except the Employer shall not be required to comply with the provisions of this section as to any regular employee in cases of discharge for just cause.

7.03.1 Notice of Termination for Cause. Prior to the termination of a regular employee, the Employer will provide notice to the Union.

7.04 Notice of Resignation. All regular pharmacists shall make a good faith effort to give thirty (30) days written notice of resignation but in no event less than twenty-one (21) days. All other regular employees shall be required to give two (2) weeks written notice of resignation. Failure to give such notice shall result in loss of accrued PTO. Consideration shall be given to extenuating circumstances that make such notice requirements impossible.

7.05 Personnel Files. Employees, by appointment, may review their personnel files, except for materials of a confidential nature from former employers.

7.06 Discipline and Discharge for Just Cause. Discipline and discharge of regular employees shall be for just cause. Unusual occurrences will not be punitive in nature. If a manager intends to meet with an employee for an investigatory review, the manager must inform the employee of the nature of such a meeting prior to the meeting with details of the issue. Regular employees who have been discharged by the Employer shall, upon request by the employee, be given a written statement of cause of the discharge at the time of discharge. Copies of written warnings shall be given to the employee at the time formal disciplinary action is taken or shortly thereafter. The employee shall be required to acknowledge receipt in writing of the written warning notice. The employee's signature thereon shall not be construed as admission of guilt or concurrence with the reprimand, but that the employee has seen the written warning and comprehends the gravity of the disciplinary action taken. Upon request by the employee, a copy of the written warning will be sent to the Union. Employees shall have the right to review and comment on letters of warning and performance evaluations currently in their personnel file. The Employer shall use a uniform system of written warning notices for poor work performance, formal reprimands and suspensions.

7.06.1 Documentation of a verbal counseling will not be considered the first step of formal discipline. Documentation of a verbal counseling will become a matter for the grievance procedure only if it becomes the basis for later formal discipline.

7.06.2 Verbal and written warnings, not including final written warnings, will not be relied on as the basis for further progressive discipline after two (2) years have passed since the discipline was issued.

7.07 Training Programs. Participants in community sponsored work training programs will be excluded from the bargaining unit. Such participants will not replace bargaining unit employees.

ARTICLE 8 — SENIORITY, TRUE UP, HOURS REDUCTION, REBID, LAYOFF and RECALL

8.01 DEFINITIONS:

8.01.1 FTE Status: For purpose of rebid and/or layoff

For employees with more than one position (Job 1/ Job 2) the total FTE on record in the Human Resource System will be used for purpose of bidding or layoff.

- If both work units where the employee works are rebidding, Job 1 as identified in the Human Resource System will determine where the employee will rebid.
- If only one work unit where the employee has FTE is subject to a work-unit rebid, the employee must bid in the affected work unit using their combined FTE or choose to maintain only the FTE in the work unit not experiencing a rebid.

8.01.2 Seniority- Seniority shall mean an employee's continuous length of service within a classification from the most recent date of hire as a regular full-time or part-time employee. Seniority shall not apply until the employee has completed the required probationary period. Upon satisfactory completion of this probationary period, the employee shall be credited with seniority from most recent date of hire as a regular employee. Regular employees who transfer to regular positions outside the bargaining unit and subsequently return to a regular position within the bargaining unit without a break in continuous regular service shall retain previously accrued seniority.

- A.** All employees on the payroll prior to October 1, 1979 shall have seniority based on total continuous service within the unit.
- B.** Warehouse workers and pharmacy technicians assigned to the warehouse shall be placed on a combined seniority roster for the employees' respective work unit. Seniority shall be based upon date of hire as a regular employee in either job classification. Pharmacy assistants in the warehouse will not be placed on the Low Seniority Roster.

- C. In the event of a layoff, employees classified as pharmacists, Clinical Pharmacists and pharmacy specialists will be treated as one job classification.
- D. Clinical Pharmacists will retain and accrue their seniority as Pharmacists once they become newly selected Clinical Pharmacists. Please refer to the Clinical Pharmacist Addendum.
- E. Seniority lists will be updated on the Rx website and sent to the Union once a quarter. These lists will also be provided to staff before each step of the Layoff Process (True-Up, Rebid, and Layoff) and following the completion of the entire layoff process. This list will contain staff names, classifications, locations and seniority dates.
- F. Seniority Correction – Seniority may be challenged by staff by contacting their Union Representative for clarification at least two (2) business days prior to use.

8.01.3 Qualified- The term “qualified” as used in this article shall mean the employee’s skills, competency and ability to independently (where appropriate), efficiently and reliably perform the responsibilities of a particular position within the time period normally expected of an employee new to the position. The Employer shall be the sole judge as to the qualifications and competence of its employees, but such judgment shall be fairly and reasonably exercised.

For purposes of exercising layoff options, an employee will be considered eligible if, in the Employer’s opinion, the employee can become oriented (which may include some skill enhancement) to the vacant position or the position on the Low Seniority Roster within eight (8) weeks. If, after eight (8) weeks of orientation, the employee has not achieved a satisfactory level of performance in the judgment of the Employer based upon established criteria, the employee will be separated from employment with no severance benefits, but will receive recall rights.

Note: The Employer acknowledges that there are times where relevant experience, education or training may qualify an employee for a position. The Employer will make a good faith effort to identify in its position postings where there may be “equivalent” experience, education or training that meets established qualifications of a particular position. The Employer will also continue to respond to individual inquiries about whether s/he may have such equivalent experience, training or education; however, the Employer believes the final decision regarding job qualifications is a management responsibility.

8.02 True-Up- Prior to any reduction in force and with the intent of avoiding layoffs when there is a mismatch between the staffing levels necessary for patient care and the number of staff, Pharmacy staff may voluntarily move internally to equalize staffing levels with staffing needs. In order to do this, Group Health will provide thirty (30) days advance notice to the Union and all Pharmacy staff about a staffing mismatch. The advance notice will include:

- Locations affected
- Number of staff in each classification over or under staffing needs at each location
- Necessary qualifications for any understaffed location
- Names and seniority dates by classification of staff at the affected locations

After notice has been provided to the Union and all Pharmacy staff, volunteers will be sought to move from any over-staffed location(s) to any under-staffed location(s). There may also be circumstances that would call for a split in FTE between two clinics in the same geographic area. If the FTE of a staff member changes as a result of the voluntary transfer, that employee will have special priority and be the first person to be offered a change in FTE that would restore the employee’s FTE to the pre-transfer level if it becomes available at the new location. If the employee declines the FTE change, that employee will not have any special priority for future FTE changes.

In the event that there is a net overall reduction in the total number of staff in a classification, the layoff procedure will be only used after the ‘True Up’ process is completed.

PTO Guarantee Upon Transfer- Staff who are transferred will retain any approved planned PTO days off.

8.03 Hours Reduction- In the event of a reduction in hours which results in a decrease in FTE status, the Employer will make a good faith effort to reduce the hours of the least senior person on a shift within the classification and facility subject to employee qualifications, patient care needs, staffing considerations and hours of operation as determined by the Employer. An employee who is assigned to a 0.5 or more FTE status whose hours are reduced more than 0.25 FTE shall have the following options:

- A. Retain the current position with the reduction in FTE. Any employee choosing this option may elect to be placed on the recall roster for a period of eighteen (18) months. Failure to accept a position comparable to that held prior to the schedule change will result in termination of recall rights.
- B. Participate in the layoff process as defined in Article 8.05.

The Employer will provide medical coverage for the remainder of the month in which the FTE reduction resulted in ineligibility for the employee and/or dependent(s).

8.04 Work Unit Rebidding or Position Elimination – Round 1

8.04.1 Alternative to work-unit re-bidding: After agreement from Manager and Union and when one hundred percent (100%) of the employees in a work unit agree to utilize an alternative process, the alternative process may be utilized in lieu of the re-bidding process.

8.04.2 Contingent volunteers: Contingent volunteers within the job class being reduced Cooperative-wide will be accepted immediately following the work unit rebid. Employees who indicate they would be willing to leave with the equivalent of a voluntary or involuntary severance benefit package must complete the letter of intent by the indicated deadline. The positions held by contingent volunteers will be listed as available to employees subject to layoff during the Layoff Process. Employees on the Low Seniority Roster are not eligible to volunteer.

When position eliminations occur that do not necessitate a work-unit rebid, the least senior employee(s) in the job classification will be subject to the layoff process assuming the remaining employees are qualified to fill the remaining positions.

The newly configured positions remaining within a work unit will be re-bid among employees in order of seniority, starting with the most senior employee, providing the employees are qualified to fill the particular position for which they bid.

8.04.3 Limitation on employee position selection. An employee may not select a position that increases or decreases their current assigned FTE by more than 0.20 FTE, unless no other position in the work unit is available. Employees subject to a qualifying hours reduction will be entitled to exercise the options under Article 8.03 Hours Reduction.

8.05 Layoff Process - Round 2

A layoff occurs when a permanent reduction in the number of employees is required at any work unit. Staff displaced due to a work-unit rebid or position elimination; or staff with qualifying hours reduction will participate in the layoff process. Five (5) business days prior to the layoff process, the LSR and current seniority list of staff participating in the layoff will be established and furnished to the Union.

The employee must choose in order of seniority one of the following. Failure to select will result in termination with no recall or severance benefit:

1. Comparable Vacancy (employee is required to take or resign)
2. If there is no comparable vacancy, employee may select one of the following:
 - Any vacant position
 - Contingent position*
 - Voluntary severance benefit if available**
 - Involuntary severance and recall
 - Assume any position on the Low Seniority Roster (bump), providing the employee is qualified ***
 - Resign from Group Health

*A contingent position may only be selected if there still remains a voluntary severance package available to provide the contingent volunteer or once all voluntary packages are gone a contingent position may be selected if that contingent volunteer is agreeable to an involuntary severance package.

**The number of voluntary packages shall be equal to the number of staff participating in the layoff process, minus any available vacancies.

*** Staff who are subject to layoff and listed on the LSR may bump those with less seniority who also appear on the LSR. Staff bumped will be allowed to select from the layoff process options, however they may only do so when it is their turn to select (based on their seniority ranking.)

8.06 Voluntary/Involuntary Severance Benefit

8.06.01 Voluntary severance benefits will consist of severance pay and extended medical benefits.

8.06.01.1 Severance Pay - Employees will be entitled to two (2) weeks of severance pay for each year of service to a maximum of eighteen (18) weeks of severance pay, appropriately prorated to the employee's FTE and rate of pay at the time of selecting voluntary severance. Non-probationary employees, who have less than one (1) year of service, shall be entitled to two (2) weeks of severance pay. Years of service shall be calculated on the employee's last day of employment with the Employer.

- A. **Extended Medical Benefits** – Employees subject to voluntary severance will receive GHC-paid medical severance coverage for a period of one (1) year, beginning the first of the month following the employee's Group Health employment termination date. In order to be eligible for the medical severance benefit, the employee must complete the COBRA Election Form and return it to the COBRA Administrator. If the employee does not complete the COBRA Election form and postmark it to the COBRA Administrator within sixty (60) days of the date of the COBRA offer, the employee will lose the right to elect COBRA medical severance. This one (1) year of GHC-paid medical coverage comprises the first one (1) year of COBRA eligibility.
- B. **Medicare and COBRA** - Per COBRA regulations, if the employee or their enrolled family member becomes eligible for and enrolls in Medicare while enrolled in COBRA medical severance, then the Medicare-eligible individual will lose the COBRA medical severance benefit upon Medicare enrollment.

8.06.02 Involuntary severance benefits will consist of severance pay and extended medical benefits.

- A. **Severance Pay** - Employees will receive two (2) weeks of severance pay for their first completed year of service, plus an additional one (1) week of severance pay for each additional year, to a maximum of eight (8) weeks of severance pay, pro-rated to the employee's FTE and rate of pay at the time of selecting involuntary severance. Non-probationary employees, who have less than one (1) year of service, shall be entitled to one (1) week of severance pay. Years of service shall be calculated at their last day of employment with the Employer.
- B. **Extended Medical Benefits** - Employees subject to involuntary severance will receive GHC-paid medical severance coverage for a period of three (3) months, beginning the first of the month following the employee's Group Health employment termination date. In order to be eligible for the medical severance benefit, the employee must complete the COBRA Election Form and return it to the COBRA Administrator. If the employee does not complete the COBRA Election form and postmark it to the COBRA Administrator within sixty (60) days of the date of the COBRA offer, the employee will lose the right to elect COBRA medical severance. This one (1) year of GHC-paid medical coverage comprises the first three (3) months of COBRA eligibility.
- C. **Medicare and COBRA** - Per COBRA regulations, if the employee or their enrolled family member becomes eligible for and enrolls in Medicare while enrolled in COBRA medical severance, then the Medicare-eligible individual will lose the COBRA medical severance benefit upon Medicare enrollment.

8.06.03 Release of Claims - To receive voluntary or involuntary severance benefits/pay, employees will sign the release provided by Group Health. The release will cover only issues related to the employment of the employee at Group Health. A copy of this release will be provided to employees and the Union prior to the start of the layoff process.

8.07 Comparable Employment

For purposes of this Article, "comparable employment" or "comparable vacancy" shall be defined to include:

- A) Same job Class
- B) Qualifications of Infusion, Home Infusion, AntiCoag Management and or other specialty.
- C) Similar FTE status. Similar FTE status shall be defined as an increase or decrease of up to 0.20 FTE.

D) Similar geographic location;

- 1) Everett, Lynnwood, Northgate, Northshore
- 2) Redmond, Bellevue, Factoria, Burien, Renton, Group Health Southeast (GSE), Rainier, Kent, Downtown, Capitol Hill Campus
- 3) Puyallup, Kent, Federal Way, Tacoma South, Tacoma Specialty
- 4) Olympia, Tacoma Specialty, Tacoma South
- 5) Port Orchard, Silverdale, Poulsbo
- 6) Relief Pool Pods 1 and 2
- 7) Relief Pool Pods 3 and 4

8.08 Low Seniority Roster

The Low Seniority Roster is defined as the listing of regular employees who constitute the least senior employees in the job classification. The Low Seniority Roster will be equal to three (3) more than the number of employees subject to layoff at the conclusion of the work-unit rebid process. This list may include staff who are participating in the layoff process and will be generated post Round 1, prior to Round 2.

If there is a need to restrict the number of Low Seniority Roster employees within a work unit whose positions may be assumed during the Layoff Process so as to not compromise patient care, the Employer, prior to making a final determination, will meet with the Union in good faith to reach agreement on the need for such a restriction. If there are any restrictions placed on the number of Low Seniority Roster employees within a particular work unit whose position is subject to being assumed, the Low Seniority Roster will be adjusted in order to provide the contractually required number of employees.

8.09 Recall

Employees who have been laid off or experienced a qualifying hours reduction shall be subject to recall to regular job openings in their former classification for which they are qualified in the order of seniority starting with most senior prior to any job posting.

Employees on layoff shall not accrue but shall retain past service credits for seniority, wage and benefit purposes for up to twelve (12) months from the date of layoff. Any final notice of recall to a comparable position for an employee who has been laid off shall be made by telephone or e-mail to the last known contact telephone number or e-mail address of the employee.

- A. **Roster.** Staff will be placed on the recall roster for eighteen (18) months. Failure to accept a position comparable to the position held prior to a layoff will result in termination of both involuntary severance benefits and recall rights.
- B. **Current e-mail address and or telephone number(s).** Employees on recall shall provide Group Health Human Resource Service Center an updated telephone number(s) and e-mail address where employee can be reached. The employee's right to recall to a vacancy will be waived if the Employer, using the telephone number(s) and e-mail on record, is unable to reach the employee after two attempts on 2 consecutive business days. A two (2) business day decision period will be allowed for each employee on the recall roster to accept or reject the job offer.
- C. **Statement of Continued Interest.** Employees who have been on recall for six (6) months or more must submit to the Employer a written statement (email or letter) indicating a continuing interest in employment that is received by the first business day of the seventh (7th) month and on a quarterly basis thereafter. If the employee fails to meet this requirement by the first business day of each quarter, the employee's name will be eliminated from the recall list and the Employer's recall commitments shall terminate.
- D. Human Resources Employment will maintain the recall rosters.

8.10 Process Review. True Up and Qualifying Hours Reduction, Work-Unit Rebid and Layoff will be discussed at the JLMC meeting that follows the utilization of this section.

8.11 Subcontracting. Prior to a final decision on subcontracting work that results in the loss of current bargaining unit positions, the Employer agrees to meet, discuss and consider alternatives that meet the Employer's business needs and preserves full and part-time bargaining unit positions.

ARTICLE 9 — HOURS OF WORK AND OVERTIME

9.01 Work Day. A normal workday shall consist of eight (8) hours of work to be completed within nine (9) consecutive hours.

9.02 Work Week. The normal work week shall consist of forty (40) hours during the period starting Sunday at 12:01 A.M and ending Saturday at midnight or in Urgent Care and other 24/7 settings as allowed under applicable overtime law, eighty (80) hours of work within a fourteen- (14) day period. A seven (7) day work period shall provide for at least one (1) full day off. A fourteen (14) day work period shall provide for two (2) consecutive days off.

9.03 Overtime. Overtime shall be compensated at the rate of one and one-half (1½) times the regular rate of pay for all time worked beyond the normal work day of at least eight (8) hours in duration or normal work period; provided, however, all additional overtime after twelve (12) consecutive hours shall be paid at double (2x) the employee's regular rate of pay. If an employee works more than one (1) hour beyond the end of a regularly scheduled shift of twelve (12) or more hours, then all overtime for that shift will also be paid at double-time (2x). All overtime must be approved by the supervisor.

Overtime shall be considered in effect if eight (8) or more minutes are worked after the end of the shift and shall be calculated to the nearest fifteen (15) minutes. No overtime shall be paid when less than eight (8) minutes have been worked after the end of the shift. Overtime shall be compensated for at the rate of one and one-half (1 ½) times the regular rate of pay for all time worked beyond the normal work day or normal work period. Specifically, PTO and all other categories of paid absences will be excluded as time worked from the determination of the obligation to pay overtime and the calculation of the overtime. The calculation of double-time (2x) will change on the same basis as overtime at time and a half (1.5x); namely, the obligation to pay double time (2x) shall be based on actual hours worked.

There shall be no pyramiding or duplication of overtime pay and/or premium pay and the highest rate will apply. Part-time employees will be paid overtime for all hours worked in excess of the normal shift of eight (8) or more hours in duration to which the employee has been assigned. Overtime worked consecutive to the regularly scheduled shift is considered part of the regularly scheduled shift for purposes of computing when the regular shift begins and ends.

9.04 Lunch and Rest Periods. Employees shall receive an unpaid lunch period of not less than one-half (1/2) hour nor more than one (1) hour. The lunch period shall occur as near the middle of the shift as is practical. When an employee is required to work three (3) hours or more of a second continuous shift in one (1) day, a meal break not to exceed one-half (1/2) hour shall be granted without loss of pay. When an employee is required by the Employer to remain on duty on the premises or at a specified work site, meal periods shall be paid by the Employer. Employees shall receive a rest period of fifteen (15) minutes during each four (4) hour period of work. Such rest period shall be taken as nearly as practical during the middle of each shift, taking into consideration the primary concern of adequate department coverage. If an employee cannot take a break pursuant to WAC 296-126-092, the employee will be paid for missed breaks at the appropriate rate of pay.

9.05 Work Schedules. Work schedules shall be prepared and posted thirty (30) days prior to the expiration of the current schedule.

9.05.1 Permanent Schedule Changes. In the event of a permanent work schedule change, the employer shall first seek volunteers. If multiple volunteers, seniority shall be the determining factor. If no volunteers and where the change applies to more than one (1) employee in the affected work unit, and where it is reasonable and practical to apply such changes, the least senior employee shall be affected.

9.05.1.1 Shift Coverage. To fill open shifts, priority for offering additional shifts will be in this order, assuming the staff member is qualified:

- 1) Regular Relief Pool staff
- 2) Regular staff subject to mandatory low census
- 3) Part-time regular staff within the work unit
- 4) Part-time regular staff outside of the work unit
- 5) Regular staff in the work unit who are not working their budgeted FTE
- 6) Temporary staff

All attempts will be made to avoid offering hours to a staff member which would result in overtime for that individual.

9.05.2 Shift Less Than Eight (8) Hours. Should the Employer implement a change in work schedules due to business needs, as reasonably determined by the Employer, which requires any pharmacy employee who is not working a shift of less than eight (8) hours to work a shift of less than eight (8) hours, the Employer shall notify the Union and the affected employee in writing thirty (30) days prior to the required change. The Employer shall first seek qualified volunteers within the affected Work Unit who may be interested in filling the less than 8 hour shift(s). If no employee volunteers, the Employer will follow the applicable provisions of Article 8.02 and 8.03. The thirty (30) day notice set forth above will also serve as the thirty (30) day notice under Article 8.02.

9.05.3 Permanent Increase in FTE. When there is a permanent increase of hours/FTE that does not require posting, (i.e., 0.25 or less) these hours/FTE are offered first to any voluntary true-up staff who lost hours in a true up process in the work unit wanting additional FTE. Next, these hours would be offered to the most senior employee in the work unit. In either case, the increase of hours cannot result in overtime or a schedule conflict. And, the individual must not currently be on a performance improvement plan.

9.05.4 Mandatory Low Census. Individual employee requests for time off due to perceived lack of work does not trigger this language. During a temporary period of low census/low work need the Employer will seek out volunteers (if multiple, select the most senior) taking into consideration the employee's work schedule and providing the remaining employees are qualified to perform the required work to take time off before determining and implementing the reduced staffing schedule required.

When no volunteers are available, TPT and agency (to include Travelers), then employees working above their FTE, shall be released first. If low census needs are still necessary, prior to implementing mandatory low census, upon employee request, the Employer will use its best efforts to find alternative work at that location or within the geographic area for qualified affected employees.

Mandatory low census shall be scheduled on a rotating basis in order of inverse seniority taking into consideration the employee's work schedule and providing the remaining employees are qualified to perform the required work. Employees who volunteer to take mandatory low census or those sent home on mandatory low census have the option of using PTO (if available) or Leave with Benefits (LWB).

9.06 Mandatory Meetings. All meetings where attendance is required by supervisory or management personnel are to be paid for as hours worked at the employee's regular rate of pay for a minimum of two (2) hours' pay when such meeting is on an employee's scheduled day off. This provision is subject to Article 9.03 Overtime.

9.07 Rest Between Shifts. Except for those employees on standby or those employees assigned a shift of twelve (12) hours or more, employees in outpatient settings staffed at least twelve (12) hours a day for five (5) days or more a week and employees in Urgent Care and other 24/7 settings as allowed under applicable overtime law required to work with less than twelve (12) hours off duty between regularly scheduled shifts, shall be paid at one and one-half (1½) times the regular rate of pay for all time worked within this twelve (12) hour period. Overtime worked consecutive to the regularly scheduled shift is considered part of the scheduled shift for the purposes of computing when regular shifts begin and end. This section shall not apply to the rotation of shifts or to work schedules established by mutual consent, including schedules established for the convenience of the employee.

9.08 Alternative Work Schedules. Alternative work schedules not specified in this Agreement or Addenda hereto may be established by the Employer with the consent of the employee and prior review by the Union. Where alternative work schedules are utilized, the Employer shall have the right to revert back to the normal eight (8) hour day schedule or the work schedule which was in effect immediately prior to the alternate work schedule being established, after thirty (30) days' advance notice to the employee.

9.09 Overtime Scheduling. Where possible, scheduled overtime shall be assigned on a rotating basis.

9.10 Weekend Work. The Employer will make a good faith effort to provide a fair and equitable rotation of weekends off within a twelve (12) week schedule. With the exception of those employees specifically employed to provide weekend coverage, including interns or those employees who voluntarily agree to more frequent weekend work, the Employer will attempt to schedule all regular employees assigned a .60 FTE or more to at least six (6) weekends off within the twelve (12) week schedule. Employees required to work more than six (6) weekends within the twelve (12) week schedule will be paid at the rate of one and one-half (1½) times the regular rate of pay for the seventh (7) weekend worked and any additional weekends

worked within this twelve (12) week schedule. The weekend shall be defined as that period from 7:00 am Saturday to 7:00 am Monday for employees working day or evening shifts, and from 11:00 pm Friday to 11:00 pm Sunday for employees working night shift. This section shall not apply to standby or callback assignments paid pursuant to Article 10.

Note: Where an employee (including float pool employees) identifies a concern with a loss of hours in a workweek as a result of the difference in shift lengths between weekdays and weekends, the manager will work with the employee to identify opportunities for additional non-overtime hours.

9.11 10/40 Staffing Pattern.

The Union and the Employer have agreed to the following terms and conditions with regard to the 10/40 staffing in the various pharmacy locations. Part-time employees may be assigned to work this 10/40 staffing pattern. Benefits for part-time employees will be appropriately pro-rated.

- 1)
 - a) Those pharmacy department personnel assigned to work within a 10/40 staffing pattern at Group Health Cooperative have agreed to so work on a voluntary basis recognizing that it is an alternative staffing pattern within the Cooperative.
 - b) A 10/40 employee, required to work on a holiday shall be paid one and one-half (1½) times the regular rate of pay plus ten (10) hours' holiday pay at straight time, or, upon mutual agreement, a day off as unpaid leave with benefits within a thirty (30) day period following the holiday.
- 2) If a holiday falls on a full-time 10/40 employee's regularly scheduled day off or during a 10/40 employee's PTO, the employee shall receive straight-time pay for ten (10) hours for the holiday, or upon mutual agreement, a day off as unpaid leave with benefits within thirty (30) days following the holiday.
- 3) 10/40 employees shall accumulate Paid Time Off based on straight time hours paid. For purposes of sick leave utilization, ten (10) hours constitutes one (1) workday.
- 4) 10/40 employees assigned to work the second (evening) shift or third (night) shift shall receive shift differential in accordance with Article 10.02 in addition to their proper rate of pay. When an employee is assigned to work a shift that overlaps the first and second shift, shift differential will be paid for the entire shift if a majority of hours worked occur after 5:30 p.m.
- 5) 10/40 employees shall be paid overtime compensation at the rate of one and one-half (1½) times the regular rate of pay for all time worked beyond ten (10) hours in one (1) day or any hours worked beyond forty (40) hours in a seven (7) day period.
- 6) Full-time employees working the 10/40 schedule shall accumulate PTO time based upon Article 13.04
- 7) 10/40 employees unable to continue working the 10/40 staffing pattern shall be guaranteed the first available position for which the employee is qualified within the Cooperative.
- 8) Provisions of the Group Health Cooperative and UFCW Local 21 Employment Agreement inconsistent with the foregoing are hereby superseded with respect to the pharmacy department employees working the 10/40 staffing pattern. The provisions of this Addendum shall be subject to renegotiation simultaneous with the Group Health Cooperative/UFCW Local 21 negotiations.

9.12 7/70 Staffing Pattern.

- 1) It is hereby agreed and understood that the following terms and conditions with regard to the Variable Work Week Schedule have been agreed to by and between UFCW Local 21 and Group Health Cooperative and are hereby made an Addendum to the Employment Agreement between the parties.
- 2) When mutually agreeable to the Employer and employee, a Variable Work Week Schedule may be utilized consisting of four (4) ten (10) hour days in one (1) work week followed by three (3) ten (10) hour days in the following work

week. Such work schedule shall result in an employee working seven (7) consecutive ten (10) hour days during the two (2) week period.

- 3) Overtime shall be paid at the rate of one and one-half (1½) times the regular rate of pay for all time worked in excess of ten (10) hours in one (1) day, in excess of forty (40) hours in one (1) work week, or in excess of thirty (30) hours in one (1) work week in the event the employee is only scheduled to work thirty (30) hours in that work week.
- 4) Paid Time Off shall accrue on all straight-time paid hours.
- 5) If an employee working a Variable Work Week Schedule is required to work on a holiday, the employee shall be paid one and one-half (1½) times the regular rate of pay plus ten (10) hours' holiday pay at straight-time, or, upon mutual agreement, a day off as unpaid leave with benefits within a thirty (30) day period following the holiday.
- 6) If a holiday falls on a regularly scheduled day off or during PTO, the employee shall receive straight-time pay for ten (10) hours for a holiday or, upon mutual agreement, a day off as unpaid leave with benefits within thirty (30) days following the holiday.
- 7) Paid Time Off as appropriate for sick leave shall be paid at the rate of ten (10) hours per day to the extent accrued.
- 8) Employees unable to continue working the Variable Work Week Schedule and whose performance has been satisfactory shall be guaranteed the first available comparable position for which the employee is qualified and has seniority within the bargaining unit.
- 9) An employee working a Variable Work Week Schedule shall be required to give three (3) calendar weeks' notice of resignation. Failure to give such notice shall result in loss of termination benefits including any accrued PTO pay. The Employer agrees to give the employee three (3) weeks' notice of termination except where the employee has been discharged for just cause.
- 10) Any contractual provisions inconsistent with this Addendum are hereby superseded by this Addendum.
- 11) Part-time employees may be assigned to work this Variable Work Week Schedule.

ARTICLE 10 — WAGES AND CLASSIFICATION

10.01 Wage Schedule and Regular Rate of Pay. The regular rate of pay shall be defined to include the employee's hourly wage rate (including the wage premium in lieu of benefits if applicable), plus shift differential if the evening or night shift is a permanent assignment, weekend premium if the weekend shift is a permanent assignment, and lead pay when the employee has a regular (designated) lead assignment. Addendum "A" attached hereto and made a part of this Agreement is the wage schedule. The anniversary step increase occurs at the beginning of the pay period in which the anniversary occurs.

10.01.1 Experience/Hire in Rates. Pharmacists, Technicians and Assistants hired during the term of this agreement may receive credit for continuous recent experience. For purposes of this section, continuous recent experience shall be defined as clinical experience as a pharmacy technician or as a registered pharmacist or completion of a formal program of post-graduate education without a break in experience which would reduce the level of skills in the opinion of the Employer. It shall remain the prerogative of the Employer to establish at what step in the schedule to place newly hired employees in all circumstances.

10.01.2 Wage Increases.

Effective the first full pay period in November 2016, a new step 10 will be added to the wage scale for the Pharmacist classifications (Pharmacist, Clinical Pharmacist and Pharmacy Specialist) that is 3.5% above the current step 9 (wage rates in effect on October 31, 2016). All staff that have been in step 9 for twelve (12) months as of November 1, 2016 will be immediately moved to the new step. After this step movement, the across the boards shown below will be applied.

The wage rates in effect for all bargaining unit employees (excluding interns) will be increased according to the following schedule:

1. Wage scale increased across the board by 2% effective the first full pay period in November 2016
2. Wage scale increased across the board by 2% effective the first full pay period in November 2017
3. Wage scale increased across the board by 2% effective the first full pay period in November 2018
4. Wage scale increased across the board by 2.5% effective the first full pay period in November 2019.

Ratification Bonus: Effective the first full pay period in November 2016, regular Pharmacy Technicians and Warehouse Workers will receive a one-time lump sum bonus of eight hundred seventy-five dollars (\$875), not prorated for FTE. Effective the first full pay period in November 2016, regular Pharmacy Assistants will receive a one-time lump sum bonus of three hundred dollars (\$300), not prorated for FTE.

Graduate Intern Rate: Effective the first full pay period in November 2016, the Graduate Intern hourly rate shall increase to \$37.50/hour and be maintained at this rate for the life of the contract.

Clinical Pharmacists Rate: Clinical Pharmacists who are not certified are 2% above the Pharmacist wage scale for the term of this contract. Clinical Pharmacists who are certified are 4.5% above the Pharmacist wage scale for the term of this contract.

10.02 Shift Differential. For staff who start their shift at noon or later, the following Shift 2 and Shift 3 differential pay applies:

Shift 2 differential applies when the majority of a staff member's hours worked falls between 3 pm and 11 pm; in which case the differential will be paid for the entire shift. Shift 2 differential is one dollar ninety-five cents (\$1.95) per hour in addition to the regular hourly rate and two dollars (\$2.00) per hour in addition to the regular hourly rate for Pharmacy warehouse workers.

Shift 3 differential applies when the majority of a staff member's hours worked falls between 11 pm and 7:30 am; in which case the differential will be paid for the entire shift. Shift 3 differential is five dollars (\$5.00) per hour in addition to the regular hourly rate for pharmacists and two dollars and twenty-five cents (\$2.25) per hour in addition to the regular hourly rate for pharmacy technicians.

Staff who start their shift before noon shall be paid one dollar and ninety-five cents (\$1.95) per hour shift differential in addition to the regular hourly rate for one (1) or more hours worked after 5:30 pm.

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

10.04 Report Pay. Any employee who is ordered to report to work, or who is scheduled to work and is permitted to come to work without receiving prior notice that no work is available, shall receive pay for four (4) hours' work at the regular rate of pay. It shall be the responsibility of each employee to notify the Employer of her/his current address and telephone number. Failure to do so shall excuse the Employer from these notification requirements.

10.05 Mileage. Whenever any employee is required to work in more than one (1) location during the same day, travel time between locations shall be regarded as time worked. When the employee's vehicle is used, the distance traveled shall be reimbursed at the current Group Health Cooperative per mile rate.

10.06 Lead Assignment. Employees assigned lead duties by the Employer will be paid one dollar and seventy-five cents (\$1.75) per hour for non-pharmacists and pharmacists in addition to the regular rate of pay provided for the classification in the wage schedule. A lead is one who is assigned lead responsibilities as defined by management but does not have supervisory authority as defined by the Labor Management Relations Act. Lead pay will be paid to an employee for any period during which the employee is assigned substantially all lead duties in the absence of the regularly assigned lead.

10.07 Premium Pay

- A. **Optifill Premium** - One dollar and fifty cents (\$1.50) per hour when a Pharmacy Technician or Pharmacy Assistant is performing this assignment.
- B. **IV Tech** – A premium of two dollars (\$2.00) per hour for each hour worked as an IV Technician with a minimum of one (1) hour.
- C. **Relief Pool Premium** – A premium of two dollars and fifty cents (\$2.50) per hour will be paid to technicians, pharmacists, and assistants who are assigned to the Relief Pool.
- D. **Receiving Clerk** - A premium of one dollar and sixty cents (\$1.60) per hour will be paid to the employees assigned to receive shipments a majority of the time at the pharmacy warehouse.

10.08 Temporary Employees. Temporary employees shall receive fifteen percent (15%) per diem premium above the applicable rate of base pay.

10.08.1 Temporary Employees – Longevity Increment. Temporary employees will be eligible for a longevity increment on the first full pay period on or after reaching one thousand (1000) hours or on their anniversary date, whichever is later. A regular employee who changes to temporary status will also receive a longevity step based on this same criteria. If one thousand (1000) hours is used to receive a step increase a combination of regular and temporary hours will be used.

10.09 Pay Days. Employees shall be paid at an hourly rate of pay. Pay days shall be every other Friday. When a holiday is on a Friday, pay day shall be Thursday. Employees are required to sign up for electronic deposit of pay.

10.10 Telephone Pay for Pharmacy Technicians. Pharmacy Technicians who are working on automated dispensing machines shall be entitled to receive telephone pay. Group Health will pay for telephone calls directly related to providing technical support for the automated dispensing equipment, with a fifteen (15) minute minimum, when a Pharmacy Technician is called outside of their regular work schedule. The employee shall be paid his/her regular rate of pay. Calls lasting more than fifteen (15) minutes will be paid to the nearest fifteen (15) minutes. Requests to work additional hours or to correct payroll issues are exempt from this provision.

Telephone calls under this section shall be considered as time worked and is subject to Article 9.03 Overtime. If the problem cannot be resolved by telephone and the employee returns to the workplace, this section shall not apply and the provisions of Article 10.04 Report Pay shall apply.

It is further understood that Group Health may terminate this agreement with thirty (30) days' notice to UFCW Local 21.

ARTICLE 11 — HOLIDAYS

11.01 The following holidays shall be granted with regular pay, including shift differential:

New Year's Day	Labor Day
President's Day	Thanksgiving Day
Martin Luther King's Birthday	Christmas Day
Memorial Day	Floating Holiday
Independence Day	

Each regular employee shall receive one (1) "floating" day off without loss of pay at some time to be scheduled by mutual agreement between the Employer and the employee. Employees shall be eligible to receive the floating holiday on a calendar year basis upon completion of six (6) months of employment.

11.02 Holiday Pay. Any employee required to work on a holiday (actual and/or observed) shall be paid one and one-half (1½) times the regular rate of pay for the straight-time hours scheduled and worked up to ten (10) hours plus the same number straight-time hours scheduled and worked as holiday pay at straight time. Or by mutual agreement a day off, as unpaid leave with benefits within a thirty (30) day period following the holiday.

11.02.1 Pay for Holiday Worked for Different Shift Lengths. Employees whose regular, reoccurring schedule involves a predictable pattern of different shift lengths shall be paid as follows for holidays:

- A. One and a half (1½) times the employee's regular rate of pay for the same number of straight time hours scheduled and worked up to ten (10), plus
- B. Holiday pay in the amount of the employee's average shift length based on the shifts normally assigned and worked by the employee. EXAMPLE: Employee assigned a .7 FTE normally works four 10-hour shifts and two 8-hour shifts per pay period. Average shift length = 9.33 hours.

11.03 Holiday During PTO. If a holiday falls during an employee's PTO, it will be charged as a holiday. Holiday work assignments shall be equitably rotated among employees. Such rotation shall take precedence over PTO selection by seniority.

11.04 Holiday Not Worked. Full or part-time employees who take their regularly scheduled shift off due to the holiday will be paid for the number of hours the employee would have worked but for the holiday. To be eligible to receive pay for a holiday not worked, an employee must work the last regularly scheduled day prior to the holiday and the first regularly scheduled day after the holiday, except for bona fide illness or with prior approval for such absence on those regularly scheduled working days. Full time employees (1.0 FTE) will not be scheduled for a four (4) hour shift on a holiday when the Pharmacy is closed.

For holidays which fall on an employee's scheduled day off, the employee shall receive holiday pay calculated by multiplying the employee's assigned FTE times the number of hours worked in the normal work day, e.g., 8, 10 hours.

Note: If a holiday falls on an employee's regularly scheduled day off, holiday pay shall be calculated by multiplying the employee's assigned FTE times the average shift length. EXAMPLE: Employee assigned a .45 FTE normally works two 8-hour shifts and two 10-hour shifts has an average shift length of 9 hours. Holiday pay is calculated by multiplying 45% x 9 to equal 4.05.

11.05 Observance of a Holiday. The specified date for observance of a holiday shall fall within a twenty-four (24) hour calendar period. Departments requiring seven (7) day per week staffing shall observe the calendar day only for Independence Day, Christmas Day and New Year's Day regardless of which day of the week the designated holiday falls. Other holidays recognized by this Agreement, which are designated by government, shall be observed on the designated day. Where a clinic is closed and a holiday falls on a Sunday, then the following Monday shall be observed as the holiday. Where a clinic is closed and a holiday falls on Saturday, then the preceding Friday shall be observed as a holiday.

11.06 Holiday Night Shift. For any employee on night shift, holiday pay shall be given for the shift where the majority of the hours worked are on the designated calendar date for the holiday.

ARTICLE 12 — PAID TIME OFF (PTO)

12.01 Purpose. Paid Time Off (PTO) is intended to provide employees with paid time to cover needs for personal and family illness in addition to other needs or uses as defined by the employee and to encourage use of such time on a scheduled basis.

12.02 Definitions.

12.02.1 Paid Time Off Accrual: To be used for employee's illness, family illness, PTO, family emergencies or other personal business.

12.02.2 Unscheduled Absence: The following notification standards shall be used to determine whether an absence is scheduled or unscheduled:

- A. Absences of less than five (5) days — unscheduled if taken with less than forty-eight (48) hours advance notice.
- B. Absences of five (5) days or longer — unscheduled if taken with less than fourteen (14) days advance notice.

Unscheduled time off will be considered excessive if it occurs more than six (6) times during a year or more than three percent (3%) of the employee's work time.

12.03 PTO Year. The PTO year shall be based upon an employee's anniversary date as a regular employee. Subject to the scheduling requirements of each department, employees may take PTO in increments of not less than fifteen (15) minutes at a time.

12.04 PTO--Department Functions/Patient Care. PTO shall be scheduled by the Employer in such a way as will least interfere with the functions of the particular department and the continuity of patient care.

12.05 Annual PTO Benefit. Employees shall be entitled to annual PTO benefits in accordance with this Agreement.

12.06 PTO Pay. PTO pay shall be the rate of pay the employee would have received had the employee worked during the time of PTO.

12.07 PTO Scheduling: See attached Letter of Understanding (Addendum C).

12.08 Maximum PTO Carry-Over: PTO hours shall continue to accrue until the employee's PTO balance reaches one hundred fifty percent (150%) of the employee's annual accrual. (1.5 times the annual accrual rate.) Once PTO balance falls below one hundred fifty percent (150%) of the employee's annual accrual, the accrual of PTO hours would resume.

12.09 Eligibility. All regular employees shall accrue hours under the Paid Time Off Plan from their date of regular employment. PTO accrual hours may be used as accrued.

12.10 Accrual Schedule. The PTO accrual schedule is as follows:

Accrual/Pay Period

<u>Completion of</u>	<u>Accrual Rate</u>	<u>Yearly Total for 1.0 FTE</u>
0-2 years	.0615 hours/hr	16 days
3 years	.0693 hours/hr	18 days
4-5 years	.0922 hours/hr	24 days
6-7 years	.0962 hours/hr	25 days
8-9 years	.1000 hours/hr	26 days
10-11 years	.1038 hours/hr	27 days
12+ years	.1115 hours/hr	29 days

Extended Illness Bank (EIB) hours shall accrue at the rate of 1.85 hours per pay period (pro-rated for part-time employees). Clinical Pharmacists will continue to accrue and be able to use EIB.

12.11 Use of Paid Time off Accrued Hours. Paid Time Off accrual hours may be taken in quarter hour, hourly, daily or weekly increments, subject to supervisory approval of requests for scheduled absences. Each department's established PTO rules as well as the provisions of Article 12 of this Agreement shall apply regarding advance notice, supervisory approval, scheduling requirements and minimum increments to be taken.

12.12 Conversion of Unused Paid Time Off Days. During Open Enrollment, employees may elect to deposit up to forty-eight (48) hours (pro-rated for part-time employees) into their EIB account at one hundred percent (100%) value. The minimum transfer to EIB is one (1) hour. PTO account balances may not go under eighty (80) hours. Effective January 1, 2017, the maximum accumulation to the EIB bank shall be five hundred (500) hours.

PTO time must be scheduled in accordance with the Letter of Agreement referenced in Article 12. Employees may only request time off for which they will have enough accrued PTO to cover.

12.13 Sick Leave Compensation. Accrued Paid Time Off as appropriate shall be payable at the regular rate of pay on the first (1st) day of absence due to bona fide illness, injury, disability due to pregnancy or childbirth, or illness or injury of a dependent child pursuant to state law. Employees shall be required to notify the Employer at least one (1) hour in advance of the employee's scheduled shift if unable to report for duty on the first shift. Three (3) hours' advance notice shall be required if the employee is unable to report for scheduled duty on the second or third shift. Failure to do so may result in loss of paid sick leave time for that day. The Employer shall give consideration to extenuating circumstances that make such notice requirements impossible. A receiving system will be established to receive incoming calls. The Employer reserves the right to require reasonable proof of such illness. Proven abuse of accrued Paid Time Off shall be grounds for discharge.

12.14 Accrued Paid Time Off for sick leave shall not be payable on contractually designated or scheduled holidays.

12.15 On-The-Job Injury. Accrued Paid Time Off may be used to supplement the amount received by an employee from Workers' Compensation Insurance as provided in Section 14.07 up to the amount of the employee's pay for the hours the employee would have worked had the employee been available for work.

12.16 Medical Appointments. Employees will be expected to schedule medical/dental appointments and/or treatments during non-working hours. Paid release time will be allowed for medical/dental appointments and/or treatments which an employee is unable to schedule during non-working hours. Up to four (4) hours per calendar year will be included as release time, to be paid only when a minimum three (3) calendar day's advance notice is received and approved by management. Release time for medical/dental appointments and/or treatments is subject to supervisory approval based upon patient care considerations and departmental needs. Paid release time for medical appointments will not count as an absence from work or an occurrence under

the attendance policy. Medical Time Off may be taken scheduled in fifteen (15) minute increments with supervisor approval. Otherwise Medical Time Off shall be in one (1) hour increments.

ARTICLE 13 —EXTENDED ILLNESS BANK (EIB)

13.01 Extended Illness Bank (EIB). Employees shall accrue six (6) days/forty-eight (48) hours per year (pro-rated for part-time employees) into the Extended Illness Bank (EIB) for use in the event of extended illness. The accrual shall be at the rate of 1.85 hours per pay period. Effective January 1, 2017, the maximum accrual to the EIB bank shall be five hundred (500) hours. Employees with balances greater than five hundred (500) hours will retain their balance as part of this transition.

EIB hours may be used in the event of an illness lasting longer than sixteen (16) scheduled work hours (pro-rated for part-time employees). The first sixteen (16) consecutive hours of scheduled work time (pro-rated for part-time employees) missed due to an illness shall be taken from the employee's PTO; after that, all subsequent hours of that same illness may be taken from the EIB. For example, an employee assigned a .5 FTE, may access EIB after the first eight (8) consecutive hours of scheduled work are missed due to an illness. (.5 FTE x 16 work hours = 8 hours.)

Employees will use sixteen (16) consecutive hours of PTO (pro-rated for FTE) for each occurrence of illness or certified health condition for the employee or the employee's qualified family member before using EIB hours. For example: An employee has been certified as having asthma. As a result, the employee is absent for three (3) eight (8)-hour days due to asthma. PTO is used for the first two (2) eight (8)-hour days and EIB is used for the third (3rd) eight (8)-hour day. Two (2) weeks later, the employee has another asthma attack or a different illness or qualifying family illness that requires an absence of another three (3) days. Because this is a different occurrence, the employee will use another sixteen (16) consecutive PTO hours, and available EIB hours will be used beginning on the third (3rd) day.

There are five exceptions for which EIB hours may be used for the first day of absence due to illness:

- A. Occupational Injury: In the event an employee has exhausted his/her PTO, and incurs an occupational injury for which the employee is eligible for workers' compensation insurance, then the employee will have access to his/her EIB accrual at the first day of absence due to the occupational injury if requested by the employee. Otherwise, employees may use PTO or have the time be unpaid.
- B. Relapse: In the event an employee suffers a relapse of the same illness within five (5) calendar days of returning to work, the additional hours of illness shall be treated as part of the original illness for purposes of eligibility to access the EIB.
- C. Follow-up Therapy or Treatment: Absences due to prescribed physical therapy, radiation therapy, or chemotherapy treatments that are related to a specific illness or certified health condition and that occur within three (3) months after the employee's first absence due to his or her incapacity to work due to the same illness or injury or due to the employee's caring for a qualified family member in relation to the same illness or a certified health condition, provided that the employee has used sixteen (16) hours of PTO (pro-rated for part-time employees) for the original illness or certified health condition.
- D. Ten-Day Absence: In the event an employee has an extended illness lasting more than ten (10) calendar days, the first twenty-four (24) scheduled hours of work (pro-rated for part-time employees) missed due to that illness shall be paid retroactively from the employee's EIB account.
- E. Hospitalization: In the event an employee is hospitalized overnight, the first day of that absence may be paid from the employee's EIB account. Same day surgery: If requiring five (5) or more days of recovery, may also be paid from the employee's EIB account.

13.02 Safe Time and Domestic Violence Leave. Victims of domestic violence, sexual assault, or stalking may take reasonable leave from work to take care of legal or law enforcement needs and obtain health care. This leave allows time off to take care of legal or law enforcement needs and to obtain medical treatment, social services help, or counseling. Family members of a victim may also take reasonable leave to help the victim get treatment or seek help.

In addition, employees who need Safe Time Leave due to public health issues as detailed below, will be provided with reasonable leave from work to address these situations should they occur.

Employees may elect to use PTO in order to have paid leave and EIB will apply if the situation goes beyond sixteen (16) hours. Employees may also opt to take unpaid leave. This leave is in addition to and will run concurrently with other leaves available to employees.

In any circumstance, neither leave will be counted as an occurrence for the employee's attendance profile.

If requested, GHC will work with the employee to change the facility they work in either temporarily or permanently.

Who is eligible for this Leave?

- Victims of domestic violence, sexual assault, or stalking may take reasonable leave from work for legal or law-enforcement assistance, medical treatment, or counseling.
- Family members may also take reasonable leave to help a victim obtain needed treatment or services.
- "Family member" includes a child, spouse, parent, parent-in-law, grandparent, sibling or person whom the employee is dating.
- Safe Time Leave shall be provided to an employee for the following reasons:
 - a. When the employee's place of business has been closed by order of a public official to limit exposure to an infectious agent, biological toxin or hazardous material,
 - b. To accommodate the employee's need to care for a child whose school or place of care has been closed by order of a public official for those reasons.

How to access Safe and DV Leave:

- Call Matrix 1-855-354-6936
- Inform manager (don't share details – for example, say “taking 13.02 leave”)
- Provide one or more of the following to Matrix when requested:
 - A police report indicating the employee or employee's family member was a victim.
 - A court order providing protection to the victim.
 - Documentation from a healthcare provider, advocate, clergy, or attorney.

An employee's written statement that the employee or employee's family member is a victim and needs assistance. Family relationship may be determined by birth certificate, court document or other similar record or a statement from the employee.

ARTICLE 14 — INSURANCE COVERAGE

14.01 Health Insurance. The Employer shall provide medical, surgical and hospital services coverage for all regular full-time and part-time employees effective the first of the month following two (2) months of eligible employment. Medical, surgical and hospital services coverage shall be provided to employees assigned an FTE of .5 or greater. The Employer shall also provide dependent coverage for regular employees assigned a .75 or more FTE status, subject to the employee's agreement to pay the required monthly premium-share contribution.

14.02 Medical plan description. Employees and their covered dependents will be covered by the Total Health plan negotiated during the Benefits Coalition and subject to the attached Memorandum of Understanding.

14.02.1 Premium sharing. Eligible employees shall contribute to the premium expense for the Employee Medical Plan according to the Total Health Memorandum of Understanding, attached as Addendum E.

14.02.2 Spousal Surcharge. Pursuant to the Total Health Memorandum of Understanding (MOU), employees who cover spouses/domestic partners who have available, but decline to accept, other medical coverage available through the spouse/domestic partner's own employer coverage, shall be charged one hundred (\$100) per month premium-share in addition to the premiums defined above. Exceptions to this surcharge are in the attached Total Health MOU.

14.03 Vision Insurance. Group Health will provide the following vision benefit to all staff enrolled in the medical plan: Optical/Lenses and Frames – eyeglass frames, lenses, lens options, such as tinting or prescription contact lenses, contact lens evaluations and examinations associated with their fitting are covered up to one hundred fifty (\$150) per twelve (12) month period per member.

14.04 Life Insurance. Effective January 1, 2017, the Employer will provide life insurance in the amount of fifteen thousand dollars (\$15,000) for employees assigned a .75 or more FTE. Employees shall be eligible for the life insurance benefit on the first of the month following one (1) month of employment. The Life Insurance benefit shall be subject to the specific terms, conditions and eligibility requirements of the benefit plan and will be administered according to the plan document provided by the Life Insurance Provider.

14.05 Dental Insurance. Group Health will provide coverage under the Employer's Choices Dental Plans for each regular full-time employee and each regular part-time employee assigned a .5 or more FTE subject to the terms and conditions set forth in that plan and the employee's agreement to make the required contribution. Employees shall be eligible for dental coverage the first of the month following one (1) calendar month of employment. The Employer shall provide dental coverage for dependents of regular employees assigned a .75 FTE or more pursuant to eligibility requirements outlined in the plan. Employees may select the plan that suits them and pay the associated premiums for that plan through a pre-tax payroll deduction.

14.06 Retiree Medical. Coverage and premiums. The Employer will continue to offer its Retiree Medical Plan coverage for eligible employees. The Employer will discontinue its subsidy of the Retiree Medical Plan premium for employees retiring on or after 12-31-2009.

14.07 Workers' Compensation. All employees subject to this Agreement shall be covered by State Industrial Accident Insurance and Medical Aid, or equivalent insurance, as provided for by Washington State law.

Upon completion of eighteen (18) months of regular employment, employees assigned a .75 FTE or more on a leave of absence due to an on-the-job injury shall continue to receive Employer-paid medical coverage for themselves and their eligible dependents for a period of up to six (6) months.

14.08 Unemployment Insurance. All employees covered by this Agreement shall be provided coverage under the Washington State Unemployment Compensation Act.

14.09 Professional Liability. The Employer will provide liability insurance for employees within the bargaining unit. The Employer shall make available to the Union evidence of such coverage upon request.

14.10 Long-Term Disability. The employer will provide a long term disability (LTD) core plan with a six (6) month waiting period for all employees @ .75 FTE or more which currently provides a benefit of fifty percent (50%) of salary to a maximum of three thousand seven hundred fifty dollars (\$3750) per month.

14.11 Long Term Care Benefit. The Employer shall provide its currently available voluntary long-term care benefit for each employee, subject to the terms and conditions in the plan and the employee's agreement to make the required contribution.

14.12 Short-Term Disability (STD) Benefit. Effective January 1, 2017, the Employer will provide access to a short-term disability supplemental insurance plan to employees through payroll deduction. Such plan will be one hundred percent (100%) paid for by the employee through payroll deduction using post-tax dollars.

14.13 Participation. Insurance benefits specified in this contract shall be subject to the specific terms, conditions and eligibility requirements of the benefit plan unless otherwise specified in this Agreement.

ARTICLE 15 — RETIREMENT

15.01 Pension.

Pension Plan Group Health Pharmacy (Rx)

a) Acceptance of Trust Agreement: The Employer and the Union agree to be bound by the terms of the Trust Agreement, which created the Retail Clerks Pension Trust (now called Sound Retirement Trust), as initially executed on January 13, 1966, by all subsequent revisions or amendments thereto, and by all policies and other conditions of participation and eligibility, which may be established from time to time by the Trust's Plan Document, Summary Plan Description, and other pertinent rules, regulations, and Trustee actions. The Employer accepts the Employer Trustee members of the Board of Trustees, and their duly appointed successors, as its representatives for purposes of managing the Trust. The Union accepts the Labor Organization Trustee members of the Board of Trustees, and their duly appointed successors, as its representatives for the purposes of managing the Trust.

- b) All contributions shall be paid on compensable hours with a maximum of one hundred seventy three (173) hours per calendar month per employee.
- c) The term “compensable hour” shall mean any hour for which any employee receives any compensation required by this Agreement.
- d) The contribution referred to shall be computed monthly and the total amount due for each calendar month shall be remitted in a lump sum not later than twenty (20) days after the last day of the month in which the contributions were earned.
- e) Notwithstanding the foregoing Section, the Board of Trustees of the Sound Retirement Trust shall have the authority to establish and enforce a method for reporting contributions on an accounting period basis, rather than a calendar month basis. In such a case, the one hundred seventy three (173) hour maximum shall be appropriately adjusted, as directed by the Trustees, provided that in no event shall the Employer’s total obligation be different than what it would have been on a calendar basis. Further, the total contributions due for each approved accounting period shall be remitted in a lump sum not later than twenty (20) days after the end of the accounting period.

The Employer shall pay into the Sound Retirement Trust, inclusive of trust fund deficit reduction, the following sums:

NON-REGISTERED EMPLOYEE CONTRIBUTION

*Note: The PENSION REHABILITATION portion of the TOTAL CONTRIBUTION for the years 2017 and 2018 is made pursuant to the Rehabilitation Plan of the Sound Retirement Trust, as adopted December 14, 2010 and updated June 22, 2016, and shall be effective beginning on the first day of the first calendar month following the later of the effective date of this Agreement or the ratification of this Agreement, but in no event later than April 29, 2017 (the “Pension Effective Date”).

For each non-registered employee within the bargaining unit, the total employer contribution rate shall be comprised of the following amounts:

2016:

- PENSION REHABILITATION: Beginning January 1, 2016, \$0.33 per hour shall be contributed for all compensable hours up to the maximum of 173 hours per month.
- BENEFIT ACCRUAL: Beginning January 1, 2016, \$0.60 per hour shall be contributed for all compensable hours up to the maximum of 173 hours per month.
- SUPPLEMENTAL CONTRIBUTION: Beginning January 1, 2016, \$0.28 per hour shall be contributed for all compensable hours up to the maximum of 173 hours per month.
 - TOTAL CONTRIBUTION for 2016 (rehabilitation + benefit accrual) shall be \$1.21 per reported hour.

2017:

- PENSION REHABILITATION*: Beginning January 1, 2017 or the Pension Effective Date, whichever is later, \$0.436 per hour shall be contributed for all compensable hours up to the maximum of 173 hours per month.
- BENEFIT ACCRUAL: Beginning January 1, 2017, \$0.60 per hour shall be contributed for all compensable hours up to the maximum of 173 hours per month.
- SUPPLEMENTAL CONTRIBUTION: Beginning January 1, 2017, \$0.28 per hour shall be contributed for all compensable hours up to the maximum of 173 hours per month.
 - TOTAL CONTRIBUTION for 2017 (rehabilitation + benefit accrual) shall be \$1.316 per reported hour.

2018:

- PENSION REHABILITATION*: Beginning January 1, 2018, \$0.542 per hour shall be contributed for all compensable hours up to the maximum of 173 hours per month.
- BENEFIT ACCRUAL: Beginning January 1, 2018, \$0.60 per hour shall be contributed for all compensable hours up to the maximum of 173 hours per month.
- SUPPLEMENTAL CONTRIBUTION: Beginning January 1, 2018, \$0.28 per hour shall be contributed for all compensable hours up to the maximum of 173 hours per month.
 - TOTAL CONTRIBUTION for 2018 (rehabilitation + benefit accrual) shall be \$1.422 per reported hour.

REGISTERED EMPLOYEE CONTRIBUTION

For each registered employee within the bargaining unit, the total employer contribution rate shall be comprised of the following amounts:

2016:

- PENSION REHABILITATION: Beginning January 1, 2016, \$0.33 per hour shall be contributed for all compensable hours up to the maximum of 173 hours per month.
- BENEFIT ACCRUAL: Beginning January 1, 2016, \$0.82 per hour shall be contributed for all compensable hours up to the maximum of 173 hours per month.
- SUPPLEMENTAL CONTRIBUTION: Beginning January 1, 2016, \$0.38 per hour shall be contributed for all compensable hours up to the maximum of 173 hours per month.
 - TOTAL CONTRIBUTION for 2016 (rehabilitation + benefit accrual) shall be \$1.53 per reported hour.

2017:

- PENSION REHABILITATION*: Beginning January 1, 2017 or the Pension Effective Date, whichever is later, \$0.436 per hour shall be contributed for all compensable hours up to the maximum of 173 hours per month.
- BENEFIT ACCRUAL: Beginning January 1, 2017, \$0.82 per hour shall be contributed for all compensable hours up to the maximum of 173 hours per month.
- SUPPLEMENTAL CONTRIBUTION: Beginning January 1, 2017, \$0.38 per hour shall be contributed for all compensable hours up to the maximum of 173 hours per month.
 - TOTAL CONTRIBUTION for 2017 (rehabilitation + benefit accrual) shall be \$1.636 per reported hour.

2018:

- PENSION REHABILITATION*: Beginning January 1, 2018, \$0.542 per hour shall be contributed for all compensable hours up to the maximum of 173 hours per month.
- BENEFIT ACCRUAL: Beginning January 1, 2018, \$0.82 per hour shall be contributed for all compensable hours up to the maximum of 173 hours per month.
- SUPPLEMENTAL CONTRIBUTION: Beginning January 1, 2018, \$0.38 per hour shall be contributed for all compensable hours up to the maximum of 173 hours per month.
 - TOTAL CONTRIBUTION for 2018 (rehabilitation + benefit accrual) shall be \$1.742 per reported hour.

15.02 Retirement Plans. For employees covered by this Agreement, the Employer will continue to offer its 403(b)(7) Custodial Plan for employee voluntary pre-tax contributions. In addition, effective the first full pay period in 2010, the Employer will match fifty percent (50%) of the first four percent (4%) of pay that eligible employees defer into their account. These matching contributions will vest immediately.

15.03 Retirement Service Award - Eligible regular employees will receive a Retirement Service Award at retirement if they are at least age fifty-five (55) and have been continuously employed in a 0.75 FTE position for twelve (12) or more years. The Retirement Service Award is fifty-five dollars (\$55) for every year of service at Group Health as a regular employee since the employee's most recent hire date.

15.04 Retirement Notice Award - Eligible regular employees who give between six (6) and nine (9) months' advance notice of retirement and are at least age fifty-five (55) with at least twelve (12) years of continuous service will be eligible for a Retirement Notice Award. The Award will be pro-rated for FTE at the employee's regular rate of pay at the time of retirement. The Award will be paid at the end of the employee's career with Group Health.

If an employee previously received a retirement PTO award before January 1, 2014 (whether or not they actually retired), they are not eligible to receive this Retirement Notice Award.

Retirement Notice Award Schedule:

- 12 through 19 years of service – 80 hours of pay
- 20 or more years of service - 120 hours of pay

ARTICLE 16 — LEAVES OF ABSENCE

16.01 In General. All leaves are to be requested from the Employer in writing as far in advance as is possible, stating the amount of time requested. A written reply to grant or deny the request shall be given by the Employer as soon as is possible. Leaves of absence for the purpose of extending PTO during the summer months shall be entirely at the convenience of the Employer. Employee-initiated leaves without pay for up to four (4) calendar days shall not alter any regular employee's anniversary date of employment or the amount of Paid Time Off credits, which would otherwise be earned. This limitation shall not apply to leaves without pay for low census/low need. Employees on an approved leave of absence may not receive money, or its equivalent, from employment elsewhere or from self-employment unless approved by the Employer. This rule does not apply to an employee on an approved educational leave of absence.

16.02 Health Leave. In order to provide job protection for employees who are not covered by FMLA, after one (1) year of continuous employment with an FTE, one (1) durational leave of absence per rolling calendar year will be granted to employees who are not eligible for FMLA leave for a personal illness or injury or injury or disability because of pregnancy or childbirth without loss of accrued benefits. An employee who exhausts all of their FMLA leave is not eligible for a health leave.

A leave of absence begins on the date of first absence from work. Accrued Paid Time Off for the period of temporary disability shall be used during this period. Except that an employee may elect to reserve up to eighty (80) hours (prorated for part-time employees) of Paid Time Off. The one-year service requirement shall not apply to health leaves for temporary disability due to pregnancy or childbirth.

The Employer will use reasonable efforts to staff the vacant position created by the leave of absence on a temporary basis for the period of the employee's sick leave, subject to patient care considerations and departmental needs. All persons hired temporarily to replace employees who are on leave of absence shall be so advised and shall be informed of the approximate date the regular employee is expected to return. Length of service credit and benefits will not accrue but will remain the same as at the time of beginning the leave. Prior to returning to work after an extended absence for personal illness or injury, the Employer may require a statement from the attending physician attesting to the employee's capability to perform the work required of the job. Health leave shall not exceed six (6) months. If a health leave of absence exceeds twelve (12) weeks, only then may the Employer permanently fill the vacancy. If the Employer has filled the position permanently, pursuant to the above, the employee on leave of absence, upon returning to the job during the six (6) month health leave period, will be offered the first open position for which the employee is qualified.

16.03 Family Leave.

A. **Federal Law:** Pursuant to the Family and Medical Leave Act of 1993, upon completion of one (1) year of employment, an employee who has worked at least twelve hundred fifty (1250) hours in the previous twelve (12) month period may be eligible for FMLA. If the employee qualifies for FMLA leave, the Employer shall maintain the employee's health benefits during this leave and shall reinstate the employee to the employee's former or equivalent position at the conclusion of the leave. The use of family leave shall not result in the loss of any employment benefit that accrued prior to the commencement of the leave. Under certain conditions, family leave may be taken intermittently or on a reduced work schedule. If a leave qualifies under both federal and state law, the leave shall run concurrently. Ordinarily, the employee must provide thirty (30) days' advance notice to the Employer when the leave is foreseeable. An employee shall use accrued paid leave time for which the employee is eligible during family leave, except that the employee may elect to reserve up to eighty (80) hours (pro-rated for part-time employees) of Accrued Paid Time Off. Family leave shall be interpreted consistently with the conditions and provision of the state and federal law. FMLA leave taken due to the employee's own serious health condition shall also constitute, and run concurrently with, any other leaves the employee is able to use.

B. **Family Care Act.** Employees shall be able to use accumulated paid time off according to the Washington State Family Care Act.

16.04 Advanced Study Leave. After one (1) year of employment, leave may be granted for job related study up to one (1) year, and the employee will return to the first available job opening without loss of seniority or other accrued benefits. Request for advanced study leave must be submitted sixty (60) days prior to the time leave is desired and the request must be in writing.

16.05 Bereavement Leave. Regular full-time and part-time employees, including probationary employees, shall be allowed a maximum of three (3) scheduled days off with pay by reason of a death in the employee's immediate family. The term "immediate family" includes spouse/domestic partner, son, daughter, adopted children, step children, son and daughter-in-law, mother, father, mother and father-in-law, step parent, sister, brother, sister and brother-in-law, step sister, step brother, grandparent, grandparent-in-law, step grandparent, and grandchildren. When an employee attends a funeral out of state, an additional day without loss of pay shall be granted when reasonable. Additional unpaid time off may be allowed when extensive travel is required.

16.06 Dependent Care Leave. After one (1) year of continuous employment an unpaid leave may be granted to an employee to care for a dependent child who resides with the employee for conditions other than those set forth in Article 16.03 (Family Leave) or for the care of a dependent parent or spouse or domestic partner of the employee. Such leave will occur without loss of seniority or accrued benefits, subject to the Employer's policy on PTO carryover. An employee on dependent care leave not exceeding thirty (30) days shall be entitled to return to his or her prior position. Thereafter the employee shall be entitled to the first available position for which he/she is qualified. Such leave shall not exceed one (1) year.

16.07 Child Bonding. Employees who have one (1) year of continuous regular employment at .75 FTE or greater will be allowed two (2) weeks of leave at one hundred percent (100%) pay (less taxes and withholdings), pro-rated for FTE, will be provided to parents of a newborn baby or a child newly placed for adoption. Leave must be completed within six (6) weeks of the child's birth or placement for adoption. Child-bonding leave always runs concurrently with other forms of leave an employee might be eligible for, such as FMLA, short-term disability, or long-term disability. Any compensation that is received under another leave plan or absence program is deducted from the child-bonding leave benefit so that the total compensation during the child-bonding leave period does not exceed one hundred percent (100%) of an employee's regular compensation.

16.08 Military Leave. A regular employee called for military duty will be paid the difference between the pay they receive for such service and the amount of regular pay lost by reason of such service up to a maximum of one hundred twenty (120) hours in any rolling twelve (12) month period for routine training, and the first ninety (90) days of active duty. Leave required in order for a regular employee to maintain status in a military reserve of the United States shall be granted without loss of accrued benefits. Leave for active military duty shall be granted in accordance with applicable law. In order to be eligible for payments under this paragraph, the employee must furnish Group Health with a copy of the employee's government check stub(s) showing the amount of military pay received. Except as provided in this paragraph, time off for military duty will be unpaid, although the employee may voluntarily choose to use available PTO.

16.09 Continuing Education. The Employer will establish a continuing education fund for continuing education expenses; these include but are not limited to course fees, materials and testing fees for regular employees classified as registered pharmacists, clinical pharmacists, and pharmacy technicians. Certification test and study materials will be paid for by the employer from the Continuing Education Fund for those who are required by this agreement to take the certification exam. Expense reimbursement shall be subject to fund disbursement policies established by the Employer. Registered pharmacists will provide input to the policies and guidelines regarding fund disbursement. The annual contribution to the fund will be sixty thousand dollars (\$60,000.)

Unused funds will not be carried over from one year to the next. Pharmacists and Technicians may charge the Fund for up to sixteen (16) hours pro-rated for FTE (or two (2) days (exempt employees)) in a calendar year for continuing education time completed during non-work hours. Such leave will be paid on a first come, first served basis, to the limit of the funds.

16.10. Licensure. The Employer will reimburse Pharmacists and Technicians for their annual Washington license renewals separate from the annual contributions to the fund.

16.11 Sabbatical Leave. The purpose of a sabbatical is to provide an extended leave from an employee's customary work in order to pursue significant professional development activities such as full-time academic study, participation in research projects, providing healthcare in underserved areas, or publishing. Employees are eligible for their first sabbatical after working a minimum of ten (10) years of regular employment in an eligible job classification at Group Health. Subject to management approval, an employee who qualifies may be granted a sabbatical of up to six (6) months or a sabbatical of up to one (1) year after working thirteen (13) years.

Employees granted a sabbatical will remain covered by the medical and dental plans in which they are already enrolled and life insurance and long-term disability in which they are already enrolled, subject to the availability of the coverage under the current terms of the plan.

Employees granted a sabbatical will retain previously accrued seniority. The total number of sabbatical leaves that may be granted during any one (1) year will not exceed five (5). An employee granted a sabbatical agrees to return to employment with the Employer following sabbatical for at least one (1) year. Employees returning from a sabbatical leave of no more than six (6) months will be reinstated to their prior position.

Thereafter, employees will be reinstated to the first available position for which the employee is qualified. An employee is eligible to apply for another sabbatical only after seven (7) years have elapsed after the original sabbatical leave. The education committee may recommend criteria for selection of candidates and other guidelines the Employer establishes for administering the leave.

ARTICLE 17 — JURY DUTY

17.01 Jury Duty Leave. Regular employees, including probationary employees, who are called to serve on jury duty shall be compensated by the Employer for their scheduled hours of work that the employee is required to report for jury duty. Employees called to jury duty who intend to serve will notify the Employer at least three (3) weeks in advance of their jury service, or the employee may not be paid for the time they are required to report for jury duty.

17.02 Witness Pay. The Employer will pay an employee who is called to be a witness on behalf of the Employer for the time spent as though it were work time.

ARTICLE 18 — GRIEVANCE PROCEDURE

18.01 Grievance Defined. A grievance is defined as an alleged violation of the terms and conditions of this Agreement. If any such grievance arises, it shall be submitted to the following grievance procedure.

18.02 Time Limits. Time limits set forth in the following steps may only be extended by mutual consent of the parties hereto. Failure of the employer to comply with the time limits set forth below shall result in the grievance being automatically elevated to the next step of the grievance procedure.

Step I: Immediate Supervisor

The employee and/or the Union Representative shall present the grievance in writing to the immediate supervisor and the parties shall attempt to resolve the problem immediately, but in no event later than fourteen (14) calendar days from the employee's knowledge of the facts that constitute the grievance. The immediate supervisor shall be given fourteen (14) calendar days to respond in writing to the employee. The immediate supervisor at Step 1 is responsible for informing the grievant of the name, position and location of the next level of management to whom the second step grievance should be directed.

Step II: Next Level of Management

If the matter is not resolved to the parties' satisfaction in Step I, the employee and/or Union Representative shall present the grievance to the next level of management within fourteen (14) calendar days of the immediate supervisor's decision. The Manager shall reply within fourteen (14) calendar days following receipt of the grievance.

Step III: Labor Relations and Union Representative

If the matter is not resolved in Step II to the Union's satisfaction, the grievance shall be referred in writing to Labor Relations within fourteen (14) calendar days following receipt of the Step II response. Labor Relations and Union Representative shall meet within fourteen (14) calendar days to discuss the grievance. Labor Relations shall provide a written answer within fourteen (14) calendar days of the Step III meeting.

Step IV: Arbitration

If the grievance is not settled on the basis of the foregoing procedures, either the Employer or the Union may submit the issue in writing to arbitration within fourteen (14) calendar days following the receipt of the Step III response. 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's decisions shall be final and binding on all parties. The arbitrator shall not have authority to add to, subtract from, or otherwise 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 (1/2) of the fee of the arbitrator and any other expense jointly incurred 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 the witnesses called by the other party. Any grievance where an arbitrator has not been selected within sixty (60) calendar days of the date of the Employer's Step III response will be forfeited unless an extension is agreed to in writing by both parties. Forfeiture is not a determination on the merits of the grievance and shall not constitute a precedent. There is no automatic elevation to arbitration.

ARTICLE 19 — UNINTERRUPTED PATIENT CARE

19.01 Uninterrupted Patient Care. It is recognized that the Employer is engaged in a public service requiring continuous operation, and it is agreed that recognition of such obligation of continuous service is imposed upon both the Employer and the Union. Neither the Union nor its members, agents, representatives, employees or persons acting in concert with them shall incite, encourage, participate or in any way directly or indirectly aid others in any strike, sympathy strike, walkout, slowdown or other work stoppage of any nature whatsoever nor shall they engage in any picketing or other interference whatever with the efficient operation and conduct of the Employer's business. In the event of any strike, sympathy strike walkout, slowdown or work stoppage or picketing, or a threat thereof, the Union and its officers will do everything within their power to end or avert same. The Employer shall not lock out its employees.

ARTICLE 20 — PHARMACY JOINT LABOR MANAGEMENT COMMITTEE

20.01 It is the goal of UFCW 21 and Group Health Cooperative to engage in collaborative problem solving efforts so that broad issues of mutual concern to the Union and the Employer can be addressed on an on-going basis during the term of this agreement. The committee may agree to address matters subject to collective bargaining but shall not substitute for the contractually agreed-upon process for bargaining and resolving grievances. Issues and problems pertaining to specific worksites will continue to be addressed at the facility or work unit level.

The committee will meet at least quarterly. The Union and Employer can mutually agree to meet more frequently. The composition of the committee may vary depending on the issue: however, each party will appoint a core of no more than five (5) representatives and at least one Union Representative. Subject matter experts (SME) may attend as needed according to the agreed upon agenda for the meeting. The committee may, at its discretion, establish temporary subcommittees to research and/or address specific issues. Because joint training is essential to the success of the committee, training in the collaborative model will be provided to the core representatives. All employee attendance, including SME, at joint LMC meetings will not result in loss of wages.

The Union and Employer agree to make hours of work a standing item for all future pharmacy JLMC meetings. Upon request, which shall not be made more frequently than on a quarterly basis unless required to enforce this agreement or the collective bargaining agreement, the Employer agrees to provide to the JLMC a report to include the following information:

1. List of all areas that utilize less than eight (8) hour shifts
2. List of all pharmacy employees who are working less than eight (8) hour shifts

ARTICLE 21 — GENERAL PROVISIONS

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

21.02 Any changes or amendments to the Agreement shall be in writing and duly executed by the parties hereto.

21.03 Any and all agreements, written and verbal, previously entered into between the parties hereto are mutually canceled and superseded by this Agreement.

21.04 The parties acknowledge that during the negotiations which resulted in the 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 life of this Agreement, each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated, to bargain collectively with respect to any subject or matter not specifically referred to or covered by this Agreement, even though such subjects or matters may not have been within the knowledge or contemplation of any or all of the parties at the time they negotiated or signed this Agreement. The parties further agree, however, that this Agreement may be amended by the mutual consent of the parties in writing at any time during its term.

ARTICLE 22 — OCCUPATIONAL SAFETY & HEALTH

22.01 The Employer will maintain a safe and healthful work place in compliance with all Federal, State and local laws applicable to the safety and health of its employees.

22.02 The Employer shall form a Health and Safety committee composed of employee and Employer representatives. The purpose of the committee shall be to investigate safety and health measures for the workplace and its employees. The committee shall allow for proportionate membership representation of employee groups. Broad-based and persistent health and safety concerns of individual employees or employee groups can be addressed to the Committee if they have not been adequately responded to at the facility or unit level.

22.03 The Employee's Safety and Health committee, and Union representatives to the joint committee, act hereunder exclusively in an advisory capacity.

22.04 The Employer shall provide adequate orientation, training and education for employees who may be routinely exposed to potentially hazardous substances and harmful biological and/or physical agents in their jobs.

22.05 Employees assigned to locations where exposure to ionizing radiation is possible in the course of the work assignment shall be issued a film badge or similar detection device. The Employer will maintain records of employee exposure.

22.06 Ergonomics. Group Health has policies, procedures and workplace tools designed to assist employees in designing and maintaining an ergonomic acceptable workstation. Employees are encouraged to explore this information and contact their managers with questions.

ARTICLE 23 — SUCCESSOR

23.01 This Agreement shall be binding upon any successor employer, regardless of the nature of the transaction involved. The Employer shall have the affirmative duty to call this provision to the attention of any successor employer. As soon as is practicable prior to the business structure change, the Employer shall provide the Union with documentation that the Employer has notified the successor employer of its obligation to assume this Agreement, as a condition of the sale or other transaction.

ARTICLE 24 — CLINICAL PHARMACIST

24.01 The Clinical Pharmacist position was created by Group Health Cooperative (GHC) during October of 2013. This article pertains to the Clinical Pharmacist job classifications and will apply only to that classification. The Clinical Pharmacist classifications are Non-Certified Clinical Pharmacist and Certified Clinical Pharmacist.

24.02 Clinical Pharmacists selected through this initial process in 2013 will obtain the necessary certification within two (2) years of hire. Each Clinical Pharmacist will have at least two (2) chances to take the certification examination. Individuals who are not able to complete this requirement within two (2) years of hire into a Clinical Pharmacist position will be offered any vacant pharmacist position. If there is more than one (1) employee in this situation, vacancies will be offered in order of seniority. Declining a vacant comparable (per Article 8.05) pharmacist position will result in the termination of the clinical pharmacist without any severance benefits. If there is no vacant comparable pharmacist position, the clinical pharmacist will be placed on the pharmacist recall list to be recalled by seniority for a period of twelve (12) months pursuant to the recall language in the collective bargaining agreement. Clinical Pharmacists who are on the recall list due to not passing the certification requirement within two (2) years will not receive any severance benefits; however unemployment will not be contested.

a) Certification test and study materials will be paid for by the employer from the Continuing Education Fund for those who are required by this agreement to take the certification exam.

b) Subject to scheduling made by and between the Clinical Pharmacists and which meets patient and customer needs, an additional three (3) days of paid Education Leave will be provided once to Clinical Pharmacists who are taking the certification exam for the first time after being selected into the Clinical Pharmacist position. The three (3) days will be used for study time and for taking the exam.

24.03 Group Health Pharmacists who accept a Clinical Pharmacist position will be placed on the Clinical Pharmacist wage scale at the same step that they were on the Pharmacist wage scale.

24.04 Any work related mileage for Clinical Pharmacists will be paid according to GHC policy.

24.05 If the Clinical Pharmacist is scheduled to work on a GHC holiday and does so, the Clinical Pharmacist will receive a day off at a mutually agreed time to offset working on the holiday.

24.06 Pharmacy Administration will request laptops and phones for the use of Clinical Pharmacists. Clinical Pharmacists, according to their work, may be permitted to work from remote locations in order to complete all duties as assigned.

24.07 Call will be scheduled on a rotating basis among Clinical Pharmacists.

24.08 Clinical Pharmacists will be classified as exempt Union employees. Non Certified will be paid two percent (2%) above the Pharmacist wage scale annualized as exempt wages. Certified will be paid four and one-half percent (4.5%) above the Pharmacist wage scale annualized as exempt wages.

24.09 Clinical Pharmacists will begin earning the Exempt PTO rate at the current years of service and continue to accrue at the appropriate years of service moving forward.

Years of service	Accrual rate	Days you earn per year
	(per regular hour worked; assumes 1.0 FTE)	(per 2,080 regular hours worked; assumes 1.0 FTE)
0 thru 3	0.0808	21
4 thru 9	0.1000	26
10+	0.1194	31

24.10 For the sole and specific purpose of gauging and managing Clinical Pharmacist workload to insure that the workload remains reasonable, Pharmacy Administration and three (3) Clinical Pharmacists elected by the union membership will design or select a tool to assist in evaluating data with regard to the volume and hours of work that the clinical pharmacists are assigned in order to balance work and life outside of work by March 31, 2017.

a) If a Clinical Pharmacist (CP) has concerns regarding their ability to complete tasks for GHC, they will bring these concerns to the Clinical Pharmacist Coordinator (CPC). The Clinical Pharmacist Coordinator will review the workload and make adjustments, process changes and work with the CP to help adjust workload to meet reasonable CP and GHC expectations and the needs of patients and customers.

b) If workload continues to be an issue, the affected pharmacist(s) will bring the workload concerns to a committee made up of three (3) Certified Clinical Pharmacists selected by union employees in the CP classification, the CPC and the department manager. A Union Representative may attend at the request of the CPs involved. A written plan for the affected pharmacist will be developed by this committee.

c) If after the committee review, workload continues to be excessive in the eyes of the CP Pharmacist(s), the CP Pharmacist(s) will request review by the Executive Director of Pharmacy Delivery Services. The Executive Director of Pharmacy Delivery

Services will make a recommendation for additional staff, re-allocation of work, re-prioritization of workload and/or a different resolution that addresses the workload issue.


ARTICLE 25 — DURATION OF AGREEMENT

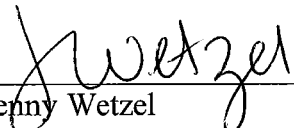
25.01 This Agreement shall become effective November 1, 2016 and shall continue in full force and effect through October 31, 2020, and shall continue in effect from year to year thereafter, unless written notice of the desire to amend or terminate the Agreement is served by either party by certified mail upon the other at least ninety (90) days prior to date of expiration. If written notice to amend is given, then this Agreement shall remain in effect until the terms of a new amended agreement are agreed upon; provided, however, that if a notice to amend is timely given, either party may at any time thereafter notify the other in writing of its desire to terminate this Agreement as of a date stated in such notice to terminate.


25.02 In the event of an inadvertent failure by either party to give the notice set forth above, such party may give notice at any time prior to the termination date of this Agreement. If a notice is given in accordance with the provisions of this Article, the expiration date of this contract shall be the ninetieth (90th) day, following such notice.

SIGNED THIS 3rd day of November, 2016.

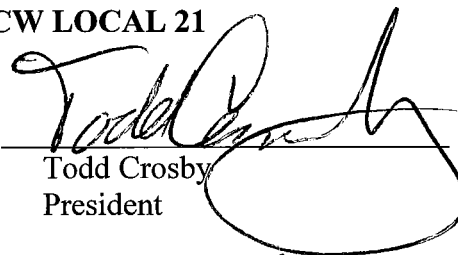
GROUP HEALTH COOPERATIVE

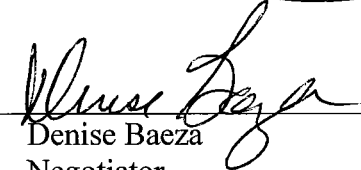
By: 
Tami Lamp
Executive Vice-President
Human Resources

By: 
Jenny Wetzel
Vice-President
Employee and Labor Relations

By: 
Tom Colleran
Executive Director
Pharmacy and Clinical Delivery Services

UFCW LOCAL 21

By: 
Todd Crosby
President

By: 
Denise Baeza
Negotiator

**ADDENDUM "A" TO THE AGREEMENT
By and Between
UFCW LOCAL 21 - PHARMACY UNIT
and
GROUP HEALTH COOPERATIVE**

WAGE SCHEDULES

(Refer to the following pages)

Pharmacy (UFCW Local 21) Wage Schedule

Current

Job	Job Title	Lawson Internal Sys Code (Grade)	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
1609	Pharmacist I	1	\$56.43	\$57.40	\$58.42	\$59.44	\$60.47	\$60.47	\$62.59	\$62.59	\$64.96
1608	Pharmacist I (15% in lieu)	3	\$64.89	\$66.01	\$67.18	\$68.36	\$69.54	\$69.54	\$71.98	\$71.98	\$74.70
1610	Pharmacist Relief Pool*	11	\$58.43	\$59.40	\$60.42	\$61.44	\$62.47	\$62.47	\$64.59	\$64.59	\$66.96
1611	Pharmacist Relief Pool (15% in lieu)	13	\$66.89	\$68.01	\$69.18	\$70.36	\$71.54	\$71.54	\$73.98	\$73.98	\$76.70
1620	Clinical Pharmacist_NC	14	\$57.56	\$58.55	\$59.59	\$60.62	\$61.68	\$61.68	\$63.84	\$63.84	\$66.27
1619	Clinical Pharmacist	15	\$58.96	\$59.99	\$61.05	\$62.11	\$63.19	\$63.19	\$65.40	\$65.40	\$67.89
1613	Pharmacy Specialist	2	\$59.24	\$60.28	\$61.35	\$62.40	\$63.49	\$63.49	\$65.72	\$65.72	\$68.22

**This pay rate includes \$2.00 for Relief Pool Premium*

Job	Job Title	Lawson Internal Sys Code (Grade)	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
1607	Pharmacy Technician	6	\$17.63	\$18.08	\$18.53	\$19.08	\$19.63	\$20.22	\$20.83	\$21.47	\$22.11	\$22.77	\$23.47	\$23.47
			Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19					
			\$24.17	\$24.17	\$24.89	\$24.89	\$25.63	\$25.63	\$26.40					
Job	Job Title	Lawson Internal Sys Code (Grade)	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
1614	Pharmacy Technician (15% in lieu)	10	\$20.28	\$20.79	\$21.32	\$21.94	\$22.56	\$23.26	\$23.95	\$24.69	\$25.42	\$26.19	\$26.99	\$26.99
			Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19					
			\$27.79	\$27.79	\$28.62	\$28.62	\$29.48	\$29.48	\$30.36					
Job	Job Title	Lawson Internal Sys Code (Grade)	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
1615	Pharmacy Technician Relief Pool*	12	\$19.63	\$20.08	\$20.53	\$21.08	\$21.63	\$22.22	\$22.83	\$23.47	\$24.11	\$24.77	\$25.47	\$25.47
			Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19					
			\$26.17	\$26.17	\$26.89	\$26.89	\$27.63	\$27.63	\$28.40					

**This pay rate includes \$2.00 for Relief Pool Premium*

Pharmacy (UFCW Local 21) Wage Schedule

Current

Job	Job Title	Lawson Internal Sys Code (Grade)	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
1603	Pharmacy Assistant	7	\$15.67	\$15.89	\$16.08	\$16.33	\$16.53	\$16.73	\$16.96	\$17.21
1621	Pharmacy Assistant-Relief Pool*	18	\$17.67	\$17.89	\$18.08	\$18.33	\$18.53	\$18.73	\$18.96	\$19.21

**This pay rate includes \$2.00 for Relief Pool Premium*

Job	Job Title	Lawson Internal Sys Code (Grade)	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
1616	Warehouse Worker/Pharmacy	8	\$17.29	\$17.82	\$18.27	\$18.73	\$19.19	\$19.67	\$20.17	\$20.67	\$21.19	\$21.71	\$22.27

Job	Job Title	Lawson Internal Sys Code (Grade)	1st yr	2nd yr	3rd yr	4th yr	Graduate Intern**
1605	Pharmacy Intern	9	\$18.80	\$19.92	\$21.13	\$22.40	\$29.21

***This pay rate shall be effective the first full pay period following graduation from an accredited college of pharmacy.*

Pharmacy (UFCW Local 21) Wage Schedule

Nov
2016

Job	Job Title	Lawson Internal Sys Code (Grade)	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10 new
1609	Pharmacist I	1	\$57.56	\$58.55	\$59.59	\$60.63	\$61.68	\$61.68	\$63.84	\$63.84	\$66.26	\$68.58
1608	Pharmacist I (15% in lieu)	3	\$66.19	\$67.33	\$68.53	\$69.72	\$70.93	\$70.93	\$73.42	\$73.42	\$76.20	\$77.31
1610	Pharmacist Relief Pool*	11	\$60.06	\$61.05	\$62.09	\$63.13	\$64.18	\$64.18	\$66.34	\$66.34	\$68.76	\$71.08
1611	Pharmacist Relief Pool (15% in lieu)	13	\$69.07	\$70.21	\$71.40	\$72.60	\$73.81	\$73.81	\$76.29	\$76.29	\$79.07	\$81.74
1620	Clinical Pharmacist_NC	14	\$58.71	\$59.72	\$60.78	\$61.83	\$62.91	\$62.91	\$65.12	\$65.12	\$67.60	\$69.96
1619	Clinical Pharmacist	15	\$60.14	\$61.19	\$62.27	\$63.35	\$64.45	\$64.45	\$66.71	\$66.71	\$69.25	\$71.67
1613	Pharmacy Specialist	2	\$60.42	\$61.49	\$62.58	\$63.65	\$64.76	\$64.76	\$67.03	\$67.03	\$69.58	\$72.02

**This pay rate includes \$2.50 for Relief Pool Premium*

Job	Job Title	Lawson Internal Sys Code (Grade)	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
1607	Pharmacy Technician	6	\$17.98	\$18.44	\$18.90	\$19.46	\$20.02	\$20.62	\$21.25	\$21.90	\$22.55	\$23.23	\$23.94	\$23.94
			Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19					
			\$24.65	\$24.65	\$25.39	\$25.39	\$26.14	\$26.14	\$26.93					
Job	Job Title	Lawson Internal Sys Code (Grade)	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
1614	Pharmacy Technician (15% in lieu)	10	\$20.68	\$21.21	\$21.74	\$22.38	\$23.02	\$23.71	\$24.44	\$25.19	\$25.93	\$26.71	\$27.53	\$27.53
			Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19					
			\$28.35	\$28.35	\$29.20	\$29.20	\$30.06	\$30.06	\$30.97					
Job	Job Title	Lawson Internal Sys Code (Grade)	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
1615	Pharmacy Technician Relief Pool*	12	\$20.48	\$20.94	\$21.40	\$21.96	\$22.52	\$23.12	\$23.75	\$24.40	\$25.05	\$25.73	\$26.44	\$26.44
			Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19					
			\$27.15	\$27.15	\$27.89	\$27.89	\$28.64	\$28.64	\$29.43					

**This pay rate includes \$2.50 for Relief Pool Premium*

Pharmacy (UFCW Local 21) Wage Schedule

Nov
2016

Job	Job Title	Lawson Internal Sys Code (Grade)	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
1603	Pharmacy Assistant	7	\$15.98	\$16.21	\$16.40	\$16.66	\$16.86	\$17.06	\$17.30	\$17.55
1621	Pharmacy Assistant-Relief Pool*	18	\$18.48	\$18.71	\$18.90	\$19.16	\$19.36	\$19.56	\$19.80	\$20.05

**This pay rate includes \$2.50 for Relief Pool Premium*

Job	Job Title	Lawson Internal Sys Code (Grade)	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
1616	Warehouse Worker/Pharmacy	8	\$17.64	\$18.18	\$18.64	\$19.10	\$19.57	\$20.06	\$20.57	\$21.08	\$21.61	\$22.14	\$22.72

Job	Job Title	Lawson Internal Sys Code (Grade)	1st yr	2nd yr	3rd yr	4th yr	Graduate Intern**
1605	Pharmacy Intern	9	\$18.80	\$19.92	\$21.13	\$22.40	\$37.50

*** This pay rate shall be effective the first full pay period following graduation from an accredited college of pharmacy.*

Pharmacy (UFCW Local 21) Wage Schedule

Nov
2017

Job	Job Title	Lawson Internal Sys Code (Grade)	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1609	Pharmacist I	1	\$58.71	\$59.72	\$60.78	\$61.84	\$62.91	\$62.91	\$65.12	\$65.12	\$67.59	\$69.95
1608	Pharmacist I (15% in lieu)	3	\$67.52	\$68.68	\$69.90	\$71.12	\$72.35	\$72.35	\$74.89	\$74.89	\$77.73	\$80.44
1610	Pharmacist Relief Pool*	11	\$61.21	\$62.22	\$63.28	\$64.34	\$65.41	\$65.41	\$67.62	\$67.62	\$70.09	\$72.45
1611	Pharmacist Relief Pool (15% in lieu)	13	\$70.39	\$71.55	\$72.77	\$73.99	\$75.22	\$75.22	\$77.76	\$77.76	\$80.60	\$83.32
1620	Clinical Pharmacist_NC	14	\$59.88	\$60.91	\$62.00	\$63.07	\$64.17	\$64.17	\$66.42	\$66.42	\$68.95	\$71.36
1619	Clinical Pharmacist	15	\$61.34	\$62.41	\$63.52	\$64.62	\$65.74	\$65.74	\$68.04	\$68.04	\$70.64	\$73.10
1613	Pharmacy Specialist	2	\$61.63	\$62.72	\$63.83	\$64.92	\$66.06	\$66.06	\$68.37	\$68.37	\$70.97	\$73.46

**This pay rate includes \$2.50 for Relief Pool Premium*

Job	Job Title	Lawson Internal Sys Code (Grade)	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
1607	Pharmacy Technician	6	\$18.34	\$18.81	\$19.28	\$19.85	\$20.42	\$21.03	\$21.68	\$22.34	\$23.00	\$23.69	\$24.42	\$24.42
			Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19					
			\$25.14	\$25.14	\$25.90	\$25.90	\$26.66	\$26.66	\$27.47					
1614	Pharmacy Technician (15% in lieu)	10	\$21.09	\$21.63	\$22.17	\$22.83	\$23.48	\$24.18	\$24.93	\$25.69	\$26.45	\$27.24	\$28.08	\$28.08
			Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19					
			\$28.91	\$28.91	\$29.79	\$29.79	\$30.66	\$30.66	\$31.59					
1615	Pharmacy Technician Relief Pool*	12	\$20.84	\$21.31	\$21.78	\$22.35	\$22.92	\$23.53	\$24.18	\$24.84	\$25.50	\$26.19	\$26.92	\$26.92
			Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19					
			\$27.64	\$27.64	\$28.40	\$28.40	\$29.16	\$29.16	\$29.97					

**This pay rate includes \$2.50 for Relief Pool Premium*

Pharmacy (UFCW Local 21) Wage Schedule

Nov
2017

Job	Job Title	Lawson Internal Sys Code (Grade)	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
1603	Pharmacy Assistant	7	\$16.30	\$16.53	\$16.73	\$16.99	\$17.20	\$17.40	\$17.65	\$17.90
1621	Pharmacy Assistant-Relief Pool*	18	\$18.80	\$19.03	\$19.23	\$19.49	\$19.70	\$19.90	\$20.15	\$20.40

**This pay rate includes \$2.50 for Relief Pool Premium*

Job	Job Title	Lawson Internal Sys Code (Grade)	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
1616	Warehouse Worker/Pharmacy	8	\$17.99	\$18.54	\$19.01	\$19.48	\$19.96	\$20.46	\$20.98	\$21.50	\$22.04	\$22.58	\$23.17

Job	Job Title	Lawson Internal Sys Code (Grade)	1st yr	2nd yr	3rd yr	4th yr	Graduate Intern**
1605	Pharmacy Intern	9	\$18.80	\$19.92	\$21.13	\$22.40	\$37.50

*** This pay rate shall be effective the first full pay period following graduation from an accredited college of pharmacy.*

Pharmacy (UFCW Local 21) Wage Schedule

Nov
2018

Job	Job Title	Lawson Internal Sys Code (Grade)	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1609	Pharmacist I	1	\$59.88	\$60.91	\$62.00	\$63.08	\$64.17	\$64.17	\$66.42	\$66.42	\$68.94	\$71.35
1608	Pharmacist I (15% in lieu)	3	\$68.86	\$70.05	\$71.30	\$72.54	\$73.80	\$73.80	\$76.38	\$76.38	\$79.28	\$82.05
1610	Pharmacist Relief Pool*	1/1	\$62.38	\$63.41	\$64.50	\$65.58	\$66.67	\$66.67	\$68.92	\$68.92	\$71.44	\$73.85
1611	Pharmacist Relief Pool (15% in lieu)	1/3	\$71.74	\$72.92	\$74.18	\$75.42	\$76.67	\$76.67	\$79.26	\$79.26	\$82.16	\$84.93
1620	Clinical Pharmacist_NC	1/4	\$61.08	\$62.13	\$63.24	\$64.33	\$65.45	\$65.45	\$67.75	\$67.75	\$70.33	\$72.79
1619	Clinical Pharmacist	1/5	\$62.57	\$63.66	\$64.79	\$65.91	\$67.05	\$67.05	\$69.40	\$69.40	\$72.05	\$74.56
1613	Pharmacy Specialist	2	\$62.86	\$63.97	\$65.11	\$66.22	\$67.38	\$67.38	\$69.74	\$69.74	\$72.39	\$74.93

**This pay rate includes \$2.50 for Relief Pool Premium*

Job	Job Title	Lawson Internal Sys Code (Grade)	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
1607	Pharmacy Technician	6	\$18.71	\$19.19	\$19.67	\$20.25	\$20.83	\$21.45	\$22.11	\$22.79	\$23.46	\$24.16	\$24.91	\$24.91	\$25.64
			Step 14	Step 15	Step 16	Step 17	Step 18	Step 19							
			\$25.64	\$26.42	\$26.42	\$27.19	\$27.19	\$28.02							

Job	Job Title	Lawson Internal Sys Code (Grade)	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
1614	Pharmacy Technician (15% in lieu)	1/0	\$21.52	\$22.07	\$22.62	\$23.29	\$23.95	\$24.67	\$25.43	\$26.21	\$26.98	\$27.78	\$28.65	\$28.65	\$29.49
			Step 14	Step 15	Step 16	Step 17	Step 18	Step 19							
			\$29.49	\$30.38	\$30.38	\$31.27	\$31.27	\$32.22							

Job	Job Title	Lawson Internal Sys Code (Grade)	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
1615	Pharmacy Technician Relief Pool*	1/2	\$21.21	\$21.69	\$22.17	\$22.75	\$23.33	\$23.95	\$24.61	\$25.29	\$25.96	\$26.66	\$27.41	\$27.41	\$28.14
			Step 14	Step 15	Step 16	Step 17	Step 18	Step 19							
			\$28.14	\$28.92	\$28.92	\$29.69	\$29.69	\$30.52							

**This pay rate includes \$2.50 for Relief Pool Premium*

Pharmacy (UFCW Local 21) Wage Schedule

Nov
2018

Job	Job Title	Lawson Internal Sys Code (Grade)	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
1603	Pharmacy Assistant	7	\$16.63	\$16.86	\$17.06	\$17.33	\$17.54	\$17.75	\$18.00	\$18.26
1621	Pharmacy Assistant-Relief Pool*	18	\$19.13	\$19.36	\$19.56	\$19.83	\$20.04	\$20.25	\$20.50	\$20.76

**This pay rate includes \$2.50 for Relief Pool Premium*

Job	Job Title	Lawson Internal Sys Code (Grade)	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
1616	Warehouse Worker/Pharmacy	8	\$18.35	\$18.91	\$19.39	\$19.87	\$20.36	\$20.87	\$21.40	\$21.93	\$22.48	\$23.03	\$23.63

Job	Job Title	Lawson Internal Sys Code (Grade)	1st yr	2nd yr	3rd yr	4th yr	Graduate Intern**
1605	Pharmacy Intern	9	\$18.80	\$19.92	\$21.13	\$22.40	\$37.50

*** This pay rate shall be effective the first full pay period following graduation from an accredited college of pharmacy.*

Pharmacy (UFCW Local 21) Wage Schedule

Nov
2019

Job	Job Title	Lawson Internal Sys Code (Grade)	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1609	Pharmacist I	1	\$61.38	\$62.43	\$63.55	\$64.66	\$65.77	\$65.77	\$68.08	\$68.08	\$70.66	\$73.13
1610	Pharmacist Relief Pool*	11	\$63.88	\$64.93	\$66.05	\$67.16	\$68.27	\$68.27	\$70.58	\$70.58	\$73.16	\$75.63
1620	Clinical Pharmacist_NC	14	\$62.61	\$63.68	\$64.82	\$65.94	\$67.09	\$67.09	\$69.44	\$69.44	\$72.09	\$74.61
1619	Clinical Pharmacist	15	\$64.13	\$65.25	\$66.41	\$67.56	\$68.73	\$68.73	\$71.14	\$71.14	\$73.85	\$76.42
1613	Pharmacy Specialist	2	\$64.43	\$65.57	\$66.74	\$67.88	\$69.06	\$69.06	\$71.48	\$71.48	\$74.20	\$76.80

**This pay rate includes \$2.50 for Relief Pool Premium*

Job	Job Title	Lawson Internal Sys Code (Grade)	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
1607	Pharmacy Technician	6	\$19.18	\$19.67	\$20.16	\$20.76	\$21.35	\$21.99	\$22.66	\$23.36	\$24.05	\$24.76	\$25.53	\$25.53	\$26.28
			Step 14	Step 15	Step 16	Step 17	Step 18	Step 19							
			\$26.28	\$27.08	\$27.08	\$27.87	\$27.87	\$28.72							

Job	Job Title	Lawson Internal Sys Code (Grade)	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
1615	Pharmacy Technician Relief Pool*	12	\$21.68	\$22.17	\$22.66	\$23.26	\$23.85	\$24.49	\$25.16	\$25.86	\$26.55	\$27.26	\$28.03	\$28.03	\$28.78
			Step 14	Step 15	Step 16	Step 17	Step 18	Step 19							
			\$28.78	\$29.58	\$29.58	\$30.37	\$30.37	\$31.22							

**This pay rate includes \$2.50 for Relief Pool Premium*

Job	Job Title	Lawson Internal Sys Code (Grade)	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
1603	Pharmacy Assistant	7	\$17.05	\$17.28	\$17.49	\$17.76	\$17.98	\$18.19	\$18.45	\$18.72
1621	Pharmacy Assistant-Relief Pool*	18	\$19.55	\$19.78	\$19.99	\$20.26	\$20.48	\$20.69	\$20.95	\$21.22

**This pay rate includes \$2.50 for Relief Pool Premium*

Pharmacy (UFCW Local 21) Wage Schedule

Nov
2019

Job	Job Title	Lawson Internal Sys Code (Grade)	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
1616	Warehouse Worker/Pharmacy	8	\$18.81	\$19.38	\$19.87	\$20.37	\$20.87	\$21.39	\$21.94	\$22.48	\$23.04	\$23.61	\$24.22

Job	Job Title	Lawson Internal Sys Code (Grade)	1st yr	2nd yr	3rd yr	4th yr	Graduate Intern**
1605	Pharmacy Intern	9	\$18.80	\$19.92	\$21.13	\$22.40	\$37.50

** This pay rate shall be effective the first full pay period following graduation from an accredited college of pharmacy.

Pharmacy (UFCW Local 21) TPT Wage Schedule

**Nov
2016**

Job	Job Title	Lawson Internal Sys Code (Grade)	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10 <i>new</i>
1609	Pharmacist I	51	\$66.19	\$67.33	\$68.53	\$69.72	\$70.93	\$70.93	\$73.42	\$73.42	\$76.20	\$78.87
1610	Pharmacist Relief Pool*	56	\$69.07	\$70.21	\$71.40	\$72.60	\$73.81	\$73.81	\$76.29	\$76.29	\$79.07	\$81.74
1620	Clinical Pharmacist_NC		\$67.52	\$68.68	\$69.90	\$71.10	\$72.35	\$72.35	\$74.89	\$74.89	\$77.74	\$80.45
1619	Clinical Pharmacist		\$69.16	\$70.37	\$71.61	\$72.85	\$74.12	\$74.12	\$76.72	\$76.72	\$79.64	\$82.42
1613	Pharmacy Specialist		\$69.48	\$70.71	\$71.97	\$73.20	\$74.47	\$74.47	\$77.08	\$77.08	\$80.02	\$82.82

**This pay rate includes \$2.50 for Relief Pool Premium*

Job	Job Title	Lawson Internal Sys Code (Grade)	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
1607	Pharmacy Technician	53	\$20.68	\$21.21	\$21.74	\$22.38	\$23.02	\$23.71	\$24.44	\$25.19	\$25.93	\$26.71	\$27.53	\$27.53	\$28.35
			Step 14	Step 15	Step 16	Step 17	Step 18	Step 19							
			\$28.35	\$29.20	\$29.20	\$30.06	\$30.06	\$30.97							

Job	Job Title	Lawson Internal Sys Code (Grade)	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
1615	Pharmacy Technician Relief Pool*	57	\$23.55	\$24.08	\$24.61	\$25.25	\$25.90	\$26.59	\$27.31	\$28.06	\$28.81	\$29.59	\$30.41	\$30.41	\$31.22
			Step 14	Step 15	Step 16	Step 17	Step 18	Step 19							
			\$31.22	\$32.07	\$32.07	\$32.94	\$32.94	\$33.84							

**This pay rate includes \$2.50 for Relief Pool Premium*

Pharmacy (UFCW Local 21) TPT Wage Schedule

**Nov
2016**

Job	Job Title	Lawson Internal Sys Code (Grade)	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
1603	Pharmacy Assistant	54	\$18.38	\$18.64	\$18.86	\$19.16	\$19.39	\$19.62	\$19.90	\$20.18
1621	Pharmacy Assistant-Relief Pool*		\$21.25	\$21.52	\$21.74	\$22.03	\$22.26	\$22.49	\$22.77	\$23.06

****This pay rate includes \$2.50 for Relief Pool Premium***

Job	Job Title	Lawson Internal Sys Code (Grade)	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
1616	Warehouse Worker/Pharmacy	55	\$20.29	\$20.91	\$21.44	\$21.97	\$22.51	\$23.07	\$23.66	\$24.24	\$24.85	\$25.46	\$26.13

Job	Job Title	Lawson Internal Sys Code (Grade)	1st yr	2nd yr	3rd yr	4th yr	Graduate Intern**
1605	Pharmacy Intern	58	\$21.62	\$22.90	\$24.30	\$25.76	\$43.13

*****This pay rate shall be effective the first full pay period following graduation from an accredited college of pharmacy.***

Pharmacy (UFCW Local 21) TPT Wage Schedule

**Nov
2017**

Job	Job Title	Lawson Internal Sys Code (Grade)	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1609	Pharmacist I	51	\$67.52	\$68.68	\$69.90	\$71.12	\$72.35	\$72.35	\$74.89	\$74.89	\$77.73	\$80.44
1610	Pharmacist Relief Pool*	56	\$70.39	\$71.55	\$72.77	\$73.99	\$75.22	\$75.22	\$77.76	\$77.76	\$80.60	\$83.32
1620	Clinical Pharmacist_NC		\$68.86	\$70.05	\$71.30	\$72.53	\$73.80	\$73.80	\$76.38	\$76.38	\$79.29	\$82.06
1619	Clinical Pharmacist		\$70.54	\$71.77	\$73.05	\$74.31	\$75.60	\$75.60	\$78.25	\$78.25	\$81.24	\$84.07
1613	Pharmacy Specialist		\$70.87	\$72.13	\$73.40	\$74.66	\$75.97	\$75.97	\$78.63	\$78.63	\$81.62	\$84.48

**This pay rate includes \$2.50 for Relief Pool Premium*

Job	Job Title	Lawson Internal Sys Code (Grade)	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
1607	Pharmacy Technician	53	\$21.09	\$21.63	\$22.17	\$22.83	\$23.48	\$24.18	\$24.93	\$25.69	\$26.45	\$27.24	\$28.08	\$28.08	\$28.91
			Step 14	Step 15	Step 16	Step 17	Step 18	Step 19							
			\$28.91	\$29.79	\$29.79	\$30.66	\$30.66	\$31.59							

Job	Job Title	Lawson Internal Sys Code (Grade)	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
1615	Pharmacy Technician Relief Pool*	57	\$23.97	\$24.51	\$25.05	\$25.70	\$26.36	\$27.06	\$27.81	\$28.57	\$29.33	\$30.12	\$30.96	\$30.96	\$31.79
			Step 14	Step 15	Step 16	Step 17	Step 18	Step 19							
			\$31.79	\$32.66	\$32.66	\$33.53	\$33.53	\$34.47							

**This pay rate includes \$2.50 for Relief Pool Premium*

Pharmacy (UFCW Local 21) TPT Wage Schedule

**Nov
2017**

Job	Job Title	Lawson Internal Sys Code (Grade)	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
1603	Pharmacy Assistant	54	\$18.75	\$19.01	\$19.24	\$19.54	\$19.78	\$20.01	\$20.30	\$20.59
1621	Pharmacy Assistant-Relief Pool*		\$21.62	\$21.88	\$22.11	\$22.41	\$22.66	\$22.89	\$23.17	\$23.46

****This pay rate includes \$2.50 for Relief Pool Premium***

Job	Job Title	Lawson Internal Sys Code (Grade)	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
1616	Warehouse Worker/Pharmacy	55	\$20.69	\$21.32	\$21.86	\$22.40	\$22.95	\$23.53	\$24.13	\$24.73	\$25.35	\$25.97	\$26.65

Job	Job Title	Lawson Internal Sys Code (Grade)	1st yr	2nd yr	3rd yr	4th yr	Graduate Intern**
1605	Pharmacy Intern	58	\$21.62	\$22.90	\$24.30	\$25.76	\$43.13

***** This pay rate shall be effective the first full pay period following graduation from an accredited college of pharmacy.***

Pharmacy (UFCW Local 21) TPT Wage Schedule

**Nov
2018**

Job	Job Title	Lawson Internal Sys Code (Grade)	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1609	Pharmacist I	51	\$68.86	\$70.05	\$71.30	\$72.54	\$73.80	\$73.80	\$76.38	\$76.38	\$79.28	\$82.05
1610	Pharmacist Relief Pool*	56	\$71.74	\$72.92	\$74.18	\$75.42	\$76.67	\$76.67	\$79.26	\$79.26	\$82.16	\$84.93
1620	Clinical Pharmacist_NC		\$70.24	\$71.45	\$72.73	\$73.98	\$75.27	\$75.27	\$77.91	\$77.91	\$80.88	\$83.71
1619	Clinical Pharmacist		\$71.96	\$73.21	\$74.51	\$75.80	\$77.11	\$77.11	\$79.81	\$79.81	\$82.86	\$85.74
1613	Pharmacy Specialist		\$72.29	\$73.57	\$74.88	\$76.15	\$77.49	\$77.49	\$80.20	\$80.20	\$83.25	\$86.17

**This pay rate includes \$2.50 for Relief Pool Premium*

Job	Job Title	Lawson Internal Sys Code (Grade)	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
1607	Pharmacy Technician	53	\$21.52	\$22.07	\$22.62	\$23.29	\$23.95	\$24.67	\$25.43	\$26.21	\$26.98	\$27.78	\$28.65	\$28.65	\$29.49
			Step 14	Step 15	Step 16	Step 17	Step 18	Step 19							
			\$29.49	\$30.38	\$30.38	\$31.27	\$31.27	\$32.22							
Job	Job Title	Lawson Internal Sys Code (Grade)	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
1615	Pharmacy Technician Relief Pool*	57	\$24.39	\$24.94	\$25.50	\$26.16	\$26.83	\$27.54	\$28.30	\$29.08	\$29.85	\$30.66	\$31.52	\$31.52	\$32.36
			Step 14	Step 15	Step 16	Step 17	Step 18	Step 19							
			\$32.36	\$33.26	\$33.26	\$34.14	\$34.14	\$35.10							

**This pay rate includes \$2.50 for Relief Pool Premium*

Pharmacy (UFCW Local 21) TPT Wage Schedule

**Nov
2018**

Job	Job Title	Lawson Internal Sys Code (Grade)	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
1603	Pharmacy Assistant	54	\$19.12	\$19.39	\$19.62	\$19.93	\$20.17	\$20.41	\$20.70	\$21.00
1621	Pharmacy Assistant-Relief Pool*		\$22.00	\$22.26	\$22.49	\$22.80	\$23.05	\$23.29	\$23.58	\$23.87

****This pay rate includes \$2.50 for Relief Pool Premium***

Job	Job Title	Lawson Internal Sys Code (Grade)	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
1616	Warehouse Worker/Pharmacy	55	\$21.10	\$21.75	\$22.30	\$22.85	\$23.41	\$24.00	\$24.61	\$25.22	\$25.85	\$26.48	\$27.17

Job	Job Title	Lawson Internal Sys Code (Grade)	1st yr	2nd yr	3rd yr	4th yr	Graduate Intern**
1605	Pharmacy Intern	58	\$21.62	\$22.90	\$24.30	\$25.76	\$43.13

*****This pay rate shall be effective the first full pay period following graduation from an accredited college of pharmacy.***

Pharmacy (UFCW Local 21) TPT Wage Schedule

**Nov
2019**

Job	Job Title	Lawson Internal Sys Code (Grade)	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1609	Pharmacist I	51	\$70.59	\$71.79	\$73.08	\$74.36	\$75.64	\$75.64	\$78.29	\$78.29	\$81.26	\$84.10
1610	Pharmacist Relief Pool*	56	\$73.46	\$74.67	\$75.96	\$77.23	\$78.51	\$78.51	\$81.17	\$81.17	\$84.13	\$86.97
1620	Clinical Pharmacist_NC		\$72.00	\$73.23	\$74.54	\$75.83	\$77.15	\$77.15	\$79.86	\$79.86	\$82.90	\$85.80
1619	Clinical Pharmacist		\$73.75	\$75.04	\$76.37	\$77.69	\$79.04	\$79.04	\$81.81	\$81.81	\$84.93	\$87.88
1613	Pharmacy Specialist		\$74.09	\$75.41	\$76.75	\$78.06	\$79.42	\$79.42	\$82.20	\$82.20	\$85.33	\$88.32

**This pay rate includes \$2.50 for Relief Pool Premium*

Job	Job Title	Lawson Internal Sys Code (Grade)	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
1607	Pharmacy Technician	53	\$22.06	\$22.62	\$23.18	\$23.87	\$24.55	\$25.29	\$26.06	\$26.86	\$27.66	\$28.47	\$29.36	\$29.36	\$30.22
			Step 14	Step 15	Step 16	Step 17	Step 18	Step 19							
			\$30.22	\$31.14	\$31.14	\$32.05	\$32.05	\$33.03							

Job	Job Title	Lawson Internal Sys Code (Grade)	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
1615	Pharmacy Technician Relief Pool*	57	\$24.93	\$25.50	\$26.06	\$26.75	\$27.43	\$28.16	\$28.93	\$29.74	\$30.53	\$31.35	\$32.23	\$32.23	\$33.10
			Step 14	Step 15	Step 16	Step 17	Step 18	Step 19							
			\$33.10	\$34.02	\$34.02	\$34.93	\$34.93	\$35.90							

**This pay rate includes \$2.50 for Relief Pool Premium*

Pharmacy (UFCW Local 21) TPT Wage Schedule

**Nov
2019**

Job	Job Title	Lawson Internal Sys Code (Grade)	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
1603	Pharmacy Assistant	54	\$19.61	\$19.87	\$20.11	\$20.42	\$20.68	\$20.92	\$21.22	\$21.53
1621	Pharmacy Assistant-Relief Pool*		\$22.48	\$22.75	\$22.99	\$23.30	\$23.55	\$23.79	\$24.09	\$24.40

****This pay rate includes \$2.50 for Relief Pool Premium***

Job	Job Title	Lawson Internal Sys Code (Grade)	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
1616	Warehouse Worker/Pharmacy	55	\$21.63	\$22.29	\$22.85	\$23.43	\$24.00	\$24.60	\$25.23	\$25.85	\$26.50	\$27.15	\$27.85

Job	Job Title	Lawson Internal Sys Code (Grade)	1st yr	2nd yr	3rd yr	4th yr	Graduate Intern**
1605	Pharmacy Intern	58	\$21.62	\$22.90	\$24.30	\$25.76	\$43.13

***** This pay rate shall be effective the first full pay period following graduation from an accredited college of pharmacy.***

**ADDENDUM “B” TO THE AGREEMENT
By and Between
UFCW LOCAL 21 - PHARMACY UNIT
And
GROUP HEALTH COOPERATIVE**

**Pharmacy Department Relief Pool
Mileage and Travel Agreement
Regular Staff**

Geographic Pods

Pod 1 Northgate Medical Clinic home base	Pod 2 AOC Facility home base	Pod 3 Tacoma South Clinic home base	Pod 4 Port Orchard Medical Clinic home base
Everett	Central Urgent Care	Puyallup	Silverdale
Northshore	Bellevue	Federal Way	Port Orchard
Lynnwood	Factoria	Tacoma South	Poulsbo
Northgate	Renton	Olympia	Tacoma Specialty
Redmond	Burien	Kent	
Central Specialty	Rainier	Tacoma Specialty	
Downtown	GSE Facility *		

The clinics assigned to the each of the pods will be reviewed twice per year and adjusted as needed to ensure efficient and effective service. If management determines additional pods are necessary in the future, all the pods will be reviewed. Pod adjustments, deletions, and additions will be reviewed by the Labor Management Committee. A Relief Pool Member will be invited as a subject matter expert if a member isn't on the Committee already. This work does not replace the Union's right to Bargain the impacts of Pod changes.

GSE Facility * Help Desk and AMS aren't included in this Pod but might be supported by staff that are in other Pods.

Pay

The Relief Pool \$2.50 hourly premium is paid thru a different Job Code (1610 Pharmacist, 1615 Pharmacy Technician, and 1621 Pharmacy Assistant). Staff must be in this job code to receive the premium.

Work Unit

The Relief Pool will be considered a separate work unit for the purposes of scheduling of time off, determining work schedules, overtime, holiday scheduling, and Article 8 (Seniority-Lay-offs-Recall).

FTE Status

Regular staff members will be hired to an FTE and utilized at the level reflected in the staff member's FTE on a bi-weekly basis. Group Health cannot guarantee any number of hours of work or a regular work schedule for Relief Pool staff; however every effort will be made to schedule to the full FTE. Eligibility for medical benefits is based on the hired FTE. All other benefit accruals, such as seniority, PTO, EIB and others will be as defined in the relevant contract section for that benefit.

Scheduling

Relief pool staff provide regular coverage at any facility in the pod to which they were hired and may, with mutual agreement, be assigned to work outside their pod. Staff may decline work outside of their pod with the understanding that this may result in loss of hours. Relief pool schedules will consist of prescheduled shifts for planned time off and days set aside to cover unplanned time off and administrative needs. Staff assigned to cover the unscheduled days will be assigned a clinic within their pod if there are no same day needs. Staff will work the schedule of the staff member being replaced. If the Relief Pool

members schedule is changed with less than twenty-four (24) hours' notice, the employee will be called at the time of the change with as much advance notice as possible.

Refer to Article 9.05 Schedules, for additional information on schedules.

Lay off or Hours Reduction

Per Article 8

Definitions

Commute Time: travel from home to the first work location of the workday. Commute Time does not count towards hours worked for overtime calculation.

Travel Time: travel between work locations during the work shift. Travel time does count as hours worked for overtime calculation.

Commute Time/Travel Time and Mileage within the pod

Mileage will be calculated from the home base medical clinic/facility to the first assigned clinic/facility for that day or period, and reimbursed on all miles in excess of 20 miles one way. Mileage related to travel time within the work day will be calculated from the trip origin clinic/facility to the trip destination clinic/facility and all miles will be reimbursed. Mileage will be calculated from the last assigned clinic/facility to the home base, and reimbursed on all miles in excess of 20 miles one way. Mileage reimbursement allowance will be paid in accordance with IRS guidelines consistent with GH policy. In all cases, Group Health's "mileage calculator" will be used to determine mileage.

- Travel Time within the work day will be paid and will count towards hours worked for overtime calculation.
- Commute Time will not be paid within the pod.

Commute Time/Travel Time and Mileage outside the pod

Mileage will be calculated from the home base medical clinic/facility to the first assigned clinic/facility for that day, and reimbursed on all miles in excess of twenty (20) miles one way. Mileage related to travel time within the work day will be calculated from the trip origin clinic/facility to the trip destination clinic/facility and all miles will be reimbursed. Mileage will be calculated from the last assigned clinic/facility to the home base, and reimbursed on all miles in excess of twenty (20) miles one way. Mileage reimbursement allowance will be paid in accordance with IRS guidelines consistent with GH guidelines on travel and mileage. In all cases, Group Health's "mileage calculator" will be used to determine mileage.

- Travel Time within the work day will be paid and will count towards hours worked for overtime calculation.
- Thirty (30) minutes of commute time will be paid when commuting to a Medical Clinic/facility outside the assigned Pod. Commute Time will not be considered hours worked for overtime calculation. Google Maps will be used to determine commute time.

Relief Pool employees will be eligible for the full cost of an AAA "Plus" Membership for the employee only and prorated for FTE. Reimbursement shall be offered twice a year in January and June. This is subject to administrative procedures or requirements as established by the Employer.

**ADDENDUM “C” TO THE AGREEMENT
By and Between
UFCW LOCAL 21 - PHARMACY UNIT
and
GROUP HEALTH COOPERATIVE**

LETTER OF UNDERSTANDING:

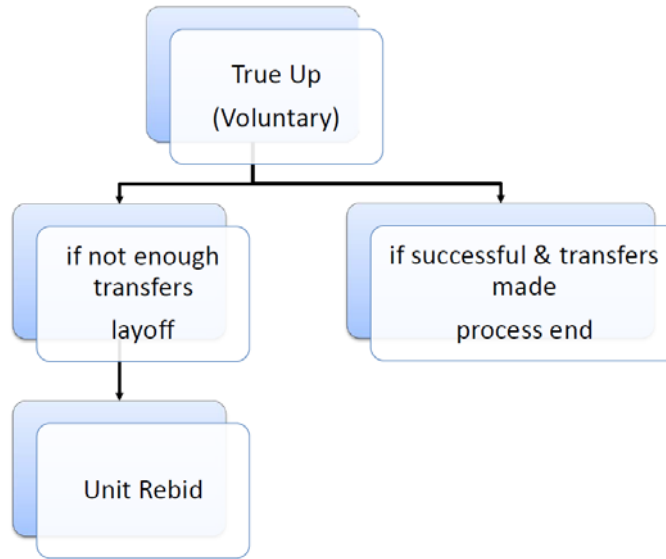
PTO AND HOLIDAY SCHEDULING

1. PTO scheduling will continue to be done monthly, but the posting period will be six (6) months in advance.
2. Employees must submit PTO requests to their manager by the last calendar day of the month.
3. Each location will be responsible to create and follow a seniority selection process within the month bidding period and the six (6)-month posting period. This will ensure less senior employees are afforded the best opportunity to make reasonable PTO requests during each cycle. This system will be clinic specific and mutually agreeable between staff and management.
4. Requests will be granted by seniority for requests made during the submission period.
5. Time off will be defined as the first day of vacation/time off until the day prior to return. The employee is responsible for defining the time off; i.e., time off can start and end on any day of the week.
6. No more than two (2) requests of less than three (3) days, and or two (2) full weeks, during each month’s bidding period. Requests exceeding this number will be considered after all other qualifying requests have been met. If a full week request is for the last week of the month, the request can include up to the end of the work week in the next month.
7. Staff will be notified of granted/denied time after approximately fourteen (14) calendar days following the last day of submission.
8. Staff will have seven (7) calendar days to resubmit for any denied days/timeframe. These requests will be kept active for possible future coverage.
9. Staff can cancel/give back vacation up to fourteen (14) calendar days prior to the start of each specific vacation timeframe granted. The "give back" time period available to others will be defined as the time the shift was going to be covered by the float pool or another form of coverage. Give-backs will go to:
 - a. The next person on the active vacation list at the clinic or location.
 - b. Next will go back to float pool to be allocated to the next clinic/location in the rotational order.
10. Day before or day after holiday rotation will be rotated among staff at each location. “Work day” is defined as a day the department would normally have been scheduled to be open. In the case this is not a normally scheduled day for an employee this day will be recognized as the last regularly scheduled work day. Where vacation requests conflict with this rotation the day before and after rolling rotation will take precedence. This rotational list of day before and after holidays is an independent list for each holiday (for instance each holiday will have two (2) separate rotational lists for the day before and after). New hires to each location will be placed at the bottom of the list as it stands when they are hired. An employee may defer their selection and continue to maintain their position within the rotational list.
11. Holiday rotation: We recognize that working holidays may be preferable to some and not others, and there is variability among staff regarding the desirability to work specific holidays. In order to provide the most flexibility and choice, while at the same time meeting the business needs of the pharmacies that are open on official holidays we have proposed guidelines around this selection process.
 - Holidays will be selected for a twelve (12) month period from Jan-Dec, with bidding to take place the previous July.
 - Holiday selection will occur based on seniority at each location required to work holidays.
 - Selection of one (1) or more holiday shifts may be made, with the option to defer selection during the first round of bidding. (Each employee on the list may select as many holidays as desired, but if one (1) or less is selected there is a risk for mandatory assignment if all holidays are not filled at the end of the next two (2) rounds).
 - Before open holidays are offered to float pool, retirees, and staff at other locations, staff at the location required to work the holidays will have a second chance to select remaining unfilled holidays.
 - After these two (2) location specific rounds the remaining holidays will be opened up to all others listed above. In the case any holidays still remain unfilled clinic staff with holiday hours will be assigned in reverse seniority order based on fewest number of holidays selected.

- A rotational list will be maintained at each holiday clinic to ensure equitable distribution of assigned holidays.
 - Employees may also trade or give away holidays where mutually agreeable, after all holidays have been selected or assigned.
 - Where a holiday shift becomes available due to attrition the newest employee may be required to cover this shift. The expectation would be that the manager would make this globally available to clinic staff, float pool and other AMC staff.
12. Staff may only request PTO in the amount they will have accrued. If they do not have enough time accrued to cover their request, PTO previously granted will be canceled.
 13. The relief Pool administration will solicit names for and maintain a list of part-time and temporary staff willing to provide coverage and the locations where they will work.

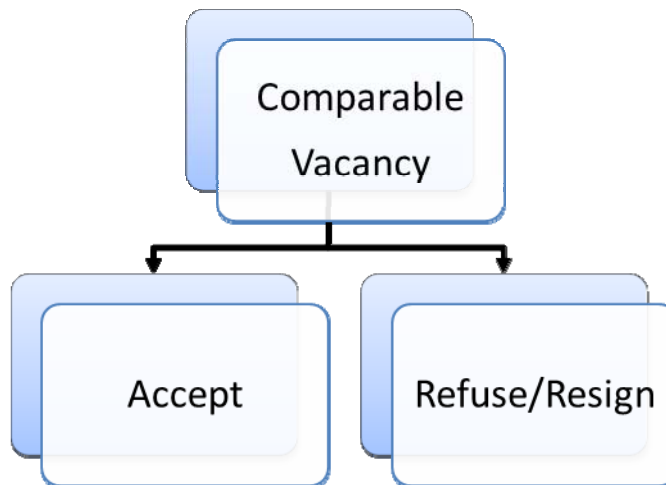
ADDENDUM "D" TO THE AGREEMENT
ARTICLE 8

Round 1 True Up & Rebid

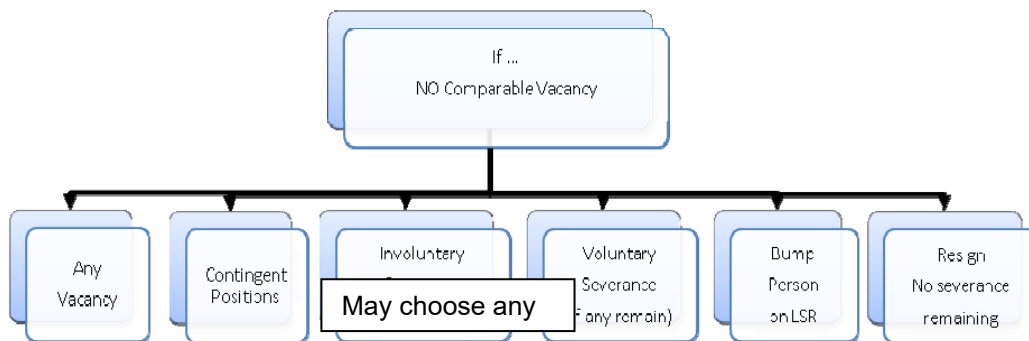


Round 2 Layoff Process

STEP 1

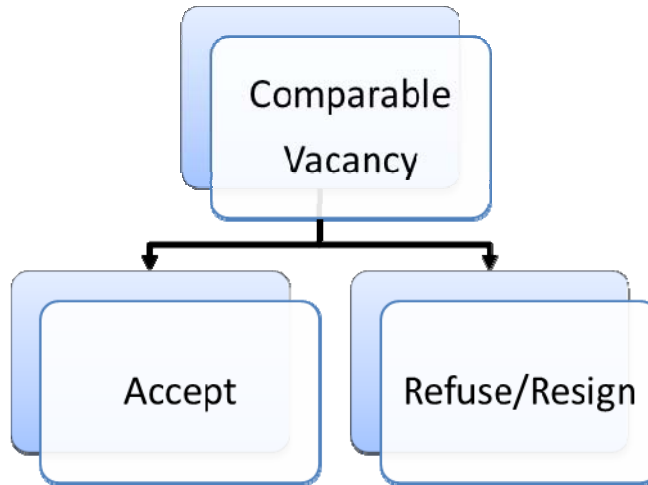


STEP 2

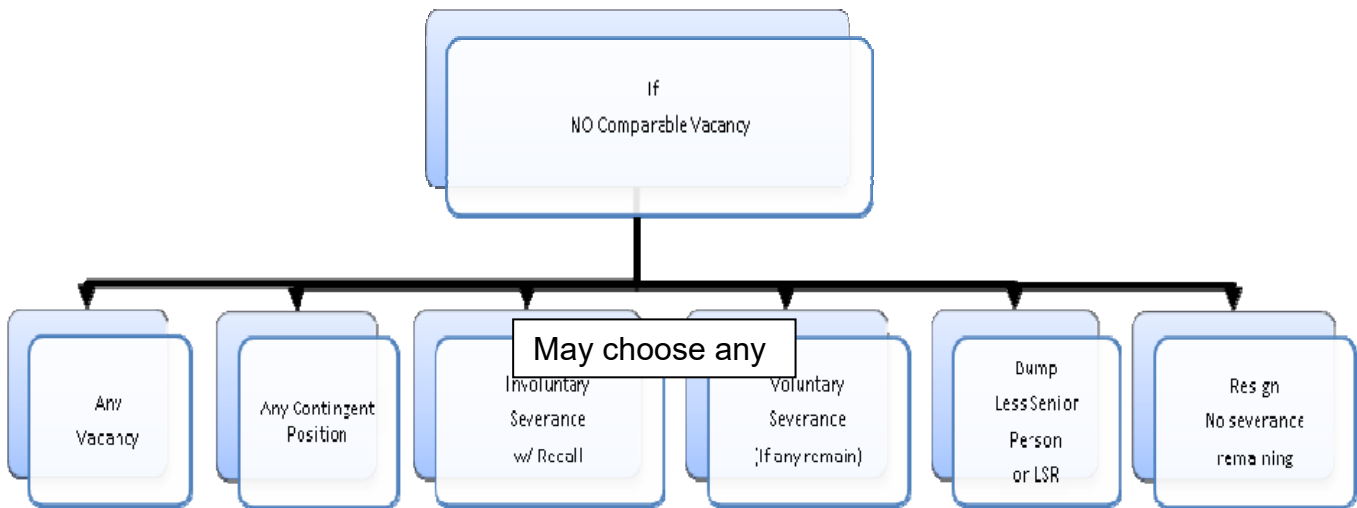


Round 3 (Displaced LSR)

STEP 1



STEP 2



ADDENDUM “E” TO THE AGREEMENT

Memorandum of Understanding Between Group Health and Unions United, a coalition of unions at Group Health that includes SEIU Healthcare 1199NW, UFCW Local 21, and OPEIU Locals 8 and 23

Medical Benefit

The parties to this Memorandum of Understanding (“MOU”) agree that Group Health Cooperative (“Group Health”) will provide medical benefits to eligible union-represented staff in accord with the health plan design developed and agreed to by the parties during the Unions United Benefits Coalition bargaining which resulted in a comprehensive program to encourage overall employee wellness (“Total Health”). The health plan design for Total Health will be maintained through 2017 (See attached Appendix A) and will be incorporated in the Summary Plan Description (“SPD”).

The parties agree that union-represented employees who earn the required credits in each applicable year shall pay a premium that is less than the premiums paid by union-represented employees who do not participate in Total Health and earn the required credits. Premium costs for both participants and non-participants are set forth in Appendix B.

New Participants

Any union-represented employee entering the benefit plan after January 1 of any year will qualify for the lower participant rate for premiums paid in the following year. They do not need to complete their health screenings or take any other action. However, an employee on the benefit plan on or after October 1 of any given program year (October 1 – September 30) must complete the Total Health requirements for that year in order to receive the lower premium the following year. To qualify for the lower participant premium after this the employee must meet the credit requirements for the applicable year. The intent of this paragraph is that no employee would be required to complete all the activities in less than nine (9) months from entering the benefit plan.

Spousal/Domestic Partner Surcharge

Spouses/domestic partners of employees who decline coverage offered through the spouse’s employer may enroll in the GHC plan through the employee at an additional premium cost of \$100 per month effective January 1, 2015. The spousal/domestic partner surcharge will not apply under these conditions:

1. The employee’s spouse or domestic partner (DP) is not employed
2. The employee’s spouse or DP is employed and enrolls in their own employer’s coverage (coordination of benefits would take effect between both plans)
3. The employee’s spouse or DP is employed but his/her employer does not offer medical coverage
4. The employee’s spouse or DP is not eligible to receive medical coverage from his/her employer.

The employee will be asked to attest that one of these conditions is true. The failure to provide the attestation will result in the surcharge being applied.

Appeal Process

Group Health will notify employees regarding whether they qualify for a lower participant rate by October 31, of every year. An employee wishing to appeal a determination must submit a written appeal to Human Resources department by 180 days from the date they were notified of their participant rate for the following year. Human Resources will notify employees of appeals decisions within 30 days.

The parties agree that from 2013 through 2017, the project manager of the Total Health wellness program will review and issue a decision in the first level of appeal for union-represented employees who challenge qualification for the lower participant premium. If the project manager of the Total Health wellness program denies a first level appeal, an employee can request a second level review by the Appeals Committee. A request for a second level review must be submitted in writing to the Appeals Committee within 30 days of the employee’s receipt of the first level decision. If the employee disagrees with the Appeals Committee’s decision, then the employee may request a review by the third party determined by the Appeals Committee for a third level review. A request for a third level review must be submitted in writing to the Appeals Committee within 30 days of the employee’s receipt of the second level decision. The decision of the third party shall be final and binding on the employee, the union that represents the employee, and Group Health. Notwithstanding the grievance and arbitration provisions of any collective bargaining agreement or the claims and appeals procedures set forth in the SPD, the appeal process set forth herein shall be the sole avenue for resolving any disputes regarding whether or not an employee qualifies for a lower participant premium.

The Appeals Committee will be comprised of 3 members from the union coalition, 3 members from the Administration, with alternates for each member, and a representative from Labor Relations, who will chair the committee and be the deciding vote in case of a vote that is tied. The Appeals Committee will review appeals at the second level based on the eligibility criteria of the Plan. At least 2 voting members (1 from union and 1 from Administration) and the Chair are needed for a quorum to hold a meeting.

Dental Plan

Dental plans and employee cost share percentages currently in place will continue through 2017.

Benefits Labor Management Committee

The parties agree to continue a Benefits Labor Management Committee (“BLMC”) to meet at least quarterly to discuss issues related to medical and dental benefits. The BLMC will be comprised of employee representatives from all the bargaining units in the coalition in addition to union staff representatives. Management representatives will include the employee benefits manager, the wellness coordinator and Group Health Labor Relations representatives. The BLMC will review and provide input regarding various aspects of Total Health, including data relating to utilization, costs and plan requirements. The BLMC will also review and provide input regarding dental renewals, plan design and cost.

Nondiscrimination

The parties agree that participation or non-participation in Total Health will not impact job performance evaluations, nor will there be any penalty or discrimination based upon participation or non-participation in the program.

Termination and Renewal

This MOU shall be in full force and effect until the expiration date of December 31, 2017, and shall continue in effect from year to year thereafter unless any party gives notice, in writing, no earlier than December 1, 2016 and no later than December 31, 2016 of its desire to terminate or modify such Agreement; provided that, in the event that any party serves written notice in accordance with this Section, any strike or stoppage of work after the expiration date shall not be deemed in violation of any provision of this Agreement, or any other provision of an existing collective bargaining agreement between the parties. . It is anticipated that existing collective bargaining agreements between the parties will expire prior to the expiration of this MOU. The terms set forth in this MOU shall not be subject to bargaining during the negotiations for the collective bargaining agreements unless both parties agree in advance.

No later than March 30, 2017, any party to this agreement may terminate their participation in the Benefits Coalition and shall have the right to propose to modify existing terms or provisions of the health plan as provided in this MOU; and separate from any other agreements that may be reached.

The parties to this agreement acknowledge the time-sensitive nature of implementing any successor agreements that would require health plan or wellness program changes in 2018. As a result, the unions and Group Health commit to completing negotiations by June 30, 2017.

On behalf of Group Health Cooperative	10/9/13	Matt Durham
On behalf of SEIU Healthcare 1199NW	10/9/13	Chris Barton
On behalf of UFCW Local 21	10/9/13	Janet Parks
On behalf of OPEIU Local 8	10/9/13	Amanda Saylor
On behalf of OPEIU Local 23	10/9/13	Cari Trussell

Appendix A

Benefit Summary

Group Health - Total Health Union Plan

Group Number: 1206900/4206900

Effective Date: 1/1/2014

This is a brief summary of benefits based on current information, not to be mistaken for a contract or Certificate of Coverage. This summary is for general information purposes only. Based on final benefit determinations, Group Health reserves the right to modify, this summary, in whole or in part.

Benefits	Inside Network
Annual plan deductible	Employee pays \$100 individual /\$200 family
Plan coinsurance	No plan coinsurance
Annual Out-of-pocket limit	\$1,000 individual /\$2,000 family (all cost shares for covered services count towards this limit)
Lifetime maximum	unlimited
Office visit - primary	\$15 copay (increase to \$20 in 2016) Includes, but is not limited to, family practice, general practice, internal medicine, nutrition, obstetrics & gynecology, occupational medicine, osteopathy, pediatrics, respiratory therapy, urgent care, and women's health care
Office visit - specialty	\$20 copay (increase to \$25 in 2016) Includes, but is not limited to, allergy & immunology, anesthesiology, cardiology, critical care medicine, dentistry, dermatology, endocrinology, gastroenterology, genetics, hepatology, infectious disease, neonatal-perinatal medicine, nephrology, neurology, nematology/oncology, ophthalmology, ENT/otolaryngology, pathology, physiatry, podiatry, pulmonary medicine/disease, radiology (nuclear medicine/radiation), rheumatology, sports medicine, general surgery (all specific surgeries) and urology
Hospital services	Inpatient: \$100 copay, per admit Outpatient: \$50 copay
Prescription drugs (some injectable drugs may be covered under outpatient services)	\$15 generic/\$30 copay brand for 30-day supply Certain chronic condition medications (determined by GHC) subject to a \$5 copay for 30-day supply
Prescription mail order	\$5 discount per 30 day supply. Copay waived for 90-day supply of certain chronic condition medications.
Ambulance services	Plan pays 80%, you pay 20%
Chemical dependency	Inpatient: \$100 copay, per admit
Devices, equipment, and supplies <ul style="list-style-type: none"> - Durable medical equipment - Orthopedic appliances - Post-mastectomy bras limited to two (2) every six (6) months - Ostomy supplies - Prosthetic devices 	20% coinsurance, with cost shares waived for specific devices
Diabetic supplies	Insulin, needles, syringes and lancets – see prescription drugs External insulin pumps, blood glucose monitors, testing reagents and supplies – see devices, equipment and supplies. When devices, equipment and supplies or prescription drugs are covered and have benefit limits, diabetic supplies are not subject to these limits.

Diagnostic lab and x-ray services	Inpatient: covered under hospital services Outpatient: covered in full. \$50 copay for high-end imaging (MRI, CT, PET), up to \$200 maximum per calendar year. High-end radiology imaging services such as CT, MRI and PET must be medically necessary, and requires prior authorization except when associated with emergency or inpatient services.
Emergency services (copay waived if admitted)	\$100 copay at a designated facility \$150 copay at a non-designated facility
Hearing hardware	Plan pays \$300 per ear every 36 months
Manipulative therapy	Subject to office visit copay. Covered up to 10 visits per calendar year without prior authorization.
Massage services	See rehabilitation services
Maternity services	Inpatient: \$100 copay, per admit Outpatient: subject to office visit copay. Routine care not subject to copay.
Mental health	Inpatient: \$100 copay, per admit Outpatient: Covered in full for the first ten (10) visits, all additional visits are covered subject to the office visit copay.
Naturopathy	Subject to office visit copay. Covered up to 3 visits per medical diagnosis per calendar year without prior authorization; additional visits when approved by plan.
Organ transplants Donor search & harvest applies to lifetime max	Unlimited, no waiting period Inpatient: \$100 copay, per admit Outpatient: subject to office visit copay
Preventive care Well-care physicals, immunizations, pap smear exams, mammograms	Covered in full
Rehabilitation services (occupational, speech, physical including services for neurodevelopmentally disabled children)	Inpatient: \$100 copay, per admit; 60 days per calendar year Outpatient: subject to office visit copay; 60 visits per calendar year Rehabilitation visits are a total of combined therapy visits per calendar year.
Skilled nursing facility	Covered in full, up to 60 days per calendar year
Sterilization (vasectomy, tubal ligation)	Inpatient: \$100 copay, per admit Outpatient: subject to office visit copay
Temporomandibular Joint (TMJ) services	Inpatient: \$100 copay, per admit Outpatient: subject to office visit copay Plan pays \$1,000 per calendar year; \$5,000 lifetime maximum
Tobacco cessation	Quit for Life program – covered in full
Optical hardware Lenses, including contact lenses and frames	Plan pays \$150 per 12 months

Appendix B

Wellness credits and premium costs

Wellness Plan –The Total Health wellness plan will focus on cardiovascular health (heart health) beginning in 2014. Key heart health factors are body mass index (BMI), blood pressure (BP), and tobacco use (nicotine). The Wellness Plan will provide medical premium discounts by earning “cardio credits” (rather than points). The four key areas of the plan are:

- Health Screenings,
- Health Assessments,
- Journeys,
- Cardio Credits

- **Health Screenings** – Health screenings will be required by the employee to earn a discount on the medical plan premium. The screening will provide employees with their key numbers (BMI, BP and nicotine) to better manage their health. Healthy ranges are as follows:
 - **Nicotine** is no tobacco use
 - **Blood Pressure** is less than or equal to 140/90 mmHg
 - **BMI** is less than 30 or there is a 5% body weight loss from prior year’s results.

Screenings administered by a third party will be available annually at GHC sites for convenience. Or, numbers can be verified by the employee’s normal health care team by completing the *Health care provider form*.

- **Health Assessments** – To be eligible for a premium discount, employee and their enrolled spouses/partners are required to complete the online Health Assessment. The assessment gives a health score indicating potential for improvement and recommendations for action. The recommendations are called “Journeys”.
- **Journeys** – Employee can earn cardio credits by taking a journey. A journey is a personalized online tool to help individuals engage in activities and track progress towards their health goals. Journeys focus on nutrition, weight management, physical activity and better management of chronic conditions.
- **Cardio Credits** - Employees will have an opportunity to qualify for a discount on medical plan premiums by earning cardio credits. One cardio credit is equal to one dollar. The health assessment is required to be completed by the employee and spouse or partner every year to be eligible for a discount. The health screening is also required to be completed by the employee every year to be eligible for a discount.
 - **The 2014 year:** The employee must earn 750 cardio credits by completing: **1)** health screening to learn their numbers (required), **2)** complete the online health assessment (500 cardio credits) and **3)** earn the remaining 250 cardio credits either through journeys or by participating in Quit for Life® tobacco cessation program or Weight Watchers®. These 750 cardio credits will be required to receive the 2015 premium discount of \$750. In addition the spouse or partner must complete the health assessment.
 - **The 2015 – 2017:** Employees must complete a health screening, and be within a healthy range or make progress towards the healthy ranges, and a health assessment. If the employee is not within a healthy range, then they can earn cardio credits through actions outlined in the table below. As long as the employee completed the health screening and the health assessment (and if applicable, your spouse or partner has completed the health assessment), the cardio credits you earn will then be applied to the standard premium the following year up to the maximum discount amount. In some circumstances it might not be medically advisable for a participant to be within the healthy range. So to earn cardio credits, the *Health care provider form* will allow the participant and their health care team to determine the best course of action.

The online health assessment, journeys and point tracking will be available through a new wellness website that will launch in 2014.

Activity	2014 (Jan 1, 2014 to Sept 30, 2014)	2015 (Oct 1, 2014 to Sept 30, 2015)	2016 (Oct 1, 2015 to Sept 30, 2016)	2017 (Oct 1, 2016 to Sept 30, 2017)
Health Assessment	Required for discount	Required for discount	Required for discount	Required for discount
Nicotine screening/ healthy range		250 cardio credits	300 cardio credits	400 cardio credits
BMI screening/ healthy range	500 cardio credits	125 cardio credits	150 cardio credits	200 cardio credits
BP screening/ healthy range	for screenings	125 cardio credits	150 cardio credits	200 cardio credits
Health Journey	125 cardio credits/ 2 max	125 cardio credits/ 3 max	150 cardio credits/ 3 max	200 cardio credits/ 3 max
Weight Watchers	125	125 cardio credits	150 cardio credits	200 cardio credits
Quit for Life	125	250 cardio credits	300 cardio credits	400 cardio credits
Total cardio credits available	1,000	1,250	1,500	2,000
Cardio credits needed for maximum discount	750	750	900	1200
Discount available	*\$750 discount (all or nothing) on 2015 premium	*Discount is based on credits earned up to \$750 maximum discount on 2016 premium	*Discount is based on credits earned up to \$900 maximum discount on 2017 premium	*Discount is based on credits earned up to \$1200 maximum discount on 2018 premium

***Required activities to be eligible for a premium discount:**

- Employee must complete the Health assessment and the screenings (Nicotine, BMI and BP) each year to be eligible for any premium discount.
- Spouse or partner must complete the Health Assessment each year in order for the employee to be eligible for any premium discount.

Standard premium WITHOUT discount

	2014	2015	2016	2017
Employee only	\$60.83/mo	\$82.50/mo	\$82.50/mo	\$105/mo
Employee + spouse/partner	\$85.83/mo	\$107.50/mo	\$107.50/mo	\$130/mo
Employee + children	\$85.83/mo	\$107.50/mo	\$107.50/mo	\$130/mo
Family	\$115.83/mo	\$137.50/mo	\$137.50/mo	\$160/mo

Discounted premium after applying *MAXIMUM* cardio credits

	2014 (\$550 earned in 2013)	2015 (\$750 earned in 2014)	2016 (\$750 earned in 2015)	2017 (\$900 earned in 2016)
Employee only	\$15/mo	\$20/mo	\$20/mo	\$30/mo
Employee + spouse/partner	\$40/mo	\$45/mo	\$45/mo	\$55/mo
Employee + child	\$40/mo	\$45/mo	\$45/mo	\$55/mo
Family	\$70/mo	\$75/mo	\$75/mo	\$85/mo

ADDENDUM "F" TO THE AGREEMENT
Letter of Understanding
By and Between
UFCW LOCAL 21 - PHARMACY UNIT
and
GROUP HEALTH COOPERATIVE

Joint Labor Management Subcommittee – Relationship Building

The following is intended by the parties to supplement the Employment Agreement between Group Health Cooperative and UFCW Local 21.

The Employer and the Union commit to create a Joint Labor Management sub-committee to discuss strategies of relationship building between management and staff in order to address issues of perceived mistreatment between staff and between management and staff. A desired outcome of this sub-committee is to establish behavioral guidelines regulating staff and management relationships and to create a procedure of dealing with complaints of mistreatment by other staff members or by managers. This procedure will include an escalation process.

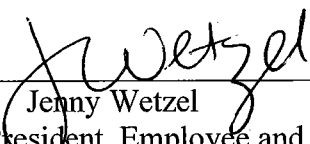
The subcommittee shall consist of up to three (3) bargaining unit members appointed by the Union, up to three (3) members of management, and a Union representative. All employee attendance, including subject matter experts, at joint subcommittee meetings will not result in loss of wages.

This committee shall convene within ninety (90) days of ratification. If after one hundred eighty (180) days no behavioral guidelines have been established, the committee may utilize the resources of the Federal Mediation and Conciliation Service (FMCS) or a like agency.

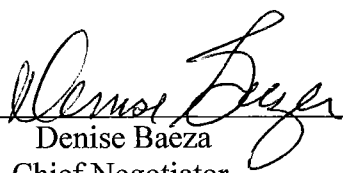
Signed and agreed to this 3rd day of November, 2016.

For Group Health Cooperative

For UFCW Local 21



Jenny Wetzel
Vice-President, Employee and Labor Relations



Denise Baeza
Chief Negotiator

ADDENDUM "G" TO THE AGREEMENT
Letter of Understanding
By and Between
UFCW LOCAL 21 - PHARMACY UNIT
and
GROUP HEALTH COOPERATIVE

Joint Labor Management Subcommittee – Workflow/Worksite Changes

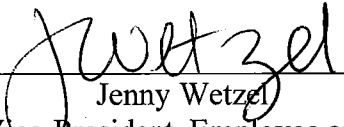
The following is intended by the parties to supplement the Employment Agreement between Group Health Cooperative and UFCW Local 21.

The Employer and the Union commit to create a Joint Labor Management sub-committee as needed to explore implications of future workflow/worksite changes, including but not limited to decentralizations, centralizations, work leveling and remote work. This committee will consist of up to three (3) bargaining unit members appointed by the Union, up to three (3) members of management, and one (1) Union representative. All employee attendance, including subject matter experts, at joint subcommittee meetings will not result in loss of wages.

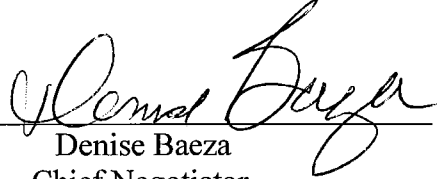
Signed and agreed to this 3rd day of November, 2016.

For Group Health Cooperative

For UFCW Local 21



Jenny Wetzel
Vice-President, Employee and Labor Relations



Denise Baeza
Chief Negotiator



Payroll Deduction Authorization Form

Name (Print): _____ SSN #: _____

Employer Name: Group Health Cooperative Wage Rate: _____

Work Location: _____ Hours/Week: _____
(Enter 'Zero' for hours if you are a TPT)

Job Classification: _____ Employee ID # _____

■ ASSIGNMENT OF WAGES TO PAY UNION DUES/FEES:

I assign to UFCW Local 21, out of my wages, the Union's initiation fee, monthly dues, service fees, reinstatement fees, arrearage and/or assessments in an amount certified by the Union in writing, and I authorize the payment to the Union each month of the amount so deducted.

I agree to hold the Employer harmless against any and all claims, demands, suits, or other forms of liability that shall arise out of, or by reason of, this assignment agreement. There shall be no obligation on the part of the Employer to make any deduction beyond the original term of the collective bargaining agreement existing at the date of this assignment, unless the agreement is extended or a new agreement has been negotiated containing an authorization for Union dues deductions as provided in the agreement existing at the date of this assignment.

Signature: _____ Date: _____

■ VOLUNTARY POLITICAL CONTRIBUTIONS AUTHORIZATION:

I authorize my employer to withhold \$2 \$3 \$4 \$5 \$6 \$7 \$8 \$9 \$10 per pay period to
(circle one)

make political contributions to the UFCW International Union/Local 21 Active Ballot Club.

I understand that political contribution authorization is voluntarily made and the amounts listed above are only guidelines, and that the making of payments to the UFCW Active Ballot Club is not a condition of membership in the Union or employment with the Employer and that I have a right to refuse to sign this portion of the payroll authorization form and not to contribute to the UFCW International Union/UFCW 21 Active Ballot Club or to contribute more or less than the amounts listed without reprisal.

I understand that my contribution will be used for political purposes, including the support of candidates for federal, state and local offices. I understand that revoking this authorization may be done in writing at the beginning of any pay period, with a minimum notice to the employer of no less than two (2) weeks prior to the beginning of the pay period, and that the dollar amount of the deduction may only be changed one time per year.

Signature: _____ Date: _____

December 14, 2016

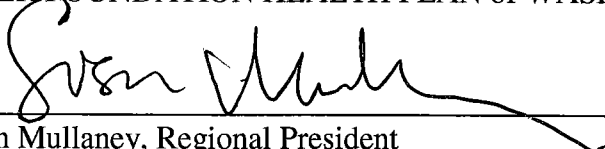
Jenny Reed
Health Care Director
UFCW Local 21
5030 1st Ave S. #200
Seattle, WA 98134

Dear Ms. Reed:

This letter confirms the commitment of Kaiser Foundation Health Plan of Washington ("KFHPW") to honor, through their expiration, the collective bargaining agreements and any amendments thereto between Group Health Cooperative ("Group Health") and UFCW Local 21, in effect immediately prior to the closing of the corporate member substitution by and between Group Health and KFHPW.

Sincerely,
KAISER FOUNDATION HEALTH PLAN of WASHINGTON

By: _____


Susan Mullaney, Regional President

**Memorandum of Understanding
Between
Kaiser Foundation Health Plan of Washington (“KFHPWA”)
and
Unions United, a coalition of unions at KFHPWA that includes
SEIU Healthcare 1199NW, UFCW Local 21, and OPEIU Local 8**

Medical Benefit

The parties to this Memorandum of Understanding (“MOU”) agree that KFHPWA will provide medical benefits to eligible union-represented staff in accord with the health plan design developed and agreed to by the parties during the Unions United Benefits Coalition bargaining which resulted in a comprehensive program to encourage overall employee wellness (“Wellness Works”). The health plan design for Wellness Works will be maintained through 2021 (See attached Appendix A) and will be incorporated in the Summary Plan Description (“SPD”).

The parties agree that union-represented employees who earn the required credits in each applicable year shall pay a premium that is less than the premiums paid by union-represented employees who do not participate in Wellness Works and earn the required credits. Premium costs for both participants and non-participants are set forth in Appendix B.

New Participants

Any union-represented employee entering the benefit plan after January 1 of any year will qualify for the lower participant rate for premiums paid in the following year. They do not need to complete their health screenings or take any other action. However, an employee on the benefit plan on or after October 1 of any given program year (October 1 – September 30) must complete the Wellness Works requirements for that year in order to receive the lower premium the following year. To qualify for the lower participant premium after this the employee must meet the credit requirements for the applicable year. The intent of this paragraph is that no employee would be required to complete all the activities in less than nine (9) months from entering the benefit plan.

Spousal/Domestic Partner Surcharge

Spouses/domestic partners of employees who decline coverage offered through the spouse’s employer may enroll in the KFHPWA plan through the employee at an additional premium cost of \$100 per month. The spousal/domestic partner surcharge will not apply under these conditions:

1. The employee’s spouse or domestic partner (DP) is not employed
2. The employee’s spouse or DP is employed and enrolls in their own employer’s coverage (coordination of benefits would take effect between both plans)
3. The employee’s spouse or DP is employed but his/her employer does not offer medical coverage
4. The employee’s spouse or DP is not eligible to receive medical coverage from his/her employer

The employee will be asked to attest that one of these conditions is true. The failure to provide the attestation will result in the surcharge being applied.

Appeal Process

KFHPWA will notify employees regarding whether they qualify for a lower participant rate by October 31, of every year. An employee wishing to appeal a determination must submit a written appeal to Human Resources department by 180 days from the date they were notified of their participant rate for the following year. Human Resources will notify employees of appeals decisions within 30 days.

The parties agree that from 2018 through 2021, the Wellness Works team will review and issue a decision in the first level of appeal for union-represented employees who challenge qualification for the lower participant premium. If the

Wellness Works team denies a first level appeal, an employee can request a second level review by the Appeals Committee. A request for a second level review must be submitted in writing to the Appeals Committee within 30 days of the employee's receipt of the first level decision. If the employee disagrees with the Appeals Committee's decision, then the employee may request a review by the third party determined by the Appeals Committee for a third level review. A request for a third level review must be submitted in writing to the Appeals Committee within 30 days of the employee's receipt of the second level decision. The decision of the third party shall be final and binding on the employee, the union that represents the employee, and KFHPWA. Notwithstanding the grievance and arbitration provisions of any collective bargaining agreement or the claims and appeals procedures set forth in the SPD, the appeal process set forth herein shall be the sole avenue for resolving any disputes regarding whether or not an employee qualifies for a lower participant premium.

The Appeals Committee will be comprised of 3 members from the union coalition, 3 members from the Administration, with alternates for each member, and a representative from Labor Relations, who will chair the committee and be the deciding vote in case of a vote that is tied. The Appeals Committee will review appeals at the second level based on the eligibility criteria of the Plan. At least 2 voting members (1 from union and 1 from Administration) and the Chair are needed for a quorum to hold a meeting.

Dental Plan

Dental plans and employee cost share percentages currently in place will continue through 2021.

Benefits Labor Management Committee

The parties agree to continue a Benefits Labor Management Committee ("BLMC") to meet at least quarterly to discuss issues related to medical and dental benefits. The BLMC will be comprised of employee representatives from all the bargaining units in the coalition in addition to union staff representatives. Management representatives will include the employee benefits manager, the wellness coordinator and KFHPWA Labor Relations representatives. The BLMC will review and provide input regarding various aspects of Wellness Works, including data relating to utilization and utilization trends, plan design and requirements and focused outcomes of containing costs. The BLMC will also review and provide input regarding dental renewals, plan design and cost.

Attendance and Absenteeism Committee

Within thirty (30) days of ratification, the parties agree to form an Attendance and Absenteeism Committee (AAC) to meet at least quarterly to discuss issues and identify best practices to improve attendance at KFHPWA. The goal of the committee is to support employee wellness and improve attendance through addressing the root causes of absenteeism. The AAC will be comprised of employee representatives from all the bargaining units in the coalition in addition to union staff representatives. Management representatives will include Human Resources, Providers and operational leaders. Areas of focus will include but are not limited to: identification of root causes of absenteeism, encouragement of appropriate uses of leave, creation of a toolkit to address holistic concerns, regular and standardized data-sharing regarding attendance, development of best practices for communication between managers and employees about their attendance status, improved wellness of employees, improved engagement, and additional opportunities around absenteeism.

Nondiscrimination

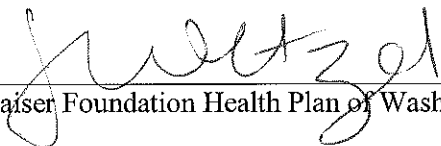
The parties agree that participation or non-participation in Wellness Works will not impact job performance evaluations, nor will there be any penalty or discrimination based upon participation or non-participation in the program.

Termination and Renewal

This MOU shall be in full force and effect until the expiration date of December 31, 2021, and shall continue in effect from year to year thereafter unless any party gives notice, in writing, no earlier than December 1, 2020 and no later than December 31, 2020 of its desire to terminate or modify such Agreement; provided that, in the event that any party serves written notice in accordance with this Section, any strike or stoppage of work after the expiration date shall not be deemed in violation of any provision of this Agreement, or any other provision of an existing collective bargaining agreement between the parties. It is anticipated that existing collective bargaining agreements between the parties will expire prior to the expiration of this MOU. The terms set forth in this MOU shall not be subject to bargaining during the negotiations for the collective bargaining agreements unless both parties agree in advance.

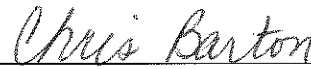
No later than March 30, 2021, any party to this agreement may terminate their participation in the Benefits Coalition and shall have the right to propose to modify existing terms or provisions of the health plan as provided in this MOU; and separate from any other agreements that may be reached.

The parties to this agreement acknowledge the time-sensitive nature of implementing any successor agreements that would require health plan or wellness program changes in 2022. As a result, the unions and KFHPWA commit to completing negotiations by June 30, 2021.



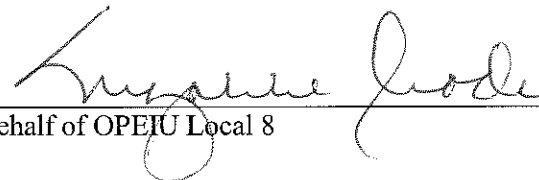
On behalf of Kaiser Foundation Health Plan of Washington (KFHPWA)

6/12/17
Date



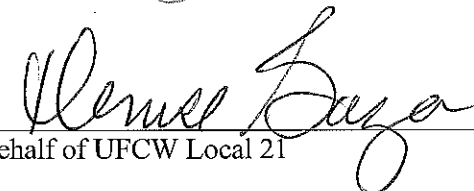
On behalf of SEIU Healthcare 1199NW

6/15/17
Date



On behalf of OPEIU Local 8

6/12/17
Date



On behalf of UFCW Local 21

6-12-17
Date

Appendix A

Benefit Summary

Kaiser Foundation Health Plan of Washington (KFHPWA) – Wellness Works Union Plan

Group Number: 1206900/4206900

Effective Date: 1/1/2018

This is a brief summary of benefits based on current information, not to be mistaken for a contract or Certificate of Coverage. This summary is for general information purposes only. Based on final benefit determinations, KFHPWA reserves the right to modify, this summary, in whole or in part.

Benefits	Inside Network
Annual plan deductible	Employee pays \$100 individual /\$200 family
Plan coinsurance	No plan coinsurance
Annual Out-of-pocket limit	\$1,000 individual /\$2,000 family (all cost shares for covered services count towards this limit)
Lifetime maximum	Unlimited
Pre-existing condition (PEC) waiting period	No PEC
Office visit - primary	\$20 copay Includes, but is not limited to, family practice, general practice, internal medicine, nutrition, obstetrics & gynecology, occupational medicine, osteopathy, pediatrics, respiratory therapy, urgent care, and women's health care
Office visit - specialty	\$25 copay Includes, but is not limited to, allergy & immunology, anesthesiology, cardiology, critical care medicine, dentistry, dermatology, endocrinology, gastroenterology, genetics, hepatology, infectious disease, neonatal-perinatal medicine, nephrology, neurology, nematology/oncology, ophthalmology, ENT/otolaryngology, pathology, psychiatry, podiatry, pulmonary medicine/disease, radiology (nuclear medicine/radiation), rheumatology, sports medicine, general surgery (all specific surgeries) and urology
Hospital services	Inpatient: \$100 copay, per admit Outpatient: \$50 copay
Prescription drugs (some injectable drugs may be covered under outpatient services)	\$15 generic/\$30 copay brand for 30-day supply Certain chronic condition medications (determined by KPHPWA) subject to a \$5 copay for 30-day supply
Prescription mail order	\$5 discount per 30 day supply. Copay waived for 90-day supply of certain chronic condition medications.
Ambulance services	Plan pays 80%, you pay 20%
Chemical dependency	Inpatient: \$100 copay, per admit
Devices, equipment, and supplies	20% coinsurance, with cost shares waived for specific devices
<ul style="list-style-type: none"> - Durable medical equipment - Orthopedic appliances - Post-mastectomy bras limited to two (2) every six (6) months - Ostomy supplies - Prosthetic devices 	

Diabetic supplies	Insulin, needles, syringes and lancets – see prescription drugs External insulin pumps, blood glucose monitors, testing reagents and supplies – see devices, equipment and supplies. When devices, equipment and supplies or prescription drugs are covered and have benefit limits, diabetic supplies are not subject to these limits.
Diagnostic lab and x-ray services	Inpatient: covered under hospital services Outpatient: covered in full. \$50 copay for high-end imaging (MRI, CT, PET), up to \$200 maximum per calendar year. High-end radiology imaging services such as CT, MRI and PET must be medically necessary, and requires prior authorization except when associated with emergency or inpatient services.
Emergency services (copay waived if admitted)	\$100 copay at a designated facility \$150 copay at a non-designated facility
Hearing hardware	Plan pays \$300 per ear every 36 months
Manipulative therapy	Subject to office visit copay. Covered up to 10 visits per calendar year without prior authorization.
Massage services	See rehabilitation services
Maternity services	Inpatient: \$100 copay, per admit Outpatient: subject to office visit copay. Routine care not subject to copay.
Mental health	Inpatient: \$100 copay, per admit Outpatient: Covered in full for the first ten (10) visits, all additional visits are covered subject to the office visit copay.
Naturopathy	Subject to office visit copay. Covered up to 3 visits per medical diagnosis per calendar year without prior authorization; additional visits when approved by plan.
Organ transplants Donor search & harvest applies to lifetime max	Unlimited, no waiting period Inpatient: \$100 copay, per admit Outpatient: subject to office visit copay
Preventive care Well-care physicals, immunizations, pap smear exams, mammograms	Covered in full Women's preventive care services (including contraceptive drugs and devices and sterilization) are covered in full.
Rehabilitation services (occupational, speech, physical including services for neurodevelopmentally disabled children)	Inpatient: \$100 copay, per admit; 60 days per calendar year Outpatient: subject to office visit copay; 60 visits per calendar year Rehabilitation visits are a total of combined therapy visits per calendar year.
Skilled nursing facility	Covered in full, up to 60 days per calendar year
Sterilization (vasectomy, tubal ligation)	Inpatient: \$100 copay, per admit Outpatient: subject to office visit copay
Temporomandibular Joint (TMJ) services	Inpatient: \$100 copay, per admit Outpatient: subject to office visit copay Plan pays \$1,000 per calendar year; \$5,000 lifetime maximum
Tobacco cessation	Quit for Life program – covered in full
Optical hardware Lenses, including contact lenses and frames	Plan pays \$150 per 12 months

Appendix B

Wellness points and premium costs

Wellness Plan –The Wellness Works plan will focus on cardiovascular health (heart health). Key heart health factors are body mass index (BMI), blood pressure (BP), and tobacco use (nicotine). The Wellness Works Plan will provide medical premium discounts by earning points. The key areas of the plan are:

- Health Screenings
 - Health Assessments
 - Journeys
 - Points
 - Wellness Works Champions
 - Volunteer Activities
- **Health Screenings** – Health screenings will be an option for the employee to earn a discount on the medical plan premium. The screening will provide employees with their key numbers (BMI, BP and nicotine) to better manage their health. Healthy ranges are as follows:
 - **Nicotine** is no tobacco use
 - **Blood Pressure** is less than or equal to 140/90 mmHg
 - **BMI** is less than 30 or there is a 5% body weight loss from prior year’s results.

Screenings administered by a third party will be available annually at KFHPWA sites for convenience. Or, numbers can be verified by a provider by completing the *Health care provider form*.

- **Health Assessments** – To be eligible for a premium discount, employees are required to complete the online Health Assessment. The assessment gives a health score indicating potential for improvement and recommendations for action. The recommendations are called “Journeys”.
- **Journeys** – Employee can earn points by taking a journey. A journey is a personalized online tool to help individuals engage in activities and track progress towards their health goals. Journeys focus on nutrition, weight management, physical activity and better management of chronic conditions.
- **Points** - Employees will have an opportunity to qualify for a discount on medical plan premiums by earning points. One (1) point is equal to one dollar (\$1.00). The health assessment is required to be completed by the employee every year to be eligible for a discount.

Wellness Works Points Program

- Health Assessment required, plus:

Employees	
Activity	Points
Biometric screening	400
BMI – YoY improvement	100
BP – Healthy Factor	100
Health Assessment	200 (required)*
Tobacco non-user (self-report from the HA)	200
Journey (up to 3/year)	200/Journey
Track (earned for 300 on daily wellness meter)	8 per day (cap at 400 points)
Weight Watchers	200
Quit For Life	200
Wellness champion or Volunteer credit	200
Rally	Prize drawing
*get-what-you-earn model but must complete HA by EOY	
Total points available	2600
Maximum points earned	1200
Total incentive available	\$1200

Standard premium WITHOUT discount (2018-2021)

Employee only	\$130/mo.
Employee + spouse/partner	\$155/mo.
Employee + children	\$155/mo.
Family	\$185/mo.

Discounted premium after applying *MAXIMUM* points (2018-2021)

Employee only	\$30/mo.
Employee + spouse/partner	\$55/mo.
Employee + child	\$55/mo.
Family	\$85/mo.

[Below is the Medical Insurance article from each coalition union CBA, with amended language per this Memorandum of Understanding, underlined]:

OPEIU

Section 13.01 Health Insurance. The Employer shall provide its generally applicable employee medical, surgical and hospital services coverage for all regular employees from the first of the month following two (2) months of regular employment, subject to the conditions set forth in the Plan and subject to the employee's agreement to make the bi-weekly premium-share contribution. Medical, surgical and hospital services coverage shall be provided to employees assigned an FTE of .50 or greater. The Employer shall provide complete dependent coverage (including dependent children who are under the age of twenty-six (26) and are eligible to enroll in this plan) for regular employees assigned a .75 or more FTE. The Employer agrees not to reduce the current level of medical, surgical, and hospital services coverage for medical insurance under this Article during the term of this Agreement without negotiating with the Union. This shall include the conditions of co-payments and deductible. This commitment shall not apply to administrative (non-benefit) changes that may occur to the plan.

SEIU

12.1 Medical Insurance. The Employer shall provide a medical plan for eligible regular, full-time and part-time employees assigned 0.5 FTE or greater, effective the first of the month following two (2) months of continuous eligible employment. As an exception to this Article, employees enrolled in the medical plan as of January 22, 2005 who are 0.26 - 0.49 FTE shall not lose eligibility for coverage during the term of this agreement. Provided however, that if such an employee's FTE subsequently increases to 0.5 or above, the employee will become ineligible for coverage if his/her FTE later drops back below 0.5 FTE.

The Employer shall also provide family member coverage (including dependent children who are under the age of twenty-six (26) and are eligible to enroll in this plan) for regular employees assigned a 0.75 FTE or greater, subject to the employee's agreement to pay the required monthly premium cost share. Employees with a 0.5-0.74 FTE can enroll their eligible family members into the medical plan, subject to the employee paying the full cost of the family member's coverage.

UFCW

14.01 Health Insurance. The Employer shall provide medical, surgical and hospital services coverage for all regular full-time and part-time employees effective the first of the month following two (2) months of eligible employment. Medical, surgical and hospital services coverage shall be provided to employees assigned an FTE of .5 or greater. The Employer shall also provide dependent coverage (including dependent children who are under the age of twenty-six (26) and are eligible to enroll in this plan) for regular employees assigned a .75 or more FTE status, subject to the employee's agreement to pay the required monthly premium-share contribution.

THE UNION DIFFERENCE

As a union member, you have certain rights at your workplace:

A Voice at Work

Because you have a union, you have a voice at work. A negotiating committee of union members and staff negotiate with management—as equals—over wages, benefits, working conditions, and other issues. The union committee pushes for the issues that union members choose. The result of negotiations is a proposed contract which members vote on before it takes effect.

Right to Union Representation

Every union member has the right to union representation during an investigatory interview that could lead to discipline. This is called your “Weingarten” right, after a Supreme Court case which established the right to representation.

Just Cause for Discipline

The just cause provision in your union contract ensures you have due process in cases of discipline. The just cause standard is a well-defined set of legal rules that involve several different “tests” of a disciplinary action. The tests of just cause provide considerable protection against retaliation, discrimination, or other unfair actions.

The Security of a Union Contract

As a union member, your wages and working conditions are spelled out in writing in a legally-binding union contract. You are not alone at the workplace—instead, you have the security of knowing that your rights are protected by your union contract and backed up by the 46,000 other members of UFCW 21.

Statement of Your Right to Union Representation (Weingarten Rights)

“I understand that this proceeding is for the purpose of investigating whether I may receive discipline. Therefore, I request that a union representative be present on my behalf before this proceeding continues. If you insist that the proceeding continue without allowing me union representation, I hereby protest your denial of rights guaranteed to me under federal labor law.”

Know Your Rights:

- Fair Treatment and Respect
- Family and Medical Leave
- Union Representation

**Learn more about your
rights:**

www.ufcw21.org

Our mission: building a powerful Union that fights for economic, political and social justice in our workplaces and in our communities.

VISIT UFCW21.ORG:

SCHOLARSHIP INFO | BARGAINING UPDATES | STEWARD TRAININGS | HELPFUL MEMBER RESOURCES | ACTIONS INFORMATION ON YOUR RIGHTS | AND MORE...

UFCW 21

Todd Crosby, President • Faye Guenther, Secretary-Treasurer

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