

Agreement by and between

UFCW 21 and Providence Sacred Heart Medical Center



Service & Maintenance

Effective 1/1/2016 – 12/31/2018



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This Agreement is made and entered into by and between PROVIDENCE SACRED HEART MEDICAL CENTER, Spokane, Washington, hereinafter referred to as the "Employer" or the "Medical Center," and UFCW LOCAL 21, chartered by the United Food And Commercial Workers International Union, hereinafter referred to as the "Union".

PURPOSE

The purpose of this Agreement is to set forth the understanding reached between the parties with respect to wages, hours of work and other terms and conditions of employment.

ARTICLE 1 – RECOGNITION

1.1 The Employer recognizes the Union as the sole and exclusive bargaining representative for all full-time, part-time and supplemental service and maintenance employees employed by Providence Sacred Heart Medical Center, located at 101 West 8th Avenue, designated by the classifications set forth in the attached wage schedules, as certified by the National Labor Relations Board in case No. 19-RC-14244, excluding all other employees; confidential employees; professional employees; Facility employees (Clinical Engineer, Facilities Maintenance, Facilities Operations); Business Office employees (including Finance and Patient Financial Services); Medical Staff Services (including Medical Library, Nursing Administration, Human Resources, Perinatal Center, Gift Shop, Foundation, Administration, Public Relations, Educational Services employees working at the following locations in Spokane, Washington: St. Joseph Care Center (17 E 8th Avenue), Pathology Associates Medical Laboratories (110 W Cliff Avenue), Emilie Court (34 E 8th Avenue), Renal Care Group (Providence Sacred Heart Medical Center, 101 W 8th Avenue), Inland Imaging (105 W 8th, Suite 1000), and Inland Northwest Health Services (157 S Howard-Holy Mason Building); employees working at North Idaho Radiation Therapy (700 Ironwood Drive, Coeur d'Alene, Idaho); employees working at Palouse Laboratory (1250 SE Bishop Blvd, Suite H, Pullman, Washington); employees working at all other locations; guards and supervisors as defined in the Act.

1.2 The Employer will advise the Union if it establishes any new service and maintenance job classifications appropriate to this bargaining unit.

ARTICLE 2 - UNION MEMBERSHIP AND REPRESENTATION

2.1 Union Membership. All employees covered by this Agreement, who are now members or voluntarily become members of the Union shall, as a condition of employment, upon the effective date, remain members in good standing in the Union. "In good standing," for the purposes of this Agreement, is defined as the tendering of union dues on a timely basis.

It shall be a condition of employment that all employees covered by this Agreement who are hired on or after its effective date shall, on the thirtieth (30th) day following the beginning of such employment, become and remain members in good standing in the Union.

Employees who fail to comply with this requirement shall be discharged by the Employer within thirty (30) calendar days after receiving written notice from the Union, unless the employee fulfills the membership obligation set forth in this Agreement. Union membership applications and payroll deduction cards will be distributed to each new employee during orientation. The Employer will notify employees of the membership requirement at time of hire.

2.1.1 Any employee who is a member of and adheres to established and traditional tenets of a bona fide religion, body or sect which has historically held conscientious objections to joining or financially supporting labor organizations shall not be required to join or financially support the Union as a condition of employment. In the alternative, the employee will be required to pay a monthly amount equal to the Union membership fee to a 501(3) charitable organization. This alternative must be declared in writing by the employee.

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

2.3 Bargaining Unit Information - Employee Roster. Upon the signing of this Agreement and on a monthly basis, the Employer shall supply to the Union a list of all employees covered by this Agreement. The list shall include the name, address, telephone number, classification, the last four digits of the Social Security number, date of hire, hourly rate of pay, gross monthly earnings, and budgeted hours for each employee. This report will be provided to the Union by the 7th day of any month (If the 7th falls on a weekend, then the report will be due the following Monday). Each month the Employer shall also send a list of those employees covered by this Agreement who were hired or terminated during that month with the same information as required above in this section. The Union will maintain the confidentiality of this information provided. The Union and each employee subject to this Agreement hereby indemnifies and agrees to hold the Employer harmless from all claims, demands, suits or other forms of liability that may arise against the Employer from the release of this information.

2.4 Access to Premises - Union Staff. Authorized representatives of the Union may have access at reasonable times to those areas of the Employer's premises which are open to the general public for the purpose of investigating grievances and contract compliance. Union representatives shall not have access to employee lounges, departments, units, work areas or other patient care areas unless advance approval has been obtained from the Director of Human Resources or designee. Requests will not be unreasonable denied. This limited right of access to the Employer's premises shall be

subject to the same general rules applicable to other non-employees and shall not interfere with or disturb employees in the performance of their work during working hours and shall not interfere with or provide any distraction to patient care, patient families, or the normal operation of the Medical Center. The Union representative shall notify the Director of Human Resources or designee upon leaving the premises.

2.5 Shop Stewards. Employees shall have the right to select Shop Stewards from among members of the bargaining unit. The Shop Stewards shall not be recognized by the Employer until the Union has given the Medical Center written notice of the selection. Unless otherwise agreed to by the Employer, the investigation of grievances, grievance meetings and other Union business shall be conducted during non-working times, (e.g. breaks, meal periods and before or after shift) and shall not interfere with the work of other employees, or provide any distraction to patient care, patient families or the normal operations of the Medical Center.

2.5.1 When Management and the Union mutually agree to the attendance of a Shop Steward(s) for restructuring projects, layoff meetings or other joint projects, up to two (2) Shop Stewards or designees shall be paid at their straight time rate of pay for such attendance.

2.6 Bulletin Board. A bulletin board in a prominent location on the Main Floor, L-1, L-2 and L-3 shall be designated for the use of the bargaining unit. The Union may post local unit meeting notices/information on bulletin boards and small pre-approved boxes located in nursing units/departments as set forth in Appendix B. Information placed on bulletin boards shall not exceed standard legal size. All materials posted must be dated, signed by a designated union representative, and approved by the Director of Human Resources Department or designee prior to the posting. Requests will not be unreasonably denied. The Union and each bargaining unit employee agree to limit the posting of Union materials to these designated bulletin boards. See list of "Bulletin Board Locations" in Appendix B at the back of this contract.

2.7 Contract and Job Descriptions. The Employer will give each newly hired employee a copy of this Agreement and a copy of the employee's job description upon request. The Union will provide copies of this Agreement to the Employer. Additional copies of this Agreement, provided by the Union, shall be available in the Human Resources Department.

2.8 New Hire Orientation. The Union may use the Employer's facilities for the purpose of introducing new employees to the Union. Newly hired employees will attend a presentation by a designated shop steward as a part of their orientation. Such presentation will be on the shop steward's non-paid time. Non-paid time will include breaks. Release of the shop steward for such presentation shall not jeopardize patient care or the operations of the department. The length of this presentation will not exceed thirty (30) minutes.

2.9 Meeting Rooms. Subject to Medical Center policy, the Union shall be permitted to use designated premises of the Employer for meetings of the bargaining unit, provided sufficient advance request for meeting facilities is made to the designated administrator and space is available.

2.10 Negotiations. Subject to overall business considerations, supervisors will make a good faith effort to release negotiation team members for contract negotiations. This time off work will be considered leave without pay unless the employee elects to take PTO. The employees on the negotiation team who do not use PTO to cover the bargaining date may submit the number of hours spent at the table for the purpose of seniority accrual. UFCW agrees to prepare a list with the total hours for each employee to be presented to HR.

2.11 Voluntary Political Action Fund Deduction. 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. When filed with the Employer, the authorization form will be honored in accordance with its terms. The authorization form will remain in effect until revoked in writing by the employee. The minimum contribution must be at least one dollar (\$1) per pay period. The amount deducted and a roster of each employee authorizing assignment of wages will be transmitted to the Union. The Union and each employee authorizing the assignment of wages for payment of the voluntary political action contributions to the Union's Active Ballot Club 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 parties recognize that the Union is obligated under the Federal Election Campaign Act (FECA) to reimburse the Employer for its reasonable cost of administering the check off in the parties' Collective Bargaining Agreement. The Employer and the Union agree that one-quarter of one percent (.25%) of all amounts checked off is a reasonable amount to cover the Employer's cost of administering this check off. Accordingly, the parties agree that the Employer will retain one-quarter of one percent (.25%) of all amounts deducted pursuant to this check off provision to reimburse the Employer for its reasonable costs of administering the check off.

ARTICLE 3 - MANAGEMENT RIGHTS

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

to extend, limit, curtail or contract out its operations, including the right to utilize the services of registry/agency personnel, is vested exclusively in the Employer. The Union recognizes that the above statement of management rights is for illustrative purposes only and should not be construed as restrictive or interpreted so as to exclude those prerogatives not mentioned which are inherent to the management function. All matters not covered by the specific provisions of this Agreement shall be administered by the Employer on a unilateral basis in accordance with such policies and procedures as it from time to time shall determine.

ARTICLE 4 – DEFINITIONS

4.1 Probationary Period. The first three (3) months of employment shall be a probationary period. After three months (3) of continuous employment, the employee shall be considered a regular status employee unless otherwise specifically advised in writing by the Employer. An employee shall be entitled to seniority rights after completing the probationary period, where upon seniority shall be retroactive to the employment date. During the probationary period an employee may be terminated without notice or cause and without recourse to the grievance procedure.

4.2 Full-Time Employee. An employee who has successfully completed the required probationary period and who is employed in a position of forty (40) hours per week, eighty (80) hours in a fourteen (14) day period or an employee who is employed in a position of three twelve (12) hour shifts per week (36 hours) shall be considered a full-time employee.

4.3 Part-Time Employee. An employee who has successfully completed the required probationary period and who is employed in a position for less than forty (40) hours per week or eighty (80) hours per pay period.

4.4 Supplemental Employee. An employee hired to augment the regular work force in the event of an emergency or other temporary business need, to relieve regular employees because of illness, leave of absence or other absenteeism, or to work during holidays and vacation periods. Supplemental employees are not eligible for any benefits, and shall be subject to departmental availability guidelines and competency requirements. Employees will be required to sign a supplemental staff schedule form.

4.5 Temporary Employee. An employee who is hired for a definite continuous limited period of time, not to exceed a total of six (6) months, unless agreed to by the Union and the Employer. Temporary employees shall be ineligible for benefits. In the event a temporary employee is transferred to a regular status position with no break in service, the employee's anniversary date for benefit purposes will be established as the beginning of the temporary employment assignment. The employee will be subject to a probationary period (4.1) upon transfer to a regular position. The Medical Center will provide the Union with a list of temporary employees performing a job classification within the bargaining unit every six (6) months.

4.6 Anniversary Date. An employee's most recent date of hire.

4.7 Adjusted Anniversary Date. An employee transferring from a Providence Services Organization to the Medical Center will receive an adjusted anniversary date to recognize previous service at that organization for purposes of benefit accrual and prior unused sick leave.

4.8 Regular Status. Regular status is defined as any full-time or part-time employee who has satisfactorily completed the required probationary period (4.1).

4.9 Lead Employee. An employee who is assigned operational/coordination activities by the manager for a limited period of time in excess of a four (4) hour period. Specific lead responsibilities will be defined by the department.

4.10 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, and lead pay when the employee has a regular (designated) lead position.

ARTICLE 5 - EMPLOYMENT PRACTICES

5.1 Job Posting. Providing qualifications are equal, regular status employees of a job class will have priority to fill posted Intra-Unit/Cost Center positions based on seniority, over other staff in the bargaining unit of that job class from outside that unit/cost center, or supplemental staff. Intra-unit/cost center open positions (including any extra hours to be added to existing position on a unit/cost center) will be posted at least five (5) days in advance of filling the position, in a prominent location on the unit/cost center. This will afford presently employed staff the first opportunity to apply. (This may be done simultaneously with the house-wide posting.) Following the Intra-Unit/Cost Center transfers, all regular status position postings in the bargaining unit will be posted on the internet for five (5) days. The requirements for the job shall be included in the posting. In the selection process, the Employer will select the most highly qualified applicant for the job. Where qualifications are considered by the Employer to be equal, the senior regular status employee applying for such job will be given preference. For purposes of this Agreement, the term "qualified" is here in defined to include such factors as skill, competence, ability, experience, attendance/punctuality (excluding any absences covered by FMLA or Worker's Compensation) record and documented past performance, in the judgment of the Employer, which shall not be exercised in a manner that is arbitrary or capricious.

5.1.1 Supplemental Employees. In the filling of regular status vacant positions, supplemental employees will be given consideration over outside applicants based on their supplemental seniority where qualifications are considered by the Employer to be equal.

5.1.2 Trial Period. Any employee selected for a new position will be subject to a ninety (90) day trial period. The employee will, when deemed appropriate, receive training in order to achieve clearly defined goals specific to their new position to help to assure success. If the employee is unable to successfully perform the duties of the position during the trial

period in management's opinion based on established job criteria and, if the employee is otherwise in good standing, the employee will be returned to the employee's prior position if the employee's former position is still vacant; otherwise the employee will be laid off without severance and will be eligible for recall (6.6) to the employee's prior position, or similar classification if qualified at the first available opening.

5.1.3 Ineligibility, Other Job Openings. Upon being selected for a new position, an employee shall be ineligible for other job openings for a period of six (6) months, unless otherwise agreed to by the Employer. Intra unit/Cost Center transfers are not covered by this six month requirement where the employee is seeking an increased FTE or change of shift.

5.1.4 Transferring into a New Position. A good faith effort will be made by management to enact a position transfer within an eight (8) week period from the date the employee accepted the position. Should this not be accomplished within an eight (8) week period, the employee will be paid an additional dollar (\$1) per hour beginning the first day of the ninth week until such transfer is completed.

5.2 Evaluations. The Employer shall maintain an evaluation system, which provides for employee evaluations on a probationary and annual basis. The employee will be given a copy of the evaluation, if requested. Employees will be required to sign the evaluation acknowledging receipt thereof. Employees will be given the opportunity to provide a written response to the evaluation, which will be retained with the evaluation in the employee's personnel file.

5.3 Personnel Files Access. The Employer shall provide employees access to their personnel files by appointment, subject to the deletion of third party reference material. Such files will be reviewed by the employee with a representative of the Human Resources Department or the department manager or designee in attendance.

5.4 Notice of Resignation. Employees are encouraged to give at least twenty-one (21) days advance notice of resignation and shall be required to give at least fourteen (14) days' written notice of resignation. Failure to give the required fourteen (14) day notice shall result in loss of paid time off (PTO) benefits that have accrued and the employee may not be eligible for rehire. The Employer will give consideration to situations that would make such notice by the employee impossible.

5.5 Discipline/Discharge. No employee shall be disciplined or discharged except for just cause. The Employer, however, reserves the right to discharge any employee deemed to be incapable or incompetent. The Employer shall be the sole judge of the employee's capability and competence; provided, however, that such judgment shall be exercised in good faith and based upon established job criteria. Employees shall receive a copy of all written warnings. Employees shall be required to sign and date the written warning for the purpose of acknowledging receipt thereof. After two (2) years, if no further disciplinary action is applied, the employee may request written notices be removed from his/her file. Any removal of material from the personnel file shall be at the sole discretion of the Employer. If the employee disagrees with the Employer's decision not to remove

such material, Human Resources will provide the employee and the Union with written justification for its decision within two weeks.

5.5.1 Progressive Discipline. The Medical Center will use progressive discipline when appropriate. Progressive discipline is defined as:

First written warning (given to the employee and a copy placed in the employee's personnel file).

Second written warning (given to the employee and a copy placed in the employee's personnel file).

Suspension Without Pay. (Optional)

Discharge.

The above step to be initiated will depend on the nature and seriousness of the performance incident.

5.6 Equal Opportunity. The Employer and the Union agree that there shall be no unlawful discrimination under applicable law including discrimination against any employee or applicant for employment because of race, color, creed, national origin, religion, sex, age, disability, marital status, sexual orientation or Union membership unless any one of the foregoing factors constitutes a bona fide occupational qualification.

5.7 Re-employment. Employees who are rehired within twelve (12) months of voluntary termination shall be re-employed at their prior step on the wage scale with prior levels of benefit accrual and seniority being reinstated.

5.8 Budgeted Hours. Full-time and part-time employees will be hired for a specific budgeted position and will not be scheduled above their budgeted hours without mutual written agreement between the employee and the supervisor.

5.8.1 Status Review. Part-time employees continuously working above their budgeted hours, or supplemental staff who have been working on a regular basis for over a four (4) month period may request an objective, good faith review with their manager and Director of Human Resources to determine if a position or additional hours should be posted. The Human Resources Department will provide an update about the status of this review within twenty-one (21) calendar days. The Director of Human Resources and/or his/her designee will, in good faith, work to complete the review as expeditiously as possible; the employer agrees to provide the final results with 45 calendar days from the start of the investigation. This review shall not apply when these additional hours/days are assigned to special projects, training, covering posted vacant positions, vacation coverage, coverage for sick leave, and leaves of absence.

5.9 Contracting Out. Prior to reaching a final determination to contract out work that had previously been done within the organization by existing bargaining unit employees, the Medical Center agrees to meet with the Union to discuss the Medical Center's assessment and consider the

feasibility of creating and/or implementing alternatives to the contracting that would satisfy its primary business needs. This agreement to meet for purposes of further review and consideration of alternatives is not intended to create a duty to bargain that would not otherwise exist. Such discussions will be concluded within thirty (30) working days from the date the Medical Center advised the Union that a decision to subcontract is likely.

The Employer agrees to give at least sixty (60) days' notice to the Union of any decision to contract out which will result in the elimination of existing bargaining unit employee(s). Upon request by the Union, the Employer agrees to meet to discuss the implications of the decision.

In the event the Medical Center decides to contract out a service which will result in the elimination of bargaining unit positions, the Medical Center will make a good faith effort to obtain preferential hiring opportunities with the contracting entity for affected employees. Regardless whether the employee obtains employment with the contracting firm, the Medical Center will provide severance to such employees pursuant to Article 6.8 Severance Pay. Preferential hiring commitments include first consideration over other qualified candidates for positions created as a result of the contract and favorable treatment of such employment conditions as FTE status, rate of pay, credit for seniority, PTO/EIT, and medical/dental/vision insurance.

The term "contract out" is defined as a practice whereby the Employer hires another firm to do work that had previously been done within the organization by existing bargaining unit employees. The work may be done by the new firm either inside the organization or at another site.

5.10 Staffing. Proper staffing to meet the needs of the patients is a concern both parties share. If an employee is concerned about the level of staffing for their assignment on their unit/department, the employee should first speak with their immediate supervisor. The employee may submit a Staffing and Work Assignment Concern form and route according to the instructions on the form. The Union may request that Staffing and Work Assignment Concern forms be reviewed in Conference Committee.

5.11 Orientation Objectives. The objectives of orientation shall be:

- a) to familiarize new personnel with the objectives and philosophy of the Medical Center.
- b) to orient new personnel to policies and procedures, their functions and responsibilities as defined in job descriptions.
- c) to orient presently employed personnel to new policies and new procedures or to new areas of assignment which directly affect the employee's assignment and responsibility,

ARTICLE 6 - SENIORITY, LAYOFF & RECALL, LOW CENSUS

6.1 Seniority Defined. Seniority is defined as a full-time or part-time employee's continuous length of service based on total hours compensated (excluding standby hours) in the bargaining unit from the most recent date of hire. For PTO scheduling, seniority shall be determined by most recent date of hire in the bargaining unit. Seniority shall not apply until an employee has completed the required probationary period. Upon satisfactory completion of the probationary period, the employee will be credited with seniority from most recent date of hire.

6.1.1 Employees outside the bargaining unit who transfer back into the bargaining unit without a break in service shall, after return to the bargaining unit, be credited with previously accrued bargaining unit seniority.

6.1.2 Supplemental employees shall accrue supplemental seniority based on hours worked. Supplemental seniority shall be limited to applying for vacant positions (5.1.1). If a supplemental employee obtains a regular position, all previously accrued supplemental seniority shall be credited for seniority purposes in the regular position.

6.2 Layoff/Reassignment Defined. Layoff is defined as a mandatory permanent or prolonged reduction (1) in an employee's budgeted hours, or (2) in the number of bargaining unit employees employed by the Medical Center. Reassignment is defined as a mandatory change of shift and/or unit/department, without a mandatory reduction in budgeted hours, for an indefinite period of time.

6.3 Layoff/Reassignment Procedure. Layoffs and reassignments shall be by job classification (Appendix A) within a unit/department and shift. In the event of a layoff or reassignment, the process shall be accomplished by a reduction of the least senior employee(s) on the affected unit/department and shift subject to the following considerations. Seniority shall be the determining factor when such factors as skills, competence, qualifications and experience are considered to be equal in the opinion of the Employer. For purposes of this Agreement, the Employer shall be the sole judge of the qualifications, competence and efficiency of its employees, providing that such judgments are based on established criteria and are not arbitrary or capricious. For purposes of this section, an employee will be considered to have equal skills if, in the Employer's opinion, the employee could function independently at acceptable performance levels with up to two (2) weeks (80 hours) of orientation. If an employee has not achieved a satisfactory level of performance in the opinion of the Employer after completing up to two (2) weeks (80 hours) of orientation to the position, the employee may be subject to layoff and placement on the recall roster.

The Union and affected regular employees shall receive at least fourteen (14) days notice of the impending layoff/reassignment. Following the reassignment/layoff process affected employees will receive a minimum of seven (7) days notice or pay in lieu thereof as determined by the Employer, prior to the change of assignment or layoff.

Reassignment/layoff will occur in the following order:

1. Temporary and probationary employees.
2. Regular employees.

Note: Regular employees subject to layoff will be given preference for available shifts over supplemental staff or travelers.

Any reassigned or displaced employee affected by the reassignment process will be given the following options based on seniority:

1. Review vacant positions and may elect any vacant position, on any shift; or
2. Bump/displace the least senior comparable position; if none then
3. Bump/displace the least senior employee on same shift with less or greater hours; or
4. Bump/displace the least senior staff with equivalent hours on remaining shifts; if none then
5. Bump/displace a less senior employee on low seniority list with equal, less or greater hours.

Definitions:

Equivalent hours per pay period:

70-80, 50-69, 40-49

Comparable position = same shift and equivalent hours

6.4 Low Seniority List. The low seniority list consists of the least senior employees in a job classification who comprise twenty percent (20%) of the job classification, or ten employees, whichever is less, plus any posted positions. When more than one (1) employee more senior than the low seniority list has been laid off in a job class, each employee will have a full low seniority list in which to choose positions. Any employee identified for layoff who is on the low seniority list and any employee who has been displaced by another employee pursuant to the above process may take the posted job (5.1) or displace the position of the least senior employee on the low seniority list provided the employees possess equal skills, competence, qualifications, and experience in the opinion of the Employer. For purposes of this section, an employee will be considered to have equal skills if, in the Employer's opinion, the employee could function independently at acceptable performance levels with up to two (2) weeks (80 hours) of orientation. If an employee has not achieved a satisfactory level of performance in the opinion of the Employer after completing up to two (2) weeks (80 hours) of orientation to the position, the employee may be subject to layoff and placement on the recall roster.

6.5 Reallocation of Staff. Reallocation of staff may occur when restructuring of the budgeted hours on an existing unit or department occurs, when a unit or department changes clinical focus, when two or more units or departments merge, or when the staff mix ratio of a unit or department is substantially restructured. If this process is elected by the Employer, the Employer will determine the number of full-time and part-time positions (budgeted hours) by shift required for the new or restructured unit or department. A listing of the positions for each shift on the new/restructured unit or department, including any qualification requirements, shall be posted on the unit or department

for at least fourteen (14) days. At the end of the fourteen (14) days employees will select their desired position. Based on seniority, employees will be assigned their selected position providing skills, competence, qualifications and experience are considered equal in the opinion of the Employer. Employees who are not assigned a comparable position (same shift and budgeted hours) in the new or restructured unit or department shall be eligible for the layoff/reassignment procedure (6.3).

6.6 Recall. Employees on layoff status shall be placed on a reinstatement roster for a period of twelve (12) months from the date of layoff from a regular status position. Employees on the reinstatement roster shall be regarded as applicants for any posted position in the employee's job classification together with other internal applicants. The posted job will be filled in accordance with the provisions of Section 5.1.

6.7 Termination. Seniority shall terminate upon cessation of the employment relationship; for example, discharge, resignation (subject to 5.7), retirement, failure to return from an approved leave of absence, refusal to accept a comparable position when offered by the Employer while on layoff, after twelve (12) consecutive months of layoff from a regular status position, or failure to comply with specified recall procedures.

6.8 Severance Pay. An employee who is laid off will be provided severance pay under one of the following conditions:

1. The employee does not receive a comparable employment opportunity and subsequent offer of continued employment at PSHMC through the reassignment/lay off procedure, or the employee does not receive a comparable employment opportunity and subsequent offer of employment from a PSHMC affiliate within a 50-mile radius.
2. One week for each year of service with a minimum of 2 weeks and a maximum of 12 weeks. Calculation of the "year of service" will be determined by the Employer. Each week of severance pay will be based on their current budgeted hours per week.

Medical, dental, vision insurance coverage and any other benefits to which the employee is legally entitled will continue through the end of the month in which the employee's employment ends.

The calculation for severance pay will be based on the regular rate of pay at the time of layoff plus any certification pay and shift differential. Severance pay will be paid to the employee in a single lump sum payment, based on the calculation described above. In addition to the severance payment, the Medical Center will pay the employee in a lump sum, less normal and legally required withholding and deductions to assist the employee in defraying the cost of continuing health insurance benefits pursuant to the employee's rights under COBRA.

6.9 Low Census Definitions.

Voluntary Low Census: Low census which the employee takes voluntarily, either by volunteering prior to the shift or volunteering when asked by the Employer. Any extra shift overtime or supplemental overtime is cancelled prior to the Employer granting voluntary low census.

Mandatory Low Census: Low census that is identified by the Employer as mandatory and assigned by the Medical Center to scheduled full-time and part-time staff. Cancellation of agency staff, supplemental and extra shifts is not mandatory low census.

6.9.1 Low Census Procedure. When the Medical Center experiences a temporary decrease in staffing requirements, the Employer shall exercise its best efforts to rotate mandatory low census hours equitably on a shift by shift basis within a department/unit. The Employer may make exceptions to granting voluntary or assigning mandatory low census based on the number, classification, special expertise/skill of staff required to provide adequate coverage to meet the overall patient care or departmental requirements/acuity of the Medical Center and overall cost effectiveness.

The low census procedure will be implemented in the following order:

1. The Employer will make a good faith effort to determine if a need/float opportunity exists in another department in the same job classification.
2. Staff scheduled for overtime/premium pay on their non-regularly scheduled shift may be cancelled.
3. On a shift-to-shift basis, voluntary low census days will be granted by the Employer on a designated volunteer list on a first-requested basis for the unit and job classification experiencing the low census. If the employee is not contacted by the Medical Center, the employee is expected to report to work.
4. When low census requires further staffing reductions, the Employer will cancel agency staff, then non-overtime supplemental employees, and finally employees working extra shifts (i.e., scheduled on their normal day off) prior to assigning an employee a mandatory low census. Supplemental employees cancelled due to low census shall be cancelled in an equitable rotation, unless specialty skill requirements are needed.
5. An employee will be assigned by the Employer to take mandatory low census on an equitable rotation based on seniority.
6. An employee assigned a mandatory or granted a voluntary low census pursuant to this section shall be given credit toward seniority, PTO, EIT and insurance benefits. In either case, (voluntary or mandatory) it is the responsibility of the employee to enter this information into the time clock system to assure these benefits will be credited.

6.9.2 Low Census Inconvenience Pay.

Assigning Mandatory Low Census/Cancellation of Supplemental/Extra Shifts:

- The Employer will make a good faith effort to contact the employee two (2) hours before the beginning of their shift.
- Two (2) hours of inconvenience pay will be paid at the employee's regular rate of pay if the employee is not given a minimum of one and one half hours (1.5) notification when assigned a mandatory low census for their day shift, or their supplemental or extra day shift is cancelled, and two (2) hours notification for their evening or night shift, or their supplemental or extra evening or night shift is cancelled.
- Should the Medical Center make a bona fide attempt to notify the employee of assignment of a mandatory low census in advance in accordance with the time periods identified above, but is unsuccessful in doing so, this pay provision shall not apply.

Granting Voluntary Low Census:

- If the Medical Center attempts and is unable to contact the employee in accordance with the time periods above prior to the start of work, the employee will be granted and must take a voluntary low census when reporting to work unless another employee on that unit/department volunteers. Neither employee will be granted inconvenience pay in this case.
- If the Medical Center attempts to contact the employee with less than the time periods provided above, but is unsuccessful, the employee must take the voluntary low census if no other employee volunteers on that unit/department. In this case, either employee would receive two (2) hours inconvenience pay.
- If the Medical Center contacts the employee prior to reporting for work, the employee may withdraw the request for the voluntary low census. However, if the employee accepts the voluntary low census, the employee is not eligible for the inconvenience pay.

It shall be the responsibility of the employee to maintain a current telephone number. Failure to do so shall excuse the Medical Center from the notification requirements provided herein.

ARTICLE 7 - HOURS OF WORK

7.1 Basic Work Week. The basic work week shall be forty (40) hours per week or eighty (80) hours in a two-week period.

7.2 Basic Work Day. The basic work day shall be an eight (8) hour shift which consists of eight (8) hours of work to be completed within eight and one-half (8-1/2) consecutive hours, a twelve (12) hour shift which consists of twelve (12) hours of work to be completed within twelve and one-half

(12 1/2) consecutive hours, or a ten (10) hour shift which consists of ten (10) hours of work to be completed within ten and one-half (10 1/2) consecutive hours.

Note: At the time of ratification of this contract the basic work day referred to in Section 7.2 is intended to include scheduled shifts of less than eight (8) hours in duration.

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

7.4 No Guarantee. Work days, workweeks and work schedules shall not constitute guaranteed hours of work.

7.5 Overtime. All work in excess of a basic work day of eight (8) or more hours in duration and/or an eighty (80) hour two (2) week period must be authorized and shall be compensated for at the rate of one and one-half (1-1/2) times the employee's regular rate of pay. Overtime for the employees working the ten (10) hour work schedule or the twelve (12) hour work schedule shall be compensated at the rate of time and one-half (1-1/2) the employee's regular rate of pay and for all time worked in excess of the ten (10) hour schedule or twelve (12) hour schedule per work day and/or forty (40) hours per week.

When an employee who is scheduled to work an eight (8) or ten (10) hour shift works overtime, all hours beyond twelve (12) consecutive hours worked shall be paid at double time (2x). Double time (2x) will be paid to an employee who is scheduled to work twelve (12) hours for all hours worked beyond twelve (12), provided the overtime extends at least two (2) consecutive hours beyond the end of the normal workday. Overtime for a twelve (12) hour employee of less than two (2) hours will be paid at time and one-half (1-1/2). When an employee is scheduled to work a sixteen (16) hour shift, all hours beyond sixteen (16) hours shall be paid at time and one-half (1 1/2). Double time (2x) will be paid to an employee who is scheduled to work sixteen (16) hours for all hours worked beyond eighteen (18) hours. Once the eighteenth (18th) hour is exceeded, all hours past sixteen (16) hours will be paid at double time (2x).

Overtime shall be considered in effect if fifteen (15) minutes or more are worked beyond the scheduled shift. Overtime pay shall be calculated to the nearest fifteen (15) minutes. Overtime must be authorized by the supervisor. The Employer and the Union concur that overtime should be minimized. If the overtime work is needed, when determined to be appropriate, the Employer shall first seek volunteers.

7.5.1 Overtime Information to the Union: Upon request, but not more frequently than quarterly, the Employer will provide the union a list of employees who worked overtime to include all overtime hours worked in any requested department.

7.6 No Pyramiding. There shall be no pyramiding or duplication of overtime pay or premium pay paid at the rate of time and one-half (1-1/2) or double time (2x). When an employee is eligible for both time and one-half (1-1/2) and double time (2x) pay, the employee will receive the highest pay rate.

7.7 Rest and Meal Periods. Employees shall be allowed two (2) paid fifteen (15) minute rest periods during each normal work day and a thirty (30) minute unpaid meal period. Meal and rest periods shall be administered as provided by state law (WAC 296-126-092). This Agreement constitutes a waiver of a second meal period for any shift of any length.

7.8 Schedule Posting. Work schedules of shifts and days off (including call schedules) for a six (6) week period will be posted three (3) weeks in advance. After posting, the schedule may only be changed by mutual consent.

7.8.1 Shift and Days-Off Scheduling. Upon the employee's request, a good-faith effort will be made to schedule employees to work consecutive days, but not more than six (6) days in a row, except by mutual agreement. If repeating schedule patterns are used and Management, based on clinical/operational needs, determines the schedule patterns need to be altered, the schedules of least senior employees on that unit or department/shift will be altered first. This provision is intended to prefer regular employees over supplemental employees when assigning extra shifts. However the parties recognize that the Medical Center must maintain a skilled pool of supplemental employees that are offered sufficient hours to maintain their skills and their commitment to the Providence Sacred Heart work force.

7.8.2 Extra Shifts. Full and part time employees who want to work extra straight-time shifts within their classification will inform their manager, in writing, indicating which days/shifts they commit to be available. Managers will make a good-faith effort to assign extra shifts equitably from among employees who have made themselves available in writing for identified extra shifts prior to scheduling supplemental employees. Employees requesting extra shifts will receive preferential consideration over other employees if the employee has had mandatory low census within the previous schedule. The due date for indicating commitment for extra shifts shall be determined by each department.

7.8.3 Full time and part time employees may advise their supervisor /manager in writing that they want to volunteer for holiday work prior to schedule posting. Employees who have properly volunteered will be scheduled for holiday work prior to supplemental employees being scheduled.

7.8.4 Transport Scheduling. The parties agree that the Transport Department work schedules of shifts and days off (including call schedules) for a four (4) week period will be posted three (3) weeks in advance.

7.9 Mandatory Shift Rotation. Shift rotation occurs when an employee is assigned by management to rotate shifts. Rotation is defined as working fifty percent (50%) or more hours on a day, evening or night shift for which the employee is not regularly scheduled. A day shift employee is defined as one who normally works the majority of hours between 7:00 a.m. and 3:30 p.m. Evening shift is defined as one who normally works the majority of hours between 3:00 p.m. and 11:30 p.m., and night shift, the majority of hours between 11:00 p.m. and 7:30 a.m. A one-dollar (\$1) per hour premium shall be paid for each mandatory rotation shift worked. Mandatory shift rotation premium does not apply to established day/night, day/evening, or any other planned rotation schedule, working double shifts, extra shifts, partial shifts, or when scheduled to come in early or leave late as planned overtime.

The Employer will use mandatory shift rotation only when there are no reasonable alternatives. In the event shift rotation is necessary, the Employer will make a good faith effort to find and schedule volunteers. Volunteers under these circumstances would be entitled to the mandatory shift rotation premium.

If the Employer is unable to find qualified volunteers, mandatory shift rotation will be assigned on an equitable basis. The manager will make a good faith effort to develop the rotation schedule in consultation with the staff involved, and with no less than fourteen (14) days between the shift(s) of each rotation, unless otherwise requested by the employee(s) involved. Mandatory rotation of shifts will be assigned on ascending order of seniority, subject to skills and qualifications. Mandatory rotation assignments will begin with the least senior staff each calendar year.

Management will make a good faith effort to not require rotation of shifts for employees with ten (10) or more years of continuous employment at the Medical Center. If there are insufficient employees with less than ten (10) years of service to accommodate the rotation needs of the department/unit and/or it causes an undue burden on a few staff of the department/unit, management will schedule those employees within the department/unit in ascending order of seniority to the extent necessary to meet the rotation need.

If management requires an evening shift or night shift employee to work a shift other than the shift they were hired to work, the employee shall receive shift premium for that worked shift or their regular rate of pay whichever is higher.

7.10 Rest Between Shifts. The Employer shall exercise its best efforts to give employees a rest period of at least twelve (12) hours between shifts. In the event an employee is required to work with less than twelve (12) hours off duty between shifts, all time worked during that second shift shall be compensated at one and one-half (1-1/2) times the regular rate of pay. For twelve (12) hour shifts, the rest between shifts shall be ten (10) hours. For eight (8)/twelve (12) hour combination

shift employees, the rest between shifts shall be ten (10) hours. For sixteen hour shift employees the rest between shifts shall be seven (7) hours.

This section shall not apply to standby and callback assignments of less than four (4) cumulative hours, except those hours worked immediately following a regular shift while receiving standby pay, or when there is less than twelve hours off duty because of the employee's request. All hours worked during periods of time for which a employee receives standby pay are included in the "four (4) cumulative hours" referenced in the preceding sentence including hours worked immediately following a regular shift.

7.11 Work on Day Off. Full-time employees, as defined in Section 4.2 called in on their day off shall be paid at the rate of time and one-half (1-1/2) their regular rate of pay for the hours worked.

7.12 Weekend Off. The Employer will make a good faith effort to schedule all full-time and part-time employees to be off at least every other weekend. In the event a full-time or part-time employee who is scheduled on an every other weekend off work schedule is required to work on his/her regularly scheduled weekend off, all hours worked will be paid at one and on-half (1-1/2) times the employee's rate of pay. The weekend shall be defined for premium pay purposes for the first (day) and second (evening) shift personnel, as Saturday and/or Sunday. For third (night) shift personnel, the weekend shall be defined as Friday and/or Saturday nights. This section shall not apply to supplemental employees or to part-time or full-time employees who are hired to work on a more frequent or every weekend schedule; food and nutrition employees; employees who volunteer for additional weekend work or employees who trade weekends with management approval. Subject to advance approval, the employee's may request the trading of weekends providing the schedule change does not result in the Employer being liable for premium and/or overtime pay. When there are posted Monday through Friday positions in a department they will be awarded based on seniority pursuant to Article 5.1 Job Posting.

ARTICLE 8 – COMPENSATION

8.1 Wage Rates. Employees covered by this agreement shall be paid in accordance with the hourly wage schedule set forth in Appendix A.

8.1.1 Movement to Next Higher Step (Wage Schedule).

Base through Step 9: An employee shall move to the next step on the Wage Schedule on the employee's next anniversary date.

Step 10 through 22: An employee shall move to the next wage step on the wage schedule upon completion of two (2) years of service from the employee's last anniversary date. As of January 1, 2011, the step scale will include a new Step 24.

8.1.2 Across the Board Increases:

- a. Year One - 2% across the board increase, effective first full pay period following date of ratification.
- b. Year Two - 2% across the board increase, effective first full pay period following January 1, 2017.
- c. Year Three – 2% across the board increase, effective first full pay period following January 1, 2018.

8.1.3 The following job titles will receive a 1% wage increase as a market adjustment on the first full pay period following ratification, in addition to the increases outlined in Article 8.3.1:

- a. Anesthesia Tech
- b. Patient Transporter

8.2 Recognition for Past Experience (new hires only).

- a. Employees with two (2) or more years of continuous recent experience shall be employed at not less than the first (1st) longevity step above the base rate of pay.
- b. Employees with four (4) or more years of continuous recent experience shall be employed at not less than the second (2nd) longevity step.
- c. Employees with six (6) or more years of continuous recent experience shall be employed at not less than the third (3rd) longevity step.
- d. Employees with eight (8) or more years of continuous recent experience shall be employed at not less than the four (4th) longevity step.

For purposes of this section, recent experience shall be defined as recent and relevant experience in a health care setting in the opinion of the Employer. The recognition of other prior experience will be discretionary with the Employer.

8.2.1 If a new employee is hired above the minimum longevity step set forth in Section 0, any current employee in that job classification with the same or greater years of experience (as defined in 0) paid at a lower pay step will be brought up to the new employee's pay step (longevity step).

8.3 Compensation, Effective Dates. All increases in compensation set forth in this Agreement (including wage rates and longevity steps set forth in Appendix A) shall become effective the first full payroll period on or after the date(s) designated.

8.4 Promotions. When an employee moves from one pay grade to a higher pay grade with an increase in duties and responsibilities, at a minimum, the employee will be placed at the step that equates to a two percent (2%) increase in pay, provided that if a two percent (2%) increase in pay falls between the two steps, the employee will be placed at the higher of the two steps. This

promotion will establish or change the employee's promotion date to reflect the new date in the new position.

8.5 Shift Differential. All employees who work the second (evening) shift shall be paid a shift differential of one dollar and thirty cents (\$1.30) per hour, and those who work the third (night) shift shall be paid a shift differential of two dollars (\$2.00) per hour in addition to their day rate of pay. Employees shall be paid shift differential for all hours worked if fifty percent (50%) or more of those hours are worked on the designated evening or night shift.

8.5.1 Shift Differential: Any employee currently paid a higher shift differential than the rates set forth in the collective bargaining agreement shall retain the higher rate for the duration of the Agreement.

8.6 Standby. Standby call pay shall be paid at the rate of three dollars and twenty five cents (\$3.25) per hour. For holidays, standby pay shall be four dollars and twenty-five cents (\$4.25) per hour.

8.7 Callback. Any time actually worked in callback shall be compensated at the rate of time and one-half (1 1/2) the employee's regular rate of pay and shall be paid in addition to standby call pay. When called back, the employee shall receive time and one-half (1-1/2) for a minimum of three (3) hours for each callback.

8.7.1 The three (3) hour minimum callback pay shall not apply when the employee is required to stay beyond the regularly scheduled shift even though the employee was previously assigned to standby status following the regular shift worked. If called back with less than three (3) hours prior to the employee's next regularly scheduled shift, the employee shall be paid for three hours of callback (time and a half for three hours – no pyramiding) and then the regular rate of pay for the remainder of the shift provided that the employee gives written notification to his or her supervisor during the shift that an adjustment for the callback pay needs to be made.

8.8 Temporary Assignment.

Lead: The temporary assignment to a lead position for two (2) or more hours shall be compensated with the lead premium for all hours worked in that role.

Job Class: Temporary assignment to a different job class, for two (2) or more hours, or one-half (1/2) of a scheduled shift, whichever is less, that is paid at a higher rate than their normal job class, shall be compensated at the higher rate of pay of that job class for all hours assigned and worked in that job class using the pay methodology set forth in Section 8.4.

8.9 Lead Pay. The lead premium shall be one dollar and twenty five cents (\$1.25).

8.10 Supplemental Employee Premium. Beginning on the date of hire supplemental employees shall receive a premium equivalent to twelve percent (12%) over the employee's wage step as a premium in lieu of Paid Time Off, Extended Illness Time and Bereavement Leave. The prorated benefit option is not available to supplemental employees.

8.10.1 Supplemental Returning to Full-Time or Part-Time Position. A supplemental employee returning to full-time or part-time status shall have access to previously frozen accrued benefits, and shall return to the employee's prior accrual rate based on his/her years of employment as determined by anniversary/adjusted anniversary date. The seniority acquired while working in a supplemental status shall be used in determining staff seniority for transfer purposes.

8.11 Weekend Premium Pay. Any employee who works on a weekend shall receive one dollar and twenty-five (\$1.25) per hour for each hour worked on the weekend in addition to the employee's regular rate of pay. The weekend premium will not be considered a part of the regular rate of pay for premium pay calculations. It shall be considered part of the employee's regular rate of pay only when the employee works overtime as defined in Section 7.5. For premium pay purposes, the weekend shall be defined as all hours between 11:00 p.m. Friday and 11:00 p.m. Sunday.

8.11.1 Weekend Premium: Any employee currently paid a higher weekend premium than the rates set forth in the collective bargaining agreement shall retain the higher rate for the duration of this agreement.

ARTICLE 9 - PAID TIME OFF

9.1 Accumulation. Paid Time Off (PTO) days are designated in place of vacation, holidays and initial days of illness.

Years of Service	Accumulation Rate	Per Paid Hour	Maximum	Full/Time	No. of 8 hr Days/Year
			Accumulation		
	<u>FT 12 Hour</u>	<u>All other ees</u>	<u>Per Pay Period</u>	<u>Hrs/Yr</u>	
0-3 years	.106838	.096154	7.69 hrs	200	25 days
4-7 years	.128205	.115385	9.23 hrs	240	30 days
8-9 years	.132479	.119231	9.54 hrs	248	31 days
10+ years	.153846	.138462	11.08 hrs	288	36 days

PTO will be based on the Employee's regularly assigned shift hours (8, 10 or 12).

9.2 Maximum Accumulation. Except as indicated below, employees shall be allowed to accrue the following maximum number of PTO hours through December 31 or each calendar year:

<u>Years of Service</u>	<u>Hours</u>	<u>Maximum Accumulation (8 hr Days)</u>
0-3 year	256	32 days
4-7 years	296	37 days
8-9 years	304	38 days
10+ years	344	43 days

9.2.1 Maximum Accruals Time of Measurement. Employees may accumulate PTO hours above the maximums provided in Section 9.2. However, except as provided in Section 0, any PTO hours in excess of the maximum as the first full pay period after January 31 of each calendar year shall be lost.

9.2.2 Accruals in Excess of Maximum. If an employee is unable to use sufficient PTO to bring his/her account below the maximum because the employee has had two (2) or more PTO requests denied, the employee may carry over into the next year those hours which were requested off.

9.3 Use of PTO. PTO days accumulate from the anniversary date or adjusted anniversary date. PTO days with the exception of traditional holidays may not be taken until attainment of regular status. (Traditional holidays are New Years Day, Memorial Day, the 4th of July, Labor Day, Thanksgiving Day and Christmas Day.) All employees working on traditional holidays (the majority of employees hours scheduled fall on the holiday) shall be paid at one and one-half (1 1/2) times their regular rate of pay for all hours worked except where double time (2x) is payable per Section 0, Overtime.

9.3.1 Non-Disciplinary Guarantee For Non-Excessive Absences Due to Employees' Own Illness. PSHMC shall not discipline for non-excessive use of PTO or EIT, scheduled or unscheduled, for illness. Excessive use of PTO and/or ET is defined as unscheduled absences that exceed 4.6% or more of the employee's scheduled work time in a rolling 12-month calendar. Excessive use of PTO and/or EIT also includes a pattern of unscheduled absences under the following circumstances: (1) a pattern of unscheduled absences that occur immediately and/or after scheduled days off; (2) recurring episodes of unpaid time off after exhaustion of PTO and EIT; (3) using PTO and EIT as soon as it is accrued; and, (4) a pattern of leaving work early due to illness after working 50% or more of a shift. Employees with excessive absences will be subject to progressive discipline. The Employer, however, will, in good faith, consider unique personal circumstances that contributed to employees' unscheduled absences, and factor such circumstances into any decision regarding progressive discipline.

Nothing in this Article is intended to (or does) impact employees' statutory, protected leave rights (e.g., FMLA or Washington Family Care Act). Statutorily protected leave shall not be

considered an unscheduled absence that is counted towards excessive use of PTO and/or EIT.

9.3.2 Medical Appointments On Standby Time. Provided the employee informs his/her supervisor prior to the posting of the work schedule, any employee who made a medical appointment prior to being scheduled for standby/call time/holdover, may retain his or her previously scheduled medical appointment, and will not be disciplined for time spent at the medical appointment.

9.3.3 PTO Donation Policy. Employees may donate/share earned PTO pursuant to the Medical Center's applicable PTO Donation policy.

9.3.4 Unscheduled PTO. Employees who submit a request for PTO less than two (2) weeks prior to the date(s) requested off shall: obtain appropriate replacement prior to submitting a request. The replacement hours will not increase salary costs, including premium pay or overtime. Requests for unscheduled PTO under this section will be evaluated on a first-come, first-served basis. The Medical Center has discretion to approve or deny the request(s) on the basis of appropriate qualification(s) of the replacement and evaluation of the costs to the Medical Center. The employee's supervisor shall inform the employee making the request for unscheduled PTO as soon as possible, and, if applicable, will post the revised schedule in a timely manner.

9.4 Part-Time Employee PTO Accrual. Part-time employees shall accrue PTO hours on a pro rata basis, according to all actual hours worked, plus low census hours and PTO, EIT and bereavement leave hours paid, not to exceed the maximum allowable accrual per pay period of a full-time employee, or may select a wage premium in lieu of this provision.

9.5 Annual Leave Request Procedure. In scheduling vacations, each department/unit will use the following procedure:

1. Departments will provide a 30 day bidding period between January 1 and March 1. The designated Prime Time vacation period is May 1 to September 30. Employees who request PTO during this bidding period will be granted PTO by anniversary date, subject to the supervisor placing reasonable limits on the number of employees who may be on vacation at any one time. Responses to this request shall be sent by April 1. When requesting PTO, employees may not request time off in excess of what will be accrued at the time PTO leave is scheduled to begin.
2. All requests for PTO submitted outside the Primetime period and requests for PTO submitted for time off during Primetime (May 1 through September 30) but after the thirty (30) day bidding period will be considered on a first come first served basis. Requests for PTO will not be accepted any earlier than twelve (12) months prior to the beginning of the PTO dates requested. PTO requests must be submitted in

writing (on the appropriate PTO request form) and shall be responded to within fourteen (14) days after receipt of the request. When an employee submits a PTO request for a prime time vacation prior to the open window period, the employee will receive a response fourteen (14) days after the responses are due for those requesting PTO during the open window period.

3. Once approved by management, scheduled PTO may only be changed with the mutual consent of the employee and management, except in an emergency situation.
4. Employees may be limited to one Primetime vacation of not more than three (3) weeks, unless there are no conflicts.
5. Employees may not submit a request for PTO which includes Thanksgiving Day, the day after Thanksgiving, Christmas Eve, Christmas Day, New Year's Eve, and New Year's Day more than three (3) months in advance, if the employee was scheduled PTO on that day the previous year. The previous year's holiday schedule will be kept by the supervisor for employees to review.
6. The Employer will post a seniority roster and Primetime vacation calendar during the thirty (30) day bidding period. The purpose of this calendar is to provide employees with the opportunity to view vacation requests of other more senior employees. In addition to submitting the written request(s) for vacation to the supervisor, it is also the responsibility of the employee to place the request(s) they submit to their supervisor on the calendar.

9.6 PTO Maximum Accumulation and PTO Transfer to EIT. Full-time and part-time employees may accumulate the maximums set forth in Section 9.2 depending on length of service. Once each anniversary year, up to 56 PTO hours may be transferred to the Extended Illness Time bank up to the maximum allowable EIT. Employees' ability to cash out PTO hours is governed by the Medical Center's policy regarding PTO cash out. In the event that the Medical Center modifies the policy regarding PTO cash out, the Medical Center will notify the Union and upon the Union's request, meet to negotiate those changes, except that all other provisions in the contract (including the no-strike clause) will remain in effect and the Medical Center will not be required to negotiate changes required by law.

9.7 Part-Time to Full-Time Status Change. When part-time employees change to full-time status, they receive credit for all the time they worked part-time for purposes of determining the number of hours of PTO eligibility.

9.8 Payment upon Termination. Subject to Section 5.4, at termination of a regular status employee, any earned but unused PTO hours (up to the maximum) will be paid to the employee.

9.9 Change of Status: Supplemental to Full-Time or Part-Time. For purposes of determining PTO eligibility, a supplemental employee who is assigned to full-time or part-time status shall receive credit for a full year work as of each anniversary date.

9.10 Part-Time Employees Time Off. Part-time employees who elect the part-time employee per diem option are eligible for unpaid time off for personal leave as follows:

<u>After:</u>	<u>Eligible Unpaid Time Off Per Year</u>
6 Months of Service	1 calendar week, plus one (1) personal day
1 Year of Service	2 calendar weeks, plus two (2) personal days
4 Years of Service	3 calendar weeks, plus three (3) personal days
10 Years of Service	4 calendar weeks, plus four (4) personal days

In addition, other unpaid time off may be granted in relation to low census/low volume to the same extent as benefited employees.

ARTICLE 10 - EXTENDED ILLNESS TIME

10.1 Purpose and Accrual. The Extended Illness Time (EIT) bank is to provide suitable protection for continued income and employment to the employee who is incapacitated from performing her/his normal duties due to extended illness or injury and disability arising from pregnancy, miscarriage, childbirth and recovery therefrom. Any discipline for absenteeism shall be subject to recognized "just cause" standards.

Extended Illness Time (EIT) shall accrue as follows:

<u>Years of Service</u>	<u>Accumulation Rate Per Hour</u>	<u>Accumulation</u>	<u>Maximum Full-Time Per Pay Period</u>	<u>No. of Hrs/Yr</u>	<u>Days/Year</u>
	<u>FT 12 Hour</u>	<u>All other ees</u>			
0+	.03419 hrs/hr	.03077 hrs/hr	2.46	64	8

10.1.1 EIT Accrual. Part-time employees will accrue EIT hours on the basis of all actual hours worked, plus low census hours, and PTO, EIT and bereavement leave hours paid, not to exceed the maximum allowable accrual per pay period of a full-time employee. EIT will be paid based on the employees regularly assigned shift hours (8, 10 or 12). Part-time employees on pro-rated benefits will receive EIT pay for scheduled time missed due to illness.

10.2 Use of EIT. EIT will be used according to the following schedule for time missed due to illness or injury for each episode of the employee or the employee's child or other family member as defined in Section 10.3:

- following the sixteenth (16th) consecutive hour for an employee in a budgeted position of 70-80 hours per pay period
- following the twelfth (12th) consecutive hour for an employee in a budgeted position of 50-69 hours per pay period
- following the eighth (8th) consecutive hour for an employee in a budgeted position of 40-49 hours per pay period
- following the sixteenth hour in a rolling calendar year for a specific FMLA illness, provided the employee identifies at the time of reporting the absence that it is related to a current and/or active FMLA.

EIT is available for immediate use in the following situations:

- upon hospitalization of the employee, or the employee's child or other family member as defined in Section 10.3
- upon occurrence of an on-the-job injury
- for invasive surgeries or procedures per Medical Center policy performed in a doctor's office with resultant time loss and verified by the attending physician.

10.2.1 Consecutive Absences. If an employee returns from EIT/PTO (used for illness) and must be absent again within ten (10) calendar days of the first occurrence for the same condition which justified the taking of EIT/PTO under section 10.2 or 10.3, the employee may access EIT pay as if the condition had resulted in consecutive absences. This provision shall apply no more than once per episode of illness.

10.3 Use of EIT to Care Employee's Children and Other Family Members. Employees will use accrued EIT and PTO to care for a child, spouse, parent, parent-in-law, or grandparent of the employee who has a serious health condition or an emergency health condition as provided by law (RCW 49.12.270). "Child" means a biological, adopted, or foster child, a stepchild, a legal ward, or a child of a person standing in loco parentis who is: (a) under eighteen (18) years of age; or (b) eighteen (18) years of age or older and incapable of self-care because of a mental or physical disability.

10.4 Position Held While on EIT. A position shall be held open for a maximum of 90 calendar days for an employee on EIT. If the employee is unable to return to work within that time, the employee upon return shall be offered the first available opening for which the employee is qualified. Refusal to accept two offers shall relieve the Medical Center of any obligation to the employee.

10.5 Status Change. There shall be no loss of accrued PTO or EIT hours when an employee changes status from full-time to part-time or from part-time to full-time.

10.6 Proof of Illness. The Medical Center reserves the right to require reasonable proof of illness.

10.7 Notice of Illness. In order to receive a day of paid EIT/PTO (for illness), the employee must provide their supervisor with sufficient notice of his/her impending absence. Day shift (7-3) must notify their Department Manager or designee two (2) hours prior to the start of the shift; evening shift (3-11) must notify their Department Manager or designee three (3) hours in advance of the beginning of the shift; and, night shift (11-7) must notify their Department Manager or designee three (3) hours prior to the beginning of the shift. Failure to provide such notice may result in loss of pay for that day.

10.8 Use of EIT During Vacation. PTO is not interchangeable with EIT once an employee begins vacation leave except when an employee is hospitalized. Upon verification of hospitalization, EIT may be substituted for PTO during the period of hospitalization and recovery therefrom. Vacation leave is considered to begin once an employee's shift ends on the last day of work immediately prior to the beginning of vacation.

10.9 EIT Termination Benefit. Employees who terminate in good standing after twenty (20) years or more employment at the Medical Center shall receive payment at their regular rate of pay for twenty percent (20%) of all hours accrued in excess of 300 hours of accumulated EIT.

10.10 Light Duty. The Employer will make a good faith effort to designate light duty positions for employees required to work with physical restrictions due to an on-the-job injury or on-the-job illness. The employee must have a written release from his/her attending physician and must comply with any regulations required by Washington State Worker's Compensation. Employees performing light duty shall be compensated at their regular rate of pay. An evening or night shift employee who is assigned light duty on the day shift shall not receive shift differential during that period of light duty. When a difference exists between the combination of Worker's Compensation and light duty work earnings and the employee's earnings prior to the injury/illness, the difference may be paid from his/her EIT/PTO accrual upon the employee's request.

ARTICLE 11 - LEAVES OF ABSENCE

11.1 Definition. A leave of absence is a period of time during which an employee temporarily leaves the employ of the Medical Center with the intention of resuming employment on a definite stated date and during which time the employee receives no pay or benefits. The rate of pay and benefits accrued at the time of taking a leave of absence are regained by the employee upon return, unless specified herein. An employee's position may or may not be held for him/her depending upon the requirements of the department, except as provided in 11.10, Family and Medical Leave, 11.13, Health Leave and 11.4, Military Leave. If the job is not held, return from leave of absence is contingent upon an opening for which the individual is qualified. All leaves of absence are provided in accordance with applicable law and Medical Center policy. Unless otherwise required by law, a leave of absence shall commence the first day of absence from work. All leaves will run

concurrently with any paid time (EIT/PTO), unpaid time, FMLA or any Washington State leave. All leaves are calculated on a rolling twelve (12) month period.

11.2 Leave Request. All leaves are to be requested from the Medical Center in writing as far in advance as possible and at least thirty (30) days prior to the need for leave if the leave is foreseeable. The request shall include all pertinent details and the amount of time requested. A written reply to grant or deny the request shall be given by the Medical Center within ten (10) days. If denied, the written reply must state reasons for denying the leave. Leave of Absence packets are available in the Human Resources Department. Employees are required to provide a complete and sufficient medical certification confirming their need for health leave.

11.2.1 Leave With Pay. Leave with pay shall not alter an employee's anniversary date or tenure date or the amount of PTO or EIT credits which would otherwise be earned by the employee.

11.2.2 Leave Without Pay. Leave without pay shall not alter an employee's anniversary date or the amount of PTO or EIT credits which would otherwise be earned by the employee.

11.3 Maternity/Paternity/Adoption Leave. Unless otherwise required by law, after satisfactory completion of the probationary period, leave without pay shall be granted upon request of the employee for a period of up to six (6) months for maternity, paternity or adoption purposes at the time of birth or adoption, without loss of benefits accrued to the date such leave commences. If the employee has not returned to work within eight (8) weeks of the commencement of the leave, the Employer will make a good faith effort to hold the employee's position for an additional four (4) weeks. In the event the Employer is required to fill the position due to business necessity between the ninth (9th) and twelfth (12th) week period, the employee will be notified and given the opportunity to return to work within seven (7) days. If the employee elects not to return to work at that time, the employee, when returning from leave of absence, will then be offered the first available opening consistent with the job description held by the employee prior to the leave of absence.

11.4 Military Leave. Leave required in order for an employee to maintain status in a military reserve of the United States shall be granted without pay, without loss of benefits accrued to the date such leave commences, and shall not be considered part of the earned paid time off. Any employee who enlists or is drafted into the military service of the United States should be accorded those rights as set forth in the federal law governing veteran's re-employment rights. A copy of this law can be obtained in the Human Resources office.

11.5 Jury Duty. Employees who report and/or serve on a jury shall be compensated at their regular rate of pay and shall reimburse the Medical Center for any compensation received for jury duty and shall not be required to use PTO time. Night shift employees may elect to receive compensation under this section for either the shift before or following jury duty.

11.6 Tuition Reimbursement. After one (1) year of employment, the Medical Center may provide up to fifty percent (50%) tuition and textbook reimbursement for employees working an average of twenty (20) hours per week or more, and regularly enrolled in a curriculum approved by the Employer. The employee must agree in writing to continue to work at Providence Sacred Heart Medical Center for one (1) year upon completion of the course. If termination takes place prior to the completion of one (1) year, the reimbursement immediately converts to a loan and becomes payable in full at time of separation (unless transferring to another Sisters of Providence facility). The amount to be paid shall be specified at the time the tuition and textbook reimbursement is approved.

Effective the first full pay period following 1/1/13, the maximum reimbursement will be \$2,500.

Employees can use tuition reimbursement during an education leave of absence. The reimbursement, however, will not be paid until the employee has returned to work at the Medical Center in a twenty (20) hour or more regular status position.

11.7 Paid Education Leave at the Employer's Request. If the Employer requests an employee to participate in or attend an educational meeting, the Employer will be responsible for the time and expenses. Employees will be paid their regular rate of pay when attending such educational meetings. Education leave will be equitably rotated among employees in a department.

11.8 Extended Educational Leave. After one (1) year of continuous employment, permission may be granted for leave of absence without pay for study without loss of accrued benefits to a limit of twenty-four (24) months.

11.9 Family and Medical Leave Act. In accordance with applicable law, an employee who has been employed at the Medical Center for a total of twelve (12) months and worked at least 1250 hours during the twelve (12) month period immediately preceding the commencement of family leave is entitled to twelve (12) weeks of unpaid family leave. The twelve (12) weeks may be used on an intermittent basis when necessary due to approved circumstances. This leave may be used for the following reasons:

1. The birth of the employee's child or to care for such child.
2. Placement of a child with the employee for adoption or foster care.
3. To care for a spouse, child or parent who has a serious health condition.
4. The employee's own serious health condition.

An employee applying for family leave must give the Medical Center advance notice of thirty (30) days when the leave is foreseeable. Medical certification of a serious health condition may also be required.

An employee returning from family leave within the twelve (12) weeks provided under family leave shall be entitled to his/her previous position on the same shift, unit and the same number of budgeted hours providing the employee's position was not otherwise eliminated in a layoff. Reinstatement would occur according to the recall provisions of this Agreement.

The provisions of family leave will commence immediately upon qualification and notification of the leave. Family leave will run concurrently with any paid time (PTO/EIT), unpaid time (leave of absence) or any combination of the two.

11.10 Bereavement Leave. Full-time and part-time employees may receive paid time off of up to three scheduled work days (24 paid hours total) for the death of an immediate family member or domestic partner, or the miscarriage of the employee's child. An immediate family member is defined as the employee's spouse, son or daughter (or current in-law), father or mother (or current in-law), brother or sister (or current spouse), stepbrother or stepsister (or current spouse), stepparent, stepchild, grandparent, grandchild, step grandchild or any relative living in the employee's household. Bereavement Leave may also be granted for the following immediate family members of the employee's spouse: brother, sister, stepparent, stepbrother or stepsister.

Bereavement leave must typically be taken within two weeks of the date of death. Any requests for bereavement leave at a later period must be accompanied with proof of memorial service on the dates requested. When requesting bereavement leave, the employee should provide the family member's name and date of death. Proof of death or relationship may be required.

11.11 Personal Leave. After six (6) months of continuous employment, benefit eligible full-time and part-time employees may be granted twelve (12) months leave of absence without pay for a compelling personal reason. This may be available to an employee every three (3) years thereafter. Personal leaves are granted at the discretion of the Employer. The granting of a Personal Leave of Absence, regardless of whether the employee was in a paid or unpaid status, does not guarantee return to employment or to the employee's original position or schedule.

11.12 Health Leave. After six (6) months of continuous employment, benefit eligible employees are eligible for a leave of absence for a serious health condition as defined by FMLA for a period of up to twenty-six (26) weeks may be granted without pay to attend to his/her own serious health condition, as certified by a health care provide for health reasons upon the recommendations of a physician, without loss of accrued benefits. The Employer shall guarantee the employee's position if the employee returns from the health leave within eight (8) weeks from commencement of the leave.

In the event the Employer is required to fill the position due to business necessity after the eighth (8th) week, the employee will be notified and given the opportunity to return to work. If the employee is unable to return to work at that time, the employee, when returning from the health leave of absence, will then be offered the first available opening consistent with the job description held by the employee prior to the leave of absence, or, if it would not constitute an undue hardship on the organization, the period of leave may be further extended on a case-by-case basis. An "undue hardship" exists if the Employer is unable to hire a qualified temporary replacement. Sick leave to the extent accrued; accrued vacation and personal holiday pay may be used during the leave of

absence. This leave shall run concurrently with any leaves of absence provided by state or federal law. There is no guarantee of employment upon release to return to work from a Health Leave, unless otherwise guaranteed by federal, state, or municipal leave law.

11.13 Union Leave. In the event a union leave becomes necessary, the employee may request such leave. The employer will consider the request in good faith and the employer will work with the union and the employee to determine if the request can be accommodated.

11.14 Leave for Domestic Violence, Sexual Assault, or Stalking. Eligible employees may take unpaid leave for domestic violence, sexual assault or stalking for themselves or family members under appropriate circumstances in accordance with RCW 49.76.

ARTICLE 12 - HEALTH PROGRAM

12.1 Health Tests. Each employee shall receive upon employment and on an annual or semi-annual basis (as determined by the TB risk assessment), if required in their area of work, or at the request of the employee, a TB testing. A positive reactor shall receive annual screening and require no further skin testing. . The Employer will address additional occupational health needs consistent with state and federal requirements and as appropriate with national recommendations and guidelines (e.g., Centers for Disease Control), local and state health departments and community standards. The Employer will provide vaccines and titers consistent with CDC guidelines and/or OSHA regulations without cost to any employee who is at risk for workplace exposure.

12.1.1 Lab Tests. All employees shall be required to have a rubella and rubeola titer upon employment without cost to the employee. Select work units require employees to be immune to varicella. Varicella titer confirmed *non-immune* employees will be offered the varicella vaccine series at no cost. Qualifying *non-immune* employees who opt not to receive the varicella vaccine series are required to sign a Varicella Declination Statement. Provided the employee presents a licensed independent practitioner (LIP) order, employees may request at no cost the following annual lab tests; complete blood count (CBC), comprehensive metabolic panel (CMP) and urinalysis. The results of the tests will be sent only to the LIP. The Employer shall not be responsible for payment of any LIP professional fees related to the interpretation of the test results for any of the health tests provided for in this section. Within 1 to 2 months of completion of the Hepatitis B vaccination series, employees who have occupational bloodborne pathogen exposure risk are encouraged to have a Hepatitis B antibody titer at no cost. Employees who do not have a post vaccination Hepatitis B antibody titer on record in Employee Health, may request one to be performed at no cost. A copy of the test results shall be provided to the employee by Employee Health Service.

12.1.2 Bloodborne Pathogen Exposure. Anytime an employee experiences an exposure to bloodborne pathogens (e.g., needlesticks), the employee may seek and receive care as stated in the Providence Sacred Heart Medical Center exposure control plan, at Employee Health Service, or the Emergency Department in the event that Employee Health Service is closed.

Such care may include a tetanus booster, HIV, HBV and HCV baseline testing, and/or prophylactic treatment according to the hospital protocol. An employee incident report shall be filed. Confidential post-exposure testing may occur with the employee's consent as per current Medical Center policies and USPHS/CDC guidelines. Any proposed changes to the exposure control plan shall be reviewed by the Employee Safety Committee. Human Resources will share needlestick and on-the-job injury statistics with the Shop Steward twice a year upon request.

12.1.3 Latex Sensitivity. Employees who are concerned that they may be latex-sensitive and/or those identified as latex-sensitive by a physician should present appropriate documentation to Employee Health. Such employees shall be provided readily available non-latex gloves/products for purposes of performing their assigned work duties.

12.1.4 Employee Health. Employees who have clinical conditions that may confer an increased risk of acquiring infection should present appropriate documentation of such risk and any other work restrictions recommended by a doctor to Employee Health. The Department of Human Resources will inform the employees about any options available, such as a short-term modified work assignment, an unpaid leave of absence, long-term disability or a reasonable work accommodation.

12.2 Worker's Compensation. The Medical Center shall provide Worker's Compensation Insurance for all employees. The Medical Center shall pay the difference between Worker's Compensation benefits and the employee's regular earnings per week with such funds being drawn from accrued EIT and PTO. No employee shall be made greater or less than whole through receipt of Worker's Compensation and EIT/PTO benefits. An employee receiving Worker's Compensation benefits shall receive seniority credit as long as the employee is receiving EIT/PTO pay.

12.3 Medical Insurance. Effective the first of the month following the date of hire or from the effective date in a benefit eligible status, medical insurance coverage shall be provided by the Medical Center for all full and part time employees who are regularly scheduled (budgeted) to work twenty (20) or more hours per week. For the life of this contract, the Medical Center will pay one hundred percent (100%) of the employee only premium for full-time employees participating in the Health Savings Account and a minimum of seventy percent (70%) of the dependents) premium for full-time employees, depending on the family coverage category chosen, subject to participation in the wellness initiative of the Medical Center. Part-time employees will receive an employer subsidy for premium costs equal to at least seventy-percent (70%) of the premium cost received by those who are full-time, subject to participation in the wellness initiative of the Medical Center. For medical, dental and vision insurance, full-time is defined as an employee regularly scheduled (budgeted) to work between thirty (30) and forty (40) hours per week (full-time equivalent status between .75 and 1.0). Part-time is defined as an employee regularly scheduled (budgeted) to work between twenty (20) and less than thirty (30) hours per week (full-time equivalent status between .5 and .74). Employees shall have the ability to choose coverage from among the following voluntary benefits:

(1) dental coverage, (2) vision care insurance, (3) health care reimbursement account, and (4) dependent coverage.

12.3.1 Wellness programs. If, during the life of this contract, there is a desire to make a significant change in Providence Sacred Heart Medical Center wellness programs, the Union will be notified and the Medical Center will bargain in good faith with the Union upon request with the goal of reaching a mutually agreed solution.

12.4 Liability Insurance. The Medical Center shall provide liability insurance for all employees covering work performed while an employee of the Medical Center.

12.5 Life Insurance. The Medical Center shall provide a life insurance program in the amount of \$20,000 for regular full-time employees and part-time employees employed in a budgeted position of 20 hours or more per week. Employees shall have the option of choosing supplemental and dependent life insurance in addition to accidental death and dismemberment insurance. Employees shall have the option of converting their life insurance at their own expense at the time of separation from the Medical Center.

12.6 Retirement Plan. The Employer will provide the Providence Health and Services Retirement Program for its employees in accordance with Plan terms. As of January 1, 2010, the program shall consist of (a) the (frozen) Core Plan, (b) the Service Plan, (c) the Value Plan, and (d) the 457 Deferred Compensation Plan. Employees currently eligible for the Career Average Plan will remain grandfathered and the components used to calculate the Career Average benefit will be set on December 31, 2009, with the final Core Plan benefit calculated under that formula. Employees will migrate to the modified 401(a) Service Plan effective January 1, 2010.

12.7 Dental and Vision Insurance. Full-time and part-time employees of the Medical Center will be offered dental and vision insurance. For the life of this contract, the Medical Center will pay one hundred percent (100%) of the employee only premium for full-time employees participating in the Delta Dental base plan and a minimum of fifty percent (50%) of the dependent(s) premium for full-time employees. Dental and vision network providers available under existing plans shall not be considered a reduction in benefits.

12.8 Disability Insurance. The Medical Center shall provide a group disability insurance plan for all regular full-time employees and part-time employees employed in a budgeted position of twenty (20) or more hours per week. Employees shall have the option of choosing an increased long term disability insurance coverage.

12.9 Part-time Employees (.5-.74). Beginning in benefit year 2015, employees in assigned FTEs of .5-.74 will receive benefits equal to at least seventy percent (70%) of the premium cost received by .75-1.0 FTE employees.

ARTICLE 13 - NO STRIKE/NO LOCKOUT

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

ARTICLE 14 - GRIEVANCE PROCEDURE

14.1 Grievance Defined. A grievance is defined as any alleged breach by the Employer of any express terms or conditions of this Agreement. If an employee has a grievance, the grievance shall be submitted to the following procedure. In order to be subject to the following procedure, any grievance must be submitted at the first step of this procedure within fourteen (14) calendar days from the date when the employee was aware, or reasonably should have been aware, that a grievance existed. All grievances not filed within this fourteen (14) day period are invalid and shall be deemed waived by the aggrieved party.

14.1.1 Time Limits. Time limits set forth in the following steps may only be extended by mutual written consent of the parties hereto. Failure of an employee to file a grievance on a timely basis or to timely advance a grievance in accordance with the time limits set forth herein shall constitute a withdrawal of the grievance. Any grievance filed on a timely basis which is unresolved following the meetings set forth in this grievance procedure, or due to a lack of a timely response, may be pursued to the next higher step. The moving party shall notify the other of their intent to do so.

14.2 Step 1 - Employee and Immediate Supervisor/Manager. If an employee has a grievance, the employee and the Shop Steward and/or Union Representative, if requested by the employee, must first present the grievance in writing to the employee's immediate supervisor or manager (to be designated by the Employer in good faith) after hearing any concerns conveyed by the employee, Shop Steward and/or Union Representative within fourteen (14) calendar days from the date the employee was or should have been aware that the grievance existed. Upon receipt thereof, the immediate supervisor or the employer's designee shall attempt to resolve the problem and shall respond in writing to the employee within fourteen (14) calendar days following receipt of the written grievance. Should the supervisor or the Employer's designee and the employee meet to resolve the grievance, a Shop Steward and/or Union Representative may attend the meeting at the employee's request.

Note: If a Union Representative is to be present at any step of this grievance procedure, the Medical Center will be notified in advance and a representative from the Human Resources Department may attend the meeting at the option of the Employer.

14.3 Step 2 - Employee and Department Head. If the matter is not resolved to the employee's satisfaction at Step 1, the employee or Union shall present the grievance to the Department Head (and/or designee) within fourteen (14) calendar days of the immediate supervisor's decision. If an employee does not report to both an immediate supervisor and a different Department Head, the employee may skip Step 2 and go directly to Step 3 below. A conference between the employee (and the Shop Steward and/or Union Representative, if requested by the employee) and the Department Head (and/or designee) shall be held. The Department Head (or designee) shall issue a written reply within fourteen (14) calendar days following the grievance meeting.

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

14.5 Step 4 - Arbitration. If the grievance is not settled on the basis of the foregoing procedures, and if the grievant and the Union have complied with the specific time limitations specified in Steps 1, 2, 3 and 4 herein, the Union may submit the issue in writing to arbitration within fourteen (14) calendar days following the receipt of the written reply from the Chief Executive or designee. After notification that the dispute is submitted for arbitration, the Employer and the Union shall attempt to agree on an arbitrator. If the Employer and the Union fail to agree on an arbitrator, the Union shall promptly request a list of eleven (11) arbitrators from the Federal Mediation and Conciliation Service. The parties shall thereupon alternate in striking a name from the panel until one (1) name remains. The person whose name remains shall be the arbitrator.

14.5.1 The Arbitrator's decision shall be final and binding on all parties, subject to the following terms and conditions. The Arbitrator shall have no authority to add to, subtract from, or otherwise change or modify the provisions of this Agreement, but shall be authorized only to interpret existing provisions of this Agreement as they may apply to the specific facts of the issue in dispute. If the Arbitrator finds that the Employer was not limited by this Agreement from taking the action grieved, the Arbitrator shall have no authority to limit the Employer's action and shall not substitute his or her judgment for the Employer's so long as that judgment is based upon established criteria and exercised in good faith. Any dismissal by the Arbitrator, whether on the merits or procedural grounds, shall bar any further arbitration.

14.5.2 Each party shall bear one-half (1/2) of the fee of the Arbitrator and any other expense jointly incurred by mutual consent incident to the arbitration hearing. All other expenses

shall be borne by the party incurring them, and neither party shall be responsible for the expenses of witnesses called by the other party.

14.5.3 Except where specifically provided elsewhere in this Agreement, neither party shall be required during the term of this Agreement to provide the other party with any data, documents or information in its possession or under its control for any purpose except insofar as it may be relevant to a pending grievance or to pending negotiations for a renewal collective bargaining agreement; provided that appropriate notice has been given as required by Article 18, below. If necessary, the Arbitrator shall resolve discovery rights of the parties as to grievances submitted to arbitration.

14.6 Termination. Step 4 of this grievance procedure shall terminate on the expiration date of this Contract unless the Contract is extended by mutual written consent of the parties. Grievances arising during the term of the Contract shall proceed to resolution (including Step 4) regardless of the expiration date of this Agreement. Grievances arising after the expiration date of this Contract may be pursued through Step 3 only and shall not be subject to arbitration.

ARTICLE 15 - CONFERENCE COMMITTEE

A Conference Committee consisting of three (3) persons appointed by the Employer and three (3) persons elected by members of the bargaining unit shall be established to discuss improvements in the quality of patient care, employee relations and other matters of mutual concern. The function of the Committee shall be limited to an advisory rather than a decision-making capacity. The Committee shall meet bi-monthly or more often by mutual agreement. All members of the Committee shall be employees of the Employer. Committee members shall not experience a loss of pay if they attend a meeting while on duty status. Meetings will be limited to one (1) hour in duration, unless otherwise mutually agreed. The Employer and the Union may have a resource person at each meeting during the first year of this Agreement and thereafter by mutual agreement. The Union shall provide the Employer with agenda items which it desires to have placed on the agenda at least ten days in advance of the scheduled meeting date, with identification of any additional attendees. The Employer may add any additional agenda items and/or additional attendees and agrees to circulate the agenda to Committee Representatives one week in advance of the meeting.

ARTICLE 16 - OCCUPATIONAL SAFETY AND HEALTH

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. The Medical Center Safety Committee will investigate safety and health issues related to the work place. The Union shall elect two (2) bargaining unit members to serve on this Committee.

ARTICLE 17 - GENERAL PROVISIONS

17.1 Complete Agreement. The parties acknowledge that during the negotiations that resulted in this Agreement, each has 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 results and exercise of that right and opportunity are completely 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 specifically referred to or covered in this Agreement, or discussed during the negotiations which resulted in this Agreement. The parties further agree, however, that this Agreement may be amended by the mutual consent of the parties in writing at any time during its term.

17.2 Effect of Invalidity. This Agreement shall be subject to all present and future applicable federal and state laws. Should any provision or provisions become unlawful by virtue of the declaration of any court of competent jurisdiction, such action shall not invalidate the entire Agreement. Any provisions of this Agreement not declared invalid shall remain in full force and effect for the life of the Agreement. If any provision is held invalid, the parties hereto shall enter into negotiations for the purpose of arriving at a mutually satisfactory replacement for such provision.

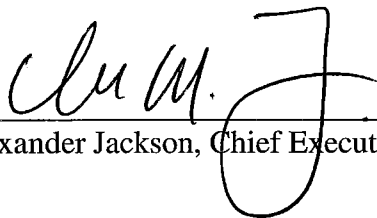
17.3 Amendments. Any change or amendments to this Agreement shall be in writing and duly executed by the parties hereto.

ARTICLE 18 – DURATION

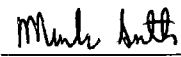
This Agreement shall become effective January 1, 2016, and shall remain in full force and effect to and including December 31, 2018, unless changed by mutual consent. Should the Union desire to change, modify or renew the Agreement upon the expiration date, written notice by certified mail must be given to the Employer at least ninety (90) days prior to the expiration date. After receipt of such notice, negotiations shall commence. In the event negotiations do not result in a new Agreement on or before the expiration date, this Agreement shall terminate unless both parties mutually agree to extend the Agreement.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement this 22nd day of June, 2016.

PROVIDENCE SACRED HEART
MEDICAL CENTER



Alexander Jackson, Chief Executive Officer

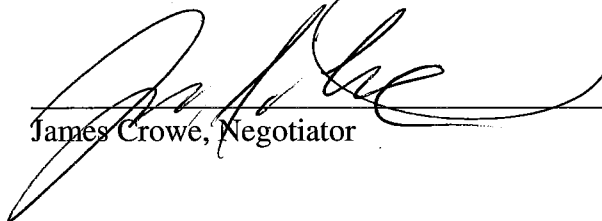


Mark Smith, Director, Human Resources

UNITED FOOD & COMMERCIAL
WORKERS INTERNATIONAL UNION,
LOCAL 21



Todd Crosby, President



James Crowe, Negotiator

APPENDIX B

Bulletin Board Location

Admitting

The bulletin board located on Main West/Surgery procedure check-in area.

Anesthesia

The bulletin board located in the Anesthesia work room.

Cardiology

The bulletin board located in the L-1 employee lounge.

Central Distribution

The bulletin board located in the warehouse.

Central Sterile Supply

The bulletin board located on the West wall on L-2 between Central Sterile Supply and the employee locker rooms.

Emergency Department

The bulletin board located in the employee lounge.

Environmental Services

The bulletin board located outside the employee lounge on L-2.

Food and Nutrition

The bulletin board located in the hallway adjacent to the employee lounge.

Laboratory

The bulletin board located in the employee lounge.

Laundry

The bulletin board located in the break room.

Nursing Units

The bulletin board located in the unit classroom.

Patient Information Management

The bulletin board located in the processing department.

Pharmacy

The bulletin board located in the Central Pharmacy by the Pharmacy entrance.

Purchasing

The bulletin board located in the receiving area.

Radiology

The bulletin board located in the hallway between main Radiology corridor on L-1 between the Radiology locker room and Radiology employee lounge.

Respiratory Therapy

The bulletin board located in the hallway across from the Clinical Educator's office.

Surgery

The bulletin board located in the Surgery employee lounge.

Transporters

The bulletin board located inside the door to the dispatch office.

APPENDIX C

PH&S Retirement Plan

The PH&S retirement program which became effective 1/1/2010, is summarized below:

The Service Plan

A plan fully funded by the Employer, with contributions based on years of service. The Service Plan is a 401(a) defined contribution plan, and PH&S expects to make annual contributions to accounts based on total annual pay and years of service (from 3% to 6%).

- An employee is eligible if (s)he works at least 1,000 hours in a plan year
- If an employee works at least 2,000 hours, s(he) will be eligible for a minimum contribution (\$1,250 in 2010)
- Employees determine how their account balance is invested, and their balance may change over time based on those investment earnings or losses
- Employees are vested in, or own, their Service Plan account after five years; prior Core Plan vesting service applies
- A variety of distribution options are available to employees under the plan
- The annual contribution is deposited to the employee's account in the spring of the following calendar year

The Value Plan

- A 403(b) plan that allows employees to save on a pre-tax basis (up to 75% of pay) into an investment savings account
- PH&S will match 50 cents on each dollar the employee saves up to a specific limit that increases with years of service
- A broad range of investment options is provided
- Employees are immediately vested in their savings and in the PH&S matching contribution
- Loans are available
- Eligibility: All W-2 compensated employees are eligible to participate upon their date of hire.
- There is a minimum contribution of \$50 for employees who participate and earn under \$30,000

The 457(b) Deferred Compensation Plan

- Employees are eligible if they have elected to save the maximum allowed in the Value Plan
- The plan allows employees to defer receiving all or a portion of their pay (1% to 100% of pay) until it is distributed to them at a later time
- A broad range of investment options is provided
- A variety of distribution options are available to employees under the plan

The Core Plan

- The Core Plan will be frozen after the last pay credit is made in the spring of 2010 for hours worked in 2009
- Employees' cash balance accounts will continue to grow with annual interest credits applied monthly, using the change in the Consumer Price Index (CPI) to establish the rate, with a minimum of CPI +1% starting in 2010 and the annual rate capped at 4%
- Employees in the career average plan will have their benefit calculated as of December 31, 2009. This benefit will be adjusted upon retirement. The lump sum value of the benefit increases as the early retirement penalty decreases, up to age 65.

MEMORANDUM OF UNDERSTANDING
Between
UFCW, Local 21 (Service Unit)
And
Providence Sacred Heart Medical Center

The purpose of this memorandum is to memorialize certain additional understandings reached between the Medical Center and the Union. Those additional understandings and expressions of the Medical Center's good faith intent are as follows:

1. Medical Benefits. The rates, premiums, health incentive funding and deductibles announced prior to and during open enrollment for 2016 medical benefit plans will be maintained throughout 2016.

Except for the specific provisions identified in Article 12.3, the Medical Center reserves the right to change plan options or design subject to this provision on written notice to the unit. For benefit year 2017, the parties agree that Article 12.3 only may be opened for bargaining if there are material increases (>7%) to employee costs under the HSA plan in in-network deductibles, out-of-pocket maximums, premium percentages, or employer contributions under the wellness program (excluding those required by law or regulation such as Health Care Reform). Changes to out-of-network deductibles, out-of-network out-of-pocket maximums or changes in health care providers available under existing plans shall not be considered a material increase and/or material reduction in benefits. The Employer will provide written notice to the Union of material increase(s) on or before August 15 of the applicable year. If the Union asks to bargain, the parties will meet in 10 days and will complete bargaining in 30 days, to include mediation, if requested by either party. All other provisions in the contract, including the no-strike clause, remain in full force and effect.

Appendix A Wage Scales																															
				Contract Step:	Base	1 Year	2 Years	3 Years	4 Years	5 Years	6 Years	7 Years	8 Years	9 Years	10 Years	11 Years	12 Years	13 Years	14 Years	15 Years	16 Years	17 Years	18 Years	19 Years	20 Years	21 Years	22 Years	23 Years	24 Years	25 Years	26 Years
POSITION DESCRIPTION	PAY SCHEDULE	GRADE	YEAR ¹	Lawson Step:	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27
STOCK CLERK JANITOR	SWESHUFCS	05	1		\$13.39	\$13.65	\$13.93	\$14.20	\$14.48	\$14.77	\$15.07	\$15.35	\$15.68	\$16.00	\$16.31	\$16.31	\$16.64	\$16.64	\$16.97	\$16.97	\$17.31	\$17.31	\$17.65	\$17.65	\$18.01	\$18.01	\$18.37	\$18.37	\$18.74	\$18.74	\$19.02
STOCK CLERK JANITOR	SWESHUFCS	05	2		\$13.66	\$13.92	\$14.21	\$14.48	\$14.77	\$15.07	\$15.37	\$15.66	\$15.99	\$16.32	\$16.64	\$16.64	\$16.97	\$16.97	\$17.31	\$17.31	\$17.66	\$17.66	\$18.00	\$18.00	\$18.37	\$18.37	\$18.74	\$18.74	\$19.11	\$19.11	\$19.40
STOCK CLERK JANITOR	SWESHUFCS	05	3		\$13.93	\$14.20	\$14.49	\$14.77	\$15.07	\$15.37	\$15.68	\$15.97	\$16.31	\$16.65	\$16.97	\$16.97	\$17.31	\$17.31	\$17.66	\$17.66	\$18.01	\$18.01	\$18.36	\$18.36	\$18.74	\$18.74	\$19.11	\$19.11	\$19.49	\$19.49	\$19.79
TRAINING COORDINATOR	SWESHUFCS	74	1		\$16.55	\$16.85	\$17.18	\$17.49	\$17.83	\$18.16	\$18.50	\$18.84	\$19.22	\$19.56	\$19.94	\$19.94	\$20.31	\$20.31	\$20.71	\$20.71	\$21.09	\$21.09	\$21.51	\$21.51	\$21.92	\$21.92	\$22.33	\$22.33	\$22.78	\$22.78	\$23.11
TRAINING COORDINATOR	SWESHUFCS	74	2		\$16.88	\$17.19	\$17.52	\$17.84	\$18.19	\$18.52	\$18.87	\$19.22	\$19.60	\$19.95	\$20.34	\$20.34	\$20.72	\$20.72	\$21.12	\$21.12	\$21.51	\$21.51	\$21.94	\$21.94	\$22.36	\$22.36	\$22.78	\$22.78	\$23.24	\$23.24	\$23.57
TRAINING COORDINATOR	SWESHUFCS	74	3		\$17.22	\$17.53	\$17.87	\$18.20	\$18.55	\$18.89	\$19.25	\$19.60	\$19.99	\$20.35	\$20.75	\$20.75	\$21.13	\$21.13	\$21.54	\$21.54	\$21.94	\$21.94	\$22.38	\$22.38	\$22.81	\$22.81	\$23.24	\$23.24	\$23.70	\$23.70	\$24.04
TRANSPLANT FINANCIAL COORD	SWESHUFCS	23	1		\$17.62	\$17.95	\$18.32	\$18.72	\$19.06	\$19.45	\$19.86	\$20.23	\$20.63	\$21.05	\$21.48	\$21.48	\$21.89	\$21.89	\$22.34	\$22.34	\$22.79	\$22.79	\$23.23	\$23.23	\$23.69	\$23.69	\$24.17	\$24.17	\$24.66	\$24.66	\$25.03
TRANSPLANT FINANCIAL COORD	SWESHUFCS	23	2		\$17.97	\$18.31	\$18.69	\$19.09	\$19.44	\$19.84	\$20.26	\$20.63	\$21.04	\$21.47	\$21.91	\$21.91	\$22.33	\$22.33	\$22.79	\$22.79	\$23.25	\$23.25	\$23.72	\$23.72	\$24.16	\$24.16	\$24.64	\$24.64	\$25.14	\$25.14	\$25.53
TRANSPLANT FINANCIAL COORD	SWESHUFCS	23	3		\$18.33	\$18.68	\$19.06	\$19.47	\$19.83	\$20.24	\$20.67	\$21.04	\$21.46	\$21.90	\$22.35	\$22.35	\$22.78	\$22.78	\$23.25	\$23.25	\$23.72	\$23.72	\$24.16	\$24.16	\$24.64	\$24.64	\$25.14	\$25.14	\$25.65	\$25.65	\$26.04
TUMBLER WASHER LAUNDRY	SWESHUFCS	17	1		\$15.20	\$15.49	\$15.82	\$16.13	\$16.45	\$16.78	\$17.13	\$17.44	\$17.81	\$18.16	\$18.50	\$18.50	\$18.89	\$18.89	\$19.27	\$19.27	\$19.65	\$19.65	\$20.04	\$20.04	\$20.45	\$20.45	\$20.86	\$20.86	\$21.27	\$21.27	\$21.58
TUMBLER WASHER LAUNDRY	SWESHUFCS	17	2		\$15.50	\$15.80	\$16.14	\$16.45	\$16.78	\$17.12	\$17.47	\$17.79	\$18.17	\$18.52	\$18.87	\$18.87	\$19.27	\$19.27	\$19.66	\$19.66	\$20.04	\$20.04	\$20.44	\$20.44	\$20.86	\$20.86	\$21.28	\$21.28	\$21.70	\$21.70	\$22.01
TUMBLER WASHER LAUNDRY	SWESHUFCS	17	3		\$15.81	\$16.12	\$16.46	\$16.78	\$17.12	\$17.46	\$17.82	\$18.15	\$18.53	\$18.89	\$19.25	\$19.25	\$19.66	\$19.66	\$20.05	\$20.05	\$20.44	\$20.44	\$20.85	\$20.85	\$21.28	\$21.28	\$21.71	\$21.71	\$22.13	\$22.13	\$22.45
TUMBLER WASHER LAUNDRY LD	SWESHUFCS	17L	1		\$16.35	\$16.67	\$16.99	\$17.30	\$17.63	\$17.95	\$18.30	\$18.62	\$18.98	\$19.33	\$19.68	\$19.68	\$20.06	\$20.06	\$20.44	\$20.44	\$20.82	\$20.82	\$21.22	\$21.22	\$21.62	\$21.62	\$22.03	\$22.03	\$22.44	\$22.44	\$22.76
TUMBLER WASHER LAUNDRY LD	SWESHUFCS	17L	2		\$16.65	\$17.00	\$17.33	\$17.65	\$17.98	\$18.31	\$18.67	\$18.99	\$19.36	\$19.72	\$20.07	\$20.07	\$20.46	\$20.46	\$20.85	\$20.85	\$21.24	\$21.24	\$21.64	\$21.64	\$22.05	\$22.05	\$22.47	\$22.47	\$22.89	\$22.89	\$23.22
TUMBLER WASHER LAUNDRY LD	SWESHUFCS	17L	3		\$16.96	\$17.34	\$17.68	\$18.00	\$18.34	\$18.68	\$19.04	\$19.37	\$19.75	\$20.11	\$20.47	\$20.47	\$20.87	\$20.87	\$21.27	\$21.27	\$21.66	\$21.66	\$22.07	\$22.07	\$22.49	\$22.49	\$22.92	\$22.92	\$23.35	\$23.35	\$23.68
TUMOR REGISTRY CLERK	SWESHUFCS	09	1		\$14.15	\$14.43	\$14.71	\$15.00	\$15.31	\$15.61	\$15.92	\$16.25	\$16.58	\$16.89	\$17.25	\$17.25	\$17.60	\$17.60	\$17.93	\$17.93	\$18.30	\$18.30	\$18.65	\$18.65	\$19.03	\$19.03	\$19.42	\$19.42	\$19.81	\$19.81	\$20.10
TUMOR REGISTRY CLERK	SWESHUFCS	09	2		\$14.43	\$14.72	\$15.00	\$15.30	\$15.62	\$15.92	\$16.24	\$16.58	\$16.91	\$17.23	\$17.60	\$17.60	\$17.95	\$17.95	\$18.29	\$18.29	\$18.67	\$18.67	\$19.02	\$19.02	\$19.41	\$19.41	\$19.81	\$19.81	\$20.21	\$20.21	\$20.50
TUMOR REGISTRY CLERK	SWESHUFCS	09	3		\$14.72	\$15.01	\$15.30	\$15.61	\$15.93	\$16.24	\$16.56	\$16.91	\$17.25	\$17.57	\$17.95	\$17.95	\$18.31	\$18.31	\$18.66	\$18.66	\$19.04	\$19.04	\$19.40	\$19.40	\$19.80	\$19.80	\$20.21	\$20.21	\$20.61	\$20.61	\$20.91
UTILITY WORKER LAUNDRY	SWESHUFCS	11	1		\$14.45	\$14.74	\$15.03	\$15.33	\$15.65	\$15.97	\$16.27	\$16.62	\$16.91	\$17.29	\$17.62	\$17.62	\$17.97	\$17.97	\$18.34	\$18.34	\$18.72	\$18.72	\$19.08	\$19.08	\$19.45	\$19.45	\$19.84	\$19.84	\$20.23	\$20.23	\$20.53
UTILITY WORKER LAUNDRY	SWESHUFCS	11	2		\$14.74	\$15.03	\$15.33	\$15.64	\$15.96	\$16.29	\$16.60	\$16.95	\$17.25	\$17.64	\$17.97	\$17.97	\$18.33	\$18.33	\$18.71	\$18.71	\$19.09	\$19.09	\$19.46	\$19.46	\$19.84	\$19.84	\$20.24	\$20.24	\$20.63	\$20.63	\$20.94
UTILITY WORKER LAUNDRY	SWESHUFCS	11	3		\$15.03	\$15.33	\$15.64	\$15.95	\$16.28	\$16.62	\$16.93	\$17.29	\$17.60	\$17.99	\$18.33	\$18.33	\$18.70	\$18.70	\$19.08	\$19.08	\$19.47	\$19.47	\$19.85	\$19.85	\$20.24	\$20.24	\$20.64	\$20.64	\$21.04	\$21.04	\$21.36
Note(s):																															

¹ Year 1 begins on the effective date of the first full pay period following ratification; Year 2 begins on the effective date of the first full pay period following 1/1/2017; Year 3 begins on the effective date of the first full pay period following 1/1/2018.

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

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UFCW 21

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