

AGREEMENT

by and between

**EVERGREENHEALTH MONROE
SNOHOMISH COUNTY PUBLIC HOSPITAL DISTRICT NO. 1**

and

UFCW LOCAL 21

(Technical Unit)

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AGREEMENT

by and between

**EVERGREENHEALTH MONROE
SNOHOMISH COUNTY PUBLIC HOSPITAL DISTRICT NO. 1**

and

UFCW LOCAL 21

(Technical Unit)

This Agreement is made and entered into by and between EvergreenHealth Monroe, hereinafter referred to as the "Hospital," and UFCW Local 21, chartered by the United Food & Commercial Workers International Union, hereinafter referred to as the "Union." The purpose of this Agreement is to set forth the understanding reached between the parties hereto with respect to rates of pay, hours of work and other conditions of employment, with the objective of establishing orderly relations between the Hospital and the employees for the benefit of both the Hospital and the employees.

ARTICLE 1 – RECOGNITION

The Hospital recognizes the Union as the sole and exclusive bargaining agent for all full-time, part-time and per diem employees employed by the Hospital as designated by the classifications set forth in the attached wage schedule excluding supervisors, managers, confidential, and all other employees.

ARTICLE 2 – UNION MEMBERSHIP

2.1 Membership. All employees subject to this Agreement shall elect:

- to become and remain members of the Union; or
- to not become or remain members of the Union.

Non-members have the option to pay or not pay an agency fee to the Union for representation services.

Union membership applications and payroll deduction cards will be distributed to each new employee during orientation. The Hospital will notify employees of the membership options at time of hire and after ratification.

2.2 Dues Deduction. Upon presentation of a voluntarily submitted, individually signed authorization form, the Hospital agrees to deduct from the paycheck of each employee the monthly dues and the initial initiation fee required of members of the Union during the life of this Agreement. When filed with the Hospital, the form will be honored in accordance with its terms. The amounts deducted will be transmitted to the Union by check payable to its order on or before the end of the following month. Upon issuance and transmittal of the check to the Union, the Hospital's responsibility shall cease with respect to deductions covered thereby. The Union and each employee authorizing the assignment of her/his wages for the payment of Union dues hereby undertakes to indemnify and hold the Hospital harmless from all claims, demands, suits or other forms of liability that may arise against the Hospital for and on account of any such deduction made from the wages of an employee pursuant to the terms of this section. The deduction of Union dues may be terminated by an employee on thirty (30) days' written notice to the Hospital and the Union.

2.3 Voluntary Political Action Fund Deduction. During the term of this Agreement, the Hospital shall deduct the sum specified from the pay of each member of the Union who voluntarily executes a political action contribution wage assignment authorization form. When filed with the Hospital, the authorization form will be honored in accordance with its terms. The amount deducted and a roster of all employees using payroll deduction for voluntary political action contributions will be promptly transmitted to the Union by separate check payable to its order. Upon issuance and transmission of a check to the Union, the Hospital's responsibility shall cease with respect to such deductions. The Union and each employee authorizing the assignment of wages for the payment of voluntary political action contributions hereby undertakes to indemnify and hold the Hospital harmless from all claims, demands, suits or other forms of liability that may arise against the Hospital for or on account of any deduction made from the wages of such employee. Voluntary Political Action Fund contributions shall be a minimum of two dollars (\$2) per pay period.

ARTICLE 3 – UNION REPRESENTATION

3.1 Rosters. Upon the signing of this Agreement and, as requested by the Union, the Hospital shall supply to the Union on a monthly basis a list of all employees covered by this Agreement. The list shall include the name, address, classification, employee identification number, social security number, employee listed telephone number; date of hire, gross monthly pay, hourly rate of pay, and regular hours worked for each employee. If the Union is able to accommodate employee ID numbers in replacing social security numbers, they will notify the Employer, who will in turn, remove social security numbers from the rosters. The Union shall indemnify and hold the Hospital harmless from all claims, demands, suits or other forms of liability that may arise against the Hospital for or on account of sharing employee social security numbers with the Union. Each month the Hospital shall also send a list of those persons covered by this Agreement who were hired or terminated during that month and their addresses. Semi-annually, the Hospital will provide a list of per diem employees and the number of hours worked during the last six (6) months.

3.2 Union Access/Representatives. The Union's authorized staff representatives may have access to the Hospital's premises for the purpose of transacting Union business. Union business shall not take place in patient care areas or secured areas, disrupt care or be on an employee's working time.

3.3 Bargaining Unit Representatives. The Union membership shall have the right to select bargaining unit representatives from among the employees in the unit. The bargaining unit representatives shall not be recognized by the Hospital until the Union has given the Hospital written notice of the selection. The representatives shall be the designated grievance representatives. The parties acknowledge that Union business performed by employees, including the investigation of grievances, will be conducted during non-working hours (i.e. rest breaks, meal periods, before and after work). Unit representatives shall be released from work subject to patient care requirements, with no loss of pay, to represent co-workers in disciplinary meetings or grievance meetings.

3.4 Bulletin Board. The Union shall be permitted to post Union announcements and notifications of professional activities that are signed by a designated bargaining unit representative on a mutually agreed upon space in each unit. The Union will provide a copy of the posted materials relating to official Union business to the Director of Human Resources at the time of posting.

3.5 Contract and Job Descriptions. The Hospital will give each newly hired employee a copy of this Agreement, a membership application and payroll deduction form. The Union will provide sufficient copies of this Agreement to the Hospital. Additional copies of this Agreement, provided by the Union, shall be available in the Human Resources Department. Upon ratification of the Agreement and subsequently upon request by the Union, the Hospital shall provide the Union with current job descriptions of employees covered by this Agreement and subsequent revisions of these descriptions.

3.6 New Hire Orientation. The Hospital will provide the Union access to new hires at the time of hospital-wide orientation for the purpose of introduction and orientation to the Union. The bargaining unit representative will be allowed one-half (1/2) hour unpaid time, and new employees one-half (1/2) hour paid time, at a mutually agreeable time during the orientation session to introduce the Union contract to newly employed employees.

3.7 Meeting Rooms. The Union shall be permitted to use designated premises of the Hospital for meetings of the bargaining unit, with or without Union staff present, provided sufficient advance request for meeting facilities is made to the Director of Human Resources or designee and space is available, subject to Hospital policy for use of meeting rooms.

3.8 Negotiations. The Hospital will make a good faith effort to release bargaining unit representatives and negotiating team members for the purposes of joint negotiations. These hours will be considered unpaid hours if the employee would have been scheduled for work but employees who serve on the negotiating team shall suffer no loss of benefits.

ARTICLE 4 – DEFINITIONS

4.1 Employee. The term "employee," where used without qualification, refers to any employee covered by this Agreement, whether full-time, part-time or per diem.

4.2 Full-Time Employee. An employee who has successfully completed the probationary period and who works on a regularly scheduled basis at least forty (40) hours per week or eighty (80) hours in any fourteen (14) day period, unless the employee has mutually agreed to an alternate work schedule as defined in 7.2.1c.

4.3 Part-Time Employee. An employee who is regularly scheduled to work less than forty (40) hours per week, and who has successfully completed the required probationary period.

4.4 Per Diem Employee. An employee scheduled to work on an "as needed" basis without any guarantee of hours to relieve regular employees due to illness, to work during vacation periods or leaves of absence, and during temporary fluctuations due to increased work load. Per diem employees will not be utilized to fill a regular position. In the event a per diem employee works an average of forty (40) hours per pay period for four (4) consecutive months (unless working to relieve regular employees due to illness, vacation periods or leaves of absence), the per diem employee's position will be considered a part-time position and subject to posting in accordance with the provisions of Section 5.6. If a per diem employee has not worked an offered shift for a period of six months or more, the Hospital may administratively terminate the per diem, without recourse to the grievance or just cause discipline process.

Per diem employees must be available to work at least twelve (12) shifts over a six (6) month period, including one (1) holiday. Per diem employees must indicate their availability at least ten (10) days prior to the posting of the monthly work schedule.

Length of service as a per diem employee shall be a consideration when per diem employees apply for a regular position, providing skill, competence and ability are substantially equal to that of other per diem employees or outside applicants. Per diem employees are not eligible for benefits except for sick leave under 10.2.1 but shall be paid a twelve percent (12%) premium in lieu of benefits. Per diem employees are eligible for Overtime Pay (7.3, 8.12.1), Shift Differential (8.6), Standby (8.8), Call Back/Standby Pay (8.11.4), Call-in Pay (8.5), Worked Holidays (9.4) and Premium Pay for Less than 12 Hours Rest between Shifts (8.11.2).

4.5 Probationary Employee. An employee who has been hired by the Hospital or moves from a per diem status to a full-time or part-time status shall be a probationary employee during the first ninety (90) days of continuous employment. Per diem employees shall be probationary employees for the first six (6) months of continuous employment, or no earlier than ninety (90) days, at the option of the department director. During the probationary period, the employment may be terminated without notice or just cause and without recourse to the grievance procedure. The Hospital will advise the employee in writing of the reason for termination. A probationary employee will automatically become a regular employee after completion of the probationary period, unless advised in writing before that completion, of termination of her or his employment.

Probationary employees shall not be required to give fourteen (14) days' notice of intent to terminate employment.

4.6 Pay Classifications. (See Appendix A)

4.7 New Pay Classifications. The Hospital may establish new technical and professional positions in addition to those now covered by this Agreement. Pay rates for new positions shall be subject to negotiation between the Hospital and the Union. The Hospital shall advise the Union of any new positions appropriate to the bargaining unit.

4.8 Month, Year and Day. A "year" is defined as a calendar year from the date of hire. A "month" equals 173.33 hours of work, and a "day" equals eight (8) hours of work. A variation in a "day" may occur in creative scheduling when mutually agreed as specified herein (i.e. ten [10], or twelve [12] hours), unless specified otherwise herein.

4.9 Shift Change. A shift change shall be defined as a change in an employee's starting time of more than two (2) hours.

4.10 Bargaining Unit Work and Cross Training. In the event the Hospital determines a need to revise job descriptions that result in employees working outside of their regular classifications, the Hospital will notify the Union and, upon request, meet to negotiate conditions of employment and related issues.

4.11 Working Supervisors. Working supervisors shall not be covered by the collective bargaining agreement. Supervisors may perform bargaining unit work, but such work is subject to low census in accordance with Section 6.12(d).

4.12 Preceptor. A preceptor is an experienced employee proficient in clinical teaching and communications skills who has completed the appropriate in-service program and who is specifically assigned by management the responsibility for planning, organizing and evaluating the new skill development of an employee (or a student in Diagnostic Imaging and Pharmacy only) enrolled in a defined program, the parameters of which have been set forth in writing. The preceptor is responsible for the specific, criteria-based, goal-directed education and training of an employee assigned a preceptor for a specific training period. Management will determine the need for preceptor assignments. It is understood that employees in the ordinary course of their general professional responsibilities will be expected to participate in the orientation process of new employees and this general orientation process is not a preceptor assignment. These orientation responsibilities will include such things as providing informational assistance, support and guidance to new employees, floats, registry and ancillary personnel.

ARTICLE 5 – EMPLOYMENT PRACTICES

5.1 Resignation. An employee shall give at least fourteen (14) days' written notice of resignation. Failure to do so as well as failure to work as scheduled after giving such notice may result in the loss of PTO.

5.2 Employment Files. An employee shall have access to her or his employment file as provided by law. Conditions of hiring, termination, change in status, change in pay, permanent change of regular shift, leave and other significant data pertinent to the employment history of the employee shall be entered into the employment file in writing and a copy of the entries shall be given to the employee. If, as a result of the utilization of the grievance procedure, a disciplinary action has been voided, all references to that disciplinary action shall be permanently removed from the employee's employment file.

5.3 Mandatory Meetings. Time spent in attendance at mandatory Hospital and/or department staff meetings and/or classes and training is time worked with pay.

5.4 Discipline and Discharge Only for Just Cause. Employees who have successfully completed their probationary period shall not be disciplined or discharged, except for just cause.

5.5 Progressive Discipline. The Hospital shall use a uniform system of progressive discipline which includes:

- a. Verbal counseling
- b. Written warning notice
- c. Performance probation up to ninety (90) days (optional)
- d. Suspension (optional)
- e. Termination

The Hospital reserves the right to initiate disciplinary action at any level based upon the severity of the offense.

Employees shall be given an opportunity to read, sign and answer all disciplinary notices or performance evaluations before such material is placed in their employment file. Copies of these notices shall be given to the employee at the time formal disciplinary action is taken, or shortly thereafter. The employee shall be required to sign the notice. The employee's signature shall not be construed as an admission of guilt or concurrence with the notice, but shall be requested as an indication that the employee has seen and comprehended the gravity of the disciplinary action.

5.6 Job Posting. All bargaining unit job openings will be posted for a period of five (5) days prior to filling the job. Job openings will be posted on the Hospital intranet and on the Hospital's website. Applications from employees who desire to fill the vacant job shall be made via the online application system. In the selection process, the Hospital will be seeking the most highly qualified applicant for the position. Where qualifications are considered by the Hospital to be equal, the senior employee applying for such job will be given preference. For purposes of this contract, the term "qualified" is herein defined to include such factors as skill, competence, ability, experience, and past performance, in the opinion of the Hospital. Subject to the above provisions, per diem employees applying for a position will be considered before outside applicants.

ARTICLE 6 – SENIORITY-LAYOFF-RECALL

6.1 Seniority Defined. The term "seniority" as used in this Agreement means an employee's length of continuous service from their most recent date of hire as a full-time or part-time employee in a bargaining unit position.

Seniority shall be the determining factor in layoff and recall from layoff, transfers, shift changes, promotions and regular job openings where such factors as skill, competence, ability and past performance are substantially equal. The Hospital shall be the judge as to the qualifications of its employees, but such judgment shall be fairly and reasonably exercised and shall be based on objective job criteria and documented, demonstrated skill, competence, ability and past performance.

6.2 Continuous Service. A leave of less than one (1) year, a layoff of less than one (1) year or per diem status for less than one (1) year shall not disqualify service from being continuous, but seniority shall not be accrued while on a leave or on layoff status or on per diem status.

6.3 Seniority Roster. Seniority rosters will be provided on request of the Union.

6.4 Breaking of Seniority. Seniority shall be broken and the employment relation between the Hospital and the employee shall be terminated by:

- a. Resignation
- b. Discharge
- c. Retirement
- d. Layoff or leave of absence of more than twelve (12) months
- e. Failure to return to work when recalled after a layoff
- f. Failure to return to work after the expiration of a leave

An employee who experiences a break in seniority, if subsequently re-employed, shall be re-employed as a new employee.

6.5 Transfer to Per Diem Status. When a full-time or part-time employee elects to become a per diem employee, neither seniority nor benefits will continue to accrue. At that point, the per diem employee will have sick leave hours as described in Section 10.2.1. Employees may use sick leave that was accrued prior to the status change to per diem. Seniority and benefit accrual levels at the time of the transfer will be reinstated providing the employee returns to a vacant position in less than one (1) year.

6.5.1 Change from Per Diem Status. If a per diem employee changes status to a full-time or part-time employee, then the employee will begin to accrue sick leave hours as described in Section 10.2 as of the date of the status change and, at the same time, will stop accruing sick leave hours as described in Section 10.2.1.

6.6 Layoff Status. When a permanent or prolonged reduction in the number of employees is required in any department, employees within a job classification in the affected department with the least amount of seniority shall be laid off, providing the remaining employees are qualified to perform the required work. A permanent reduction in hours (an FTE reduction) in lieu of a layoff shall be considered a layoff for purposes of this provision (i.e., the employee with the least amount of seniority shall have their hours reduced first). In the event the layoff results in more employees being assigned to a shift than is required, the least senior employee on the shift shall have the option of assuming the position of a less senior employee on another shift.

6.6.1 For purposes of this section, an employee shall be deemed to be qualified if they can perform the work required with an orientation period not to exceed eighty (80) hours.

6.6.2 Certifications that are a condition of employment shall be considered a bona fide qualification.

6.6.3 The Hospital shall give the employee and the Union fourteen (14) days' written notice of layoff. Laid off employees with 0 - 5 years of completed service may elect two (2) weeks' severance pay. Employees with more than 5 years of service may elect three (3) weeks plus one-half (1/2) day for each year over 5 years of service, not to exceed twenty-five (25) days. One (1) month's, employee only, medical insurance benefits will also be provided. Severance pay is prorated based on the employee's FTE status. Employees electing severance pay terminate their employment with the Hospital and are not eligible for the Recall from Layoff Status (6.9).

6.7 Order of Layoffs. An employee on layoff shall retain employment status from the date of commencement of layoff, but that employee shall not accrue seniority and benefits while on layoff. An employee on layoff may be paid for accrued, but unused PTO at the employee's option, and may continue group insurance coverage at the employee's expense subject to COBRA and plan eligibility requirement. Layoffs shall be executed in the following order:

- a. Volunteers
- b. Probationary employees (first ninety [90] days of employment)
- c. Part-time and full-time employees by length of continuous service from most recent date of hire in a bargaining unit position

6.8 Retention of Seniority and Benefits. An employee on layoff shall retain employment status and benefits accrued to the date of commencement of layoff, but that employee shall not accrue seniority and benefits while on layoff.

6.9 Recall from Layoff Status. The last person to be placed on layoff status according to the criteria in Sections 6.6 and 6.7 will be offered the first opportunity to return to their former employment status, and this procedure will be continued likewise through the layoff list.

6.10 Reinstatement. Upon reinstatement, the employee shall have previously accrued seniority and eligible benefits restored and the employee shall commence again to accrue seniority and benefits.

6.11 Low Census - Definition. A low census period is a daily or an extended period not longer than three (3) months during which the activity level in a particular department is substantially below the level of activity for which the department has been staffed. The provisions of this Article intend to reduce work hours without having to assign one (1) or more employees to layoff status or impose mandatory reductions in FTE status. If the conditions here described continue longer than three (3) months, the Hospital shall reduce the work force or FTE status in accordance with Section 6.6.

6.12 Low Census Order. In case of a low census period, the Hospital shall follow the sequence of actions noted below to reduce hours worked to the level required to cover the current level of activity:

- a. Solicit volunteers to work fewer than normally scheduled hours
- b. Reduce or eliminate overtime equitably
- c. Reduce work by temporary and per diem employees
- d. Reduce hours equally worked by full-time and part-time employees and working supervisors in the ratio of the regularly scheduled number of hours for each employee
- e. Rotate low workload by shifts (voluntarily) to allow employees who want to work additional hours to work other shifts. Staff will not cross shifts until the accumulated low census hours of the person on one shift exceeds that of a person on another shift by twenty-four (24) hours. Any staff member reaching twenty-four (24) hours may cross shifts to bump the least senior person with the least low census hours on the next low census shift.
- f. Limit low work load to ten percent (10%) of an employee's hours per employee per pay period, averaged over a three (3) month period. Employees assigned to be on call in lieu of low census shall have these hours included as work hours only if the employee is actually called back. Should low census exceed the provisions of this section, a layoff in accordance with Section 6.6 will be implemented.

6.13 Effect of Benefits. Hours of work lost because of application of this Article shall be considered hours worked for the determination of all benefits other than the effective rate of pay and pay for overtime. The employee is responsible for noting this on the time sheet.

ARTICLE 7 – HOURS OF WORK

7.1 Normal Work Week. The normal scheduled work week shall consist of forty (40) hours of work within a seven (7) day period or eighty (80) hours of work within a fourteen (14) day period.

7.2 Normal Work Day. The normal work day for all employees shall consist of eight (8) hours of work to be completed within eight and one-half (8 1/2) consecutive hours, allowing for one-half (1/2) hour of unpaid meal time, or of eight (8) consecutive hours of work, if unable to be relieved for a one-half (1/2) hour meal break. This definition does not restrict any future creative

scheduling when mutually agreed between the Hospital and employee and with prior notice to the Union.

7.2.1 Alternate Work Agreements. The normal work week shall consist of forty (40) hours of work within a seven (7) day period. Alternate work schedules within this context are:

- a. Twelve (12) Hour Work Day. The normal work day shall consist of twelve (12) hours' work plus an unpaid meal period of one-half (1/2) hour, providing the employee may leave the work site for an uninterrupted meal period.
- b. Ten (10) Hour Work Day. The normal work day shall consist of ten (10) hours' work plus an unpaid meal period of one-half (1/2) hour, providing the employee may leave the work site for an uninterrupted meal period.
- c. 7/70. The normal work day shall consist of seven (7), ten (10) hour shifts worked consecutively and spanning two (2) consecutive seven (7) day periods.
- d. Employees working thirty-six (36) hours per week (three (3), twelve (12) hour shifts) or on the 7/70 agreement will be considered full-time for purposes of Section 8.7.

7.3 Overtime. Overtime is time worked beyond and in continuation of a regularly scheduled shift of eight (8) hours or more, or time worked in excess of the normal work period defined in Section 7.1. Overtime is in effect if fifteen (15) minutes or more are worked after the end of the scheduled shift. Per diem employees shall be paid overtime for time worked beyond the normal work day of the shift being relieved including alternative work schedules.

7.4 Weekend Shift. For the determination of weekend shifts, the weekend starts at 11:00 p.m. on Friday and ends at 11:30 p.m. on Sunday. A shift is a weekend shift if the majority of the regularly scheduled hours of work fall in the weekend.

7.5 Rest between Shifts Worked. In scheduling work assignments, the Hospital shall make a good faith effort to provide an employee with an interval off duty between shifts of not less than twelve (12) hours, or otherwise as outlined in Article 8.11.2, except this provision shall not apply when the regular schedule is changed by mutual agreement between the employee and the Hospital or another employee.

7.6 No Shift Rotation. There shall be no regular rotation of shifts, except by mutual agreement between the Hospital and the employee.

7.7 Posting of Work Schedules. Work schedules covering a period of four (4) consecutive normal work weeks shall be posted in and for each department not later than ten (10) days before the first day of the schedule. Except for emergencies, work schedules for regular employees once posted will only be changed by mutual consent. If an employee requests a change in the posted schedule, it is the employee's responsibility to find qualified coverage subject to the approval of the Hospital.

7.8 Meal and Rest Periods. Employees shall be allowed one (1) unpaid meal period of 30 minutes during any shift that exceeds five hours in length. Employees required to remain on duty

during their meal period shall be compensated for such time at the appropriate rate of pay. Employees are expected and encouraged to record all missed rest breaks and meal periods, and will be paid accordingly. All employees shall be allowed one (1) paid rest period of fifteen (15) minutes for every four (4) hours of duty, such rest periods being in addition to the meal period. The parties agree that the Hospital's practice of providing one (1) unpaid meal period in a twelve (12) hour shift is a specific variance from the provisions of WAC 296-126-092 pursuant to RCW 49.12.187 and WAC 296-126-130.

7.9 Failure to Report for Work. An employee who cannot report for work at the beginning of her or his scheduled shift shall advise the Hospital at least two (2) hours before the beginning of that shift of the inability to report for work, unless the absence is for a reason covered by Article 10.1, in which case the employee shall provide notice described in Article 10.3. If the employee fails to do so, or if the absence is not for a valid reason, that absence shall be recorded as an unauthorized absence. Any unauthorized absence will result in forfeiture of sick time/PTO.

7.10 Additional Hours/Shifts. Employees who desire additional hours/shifts must sign up for extra hours on a departmental sign-up sheet indicating the specific hours and dates the employee is available for work. Additional pre-scheduled hours/shifts will be offered to employees on the sign-up sheet in the following order, providing it is understood that there is no obligation to offer additional hours/shifts that result in overtime:

- a. Rotate by seniority, on a monthly basis among employees with reduced hours
- b. Rotate by seniority on a monthly basis among part-time employees
- c. Employees on layoff status
- d. Per diems

Extra prescheduled shifts will be offered to per diems by assigning one (1) shift per month (if available) on a seniority basis among per diem employees based on date of hire. Inadvertent failure by the Hospital to comply with this provision shall be remedied as soon as possible.

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.

[Year 1: Effective second full pay period after ratification: 3% (market adjustment of additional 4% for Surg Tech)

Year 2: Effective first full pay period after 7/1/20: 2.75%

Year 3: Effective first full pay period after 7/1/21: 2.75%

New top step 21 at 1.5% above current step 20.]

[Physical Therapist staffing strategies will be a topic at the first Conference Committee after ratification of this Agreement]

Add following position/wage scales:

Breast Program Coordinator:

Base	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
29.08	29.74	30.41	31.11	31.80	32.54	33.24	34.00	34.77	35.55	36.34

Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
37.17	37.77	38.85	39.73	40.63	41.55	42.47	43.43	44.40	45.36

PT Coordinator:

Base	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
\$37.53	\$38.37	\$39.23	\$40.12	\$41.03	\$41.97	\$42.90	\$43.86	\$44.85	\$45.86	\$46.87

Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
\$47.93	\$49.01	\$50.12	\$51.21	\$52.41	\$53.58	\$54.79	\$56.02	\$57.28	\$58.53

8.2 Recognition for Past Experience – New Hires. All employees hired during the term of this Agreement shall be compensated in accordance with the following plan, not to exceed one for one (1:1) experience credit;

- a. Employees with one (1) or more years of continuous recent experience shall be employed at not less than step one (1) of the wage schedule.
- b. Employees with two (2) or more years of continuous recent experience shall be employed at not less than step two (2) of the wage schedule.
- c. Employees with four (4) or more years of continuous recent experience shall be employed at not less than step three (3) of the wage schedule.
- d. Employees with six (6) or more years of continuous recent experience shall be employed at not less than step four (4) of the wage schedule.
- e. Employees with ten (10) or more years of continuous recent experience shall be employed at not less than step five (5) of the wage schedule.

For purposes of this section, continuous recent experience shall be defined as applicable clinical experience without a break in that experience which would reduce the level of clinical skills in the opinion of the Hospital. The above commitment assumes full-time employment. Prior experience gained while working on a part-time basis may result in an adjustment to the starting pay rate.

8.2.1 If a new employee is hired above the minimum longevity step set forth in Section 8.2, any current employee in that job classification with the same or greater years of prior experience in the opinion of the Hospital paid at a lower pay step will be brought up to the new employee's pay step (longevity step).

8.3 Definition of Pay Rates.

- a. Base Rate. Rate of pay earned by employee that reflects no experience in the employee's profession.
- b. Regular Rate. Rate of pay earned by employee determined by longevity plus experience credit. Regular rate does not include any differential.
- c. Effective Rate of Pay. Regular rate of pay plus shift differential when regularly scheduled on 2nd and/or 3rd shift.
- d. Per Diem Rate. Regular rate of pay plus twelve percent (12%) of each individual's base rate in lieu of all benefits except for sick leave under 10.2.1.

8.4 Report Pay. An employee who reports for work as scheduled and is released by the Hospital due to low census shall receive not less than four (4) hours of work or four (4) hours of pay at the employee's effective rate of pay.

8.5 Call-in Pay. An employee who is called in to work at an unscheduled time shall receive not less than three (3) hours of work or three (3) hours of pay at the employee's regular rate of pay plus any applicable shift differential.

8.5.1 The minimum call-in time for Surgical Technologists shall be four (4) hours of work or four (4) hours of pay.

8.6 Shift Differential. Shift differential will be based upon a 24-hour clock, broken into eight (8) hour increments. The three 8-hour increments shall be as follows:

1st shift:	7 a.m. to 3:30 p.m.
2nd shift:	3 p.m. to 11:30 p.m.
3rd shift:	11 p.m. to 7:30 a.m.

These normal shifts may be determined by the department manager. Shift differentials will be in effect only if fifty percent (50%) or more of the hours fall within the standard hospital shift times, in which case the shift differential will be paid for the entire shift. Shift differential will be two dollars (\$2.00) per hour for 2nd shift and three dollars (\$3.00) per hour for 3rd shift.

8.7 Time Paid but Not Worked. Time paid for PTO and sick days, but not worked shall not count as time worked for the purposes of determining overtime hours greater than forty (40) in a week or eighty (80) in a pay period, with this exception: If a full-time employee is called in to work on a scheduled day off, the employee will be paid at time and one-half (1 1/2) for the hours worked.

8.8 Standby Pay. An employee placed on standby status (including after being low censused), off hospital premises, shall be paid standby pay of three dollars and fifty cents (\$3.50) for each hour on standby status. Standby hours other than hours worked and paid when called in for work shall not be counted as hours worked for the determination of overtime or benefits.

8.8.1 Pharmacy Telephone Consults. When a Pharmacist is called at home by the House Supervisor or his/her designee, then the Pharmacist will be paid \$25.00 for the telephone consultation. In the event the Pharmacist is placed on standby in order to assure his/her availability, the Pharmacist will receive standby pay for all hours of standby.

8.8.2 Pharmacy Technologist Telephone Consults. When a Pharmacy Technician is called at home by the House Supervisor or his/her designee, then the Pharmacy Technician will be paid a minimum of 15 minutes pay at the Pharmacy Technician's regular wage rate.

8.9 Weekend Premium. Any employee who works on a weekend shall receive two dollars (\$2.00) per hour premium pay for each hour worked on the weekend in addition to the employee's regular rate of pay. Weekend premium pay shall not be included in the employee's regular rate of pay for overtime pay calculations, unless required by the Fair Labor Standards Act. Premium pay provided for in this section shall not apply to time spent for educational purposes.

Note: Weekend defined as 11 p.m. Friday – 11:30 p.m. Sunday.

8.10 Preceptor Pay. Any employee assigned by the Hospital as a Preceptor shall receive a premium of one dollar (\$1.00) per hour (or fifty cents (\$0.50) per hour for students as defined in Section 4.12) except that no employee may receive both lead and preceptor pay for the same hours worked.

8.11 Premium Pay.

8.11.1 Overtime Pay Defined. Unless defined differently for specified conditions, overtime shall be paid as follows:

8-hour Shift: One and one-half (1 1/2) times the regular rate plus shift differential for excess time up to twelve (12) hours and two times (2x) the regular rate plus shift differential for excess time greater than twelve (12) hours.

10 and 12-hour Shift: One and one-half (1 1/2) times the regular rate plus shift differential for excess time up to fourteen (14) hours and two times (2x) the regular rate plus shift differential for excess time greater than fourteen (14) hours.

More than 12 hour shifts: One and one-half (1 1/2) times the regular rate plus shift differential for excess time up to two (2) hours past the scheduled shift time and two times (2x) the regular rate plus shift differential for excess time greater than two (2) hours past the scheduled shift time.

8.11.2 Less Than Twelve Hours Rest between Shifts. Except for employees on standby, if an eight-hour shift employee is required to work with less than twelve (12) hours off duty between shifts, all time worked within that interval period of twelve (12) hours shall be paid at one and one-half (1 1/2) times the regular rate of pay plus any applicable shift differential, except this provision shall not apply when the regular schedule is changed by mutual agreement between the employee and the Hospital or another employee. For employees on twelve (12) hour shifts, the interval

between shifts is eleven and one-half (11.5) hours. For any shift more than 12 hours, the interval between shifts is nine (9) hours.

8.11.3 Weekends. The Hospital shall make a good faith effort to schedule all full-time and part-time employees with every other weekend off, except in emergency situations or by mutual agreement. If a full-time or part-time employee is required to work three (3) of four (4) consecutive weekends (excluding standby and callbacks), the employee will receive additional PTO as per the following:

For a 48-hour weekend, the employee will receive an additional sixteen (16) hours of PTO, which should be taken within the month.

For any portion of a 48-hour weekend, the employee will receive an additional eight (8) hours of PTO, which should be taken within the month. The weekend shall be defined for the first (day) and second (evening) shift employees as Saturday and Sunday. For third (night) shift employees, the weekend shall be defined as Friday and Saturday nights. This does not apply to individual agreements on work schedules between the Hospital and the employee.

8.11.4 Call-Back/Standby Pay. An employee is considered to have been called back for work if that employee is on standby and called back for work after having left the premises (including parking lot) of the Hospital. An employee so called back shall receive not less than three (3) hours of pay at one and one-half (1 1/2) times the regular rate of pay plus shift differential. The minimum call-back time for Surgical Technologists shall be four (4) hours of pay at one and one-half (1 1/2) times the regular rate of pay plus shift differential. However, if an employee has been called back for work on a holiday as defined in Section 9.3, that employee shall receive not less than three (3) hours of pay (4 hours for Surgical Technologists) at two and one-half (2 1/2) times the regular rate plus shift differential. Callback pay shall be a maximum of eight (8) hours per eight (8) hour shift.

8.11.5 No Duplicating or Pyramiding. There shall be no pyramiding or duplication of premium pay. In case of hours subject to both time and one-half (1 1/2) and double time (2x), double time (2x) shall supersede time and one-half (1 1/2).

8.12 Wage Compensation and Differentials. Employees covered by this Agreement shall be paid in accordance with the attached (See Appendix A).

8.12.1 Effective Date. Wage rates, longevity steps and any other changes in compensation set forth in this Agreement shall become effective at the beginning of the first full payroll period at least five business days after ratification by the bargaining unit.

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

8.14 Anniversary/Step Increase. A full-time or part-time employee will be eligible for a yearly step increase on their anniversary date of employment. Per diem employees will be eligible for a

step increase after 1040 hours paid or two (2) years, whichever is first, provided that only one (1) step increase is granted in a period of one (1) year.

8.14.1 Employee Performance Probation. An employee on performance probation not to exceed ninety (90) days at the time of a step increase will not be eligible to receive that increase until the end of probation, providing the terms of reinstatement in good standing have been accomplished. This increase will not be retroactive.

8.15 Replacement of Management Personnel/Lead Duty. Employees who are assigned to replace management personnel on a relief basis or are assigned lead duty shall be paid a premium of one dollar and fifty cents (\$1.50) per hour worked.

8.16 Certification Pay. Certification pay in the amount of one dollar (\$1.00) per hour shall be paid subject to the following conditions:

- a. An individual will only be recognized for one (1) certification even though the employee may have multiple certifications.
- b. The certification must be one that is recognized by the Hospital and is pertinent to the employee's job responsibilities.
- c. The certification must be kept current and in good standing. The employee is responsible for providing the Hospital with documentation of renewal at or before the time the current certification expires in order to be eligible for continued certification pay.

If a certification is a job requirement for employment in a job classification, additional certification pay will not be paid.

8.17 Pharmacy Intern. A Pharmacy Intern must be licensed as a Pharmacy Intern with the Washington State Department of Health and enrolled in an accredited school or college of pharmacy. The hourly pay rate will be determined based upon the year in the pharmacy program. Upon satisfactory completion of each year of pharmacy school, the Pharmacy Intern will receive a pay rate increase.

8.18 Graduate Pharmacist. A Graduate Pharmacist must be licensed as a Pharmacy Intern with the Washington State Department of Health, a graduate of an accredited school or college of pharmacy, and pending examination passage notification for license and registration with the Washington State Pharmacy Quality Assurance Commission.

ARTICLE 9 – PAID TIME OFF

9.1 Paid Time Off. Vacation, holiday, birthday holiday, and floating holiday benefits have been combined into paid time off ("PTO") benefits. All full-time and part-time employees accrue PTO from the date of hire on the basis of eligible hours based upon full- or part-time positioned calendar years of service, up to the maximum accruals, in accordance with the following schedule.

Eligible hours for accrual purposes include straight time, overtime, double time, low census, sick leave and PTO, but do not include standby hours.

Calendar Years of Service	Maximum Hours Accrual Per Hour	Maximum Hours Accrued/Pay Period	Maximum Hours Accrued/Year
1 - 3	0.0658	5.26	137
4 - 5	0.0935	7.48	195
6 - 7	0.0969	7.75	202
8 - 9	0.1004	8.03	209
10 - 11	0.1039	8.31	216
12 - 14	0.1108	8.86	230
15 - 17	0.1142	9.14	238
18+	0.1211	9.69	252

Accrual per hour is equal to the maximum hours accrued per year divided by 2080. The maximum number of hours that can be accrued is based on eighty (80) eligible hours per pay period.

After successful completion of the probationary period, full-time and part-time employees may use PTO in increments not to exceed the employee's normal shift, for absences due to vacation, holidays, or low census. An employee may carry over any earned but unused PTO at the conclusion of an anniversary year.

9.2 Transfer of Accrued Sick Leave to PTO Account. A policy has been adopted to allow transfer of up to forty (40) hours of accrued sick leave to PTO under the following provisions: Upon accrual of 2080 hours worked starting January 1, 2016, an employee using less than forty (40) sick hours during the period (2080 hours) may have sick leave hours transferred to PTO in the following manner:

Sick Leave Hours Used	Hours Transferred to PTO
40 hours or more	0
32 - 39.99 hours	8
24 - 31.99 hours	16
16 - 23.99 hours	24
8 - 15.99 hours	32
0 - 7.99 hours	40

For purposes of this policy, job related (Labor and Industry) sick leave and bereavement sick leave time shall not be considered sick leave hours used.

9.3 Traditional Holidays. The following traditional holidays shall be recognized under this Agreement:

New Year's Day - January 1
President's Day - Third Monday in February
Memorial Day - Last Monday in May
Independence Day - July 4
Labor Day - First Monday in September
Thanksgiving Day - Fourth Thursday in November
Christmas Day - December 25

If an eligible employee scheduled to work on a traditional holiday desires the day off, the employee must request the time off and, if approved, must record the appropriate number of PTO hours on the timecard.

9.4 Worked Holiday. A full-time, part-time, or per diem employee who works on a traditional holiday shall be paid at the rate of one and one-half (1 1/2) times the employee's regular rate of pay plus any applicable shift differential for all hours worked on the holiday. The Hospital shall rotate holiday work among employees to the extent possible. December 24, 3:00 p.m. to December 25, 11:00 p.m. shall be the Christmas holiday and December 31, 3:00 p.m. to January 1, 3:00 p.m. shall be the New Year's holiday. Thanksgiving and other traditional holidays begin at 11:00 p.m. the day before and end at 11:00 p.m. the day of the traditional holiday.

9.5 PTO Scheduling. The Hospital retains the right to schedule use of PTO in such a way as will least interfere with patient care and work load requirements of the Hospital.

9.6 Pay. PTO pay shall be the amount which the employee would have earned had the employee worked during that period at the employee's straight time hourly rate of pay, plus shift differential if regularly scheduled on evenings or night shifts, if applicable.

9.7 Payment upon Termination. After completion of the probationary period, employees shall be paid upon termination of employment for any PTO earned but not used, at the employee's straight time hourly rate of pay, plus shift differential if regularly scheduled on the evening or night shift, if applicable, unless an employee fails to provide the Hospital with the required fourteen (14) days' written notice of intended resignation or fails to work through the end of his/her given resignation period.

9.8 PTO Maximum Accrual. The maximum amount of PTO Accrual that may be accumulated and carried forward at the employee's anniversary date is 480 hours.

ARTICLE 10 – SICK LEAVE

10.1 Sick Leave Defined. Sick leave is time off work paid at the effective rate of pay granted for any of the following conditions:

- (1) An absence resulting from an employee's mental or physical illness, injury, or health condition; to accommodate the employee's need for medical diagnosis, care, or treatment of a mental or physical illness, injury, or health condition; or an employee's need for

preventive medical care;

(2) To allow the employee to provide care for a family member (as defined in RCW 49.46.210) with a mental or physical illness, injury, or health condition; care of a family member who needs medical diagnosis, care, or treatment of a mental or physical illness, injury, or health condition; or care for a family member who needs preventive medical care;

(3) When the employee's place of business has been closed by order of a public official for any health-related reason, or when an employee's child's school or place of care has been closed for such a reason; and

(4) For absences that qualify for leave under the domestic violence leave act, chapter 49.76 RCW.

10.2 Amount of Sick Leave and Carryover. Full-time and part-time (prorated based upon hours paid) employees shall accumulate eight (8) hours of sick leave for each month of service since the day hired. Sick leave shall accumulate from the day an employee starts employment by the Hospital. Employees may carry over 720 hours of sick leave from one year to the following year.

Note: Based on Section 4.8, "Month" means 173.33 hours of work prorated for part-time employees.

10.2.1 Sick Leave Accumulation and Carryover for Per Diem Employees. Per diem employees shall accrue 1 hour of sick leave for every forty hours the employee works (.025 per hour). Per diem employees may carry over up to 40 accrued unused sick leave hours from one year to the following year.

10.3 Sick Leave Use. No paid sick leave shall be granted during the first ninety (90) days of employment, but employees shall accrue sick leave from the date of hire. If the need for use of sick leave is foreseeable, the employee must provide notice at least ten days, or as early as practicable, in advance of the use of such sick leave.

If the need for sick leave is unforeseeable, unless the leave is taken for purposes authorized under the domestic violence leave act, chapter 49.76 RCW, then the employee must provide notice to the Employer as soon as possible before the scheduled start of their shift, preferably at least two hours in advance, unless it is not practicable to do so. If it is not practicable for the employee to provide notice, the employee's designee may do so.

If the need for sick leave is unforeseeable and is for purposes authorized under the domestic violence leave act, chapter 49.76 RCW, then the employee (or if impracticable, his or her designee) must give oral or written notice to the Employer no later than the end of the first day that the employee takes such leave.

It may be necessary to ask for medical certification or verification that an employee has used sick

leave for a reason allowed under this article. In general, medical certification will be required for all medical leave taken under the Family and Medical Leave Act and our Health Related Leave article, even when sick leave is used. Medical certification will also be required as necessary and allowed under applicable law to administer workers' compensation.

In circumstances that do not qualify as leave under the Family and Medical Leave Act, our Health Leave article, or workers' compensation, employees will generally be asked to verify their use of sick leave after they have been absent for more than three scheduled work days. Requested verification may include documentation from the employee's doctor or other healthcare provider, or other professional who provided assistance related to use of sick leave for purposes related to the domestic violence leave act.

If an employee believes that a request for verification would pose an unreasonable burden or expense, the employee may inform the Employer's Human Resources Department, attest that the employee's use of paid sick time was for a reason allowed under this article, and explain how the requested verification would create an unreasonable burden or expense.

Use of sick leave for the reasons discussed in Article 10.1 will not count as an absence from work or an occurrence under the attendance policy. Any discrimination or retaliation against an employee for the lawful exercise of paid sick leave rights is not allowed. Abuse of sick leave may be grounds for discharge.

Sick leave may not be cashed out under any circumstances.

ARTICLE 11 – BENEFITS

11.1 Health Benefits. Beginning the first of the month following completion of sixty (60) days of continuous employment, full-time and part-time employees who are positioned to work twenty (20) hours or more during a seven (7) day period or forty (40) hours or more during a fourteen (14) day period shall become eligible to participate in the Hospital's group health insurance plan, which includes medical, dental and vision. The Hospital will pay one hundred percent (100%) of the employee-only premium cost for each eligible full or part time employee enrolled in the Hospital's group health insurance plan. Eligible employees may select employee-plus-dependent coverage through the health plan effective 2020 and for the duration of this contract at 50% cost to the employee. If during the term of this Agreement individual employee and/or employee-plus-dependent coverage premium costs increase, the increased cost of individual employee coverage will be borne by the Employer and the increased cost of employee-plus-dependent coverage will be borne by the Employer and employees in the same proportion as employee-plus-dependent coverage premium contributions are then shared.

11.2 Life Insurance. The Hospital shall provide during the term of this Agreement a group life insurance plan. Eligibility and benefits will be determined by the plan's terms. In the event the Hospital modifies its life insurance plan(s) or provides alternative plan(s), the Hospital will bargain with the Union prior to implementation.

11.3 Long-Term Disability Insurance. The Hospital shall provide during the term of this Agreement a group long term disability insurance plan. Eligibility and benefits will be determined by the plan's terms. In the event the Hospital modifies its long term disability plan(s) or provides alternative plan(s), the Hospital will bargain with the Union prior to implementation.

11.4 Retirement Plan. The Hospital shall provide during the term of this Agreement a retirement plan. Eligibility and benefits will be determined by the plan's terms. The Hospital will make a matching contribution equal to two dollars (\$2.00) for each one dollar (\$1.00) of compensation the employee contributes, up to a Hospital contribution of five percent (5%) of the employee's eligible compensation in accordance with the terms of the retirement plan. Beginning January 2020, the Hospital shall make a good faith effort to make its matching contributions to employees' retirement accounts no less than twice per year. In the event the Hospital modifies its retirement plan(s) or provides alternative plan(s), the Hospital will bargain with the Union prior to implementation.

11.5 Worker's Compensation. The Hospital will provide Worker's Compensation Insurance in accordance with the laws of the State of Washington.

11.6 Parking. Employees shall be provided parking on the Hospital campus and park according to the Hospital's parking policy.

11.7 Cafeteria Discount. Subject to compliance with Public Hospital District laws and regulations, the Hospital will provide a fifteen percent (15%) discount on cafeteria purchases. Any change to that discount shall be subject to negotiation with the Union.

11.8 Washington Long-Term Care Insurance. The Hospital will implement the Washington Long-Term Care Trust Act with respect to employees in the Pro-Tech Unit under the same terms and on the same timeline as it will implement the Act with respect to other union represented employees at the Hospital.

ARTICLE 12 – LEAVES OF ABSENCE

12.1 Leaves. A "leave" is a predetermined and definite period of time during which the employee is permitted to be absent from work without loss of accumulated benefits. All leaves are to be requested as far in advance as possible. The request should state the reason(s) for the leave and the amount of time requested. The Hospital will provide a written reply granting or denying the request and stating the conditions of the leave, including conditions under which the employee will return, within thirty (30) days of receipt of the request. Employees shall not accrue seniority and benefits during unpaid leave. Pursuant to the conditions of this Article, a leave may be granted for the following reasons:

12.1.1 Health Leave. After completion of the probationary period, a leave, not to exceed six (6) months, will be granted to employees for a personal illness or injury, provided that the Hospital may request certification of illness by a licensed health care provider and may require the opinion of a second health care provider designated or approved by the Hospital. The second opinion will be at the expense of the Hospital. A health leave begins on the date of first absence from work.

Employees on leave for health reasons must use accumulated sick or other paid leave (if available) for the duration of the leave. The employee will return to a comparable position (Note: Comparable position is defined as same FTE status, same shift, same job classification, same pay rate.) if:

- a. The leave is unpaid for no more than twelve (12) weeks
- b. Sick leave and other paid leave is used, up to six (6) months
- c. Leave for an on-the-job injury is not for more than six (6) months

For leave not met by the above, the employee may return to a position when available, in accordance with Section 12.2. Prior to returning to work after an extended absence for personal illness or injury, the Hospital may require a statement from the licensed health care provider attesting to the employee's capability to perform the work required of the job. Modified duty may be provided by the Hospital if it is so prescribed by the licensed health care provider, and is available pursuant to the Hospital's return to work policy.

12.1.2 Family and Medical Leave. Pursuant to the federal Family and Medical Leave Act ("FMLA"), and as it may be amended, the Washington State Family Leave Act ("WFLA") and as it may be amended, and the Washington Paid Family and Medical Leave Law ("WPFML"), and as it may be amended, eligible employees will be granted family/medical leave for up to twelve (12) weeks during a twelve (12) month rolling backward period for those reasons specified under the FMLA and WFLA.

The Hospital shall maintain the employee's health benefits during this leave and shall reinstate the employee to the employee's former or equivalent position at the conclusion of the leave in accordance with federal and state law. The use of family leave shall not result in the loss of any employment benefit that accrued prior to the commencement of the leave in accordance with federal and state law.

The Hospital requires the employee to use accrued paid leave time for which the employee is eligible during family leave. Use of paid or unpaid leave time will be in accordance with the terms of the Washington State Family Care Act and as it may be amended and in accordance with any state law mandating time off for victims of domestic violence.

If a particular period of leave qualifies under multiple laws (such as Family and Medical Leave Act of 1993 (FMLA) and state law) or a law or laws and this collective bargaining agreement (Article 12), the leaves shall run concurrently. This leave shall be interpreted consistently with the rights, requirements, limitations and conditions set forth in the federal and Washington state law and shall not be more broadly construed. The employee must use any accrued paid leave time for which the employee is eligible during the medical leave except for military members.

12.1.3 Maternity Leave. A leave without pay shall be granted upon the request of an employee who has completed the probationary period for the period of time that the employee is temporarily disabled due to pregnancy or childbirth. If the employee's absence, in addition to the time granted under Section 12.1.2 does not exceed the actual period of disability due to pregnancy or childbirth,

the employee is entitled to return to her prior job position. The Hospital may require the employee to provide an estimate of the employee's predicted period of disability from her treating licensed health care provider.

12.1.4 Personal. All full-time and part-time employees may be granted twenty-four (24) hours off per year without pay upon request, providing such leave does not jeopardize the hospital service. The employee must provide sufficient notice to the supervisor when requesting personal leave.

12.1.5 Jury Duty. Regular full-time employees and regular part-time employees who are called to serve on jury duty shall be compensated by the Hospital for the difference between their jury duty pay and their normal effective rate of pay.

12.1.6 Military Leave. The Hospital will grant employees and eligible military family members time off for military or military dependent care leave in accordance with applicable federal and state law. During a military leave of absence for Reserve duty, for a period not exceeding twenty-one (21) days during each calendar year, the employee shall receive his or her normal pay. A copy of the military orders must be submitted to the departmental supervisor with the request for leave. Reinstatement from military leave shall be in accordance with applicable law.

12.1.7 Bereavement. An employee may use up to three (3) days of leave with pay in case of the death of an immediate member of their family. If extensive travel more than five-hundred (500) miles one way is required to attend the funeral, an additional two (2) days of leave with pay may be granted. Employees shall be allowed up to twenty-four (24) hours (equivalent to three [3] eight [8] hour shifts) off with pay in case of a death in the immediate family. Additional unpaid leave time or PTO may be requested. The immediate family shall be defined as spouse, domestic partner, child, parent, brother, sister, grandparents or grandchildren, parents-in-law, parents of domestic partners, as well as significant others living in the same household with the employee.

12.1.8 Subpoena Pay. An employee who is called or subpoenaed to appear at legal hearings or proceedings on behalf of the Hospital, or at a hearing called by an arbitrator on behalf of the Hospital during a dispute between the Hospital and an employee shall be granted a leave to attend such hearing(s) or proceeding(s) and shall be paid the effective rate of pay lost because of such attendance.

12.1.9 Extended Personal Leave. At the Hospital's discretion, the employee may be granted a leave without pay, not to exceed one (1) year, and may return to the first available position in accordance with Section 12.2.

12.1.10 Failure to Return from Leave. Failure to return from a leave of absence on the date agreed upon, without prior written authorization, shall be considered an automatic resignation by the employee.

12.1.11 Union Steward Leave. The Hospital agrees to allow currently designated Union Shop Stewards up to ten (10) days of unpaid leave during the term of this Agreement for the purpose of

receiving Shop Steward Training provided and performed by the Union. The Employee Union Shop Steward may choose to use PTO for any of these days. The Training will be one (1) full day at a time. Employee Union Shop Stewards must submit a written request for leave to the department manager at least fourteen (14) days in advance of the leave date.

12.1.12 Washington Paid Family & Medical Leave. The Washington Paid Family & Medical Leave (PFML) Act establishes a State program that generally allows eligible employees to apply for State-provided income replacement benefits during a leave of up to 12 weeks (or under certain circumstances up to 18 weeks) for qualifying reasons. Leave that is compensated under the PFML program will run concurrently with all other applicable paid or unpaid leave types available in this Agreement or by law, including FMLA leave, to the maximum extent allowed by law. Employees will be responsible for the full employee premium share allowed by law, paid through payroll deduction. The Hospital will pay the remaining portion of the premium. Employees who receive State benefits under the PFML program will be allowed to use accrued sick leave or PTO time to supplement State payments, up to the employee's net weekly earnings based on the employee's budgeted FTE and regular rate of pay. Available accrued sick leave must be used before available PTO benefits. Employees must request supplemental use of sick leave or PTO time in writing through a process established by the Hospital and must provide appropriate information, including the date the employee became eligible for PFML benefits, documentation of the receipt of PFML payments, and the weekly benefit amount received. Supplemental sick leave and/or PTO payments will generally be paid within two pay periods of the employee's request and submission of required information and documentation.

The parties recognize that patient care needs must be given first priority when requests for leave are considered under this section, and approved leave will be contingent on the ability to safeguard patient care activities at the time the leave is taken as solely determined by the Hospital.

Subject to this advance notice requirement and scheduling and staffing requirements as solely determined by the Hospital, employees will be granted up to ten (10) shifts during the term of this Agreement with guaranteed same job back without loss of benefits/seniority accrued to the date such leave commences in accordance with the terms of the Agreements.

12.2 Return from Leave Rights. Employees shall return to a comparable position, providing they meet the terms of the leave described and outlined in the leave agreement. In the event an employee is unable to return to work within the specified time period of the described leave, the employee will be offered the first available comparable position for which the employee is qualified for a period not to exceed one (1) year. In the event there is more than one (1) employee on a leave or on layoff status, the position will be offered by seniority, providing skill, competence and ability are substantially equal.

ARTICLE 13 – EDUCATION

Part-time and full-time employees may be granted up to twenty-four (24) hours of paid educational time and up to \$150 per year for the purpose of attending educational offerings approved by the

Hospital, provided the number of employees wishing to attend does not jeopardize the hospital service. This shall not accrue from year to year.

ARTICLE 14 – LABOR-MANAGEMENT COMMITTEE

The Hospital, jointly and with elected representatives of the bargaining unit, shall establish a Labor-Management Committee to assist with personnel and other mutual problems. The purpose of the Labor-Management Committee shall be to foster improved communications between the Hospital and the employees. The function of the Labor-Management Committee shall be limited to an advisory, rather than a decision-making capacity. The Labor-Management Committee shall consist of three (3) representatives of the Hospital and three (3) representatives of the employees. The Labor-Management Committee shall establish a mutually agreeable meeting schedule. Employees shall be paid for attendance if meetings are scheduled during working hours. One of the Labor-Management Committee's Hospital representatives shall be the Director of Human Resources. All members of the Labor-Management Committee shall be employees of the Hospital. Within ninety (90) days of ratification, the Labor-Management Committee members shall participate in a joint training conducted by the Public Employment Relations Commission (PERC) on best practices of Labor-Management Committees. This training shall have no cost to the Hospital, other than the employees shall be paid for attendance if the training is scheduled during their work hours.

ARTICLE 15 – HEALTH AND SAFETY

15.1 Health and Safety. The Hospital 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.

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

15.3 Safety Committee. The Hospital has a Safety Committee composed of employee and Hospital representatives. The purpose of the Committee shall be pursuant to the requirements as specified by OSHA and WISHA. The Committee shall allow for proportionate membership representation of employee groups. Broad-based safety concerns of individual employees or employee groups may be addressed to the committee.

ARTICLE 16 – GRIEVANCE PROCEDURE

16.1 Grievance Defined. A grievance is a claim by an employee that the Hospital has breached, mis-interpreted, or mis-applied any provision of this Agreement.

16.2 Procedure to Present a Grievance. A grievance shall be processed in accordance with the following procedure:

Step 1 Employee-Immediate Supervisor

Grievances should be settled informally whenever possible. This is normally done at the first level of supervision. If an employee has a grievance the employee will first discuss it with the immediate supervisor within twenty-one (21) calendar days from the date the employee became aware of the alleged violation. The employee may request the attendance of a unit representative or Union representative. The immediate supervisor will have fourteen (14) calendar days to resolve the matter with the employee.

Step 2 Employee-Executive

Failing adjustment of the grievance to the employee's satisfaction in Step I, the employee and/or the Union on behalf of the employee shall submit the grievance in writing to the employee's Executive within fourteen (14) calendar days of the immediate supervisor's decision with a written statement presenting the facts, issues or reasoning with which the employee disagrees. A conference between the employee, a unit representative and/or Union representative and the Executive (or designee) will be held within fourteen (14) calendar days of receipt of the grievance. The Executive (or designee) will issue a written reply within fourteen (14) calendar days following the conference.

Step 3 Employee-Chief Executive Officer

Failing satisfactory adjustment in Step 2, the employee and the unit representative or Union representative may present the written grievance to the Chief Executive Officer of the Hospital (or designee) within fourteen (14) days of the Executive's decision with a written statement presenting the facts, issues or reasoning with which the employee disagrees. The employee, the unit representative, the Union representative, if the employee so desires, and the Chief Executive Officer (or designee) shall meet within fourteen (14) days of receipt of the grievance for the purpose of resolving the grievance. The Chief Executive Officer or designee will respond to the grievance in writing within seven (7) days following the meeting.

Step 4 Arbitration

Except for claims identified in Article 17.6, if the grievance is not settled on the basis of the foregoing procedures, the employee and/or the Union must submit the issue in writing to arbitration within ten (10) calendar days after the decision of the Hospital Chief Executive Officer at Step 3. After notification that the dispute is submitted for arbitration, the Hospital and the Union may attempt to agree on an arbitrator. If the Hospital and the Union fail to agree on an arbitrator, the parties shall alternate in striking a name from an FMCS list of seven (7) arbitrators until one (1) name remains. The person whose name remains shall be the arbitrator. 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 provision 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 the Hospital was not limited by this Agreement from taking the action grieved, the arbitrator shall

have no authority to limit the Hospital's action and shall not substitute her/his judgment for the Hospital's so long as that judgment was reasonably exercised. Any dismissal by the arbitrator, whether on the merits or on procedural grounds, shall bar any further arbitration. Each party shall bear one-half (1/2) of the fee of the arbitrator and any other expenses 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.

16.3 Back Pay. An employee who, through the grievance procedure, has been found to have been unjustly suspended or discharged, shall receive back pay at the regular rate of pay and, if regularly scheduled for work on the second or third shift, shift differential applicable to the regularly scheduled shift, for all time lost. Resolution of issues will include back pay and reinstatement with no loss of benefits or seniority.

16.4 Time Limits. By written mutual agreement, time limits specified herein may be extended.

ARTICLE 17 – GENERAL PROVISIONS

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

17.2 Hospital Rights. The Union recognizes the right of the Hospital to operate and manage the Hospital, including, but not limited to: the right to require reasonable standards of performance and to maintain order and efficiency; to direct employees and to determine job assignments in accordance with employee job classifications; to determine and assign essential job duties and to create and maintain job descriptions; to set working schedules; to determine the materials and the equipment to be used; to implement improved operational methods and procedures; to determine staffing requirements; to determine the kind and location of facilities; to determine whether the whole or any part of the operation shall continue to operate; to select, hire, assign, classify, train (including cross-training), and evaluate employees; to promote, discipline, and discharge employees for just cause; to lay off employees due to lack of work; to recall employees; to utilize the service of temporary personnel; and to promulgate rules, regulations and personnel policies, provided that those rules, regulations and personnel policies shall be for the intended purpose and necessary for the proper management of the Hospital. Insofar as these rules, regulations or personnel policies are in conflict with any provisions of this Agreement, this Agreement supersedes those rules, regulations and personnel policies. The Hospital acknowledges the obligation to bargain, to the extent required by law, with the Union on new issues that may arise after the ratification of this Agreement, provided that the issues have not been addressed in this Agreement or discussed during the bargaining process leading to the Agreement.

17.3 Rights of Employees. The Hospital recognizes the rights, powers, and duties of the Union to take such steps as it may deem advisable, pursuant to the procedures provided in this Agreement, for securing to the employees the compliance by the Hospital with the provisions of this Agreement and the redress of grievances that are recognized by the Hospital. The Union shall be required to follow current applicable federal and state laws relating to public employees.

17.4 Past Practices. With respect to working conditions not covered by this Agreement, past practices shall not be binding on the Hospital.

17.5 No Strike Clause. The parties to this Agreement realize that the Hospital and other health care institutions provide special and essential services to the community, and for this and other humanitarian reasons, it is the intent of the parties to settle disputes by the grievance procedure provided for herein. It is, therefore, agreed that during the term of this Agreement (a) the Hospital shall not lock out its employees and (b) neither the Union or the employees, nor their agents or other representatives shall, directly or indirectly, authorize, assist, encourage or participate in any way in any strike, including any sympathy strike, picketing, walkout, slowdown, boycott or other interference with the operations of the Hospital.

17.6 Nondiscrimination. The Hospital and the Union agree that conditions of employment shall be consistent with applicable federal, state and municipal laws regarding nondiscrimination.

17.7 Lawful Activities. No employee covered by this Agreement shall be discriminated against because of membership in the Union or lawful activities on behalf of the Union.

17.8 Discrimination Claims. Where remedies are provided by law to adjudicate discrimination claims, they shall be processed through Step 3 of the grievance procedure but not subject to binding arbitration.

17.9 Subcontracting. The Hospital reserves the right to make any and all contracts permitted by law and which it deems appropriate. However, the Hospital will not resort to contracting for services as a method of discriminating against the Union. In considering a decision to subcontract work, the Hospital will use fair and reasonable judgment to determine whether (1) a substantial reduction in operating costs can be accomplished and, (2) existing operations cannot practically and/or economically continue to be performed by existing employees. The Hospital will notify the Union in writing by certified mail at least ninety days in advance of anticipated decisions to award any subcontract that would reduce, terminate or cause to be laid off any employee covered by this Agreement. Said notice will state the reason, nature and scope of the proposed contract. The Hospital agrees to negotiate with the Union any and all effects of its subcontracting decision on the employees including layoffs and severance benefits. The Union will be granted a public hearing in regular Board session in order to present its concerns regarding any such proposal to contract service if a request for such a hearing is made in writing within forty-five (45) days of receiving the notice of the anticipated decision.

ARTICLE 18 – DURATION OF AGREEMENT

This Agreement shall become effective upon ratification of this Agreement by both parties and shall continue in full force and effect through and including September 30, 2022 and legal extensions. Should either party decide to modify or terminate this Agreement on the expiration date, it shall serve written notice on the other party no more than one hundred twenty (120) and no less than ninety (90) days prior to the date of expiration. The parties agree to commence bargaining no later than sixty (60) days before the expiration of the contract.

In the event of inadvertent failure by either party to give the notice set forth in this Article, such party may give notice at any time prior to the termination date of this Agreement.

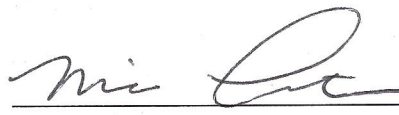
IN WITNESS WHEREOF, the parties have executed this Agreement this 19 day of February, 2020.

FOR EVERGREENHEALTH MONROE:

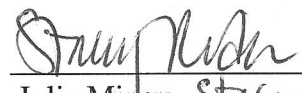
FOR UFCW LOCAL 21:



Lisa LaPlante
Chief Administrative Officer



Mia Contreras
Executive Vice President



~~Julie Minney~~ ~~Director Human Resources~~ *Stacy Kistner*
Interim, Manager - Human Resources

**MEMORANDUM OF UNDERSTANDING
ANTICOAGULATION MANAGEMENT CLINIC**

This Memorandum of Understanding (“MOU”) is between EvergreenHealth Monroe (“EHM” or “Hospital”) and United Food and Commercial Workers Union, Local 21 (“UFCW” or “Union”) regarding the Professional Technical Unit (“Pro-Tech Unit”).

The Hospital will maintain (1) copy of a general reference book for use by the Anticoagulation Pharmacists, such as “Anticoagulation Therapy: A Point of Care Guide” published by the American Society of Health-System Pharmacists (ASHP) or similar book.

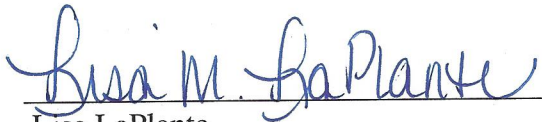
For each new hire full-time or part-time Pharmacist who is expected to see outpatients in the Anticoagulation Management Clinic, the Hospital will pay one of the following:

- The enrollment fee and appropriate wages (up to forty (40) hours total per employee) to participate in the University of Southern Indiana’s online “Anticoagulation Therapy Management Certification Program” each at separate times, or
- The registration fee and appropriate wages (up to sixteen (16) hours total per employee) to attend the Anticoagulation Clinic Forum (“AC Forum”)’s “Boot Camp.”

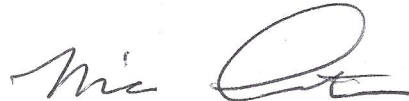
Every other year, the Hospital shall pay the registration fee for the AC Forum’s “Boot Camp” for one (1) of the current full-time or part-time Pharmacists who are expected to see outpatients in the Anticoagulation Management Clinic, as a refresher course in order to maintain best practices and excellent patient care.

FOR EVERGREENHEALTH MONROE:

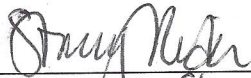
FOR UFCW LOCAL 21:



Lisa LaPlante
Chief Administrative Officer



Mia Contreras
Executive Vice President



~~Julie Miney~~ *Stacy Riden*
~~Director Human Resources~~

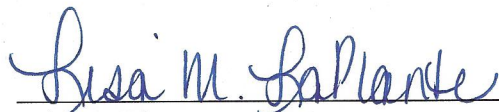
interim manager - Human Resources

**MEMORANDUM OF UNDERSTANDING
PEBB RETIREE MEDICAL**

Within a reasonable time after ratification, the Hospital will arrange for free consultation with the Hospital's insurance broker and its insurance affiliates for former bargaining unit members on the PEBB medical retirement plan. The purpose of the meeting will be to discuss options for replacement coverage, preferably with comparable benefits and costs to the PEBB plan.

FOR EVERGREENHEALTH MONROE:

FOR UFCW LOCAL 21:



Lisa LaPlante
Chief Administrative Officer



Mia Contreras
Executive Vice President



~~Julie Mincy~~ *Stacey Kwon*
~~Director - Human Resources~~

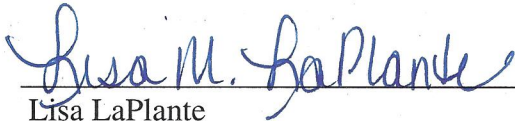
Interim Manager - Human Resources

**MEMORANDUM OF UNDERSTANDING
TRANSITION TO STEP 21**

All full-time or part-time employees who are at Step 20 at the time of ratification of the 2019-2022 Agreement will have their anniversary date reset as the date of ratification for the purpose of Article 8.14 Anniversary/Step Increase only. As long as such employees are continuously employed as full-time or part-time employees, they will be moved to Step 21 and receive a step increase on the first full pay period one year after ratification.

FOR EVERGREENHEALTH MONROE:

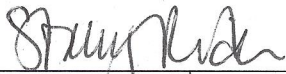
FOR UFCW LOCAL 21:



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Mia Contreras
Executive Vice President



~~Julie Mince~~ Stacey Tilden
~~Director - Human Resources~~
interim manager - Human Resources

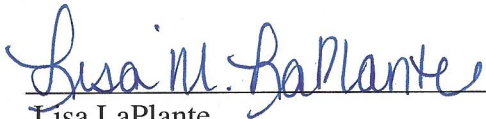
**MEMORANDUM OF UNDERSTANDING
EFFICIENT NEGOTIATION AND RATIFICATION BONUS**

This Memorandum of Understanding (“MOU”) is between EvergreenHealth Monroe (“EHM” or “Hospital”) and United Food and Commercial Workers Union, Local 21 (“UFCW” or “Union”) regarding the Professional Technical Unit (“Pro-Tech Unit”).

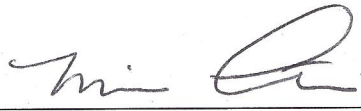
If the Tentative Agreements last reached on September 19, 2019 are ratified on or before October 4, 2019 by the Pro-Tech Unit, and subsequently by the Board of the Hospital, 0.9 FTE and above bargaining unit employees covered by the Final Agreement shall receive a two hundred and fifty dollar (\$250) signing bonus, paid on the first regular payroll after the contract is ratified. The signing bonus will only be paid if the employee is employed by the Hospital when the bonus is payable. Such bonus will be pro-rated for bargaining unit employees with an FTE of less than 1.0. For the purpose of this Memorandum of Understanding, FTE level will be calculated as of the date of ratification by the bargaining unit. Per diem employees will receive a signing bonus equivalent to a 0.2 FTE employee unless they have worked more than a 0.5 FTE in the twelve months preceding this agreement, in which case they will receive a bonus equivalent to a 0.5 FTE.

FOR EVERGREENHEALTH MONROE:

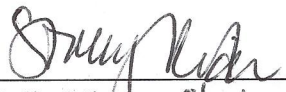
FOR UFCW LOCAL 21:



Lisa LaPlante
Chief Administrative Officer



Mia Contreras
Executive Vice President



~~Julie Mincy~~ *Staley Riden*
~~Director - Human Resources~~
interim Manager - Human Resources

**MEMORANDUM OF UNDERSTANDING
GROUP HEALTH INSURANCE PLAN YEAR 2020, 2021, 2022, 2023 DEPENDENT
COVERAGE PREMIUM COST INCREASES**

For group health insurance plan years 2020, 2021, 2022, and 2023 the Parties agree that notwithstanding any contrary provision in Section 11.1 if employee-plus-dependent coverage premium costs increase by up to 5% from the prior plan year, such increased premium cost of employee-plus-dependent coverage will be borne by the Hospital and employees in the same proportion as employee-plus-dependent coverage premium contributions are shared under Section 11.1. If employee-plus-dependent coverage premium costs increase by more than 5% from the prior plan year, the amount of the premium cost increase that is in excess of 5% will be borne by the Hospital.

For group health insurance plan years 2020, 2021, 2022, and 2023 the Parties agree that notwithstanding any contrary provision in Section 11.1 deductibles, out-of-pocket maximums, co-insurance rates, and co-pays will remain at 2020 plan year levels, unless a change is required by the group health insurance provider. In the event a change to deductibles, out-of-pocket maximums, co-insurance rates, and co-pays is required by the group health insurance provider, the Employer will give notice to the Union and upon request will meet to discuss the change and possible alternatives.

This MOU will expire of its own accord at the conclusion of the 2023 group health insurance plan year and will not apply to later plan years.

Position	Base	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21
Breast Program Coordinator	\$29.95	\$30.64	\$31.33	\$32.04	\$32.75	\$33.51	\$34.24	\$35.02	\$35.81	\$36.62	\$37.43	\$38.28	\$39.06	\$40.02	\$40.92	\$41.85	\$42.79	\$43.75	\$44.73	\$45.73	\$46.72	\$47.43
Certified Respiratory Therapist	\$22.86	\$23.37	\$24.12	\$24.71	\$25.32	\$25.95	\$26.57	\$27.21	\$27.88	\$28.27	\$29.24	\$29.95	\$30.66	\$31.42	\$32.16	\$32.94	\$33.72	\$34.41	\$35.36	\$36.15	\$36.95	\$37.50
Certified Respiratory Therapist - Per Diem	\$25.60	\$26.18	\$27.02	\$27.67	\$28.36	\$29.06	\$29.76	\$30.48	\$31.23	\$31.67	\$32.75	\$33.55	\$34.34	\$35.18	\$36.02	\$36.89	\$37.77	\$38.54	\$39.60	\$40.49	\$41.38	\$42.00
Certified Surgical Tech	\$22.78	\$23.19	\$23.70	\$24.27	\$24.77	\$25.34	\$25.92	\$26.47	\$27.09	\$27.70	\$28.31	\$28.95	\$29.61	\$30.28	\$30.94	\$31.66	\$32.35	\$33.10	\$33.94	\$34.61	\$35.35	\$35.88
Certified Surgical Tech - Per Diem	\$25.51	\$25.97	\$26.54	\$27.18	\$27.74	\$28.38	\$29.03	\$29.65	\$30.34	\$31.03	\$31.71	\$32.43	\$33.16	\$33.91	\$34.66	\$35.46	\$36.23	\$37.07	\$38.01	\$38.77	\$39.60	\$40.19
Chemical Dependency Counselor	\$22.02	\$22.53	\$23.02	\$23.55	\$24.07	\$24.67	\$25.15	\$25.73	\$26.31	\$26.90	\$27.50	\$28.13	\$28.78	\$29.40	\$30.08	\$30.75	\$31.45	\$32.15	\$32.85	\$33.61	\$34.36	\$34.88
Chemical Dependency Counselor - Per Diem	\$24.66	\$25.23	\$25.78	\$26.37	\$26.96	\$27.63	\$28.17	\$28.82	\$29.46	\$30.13	\$30.80	\$31.50	\$32.23	\$32.92	\$33.69	\$34.43	\$35.22	\$36.00	\$36.79	\$37.64	\$38.48	\$39.06
Clinical Dietitian	\$25.75	\$26.34	\$26.99	\$27.53	\$28.14	\$28.79	\$29.45	\$30.18	\$30.78	\$31.47	\$32.16	\$32.90	\$33.62	\$34.38	\$35.17	\$35.96	\$36.76	\$37.60	\$38.45	\$39.54	\$40.18	\$40.78
Clinical Dietitian - Per Diem	\$28.84	\$29.50	\$30.22	\$30.84	\$31.52	\$32.24	\$32.98	\$33.80	\$34.47	\$35.24	\$36.02	\$36.85	\$37.65	\$38.51	\$39.40	\$40.27	\$41.17	\$42.11	\$43.06	\$44.29	\$45.00	\$45.68
Counselor Intern	\$16.86	\$17.28	\$17.71	\$18.15	\$18.60	\$19.07	\$19.55	\$20.03	\$20.53	\$21.16	\$21.58	\$22.10	\$22.65	\$23.23	\$23.81	\$24.42	\$25.01	\$25.64	\$26.29	\$26.93	\$27.61	\$28.03
Counselor Intern - Per Diem	\$18.88	\$19.36	\$19.83	\$20.33	\$20.83	\$21.35	\$21.90	\$22.44	\$22.99	\$23.69	\$24.17	\$24.76	\$25.37	\$26.01	\$26.67	\$27.35	\$28.01	\$28.71	\$29.44	\$30.17	\$30.93	\$31.39
CT Tech	\$29.80	\$30.46	\$31.14	\$31.84	\$32.56	\$33.29	\$34.03	\$34.45	\$35.59	\$36.39	\$37.20	\$38.05	\$38.90	\$39.77	\$40.67	\$41.59	\$42.51	\$43.48	\$44.47	\$45.45	\$46.45	\$47.15
CT Tech - Per Diem	\$33.37	\$34.11	\$34.87	\$35.66	\$36.47	\$37.28	\$38.11	\$38.59	\$39.86	\$40.76	\$41.67	\$42.61	\$43.57	\$44.54	\$45.56	\$46.58	\$47.61	\$48.69	\$49.80	\$50.91	\$52.03	\$52.81
Endoscopy Tech	\$20.15	\$20.67	\$21.18	\$21.72	\$22.19	\$22.86	\$23.43	\$24.05	\$24.66	\$25.30	\$25.95	\$26.59	\$27.24	\$27.94	\$28.64	\$29.36	\$30.09	\$30.85	\$31.62	\$32.40	\$33.22	\$33.72
Endoscopy Tech - Per Diem	\$22.56	\$23.15	\$23.72	\$24.33	\$24.85	\$25.60	\$26.24	\$26.94	\$27.62	\$28.33	\$29.06	\$29.79	\$30.51	\$31.30	\$32.08	\$32.88	\$33.70	\$34.55	\$35.42	\$36.29	\$37.20	\$37.76
Graduate Pharmacist	\$33.04	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Graduate Pharmacist - Per Diem	\$37.01	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Imaging Coordinator	\$35.27	\$36.07	\$36.88	\$37.73	\$38.56	\$39.43	\$40.33	\$41.22	\$42.17	\$43.12	\$44.07	\$45.07	\$46.08	\$47.12	\$48.17	\$49.26	\$50.37	\$51.51	\$51.63	\$53.84	\$55.04	\$55.87
Imaging Coordinator - Per Diem	\$39.50	\$40.40	\$41.31	\$42.26	\$43.19	\$44.16	\$45.17	\$46.17	\$47.23	\$48.29	\$49.36	\$50.48	\$51.61	\$52.78	\$53.95	\$55.18	\$56.41	\$57.69	\$57.83	\$60.30	\$61.65	\$62.57
Lead CT Tech	\$31.30	\$31.96	\$32.64	\$33.34	\$34.06	\$34.79	\$35.53	\$35.95	\$37.09	\$37.89	\$38.70	\$39.55	\$40.40	\$41.27	\$42.17	\$43.09	\$44.01	\$44.98	\$45.97	\$46.95	\$47.95	\$50.17
Mammography Tech	\$27.23	\$27.85	\$28.48	\$29.13	\$29.78	\$30.47	\$31.13	\$31.84	\$32.56	\$33.29	\$34.03	\$34.80	\$35.37	\$36.38	\$37.20	\$38.05	\$38.90	\$39.77	\$40.66	\$41.57	\$42.48	\$43.11
Mammography Tech - Per Diem	\$30.50	\$31.19	\$31.90	\$32.62	\$33.35	\$34.12	\$34.86	\$35.66	\$36.47	\$37.28	\$38.11	\$38.98	\$39.61	\$40.75	\$41.67	\$42.61	\$43.57	\$44.54	\$45.54	\$46.56	\$47.57	\$48.29
Medical Laboratory Scientist (MLS)	\$25.75	\$26.34	\$26.99	\$27.53	\$28.14	\$28.79	\$29.44	\$30.18	\$30.78	\$31.47	\$32.16	\$32.90	\$33.62	\$34.38	\$35.17	\$35.96	\$36.76	\$37.60	\$38.45	\$39.54	\$40.18	\$40.78
Medical Laboratory Scientist (MLS) - Per Diem	\$28.84	\$29.50	\$30.22	\$30.84	\$31.52	\$32.24	\$32.98	\$33.80	\$34.47	\$35.24	\$36.02	\$36.85	\$37.65	\$38.51	\$39.40	\$40.27	\$41.17	\$42.11	\$43.06	\$44.29	\$45.00	\$45.68
Medical Laboratory Tech (MLT)	\$21.72	\$22.24	\$22.73	\$23.23	\$23.76	\$24.29	\$24.84	\$25.40	\$25.97	\$26.45	\$27.16	\$27.77	\$28.38	\$29.02	\$29.67	\$30.35	\$31.02	\$31.71	\$32.56	\$33.17	\$33.90	\$34.41
Medical Laboratory Tech (MLT) - Per Diem	\$24.33	\$24.91	\$25.46	\$26.01	\$26.61	\$27.20	\$27.82	\$28.45	\$29.08	\$29.62	\$30.42	\$31.10	\$31.78	\$32.50	\$33.24	\$34.00	\$34.75	\$35.52	\$36.47	\$37.15	\$37.96	\$38.53
MRI Tech	\$30.94	\$31.64	\$32.35	\$33.09	\$33.83	\$34.59	\$35.37	\$36.16	\$36.99	\$37.82	\$38.67	\$39.52	\$40.42	\$41.34	\$42.26	\$43.21	\$44.19	\$45.19	\$46.20	\$47.23	\$48.28	\$49.00
MRI Tech - Per Diem	\$34.65	\$35.44	\$36.23	\$37.07	\$37.88	\$38.74	\$39.61	\$40.50	\$41.43	\$42.36	\$43.31	\$44.26	\$45.27	\$46.31	\$47.33	\$48.39	\$49.49	\$50.61	\$51.74	\$52.89	\$54.07	\$54.88
Nuclear Medicine Technologist	\$33.21	\$33.96	\$34.80	\$35.59	\$36.39	\$37.20	\$38.04	\$38.90	\$39.77	\$40.66	\$41.59	\$42.52	\$43.47	\$44.56	\$45.57	\$46.59	\$47.64	\$48.71	\$49.80	\$50.92	\$52.08	\$52.86
Nuclear Medicine Technologist - Per Diem	\$37.19	\$38.03	\$38.98	\$39.86	\$40.76	\$41.67	\$42.60	\$43.57	\$44.54	\$45.54	\$46.58	\$47.62	\$48.68	\$49.90	\$51.04	\$52.18	\$53.35	\$54.55	\$55.78	\$57.03	\$58.33	\$59.20
Pharmacist	\$52.31	\$53.32	\$54.13	\$54.94	\$55.76	\$57.14	\$58.60	\$60.05	\$60.96	\$62.93	n/a	\$65.44	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Pharmacist - Per Diem	\$58.59	\$59.72	\$60.62	\$61.53	\$62.46	\$64.00	\$65.63	\$67.25	\$68.27	\$69.26	\$70.48	n/a	\$73.29	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Pharmacy Intern	\$18.17	\$19.27	\$20.37	\$21.48	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Pharmacy Intern - Per Diem	\$20.35	\$21.58	\$22.82	\$24.05	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Pharmacy Tech A	\$19.11	\$19.53	\$19.97	\$20.40	\$20.87	\$21.34	\$21.84	\$22.32	\$22.82	\$23.33	\$23.85	\$24.39	\$24.95	\$25.49	\$26.08	\$26.67	\$27.24	\$27.88	\$28.50	\$29.14	\$29.78	\$30.22
Pharmacy Tech A - Per Diem	\$21.40	\$21.87	\$22.37	\$22.85	\$23.37	\$23.90	\$24.46	\$25.00	\$25.56	\$26.13	\$26.72	\$27.32	\$27.94	\$28.55	\$29.21	\$29.87	\$30.51	\$31.23	\$31.92	\$32.64	\$33.35	\$33.85
Physical Therapist	\$35.14	\$35.93	\$36.73	\$37.56	\$38.42	\$39.29	\$40.17	\$41.07	\$41.99	\$42.94	\$43.89	\$44.88	\$45.90	\$46.93	\$47.96	\$49.08	\$50.16	\$51.30	\$52.46	\$53.63	\$54.81	\$55.63
Physical Therapist - Per Diem	\$39.36	\$40.24	\$41.14	\$42.07	\$43.03	\$44.01	\$44.99	\$45.99	\$47.03	\$48.09	\$49.15	\$50.26	\$51.40	\$52.56	\$53.71	\$54.97	\$56.18	\$57.46	\$58.75	\$60.07	\$61.38	\$62.30
Physical Therapy Assistant	\$20.04	\$20.50	\$20.95	\$21.41	\$21.91	\$22.40	\$22.90	\$23.42	\$23.94	\$24.47	\$25.04	\$25.18	\$26.17	\$26.76	\$27.35	\$27.99	\$28.60	\$29.25	\$29.67	\$30.58	\$31.25	\$31.72
Physical Therapy Assistant - Per Diem	\$22.45	\$22.96	\$23.46	\$23.98	\$24.54	\$25.09	\$25.64	\$26.23	\$26.81	\$27.41	\$28.04	\$28.21	\$29.31	\$29.97	\$30.63	\$31.34	\$32.04	\$32.76	\$33.24	\$34.25	\$35.00	\$35.53
Physical Therapist Coordinator	\$38.66	\$39.52	\$40.41	\$41.32	\$42.26	\$43.23	\$44.19	\$45.18	\$46.20	\$47.24	\$48.28	\$49.37	\$50.48	\$51.62	\$52.75	\$53.98	\$55.19	\$56.43	\$57.70	\$59.00	\$60.29	\$61.19
Radiology Tech	\$25.62	\$26.19	\$26.77	\$27.37	\$28.00	\$28.63	\$29.26	\$29.93	\$30.59	\$31.28	\$31.99	\$32.70	\$33.44	\$34.20	\$34.97	\$35.76	\$36.58	\$37.38	\$38.23	\$39.08	\$39.94	\$40.54
Radiology Tech - Per Diem	\$28.69	\$29.34	\$29.98	\$30.65	\$31.35	\$32.07	\$32.77	\$33.52	\$34.26	\$35.03	\$35.83	\$36.63	\$37.46	\$38.30	\$39.16	\$40.05	\$40.96	\$41.86	\$42.82	\$43.77	\$44.74	\$45.41
Registered Respiratory Therapist	\$25.12	\$25.71	\$26.27	\$26.86	\$27.47	\$28.09	\$28.72	\$29.37	\$30.02	\$30.69	\$31.38	\$32.09	\$32.82	\$33.56	\$34.32	\$35.08	\$35.87	\$36.65	\$37.49	\$38.34	\$39.19	\$39.78
Registered Respiratory Therapist - Per Diem	\$28.14	\$28.79	\$29.42	\$30.09	\$30.77	\$31.46	\$32.16	\$32.89	\$33.63	\$34.38	\$35.15	\$35.95	\$36.75	\$37.58	\$38.44	\$39.29	\$40.18	\$41.05	\$41.99	\$42.94	\$43.89	\$44.55
Respiratory Therapist Coordinator	\$26.38	\$26.98	\$27.58	\$28.21	\$28.83	\$29.51	\$30.16	\$30.84	\$31.52	\$32.24	\$32.96	\$33.70	\$34.45	\$35.24	\$36.01	\$36.84	\$37.68	\$38.51	\$39.38	\$40.27	\$41.15	\$41.77
Respiratory Therapist Coordinator - Per Diem	\$29.54	\$30.21	\$30.89	\$31.60	\$32.29	\$33.05	\$33.78	\$34.54	\$35.30	\$36.11	\$36.92	\$37.75	\$38.59	\$39.46	\$40.33	\$41.26	\$42.20	\$43.13	\$44.10	\$45.11	\$46.09	\$46.78
Surgical Tech	\$21.56	\$22.04	\$22.52	\$23.03	\$23.30	\$24.06	\$24.62	\$25.18	\$25.75	\$26.34	\$26.77	\$27.53	\$28.14	\$28.79	\$29.43	\$30.08	\$30.77	\$31.46	\$32.15	\$32.88	\$33.61	\$34.11
Surgical Tech - Per Diem	\$24.15	\$24.69	\$25.23	\$25.79	\$26.10	\$26.95	\$27.58	\$28.20	\$28.85	\$29.50	\$29.98	\$30.83	\$31.52	\$32.25	\$32.96	\$33.69	\$34.47	\$35.23	\$36.01	\$36.83	\$37.64	\$38.21
Ultrasonographer	\$32.02	\$32.75	\$33.49	\$34.24	\$35.02	\$35.79	\$36.60	\$37.42	\$38.25	\$39.12	\$40.01	\$40.91	\$41.83	\$42.78	\$43.73	\$44.72	\$45.73	\$46.75	\$47.80	\$48.86	\$49.96	\$50.70
Ultrasonographer - Per Diem	\$35.87	\$36.68	\$37.50	\$38.35	\$39.22	\$40.09	\$40.99	\$41.91	\$42.84	\$43.81	\$44.81	\$45.82	\$46.85	\$47.91	\$48.98	\$50.09	\$51.22	\$52.36	\$53.54	\$54.73	\$55.95	\$56.79

Effective October 27, 2019
3.0% across-the-board increase and Surgical
Techs additional 4%

Position	Base	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21
Breast Program Coordinator	\$29.88	\$30.56	\$31.26	\$31.97	\$32.67	\$33.43	\$34.15	\$34.94	\$35.73	\$36.53	\$37.34	\$38.19	\$38.81	\$39.92	\$40.82	\$41.75	\$42.69	\$43.64	\$44.62	\$45.62	\$46.61	\$47.31
Certified Respiratory Therapist	\$23.49	\$24.01	\$24.78	\$25.39	\$26.02	\$26.66	\$27.30	\$28.02	\$28.65	\$29.05	\$30.04	\$30.77	\$31.50	\$32.28	\$33.04	\$33.85	\$34.65	\$35.36	\$36.33	\$37.14	\$37.97	\$38.53
Certified Respiratory Therapist - Per Diem	\$26.31	\$26.89	\$27.76	\$28.44	\$29.14	\$29.86	\$30.58	\$31.38	\$32.08	\$32.53	\$33.65	\$34.47	\$35.28	\$36.16	\$37.01	\$37.91	\$38.80	\$39.60	\$40.69	\$41.60	\$42.52	\$43.16
Certified Surgical Tech	\$23.41	\$23.83	\$24.35	\$24.94	\$25.45	\$26.04	\$26.63	\$27.20	\$27.83	\$28.46	\$29.09	\$29.75	\$30.42	\$31.11	\$31.79	\$32.53	\$33.24	\$34.01	\$34.87	\$35.56	\$36.32	\$36.87
Certified Surgical Tech - Per Diem	\$26.22	\$26.69	\$27.27	\$27.93	\$28.51	\$29.16	\$29.83	\$30.46	\$31.18	\$31.88	\$32.58	\$33.32	\$34.08	\$34.85	\$35.61	\$36.43	\$37.23	\$38.09	\$39.06	\$39.83	\$40.68	\$41.29
Chemical Dependency Counselor	\$22.63	\$23.15	\$23.65	\$24.20	\$24.73	\$25.35	\$25.84	\$26.44	\$27.03	\$27.64	\$28.26	\$28.90	\$29.57	\$30.21	\$30.91	\$31.60	\$32.31	\$33.03	\$33.75	\$34.53	\$35.30	\$35.84
Chemical Dependency Counselor - Per Diem	\$25.34	\$25.93	\$26.49	\$27.10	\$27.70	\$28.39	\$28.94	\$29.61	\$30.28	\$30.96	\$31.65	\$32.37	\$33.12	\$33.83	\$34.62	\$35.39	\$36.19	\$37.00	\$37.80	\$38.68	\$39.54	\$40.14
Clinical Dietitian	\$26.46	\$27.06	\$27.73	\$28.29	\$28.91	\$29.58	\$30.26	\$31.01	\$31.63	\$32.34	\$33.04	\$33.80	\$34.54	\$35.33	\$36.14	\$36.95	\$37.77	\$38.63	\$39.51	\$40.63	\$41.28	\$41.90
Clinical Dietitian - Per Diem	\$29.63	\$30.31	\$31.06	\$31.68	\$32.38	\$33.13	\$33.89	\$34.73	\$35.42	\$36.22	\$37.01	\$37.86	\$38.69	\$39.56	\$40.47	\$41.38	\$42.30	\$43.27	\$44.25	\$45.50	\$46.24	\$46.93
Counselor Intern	\$17.32	\$17.76	\$18.20	\$18.65	\$19.11	\$19.59	\$20.09	\$20.58	\$21.09	\$21.74	\$22.17	\$22.71	\$23.27	\$23.87	\$24.46	\$25.09	\$25.70	\$26.35	\$27.01	\$27.67	\$28.37	\$28.80
Counselor Intern - Per Diem	\$19.40	\$19.89	\$20.38	\$20.89	\$21.40	\$21.95	\$22.50	\$23.05	\$23.63	\$24.35	\$24.83	\$25.43	\$26.07	\$26.73	\$27.40	\$28.10	\$28.78	\$29.51	\$30.25	\$30.99	\$31.77	\$32.26
CT Tech	\$30.62	\$31.30	\$32.00	\$32.72	\$33.46	\$34.21	\$34.97	\$35.40	\$36.57	\$37.39	\$38.22	\$39.56	\$39.97	\$40.86	\$41.79	\$42.73	\$43.68	\$44.68	\$45.69	\$46.70	\$47.73	\$48.45
CT Tech - Per Diem	\$34.29	\$35.05	\$35.84	\$36.64	\$37.47	\$38.31	\$39.16	\$39.65	\$40.96	\$41.88	\$42.81	\$44.31	\$44.77	\$45.77	\$46.80	\$47.86	\$48.92	\$50.04	\$51.18	\$52.30	\$53.45	\$54.26
Endoscopy Tech	\$20.70	\$21.24	\$21.76	\$22.32	\$22.80	\$23.49	\$24.07	\$24.71	\$25.34	\$26.00	\$26.66	\$27.32	\$27.99	\$28.71	\$29.43	\$30.17	\$30.92	\$31.70	\$32.49	\$33.29	\$34.13	\$34.65
Endoscopy Tech - Per Diem	\$23.19	\$23.79	\$24.37	\$25.00	\$25.54	\$26.31	\$26.96	\$27.68	\$28.38	\$29.12	\$29.86	\$30.60	\$31.35	\$32.15	\$32.96	\$33.79	\$34.63	\$35.50	\$36.39	\$37.29	\$38.23	\$38.80
Graduate Pharmacist	\$33.95	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Graduate Pharmacist - Per Diem	\$38.02	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Imaging Coordinator	\$36.24	\$37.06	\$37.89	\$38.77	\$39.62	\$40.51	\$41.44	\$42.35	\$43.33	\$44.31	\$45.28	\$46.31	\$47.35	\$48.42	\$49.49	\$50.61	\$51.76	\$52.93	\$53.05	\$55.32	\$56.55	\$57.41
Imaging Coordinator - Per Diem	\$40.59	\$41.51	\$42.44	\$43.42	\$44.37	\$45.38	\$46.41	\$47.44	\$48.53	\$49.62	\$50.72	\$51.87	\$53.03	\$54.23	\$55.43	\$56.69	\$57.97	\$59.28	\$59.42	\$61.96	\$63.34	\$64.30
Mammography Tech	\$27.98	\$28.62	\$29.26	\$29.93	\$30.60	\$31.31	\$31.99	\$32.72	\$33.46	\$34.21	\$34.97	\$35.76	\$36.34	\$37.38	\$38.22	\$39.10	\$39.97	\$40.86	\$41.78	\$42.71	\$43.65	\$44.30
Mammography Tech - Per Diem	\$31.34	\$32.05	\$32.77	\$33.52	\$34.27	\$35.06	\$35.82	\$36.64	\$37.47	\$38.31	\$39.16	\$40.05	\$40.70	\$41.87	\$42.81	\$43.79	\$44.77	\$45.77	\$46.79	\$47.84	\$48.89	\$49.61
Medical Laboratory Scientist (MLS)	\$26.46	\$27.06	\$27.73	\$28.29	\$28.91	\$29.58	\$30.25	\$31.01	\$31.63	\$32.34	\$33.04	\$33.80	\$34.54	\$35.33	\$36.14	\$36.95	\$37.77	\$38.63	\$39.51	\$40.63	\$41.28	\$41.90
Medical Laboratory Scientist (MLS) - Per Diem	\$29.63	\$30.31	\$31.06	\$31.68	\$32.38	\$33.13	\$33.88	\$34.73	\$35.42	\$36.22	\$37.01	\$37.86	\$38.69	\$39.56	\$40.47	\$41.38	\$42.30	\$43.27	\$44.25	\$45.50	\$46.24	\$46.93
Medical Laboratory Tech (MLT)	\$22.32	\$22.85	\$23.36	\$23.87	\$24.41	\$24.96	\$25.52	\$26.10	\$26.68	\$27.18	\$27.91	\$28.53	\$29.16	\$29.82	\$30.49	\$31.18	\$31.87	\$32.58	\$33.46	\$34.08	\$34.83	\$35.36
Medical Laboratory Tech (MLT) - Per Diem	\$25.00	\$25.59	\$26.16	\$26.73	\$27.34	\$27.95	\$28.59	\$29.23	\$29.89	\$30.44	\$31.26	\$31.96	\$32.66	\$33.40	\$34.14	\$34.93	\$35.70	\$36.49	\$37.47	\$38.17	\$39.01	\$39.60
MRI Tech	\$31.79	\$32.51	\$33.24	\$34.00	\$34.76	\$35.54	\$36.34	\$37.15	\$38.01	\$38.86	\$39.73	\$40.61	\$41.53	\$42.48	\$43.42	\$44.40	\$45.41	\$46.43	\$47.47	\$48.53	\$49.61	\$50.35
MRI Tech - Per Diem	\$35.61	\$36.41	\$37.23	\$38.08	\$38.93	\$39.81	\$40.70	\$41.61	\$42.57	\$43.52	\$44.50	\$45.48	\$46.52	\$47.57	\$48.63	\$49.73	\$50.85	\$52.00	\$53.17	\$54.35	\$55.56	\$56.39
Nuclear Medicine Technologist	\$34.12	\$34.89	\$35.76	\$36.57	\$37.39	\$38.22	\$39.09	\$39.97	\$40.86	\$41.78	\$42.73	\$43.69	\$44.67	\$45.79	\$46.82	\$47.87	\$48.95	\$50.05	\$51.17	\$52.32	\$53.51	\$54.31
Nuclear Medicine Technologist - Per Diem	\$38.22	\$39.08	\$40.05	\$40.96	\$41.88	\$42.81	\$43.78	\$44.77	\$45.77	\$46.79	\$47.86	\$48.93	\$50.03	\$51.28	\$52.44	\$53.62	\$54.82	\$56.06	\$57.31	\$58.60	\$59.93	\$60.83
Pharmacist	\$53.75	\$54.79	\$55.62	\$56.45	\$57.29	\$58.71	\$60.21	\$61.70	\$62.64	\$63.54	\$64.66	n/a	\$67.24	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Pharmacist - Per Diem	\$60.20	\$61.36	\$62.29	\$63.22	\$64.17	\$65.76	\$67.44	\$69.11	\$70.15	\$71.17	\$72.42	n/a	\$75.31	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Pharmacy Intern	\$18.67	\$19.80	\$20.93	\$22.07	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Pharmacy Intern - Per Diem	\$20.91	\$22.18	\$23.44	\$24.72	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Pharmacy Tech A	\$19.64	\$20.07	\$20.52	\$20.96	\$21.44	\$21.93	\$22.44	\$22.93	\$23.45	\$23.97	\$24.51	\$25.06	\$25.64	\$26.19	\$26.80	\$27.40	\$27.99	\$28.65	\$29.28	\$29.94	\$30.60	\$31.05
Pharmacy Tech A - Per Diem	\$21.99	\$22.48	\$22.98	\$23.48	\$24.02	\$24.56	\$25.13	\$25.69	\$26.26	\$26.85	\$27.45	\$28.07	\$28.71	\$29.33	\$30.01	\$30.69	\$31.35	\$32.08	\$32.80	\$33.53	\$34.27	\$34.78
Physical Therapist	\$36.11	\$36.92	\$37.74	\$38.59	\$39.48	\$40.37	\$41.27	\$42.20	\$43.14	\$44.12	\$45.10	\$46.11	\$47.16	\$48.22	\$49.28	\$50.43	\$51.54	\$52.71	\$53.90	\$55.10	\$56.32	\$57.16
Physical Therapist - Per Diem	\$40.44	\$41.35	\$42.27	\$43.22	\$44.21	\$45.21	\$46.23	\$47.26	\$48.32	\$49.42	\$50.51	\$51.65	\$52.82	\$54.01	\$55.19	\$56.48	\$57.72	\$59.04	\$60.37	\$61.72	\$63.08	\$64.02
Physical Therapy Assistant	\$20.59	\$21.06	\$21.53	\$22.00	\$22.51	\$23.02	\$23.53	\$24.06	\$24.60	\$25.14	\$25.73	\$25.87	\$26.89	\$27.50	\$28.10	\$28.76	\$29.39	\$30.05	\$30.49	\$31.42	\$32.11	\$32.59
Physical Therapy Assistant - Per Diem	\$23.06	\$23.59	\$24.11	\$24.64	\$25.21	\$25.78	\$26.35	\$26.95	\$27.55	\$28.16	\$28.82	\$28.98	\$30.12	\$30.80	\$31.47	\$32.21	\$32.91	\$33.66	\$34.14	\$35.19	\$35.96	\$36.50
Physical Therapist Coordinator	\$39.72	\$40.61	\$41.52	\$42.46	\$43.42	\$44.42	\$45.41	\$46.42	\$47.47	\$48.54	\$49.61	\$50.73	\$51.87	\$53.04	\$54.20	\$55.46	\$56.71	\$57.98	\$59.29	\$60.62	\$61.95	\$62.87
Radiology Tech	\$26.32	\$26.91	\$27.51	\$28.12	\$28.77	\$29.42	\$30.06	\$30.75	\$31.43	\$32.14	\$32.87	\$33.60	\$34.36	\$35.14	\$35.93	\$36.74	\$37.59	\$38.41	\$39.28	\$40.15	\$41.04	\$41.65
Radiology Tech - Per Diem	\$29.48	\$30.14	\$30.81	\$31.50	\$32.22	\$32.95	\$33.67	\$34.44	\$35.20	\$36.00	\$36.81	\$37.63	\$38.48	\$39.36	\$40.24	\$41.15	\$42.10	\$43.02	\$44.00	\$44.97	\$45.96	\$46.65
Registered Respiratory Therapist	\$25.81	\$26.42	\$26.99	\$27.60	\$28.23	\$28.86	\$29.51	\$30.18	\$30.85	\$31.53	\$32.24	\$32.97	\$33.72	\$34.48	\$35.26	\$36.04	\$36.86	\$37.66	\$38.52	\$39.39	\$40.27	\$40.87
Registered Respiratory Therapist - Per Diem	\$28.91	\$29.59	\$30.23	\$30.91	\$31.61	\$32.33	\$33.05	\$33.80	\$34.55	\$35.32	\$36.11	\$36.93	\$37.77	\$38.62	\$39.50	\$40.37	\$41.28	\$42.18	\$43.14	\$44.12	\$45.10	\$45.78
Respiratory Therapist Coordinator	\$27.11	\$27.72	\$28.34	\$28.99	\$29.62	\$30.32	\$30.99	\$31.69	\$32.39	\$33.13	\$33.87	\$34.63	\$35.40	\$36.21	\$37.00	\$37.85	\$38.72	\$39.57	\$40.46	\$41.38	\$42.28	\$42.92
Respiratory Therapist Coordinator - Per Diem	\$30.36	\$31.05	\$31.74	\$32.46	\$33.18	\$33.96	\$34.71	\$35.49	\$36.27	\$37.10	\$37.93	\$38.78	\$39.65	\$40.55	\$41.44	\$42.40	\$43.36	\$44.32	\$45.32	\$46.34	\$47.36	\$48.07
Surgical Tech	\$21.13	\$22.65	\$23.14	\$23.66	\$23.94	\$24.72	\$25.30	\$25.87	\$26.46	\$27.06	\$27.51	\$28.29	\$28.91	\$29.58	\$30.24	\$30.91	\$31.62	\$32.33	\$33.03	\$33.78	\$34.53	\$35.05
Surgical Tech - Per Diem	\$23.66	\$25.36	\$25.92	\$26.50	\$26.81	\$27.69	\$28.33	\$28.98	\$29.63	\$30.31	\$30.81	\$31.68	\$32.38	\$33.13	\$33.87	\$34.62	\$35.41	\$36.20	\$37.00	\$37.84	\$38.68	\$39.25
Ultrasonographer	\$32.90	\$33.65	\$34.41	\$35.18	\$35.98	\$36.77	\$37.61	\$38.45	\$39.30	\$40.20	\$41.11	\$42.04	\$42.98	\$43.96	\$44.93	\$45.95	\$46.99	\$48.04	\$49.11	\$50.20	\$51.33	\$52.09
Ultrasonographer - Per Diem	\$36.85	\$37.69	\$38.54	\$39.40	\$40.30	\$41.19	\$42.12	\$43.06	\$44.02	\$45.02	\$46.04	\$47.08	\$48.14	\$49.23	\$50.32	\$51.46	\$52.63	\$53.80	\$55.01	\$56.23	\$57.49	\$58.35

Effective July 1, 2020
2.75% across-the-board increase

Position	Base	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21
Breast Program Coordinator	\$30.70	\$31.40	\$32.12	\$32.85	\$33.57	\$34.35	\$35.09	\$35.90	\$36.71	\$37.53	\$38.37	\$39.24	\$39.88	\$41.02	\$41.94	\$42.90	\$43.86	\$44.84	\$45.85	\$46.87	\$47.89	\$48.61
Certified Respiratory Therapist	\$24.14	\$24.67	\$25.46	\$26.09	\$26.74	\$27.39	\$28.05	\$28.79	\$29.44	\$29.85	\$30.87	\$31.62	\$32.37	\$33.17	\$33.95	\$34.78	\$35.60	\$36.33	\$37.33	\$38.16	\$39.01	\$39.59
Certified Respiratory Therapist - Per Diem	\$27.03	\$27.63	\$28.52	\$29.22	\$29.94	\$30.68	\$31.42	\$32.25	\$32.97	\$33.43	\$34.57	\$35.41	\$36.25	\$37.15	\$38.02	\$38.95	\$39.88	\$40.69	\$41.81	\$42.74	\$43.70	\$44.34
Certified Surgical Tech	\$24.05	\$24.49	\$25.02	\$25.63	\$26.15	\$26.76	\$27.36	\$27.95	\$28.60	\$29.24	\$29.89	\$30.57	\$31.26	\$31.97	\$32.66	\$33.42	\$34.15	\$34.95	\$35.83	\$36.54	\$37.32	\$37.88
Certified Surgical Tech - Per Diem	\$26.94	\$27.42	\$28.02	\$28.70	\$29.29	\$29.97	\$30.65	\$31.30	\$32.03	\$32.75	\$33.48	\$34.24	\$35.01	\$35.80	\$36.58	\$37.44	\$38.25	\$39.14	\$40.13	\$40.92	\$41.80	\$42.43
Chemical Dependency Counselor	\$23.25	\$23.79	\$24.30	\$24.87	\$25.41	\$26.05	\$26.55	\$27.17	\$27.77	\$28.40	\$29.04	\$29.69	\$30.38	\$31.04	\$31.76	\$32.47	\$33.20	\$33.94	\$34.68	\$35.48	\$36.27	\$36.83
Chemical Dependency Counselor - Per Diem	\$26.04	\$26.64	\$27.22	\$27.85	\$28.46	\$29.17	\$29.74	\$30.43	\$31.11	\$31.81	\$32.52	\$33.26	\$34.03	\$34.77	\$35.57	\$36.37	\$37.18	\$38.01	\$38.84	\$39.74	\$40.62	\$41.24
Clinical Dietitian	\$27.19	\$27.80	\$28.49	\$29.07	\$29.71	\$30.39	\$31.09	\$31.86	\$32.50	\$33.23	\$33.95	\$34.73	\$35.49	\$36.30	\$37.13	\$37.97	\$38.81	\$39.69	\$40.60	\$41.75	\$42.42	\$43.05
Clinical Dietitian - Per Diem	\$30.45	\$31.14	\$31.91	\$32.56	\$33.27	\$34.04	\$34.82	\$35.69	\$36.40	\$37.22	\$38.02	\$38.90	\$39.75	\$40.66	\$41.59	\$42.52	\$43.47	\$44.46	\$45.47	\$46.76	\$47.51	\$48.22
Counselor Intern	\$17.80	\$18.25	\$18.70	\$19.16	\$19.64	\$20.13	\$20.64	\$21.15	\$21.67	\$22.34	\$22.78	\$23.33	\$23.91	\$24.53	\$25.13	\$25.78	\$26.41	\$27.07	\$27.75	\$28.43	\$29.15	\$29.59
Counselor Intern - Per Diem	\$19.93	\$20.44	\$20.94	\$21.46	\$21.99	\$22.54	\$23.12	\$23.68	\$24.27	\$25.02	\$25.51	\$26.13	\$26.78	\$27.47	\$28.15	\$28.87	\$29.58	\$30.32	\$31.08	\$31.84	\$32.65	\$33.14
CT Tech	\$31.46	\$32.16	\$32.88	\$33.62	\$34.38	\$35.15	\$35.93	\$36.37	\$37.58	\$38.42	\$39.27	\$40.65	\$41.07	\$41.98	\$42.94	\$43.91	\$44.88	\$45.91	\$46.95	\$47.98	\$49.04	\$49.78
CT Tech - Per Diem	\$35.24	\$36.02	\$36.83	\$37.65	\$38.51	\$39.37	\$40.24	\$40.74	\$42.08	\$43.03	\$43.98	\$45.53	\$46.00	\$47.02	\$48.09	\$49.17	\$50.27	\$51.42	\$52.58	\$53.74	\$54.93	\$55.76
Endoscopy Tech	\$21.27	\$21.82	\$22.36	\$22.93	\$23.43	\$24.14	\$24.73	\$25.39	\$26.04	\$26.72	\$27.39	\$28.07	\$28.76	\$29.50	\$30.24	\$31.00	\$31.77	\$32.57	\$33.38	\$34.21	\$35.07	\$35.60
Endoscopy Tech - Per Diem	\$23.82	\$24.44	\$25.04	\$25.69	\$26.24	\$27.03	\$27.70	\$28.44	\$29.16	\$29.92	\$30.68	\$31.44	\$32.21	\$33.04	\$33.87	\$34.72	\$35.58	\$36.48	\$37.39	\$38.31	\$39.28	\$39.88
Graduate Pharmacist	\$34.88	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Graduate Pharmacist - Per Diem	\$39.07	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Imaging Coordinator	\$37.24	\$38.08	\$38.93	\$39.84	\$40.71	\$41.62	\$42.58	\$43.51	\$44.63	\$45.53	\$46.53	\$47.58	\$48.65	\$49.75	\$50.85	\$52.00	\$53.18	\$54.39	\$54.51	\$56.84	\$58.11	\$58.99
Imaging Coordinator - Per Diem	\$41.70	\$42.65	\$43.60	\$44.62	\$45.59	\$46.62	\$47.69	\$48.74	\$49.99	\$50.99	\$52.11	\$53.29	\$54.49	\$55.72	\$56.95	\$58.24	\$59.57	\$60.91	\$61.05	\$63.66	\$65.08	\$66.07
Mammography Tech	\$28.75	\$29.41	\$30.06	\$30.75	\$31.44	\$32.17	\$32.87	\$33.62	\$34.38	\$35.15	\$35.93	\$36.74	\$37.34	\$38.41	\$39.27	\$40.18	\$41.07	\$41.98	\$42.93	\$43.88	\$44.85	\$45.52
Mammography Tech - Per Diem	\$32.20	\$32.94	\$33.67	\$34.44	\$35.21	\$36.03	\$36.81	\$37.65	\$38.51	\$39.37	\$40.24	\$41.15	\$41.82	\$43.02	\$43.98	\$45.00	\$46.00	\$47.02	\$48.08	\$49.15	\$50.23	\$50.98
Medical Laboratory Scientist (MLS)	\$27.19	\$27.80	\$28.49	\$29.07	\$29.71	\$30.39	\$31.08	\$31.86	\$32.50	\$33.23	\$33.95	\$34.73	\$35.52	\$36.30	\$37.13	\$37.97	\$38.81	\$39.69	\$40.60	\$41.75	\$42.42	\$43.05
Medical Laboratory Scientist (MLS) - Per Diem	\$30.45	\$31.14	\$31.91	\$32.56	\$33.27	\$34.04	\$34.81	\$35.69	\$36.40	\$37.22	\$38.02	\$38.90	\$40.90	\$40.66	\$41.59	\$42.52	\$43.47	\$44.46	\$45.47	\$46.76	\$47.51	\$48.22
Medical Laboratory Tech (MLT)	\$22.93	\$23.48	\$24.00	\$24.53	\$25.08	\$25.65	\$26.22	\$26.82	\$27.41	\$27.93	\$28.68	\$29.31	\$29.96	\$30.64	\$31.33	\$32.04	\$32.75	\$33.48	\$34.38	\$35.02	\$35.79	\$36.33
Medical Laboratory Tech (MLT) - Per Diem	\$25.69	\$26.30	\$26.88	\$27.47	\$28.09	\$28.72	\$29.37	\$30.04	\$30.70	\$31.28	\$32.12	\$32.83	\$33.56	\$34.32	\$35.09	\$35.88	\$36.68	\$37.49	\$38.51	\$39.22	\$40.08	\$40.69
MRI Tech	\$32.66	\$33.40	\$34.15	\$34.94	\$35.72	\$36.52	\$37.34	\$38.17	\$39.06	\$39.93	\$40.82	\$41.73	\$42.67	\$43.65	\$44.61	\$45.62	\$46.66	\$47.71	\$48.78	\$49.86	\$50.97	\$51.73
MRI Tech - Per Diem	\$36.58	\$37.41	\$38.25	\$39.13	\$40.00	\$40.90	\$41.82	\$42.75	\$43.74	\$44.72	\$45.72	\$46.73	\$47.79	\$48.89	\$49.97	\$51.10	\$52.26	\$53.43	\$54.63	\$55.85	\$57.09	\$57.94
Nuclear Medicine Technologist	\$35.06	\$35.85	\$36.74	\$37.58	\$38.42	\$39.27	\$40.16	\$41.07	\$41.98	\$42.93	\$43.91	\$44.89	\$45.90	\$47.05	\$48.11	\$49.19	\$50.30	\$51.43	\$52.58	\$53.76	\$54.98	\$55.80
Nuclear Medicine Technologist - Per Diem	\$39.27	\$40.15	\$41.15	\$42.08	\$43.03	\$43.98	\$44.98	\$46.00	\$47.02	\$48.08	\$49.17	\$50.28	\$51.41	\$52.70	\$53.88	\$55.09	\$56.33	\$57.60	\$58.89	\$60.21	\$61.58	\$62.50
Pharmacist	\$55.23	\$56.30	\$57.15	\$58.00	\$58.87	\$60.32	\$61.87	\$63.40	\$64.36	\$65.29	\$66.44	n/a	\$69.09	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Pharmacist - Per Diem	\$61.86	\$63.05	\$64.01	\$64.96	\$65.93	\$67.56	\$69.29	\$71.00	\$72.09	\$73.12	\$74.41	n/a	\$77.38	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Pharmacy Intern	\$19.18	\$20.34	\$21.51	\$22.68	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Pharmacy Intern - Per Diem	\$21.49	\$22.79	\$24.09	\$25.40	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Pharmacy Tech A	\$20.18	\$20.62	\$21.08	\$21.54	\$22.03	\$22.53	\$23.06	\$23.56	\$24.09	\$24.63	\$25.18	\$25.75	\$26.35	\$26.91	\$27.54	\$28.15	\$28.76	\$29.44	\$30.09	\$30.76	\$31.44	\$31.90
Pharmacy Tech A - Per Diem	\$22.60	\$23.10	\$23.61	\$24.12	\$24.67	\$25.24	\$25.82	\$26.39	\$26.99	\$27.58	\$28.21	\$28.84	\$29.51	\$30.14	\$30.84	\$31.53	\$32.21	\$32.97	\$33.70	\$34.45	\$35.21	\$35.73
Physical Therapist	\$37.10	\$37.94	\$38.78	\$39.65	\$40.57	\$41.48	\$42.40	\$43.36	\$44.33	\$45.33	\$46.34	\$47.38	\$48.46	\$49.55	\$50.64	\$51.82	\$52.96	\$54.16	\$55.38	\$56.62	\$57.87	\$58.73
Physical Therapist - Per Diem	\$41.56	\$42.49	\$43.43	\$44.41	\$45.43	\$46.46	\$47.49	\$48.56	\$49.65	\$50.77	\$51.90	\$53.06	\$54.27	\$55.49	\$56.71	\$58.03	\$59.31	\$60.66	\$62.03	\$63.41	\$64.81	\$65.78
Physical Therapy Assistant	\$21.16	\$21.64	\$22.12	\$22.61	\$23.13	\$23.65	\$24.18	\$24.72	\$25.28	\$25.83	\$26.44	\$26.58	\$27.63	\$28.26	\$28.87	\$29.55	\$30.20	\$30.88	\$31.33	\$32.28	\$32.99	\$33.49
Physical Therapy Assistant - Per Diem	\$23.69	\$24.24	\$24.78	\$25.32	\$25.90	\$26.49	\$27.08	\$27.69	\$28.31	\$28.93	\$29.61	\$29.77	\$30.95	\$31.65	\$32.34	\$33.10	\$33.82	\$34.58	\$35.09	\$36.16	\$36.95	\$37.50
Physical Therapist Coordinator	\$40.81	\$41.73	\$42.66	\$43.63	\$44.61	\$45.64	\$46.66	\$47.70	\$48.78	\$49.87	\$50.97	\$52.13	\$53.30	\$54.50	\$55.69	\$56.99	\$58.27	\$59.57	\$60.92	\$62.29	\$63.65	\$64.60
Radiology Tech	\$27.04	\$27.65	\$28.27	\$28.89	\$29.56	\$30.23	\$30.89	\$31.60	\$32.29	\$33.02	\$33.77	\$34.52	\$35.30	\$36.11	\$36.92	\$37.75	\$38.62	\$39.47	\$40.36	\$41.25	\$42.17	\$42.80
Radiology Tech - Per Diem	\$30.29	\$30.97	\$31.66	\$32.36	\$33.11	\$33.86	\$34.59	\$35.39	\$36.17	\$36.99	\$37.83	\$38.67	\$39.54	\$40.44	\$41.35	\$42.28	\$43.26	\$44.20	\$45.20	\$46.20	\$47.23	\$47.93
Registered Respiratory Therapist	\$26.52	\$27.15	\$27.73	\$28.36	\$29.01	\$29.65	\$30.32	\$31.01	\$31.70	\$32.40	\$33.13	\$33.88	\$34.65	\$35.43	\$36.23	\$37.03	\$37.87	\$38.70	\$39.58	\$40.47	\$41.38	\$41.99
Registered Respiratory Therapist - Per Diem	\$29.70	\$30.40	\$31.06	\$31.76	\$32.49	\$33.21	\$33.96	\$34.73	\$35.50	\$36.28	\$37.10	\$37.94	\$38.80	\$39.68	\$40.58	\$41.47	\$42.42	\$43.34	\$44.33	\$45.33	\$46.34	\$47.03
Respiratory Therapist Coordinator	\$27.86	\$28.48	\$29.12	\$29.79	\$30.43	\$31.15	\$31.84	\$32.56	\$33.28	\$34.04	\$34.80	\$35.58	\$36.37	\$37.21	\$38.02	\$38.89	\$39.78	\$40.66	\$41.57	\$42.52	\$43.44	\$44.10
Respiratory Therapist Coordinator - Per Diem	\$31.20	\$31.90	\$32.61	\$33.36	\$34.09	\$34.89	\$35.66	\$36.47	\$37.27	\$38.13	\$38.98	\$39.85	\$40.74	\$41.67	\$42.58	\$43.56	\$44.56	\$45.54	\$46.56	\$47.62	\$48.66	\$49.39
Surgical Tech	\$21.71	\$22.27	\$23.78	\$24.31	\$24.60	\$25.40	\$26.00	\$26.58	\$27.19	\$27.80	\$28.27	\$29.07	\$29.71	\$30.39	\$31.07	\$31.76	\$32.49	\$33.22	\$33.94	\$34.71	\$35.48	\$36.01
Surgical Tech - Per Diem	\$24.32	\$26.07	\$26.63	\$27.23	\$27.55	\$28.45	\$29.12	\$29.77	\$30.45	\$31.14	\$31.66	\$32.56	\$33.27	\$34.04	\$34.80	\$35.57	\$36.39	\$37.21	\$38.01	\$38.87	\$39.74	\$40.34
Ultrasonographer	\$33.80	\$34.58	\$35.36	\$36.15	\$36.97	\$37.78	\$38.64	\$39.51	\$40.38	\$41.31	\$42.24	\$43.20	\$44.16	\$45.17	\$46.17	\$47.21	\$48.28	\$49.36	\$50.46	\$51.58	\$52.74	\$53.52
Ultrasonographer - Per Diem	\$37.86	\$38.72	\$39.60	\$40.49	\$41.41	\$42.31	\$43.28	\$44.25	\$45.23	\$46.26	\$47.31	\$48.38	\$49.46	\$50.59	\$51.71	\$52.88	\$54.08	\$55.28	\$56.52	\$57.77	\$59.07	\$59.95

Effective July 1, 2021
2.75% across-the-board increase