

Agreement by and between  
**UFCW 3000**  
and  
**Capital Medical Center**

**Service/Office/Technical**

Effective through: 09-30-2024

**UFCW3000**

Faye Guenther, President • Joe Mizrahi, Secretary-Treasurer

# WEINGARTEN RIGHTS

## Your Right to Union Representation

You have the right to union representation if you are called to a meeting with management that could lead to discipline.

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

**Weingarten rights were won in a 1975 Supreme Court decision with these basic guidelines:**

-  You must make a clear request for union representation either before or during the interview. Managers do not have to inform employees of their rights.
-  Management cannot retaliate against an employee requesting representation.
-  Management must delay questioning until the union steward arrives.
-  It is against Federal Law for management to deny an employee's request for a steward and continue with an interrogation. In this case, an employee can refuse to answer management's questions.

## Discipline? Contract violations?

## Call the Member Resource Center

If you or a coworker need help regarding an Investigatory Meeting, are facing Discipline or Corrective Action, or need to report Contract Violations our MRC Representatives will work with you on a plan of action.

**Call the Member Resource Center at: 1-866-210-3000**

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## **AGREEMENT**

This Agreement is made and entered into by and between Capital Medical Center (hereinafter referred to as the "Hospital" or the "Employer") and the United Food and Commercial Workers Union, Local 21 (hereinafter referred to as the "Union").

### **ARTICLE 1 - RECOGNITION**

**1.1** Pursuant to the National Labor Relations Board Certification dated April 26, 1999, (Case No. 19-RC-13771) the Hospital recognizes the Union as the sole and exclusive representative for all full-time, regularly scheduled part-time, and PRN technical employees, business office clerical employees, skilled maintenance employees, and all other non-professional employees working at the Employer's facilities at 3900 Capital Mall Drive, but excluding all employees represented by other collective bargaining agents, professional employees, managerial employees, confidential employees, guards, and supervisors as defined in the National Labor Relations Act.

**1.2** The Employer will advise the Union of any new job classifications created in the future which might appropriately be included in the bargaining unit defined above.

### **ARTICLE 2 - MANAGEMENT RIGHTS**

**2.1 In General.** Except as specifically and clearly abridged by express provisions of this Agreement, nothing in this Agreement shall be construed to limit or impair the right of the Hospital to exercise its discretion in determining whom to employ, and nothing in this Agreement shall be interpreted as interfering in any way with the Hospital's right to determine and direct the policies, modes and methods of performing the work or providing patient care, or the Hospital's right to alter, rearrange or change, extend, limit or curtail its services or operations or any part thereof, to decide the number and qualifications of employees that may be assigned to any unit, procedure, group of patients, or job, or the equipment or methods to be employed in the performance of such work, to utilize personnel from nursing registries or other temporary help agencies, to place employees on stand-by as needed to assure availability of staff in emergency situations or in accordance with recognized departmental expectations, to determine or re-determine job duties and the division of duties between job classifications, to specify or assign work requirements and overtime, or to establish and alter working schedules as needed for efficient patient care, when in the sole discretion of the Hospital it may deem it advisable to do all or any of said things. Thus, the Hospital reserves and retains, solely and exclusively, all of the rights, privileges and prerogatives which it would have in the absence of this Agreement, regardless of the frequency or infrequency with which such rights have been exercised in the past, except to the extent that such rights, privileges and prerogatives are specifically and clearly abridged by express provisions of this Agreement. It is understood that nothing in this Agreement shall preclude persons employed in supervisory or managerial positions from performing bargaining unit work, provided that the Hospital will not establish supervisory or managerial positions for the purpose of reducing bargaining unit positions.

**2.2 Elaboration of Rights.** In elaboration, but not in limitation of the foregoing Section 1, the Hospital shall have the following unilateral rights except as specifically and clearly abridged by express provisions of this Agreement:

To determine the number, location and types of facilities;

To determine the services to be performed, and the location or unit where such services will be performed;

To introduce new equipment, machinery or processes and to change or eliminate existing equipment, machinery or processes; and to automate processes or operations;

To subcontract any of the work or services;

To determine the size and composition of the work force, including the number of shifts required, the starting and ending times of such shifts, and the number of employees assigned to any particular shift or operation;

To select, hire, train, transfer employees, and to discipline and discharge employees for just cause;

To direct and manage the working force;

To hire temporary employees for designated periods of time;

To determine working hours, shift assignments and days off;

To adopt, change or rescind Hospital work rules.

**2.3 Intended Effect.** There shall be no duty to bargain over the decision to exercise the management rights described in Sections 2.1 & 2.2, above.

**2.4 Subcontracting.** The term "subcontracting" is defined as a practice whereby the Hospital hires another firm to do the work that had previously been done within the organization by existing bargaining unit employees.

Prior to reaching a final determination to subcontract work that had previously been done within the organization by existing bargaining unit employees, the Hospital agrees to notify and meet with the Union to discuss the Hospital's assessment and consider the feasibility of creating and/or implementing alternatives to the subcontracting that would satisfy its business needs. This agreement to meet for purposes of further review and consideration of alternatives is not intended to create a duty to bargain that would not otherwise exist. Such meetings will begin within 7 days of notification to the Union, and end no later than 30 days following said notification, at which time the Hospital may announce and implement its subcontracting decision.

In the event the Hospital decides to subcontract a service which will result in the elimination of bargaining unit positions, the Hospital will make a good faith effort to encourage the subcontractor to hire affected bargaining unit employees.

### **ARTICLE 3 - UNION MEMBERSHIP**

**3.1 Membership.** All currently employed full-time and part-time employees of the Employer subject to the terms of this Agreement shall, as a condition of continued employment, become and remain members in the Union or pay an agency fee to the Union for representation services, and all newly hired full-time and part-time employees shall make application and become members of the Union within thirty-one (31) days or pay an agency fee to the Union for representation services. Any employee shall have a right to terminate membership at the expiration of this Agreement by giving written notice to the Union.

**3.2 Notice.** Employees who fail to comply with this requirement shall be discharged by the Employer within thirty (30) days after receipt of written notice to the Employer from the Union, unless the employee fulfills the membership obligation set forth in this Agreement.

**3.2.1** Any employee who is a member of and adheres to established and traditional tenets or teachings of a bona fide religion, body, or sect which has historically held conscientious objections to joining or financially supporting labor organizations shall not be required to join or financially support the Union as a condition of employment. In the alternative, the employee will be required to pay a monthly amount equal to the Union membership fee to a non-religious charitable fund exempt from taxation under Section 501(c)(3) of the Internal Revenue Code chosen by the nurse. This alternative must be declared in writing by the employee.

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

**3.4 Voluntary Political Action Fund Deductions.** The Employer shall deduct the sum specified from the pay of each member of the Union who voluntarily executes a political action contribution authorization form. The amount deducted and a roster of each employee authorizing assignment of wages will be transmitted to the Union. The Union and each employee authorizing the assignment of wages for payment of the voluntary political action contributions hereby undertakes to indemnify and hold the Employer harmless from all claims, demands, suits and other liability that may arise against the Employer for or on account of any deduction made from the wages of such employee.

**3.5 Employee Roster.** Each month the Employer shall provide the Union with a list of names, addresses, phone numbers, social security numbers, job classification, department or work area, shift, date of hire, rate of pay, and FTE status of those employees covered by this Agreement. Each month the Employer will also provide the Union with a list of names and addresses of new hires, terminations, and transfers into/out of the bargaining unit, along with date of hire/termination/transfer. Both of these lists shall be transmitted to the Union electronically in a mutually agreeable format.

**3.5.1** Employee unit representatives and/or Union Representative may meet with new hires for a period of up to one-half (1/2) hour at the end of the Hospital's orientation. The Employer will notify new hires that a representative is available to meet and discuss with them Union membership. Attendance shall be voluntary and shall be on the unpaid time of the Unit Representative and new hire. The Employer will provide a list of all newly hired employees to the Union a prior to the first day of new employee orientation.

## **ARTICLE 4 - UNION REPRESENTATION**

**4.1 Access to Premises.** Duly authorized representatives of the Union shall have access to the Employer's premises where employees covered by this Agreement are working for the purpose of investigating working conditions and grievances. Such visits shall not interfere with or disturb employees in the performance of their work, and shall not interfere with patient care and shall be limited to areas that are available to the public, not including patient waiting rooms.

Public areas shall be used consistent with their intended purpose. The Hospital, however, is under no obligation to provide a meeting room for the Union's use. Requests for a meeting room must be directed to and approved by the Hospital's Director of Human Potential or designee.

If it is necessary for the Representative to examine a working area of the Hospital in order to investigate a grievance and/or to ascertain whether or not this Agreement is being observed, authorization to enter and examine the area at a specified time must first be obtained from the Director of Human Potential or designee, or Nursing Supervisor, as appropriate. In such cases, a management representative may accompany the Union Representative at all times while in any working area of the Hospital, and there shall be no interference with patient care or the work of any employee. The Hospital reserves the right to revoke the privileges granted in this section (but not any legal rights that the Union might otherwise have) should the Union fail to observe the obligations and limitations specified herein.

**4.2 Bargaining Unit Representatives.** The Union shall select employees from the bargaining unit to function as Bargaining Unit Representatives. The bargaining unit representatives shall not be recognized by the Employer until the Union has given the Employer written notice of the selection and their scope of authority. Unless otherwise agreed to by the Employer, the investigation of grievances and other Union business shall be conducted only during non-working times, and shall not interfere with the work of other employees.

**4.3 Bulletin Boards.** The Hospital will provide a locked glass enclosed bulletin board located in the Hospital's cafeteria and will provide space on other designated bulletin boards in break rooms/lounges for the Union's use in posting of materials related to Union business. The Union agrees that no material which contains personal attacks upon any other member or any other employee will be posted. The Employer reserves the right to remove any discriminatory notices or information with profane, libelous, or malicious content, provided, however, that the Employer shall notify the Union Representative as soon as possible of its removal with a copy of the posting and the reason for its removal.

**4.4 Contract.** The Employer will give each newly hired employee an electronic copy of this Agreement and a dues authorization form.

**4.5 Negotiations.** Subject to the considerations below, department directors and supervisors will make a good faith effort to provide time off for negotiating team members to participate in negotiations.

Upon providing adequate written notification to the employee's supervisor or department director, and subject to patient care requirements and the needs of the employee's department as determined by the employee's department director or supervisor, negotiating team members will be given unpaid release time for joint contract negotiations with the Hospital. Adequate notification will be presumed if an employee requests time off for negotiations at least one (1) week prior to the posting of the next effective work schedule, or as soon as possible when a bargaining session is scheduled less than one week prior to the posting of the next effective work schedule. The time spent during negotiations will be treated as time worked only for purposes of bargaining unit seniority and PTO/EIB accrual. If an employee wishes to change his/her schedule to attend negotiations by trading days off, such trading of days off must be approved by the employee's supervisor or department director, and must not result in any increased overtime premium incurred by the Hospital.

## **ARTICLE 5 - DEFINITIONS**

**5.1 Regular Full-Time Employee.** A regular full-time employee is an employee who is scheduled to work a minimum of sixty-four (64) hours per fourteen (14) day pay period on a regularly scheduled basis.



**5.2 Regular Part-Time Employee.** A regular part-time employee is an employee who is scheduled to work at least forty (40) but less than sixty-four (64) hours per fourteen (14) day pay period on a regularly scheduled basis.

**5.3 PRN Employee.** A PRN employee is an employee who may be scheduled to work less than forty (40) hours per fourteen (14) day pay period on a regularly scheduled basis or who works on an intermittent or availability basis. PRN employees may be required by the Hospital to be available to work at least four (4) shifts per month, at least one of which must be a weekend shift (if needed), and at least one (1) Hospital observed holiday per year. PRN employees shall receive a 15% wage differential.

**5.4 Temporary Employee.** A temporary employee is an employee who is hired as an interim replacement or to fill a temporary full-time or part-time need, not exceeding ninety (90) days, except that a temporary employee may be hired for up to six (6) months if replacing an employee on a leave of absence. Temporary employees are not covered by this Agreement. Temporary employees shall not accrue seniority nor are they eligible for any other benefits provided for in this Agreement. Temporary employees whose status is changed to full-time, part-time or PRN shall be treated as newly employed employees and shall be subject to the required probationary period. Upon completion of the probationary period, seniority shall begin as of the date the temporary employee changed to full-time or part-time status.

**5.5 Traveler.** A Traveler is an individual who is placed on assignment by a contract agency for a period of time usually not to exceed 13 weeks, with a maximum of two renewals. Travelers are not covered by this Agreement.

**5.6 Probationary Employee.** All full-time and part-time employees hired after the effective date of this Agreement shall be considered as probationary employees until they have worked for the Hospital for ninety (90) calendar days. PRN employees, who are hired on an as-needed basis with no set hours of employment, shall be in a probationary status for their first ninety (90) calendar days of employment or for their first thirty (30) shifts of actual work, whichever occurs later.

The probationary period may be extended in writing and by mutual agreement between the Hospital and the employee for up to an additional ninety (90) day period, or, in the case of PRN employees, for an additional thirty (30) shifts of actual work. There shall be no obligation on the part of the Hospital to extend any employee's probationary period. Probationary employees have no seniority status and may be disciplined or discharged with or without cause and shall have no recourse to the grievance procedure. At the completion of the probationary period, hospital seniority shall date from the initial date of most recent employment.

**5.6.1** Capital Medical Center employees transferred or hired into the bargaining unit will be given full credit for past service with the Hospital for the purposes of calculation of benefit entitlement, unless the employee has had a break in service of more than ninety (90) days. Full-time or part-time employees who change to PRN status and then return to full-time or part-time status shall not be subject to a probationary period. Employees subject to an extended probationary period may access accrued PTO/EIB after ninety (90) days of employment.

**5.7 Seniority and Benefit Accrual during Time Off.** Paid time off and low census time off shall be regarded as time worked only for purposes of bargaining unit seniority, eligibility for annual wage increases and medical coverages, and PTO/EIB accrual.

**5.8 Normal Rate of Pay.** The normal rate of pay shall be defined to include the employee's hourly wage rate, shift differential when the employee is scheduled to work all evening or night shifts, lead premium pay (if paid as an additional premium) for those employees always designated as lead, the wage premium in lieu of benefits for those employees paid pursuant to that method of compensation, and the wage premium paid to employees for currently held clinical certifications identified in Article 14.1.

In determining whether an employee works "all evening or night shifts" and whether an employee is "always designated as lead" as used in the preceding sentence, those criteria will be satisfied if, during the immediately preceding 13 consecutive pay periods, the employee has worked in those respective capacities for at least ninety percent (90%) of his/her actual hours worked. Alternatively, for an employee who had a formal status change (i.e., formal change of shift to evening or nights, or a formal change in status to lead) less than 13 pay periods prior, then that employee's normal rate will include shift differential and/or lead pay only if the employee worked in those respective capacities for at least 90% of his/her actual hours worked since that formal status change occurred.

## **ARTICLE 6 - EMPLOYMENT PRACTICES**

**6.1 Equal Opportunity.** The Employer and the Union agree that conditions of employment shall be consistent with applicable laws regarding nondiscrimination in employment. It is the responsibility of employees to notify their supervisor, the Director of Human Resources, or any Administrative Officer of the Hospital to report any instance of discrimination or hostile work environment. Any such report will be investigated by the Hospital.

**6.2 Notice of Resignation.** Employees shall be required to give at least fourteen (14) days written notice of resignation. Employees are encouraged to give more advance notice so as to further enhance the Employer's chance of keeping a stable staffing pattern. Failure to give notice shall result in the employee being considered not eligible for re-hire. The Employer will give consideration to situations that would make such notice by the employee impossible.

**6.3 Discipline and Discharge.** Discipline and discharge shall be for just cause. Employees who have been discharged by the Employer shall be given a written statement of the cause of discharge at the time of discharge or within a reasonable time thereafter.

**6.3.1** The Employer shall provide employees with written notification of poor work performance, formal reprimands and suspensions. Employees shall be given an opportunity to read, sign and answer all letters of warning or performance evaluations before placement of such material in their personnel 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 requested to sign the written warning notice. The employee's signature thereon

shall not be construed as admission of guilt or concurrence with the reprimand, but rather shall be requested as an indication that they have seen and comprehend the gravity of the disciplinary action. Employees shall have the right to review and comment on letters of warning and performance evaluations currently in their personnel file. An employee may request the attendance of a Union representative during any investigatory meeting which may lead to disciplinary action.

**6.3.2** An employee may request removal of a progressive guidance after one (1) year, if no further discipline of the same or similar nature has occurred. The decision to remove the progressive guidance rests solely with Management.

**6.4 Evaluations.** The Employer will maintain an evaluation system which provides for employee evaluations on a probationary, special and annual basis. All employees will have the opportunity to sign the evaluation and comment upon it.

**6.5 Personnel File.** Employees shall have access to their personnel files during normal Human Resources Department hours, upon providing the Human Resources Department twenty-four (24) hours advance notice. Such file may be reviewed by an employee with a representative of the Human Resources Department in attendance. Employees may request copies of material in their personnel file; the Hospital reserves the right to charge a reasonable copying fee to fulfill these requests. Such copies will be made available within a reasonable period of time not to exceed five (5) business days, excluding weekends and holidays. All newly hired employees shall receive a job description and written notification from the Hospital identifying their position, assigned department, FTE status, expected hours of work, and rate of pay. Employees who have changed their employment status with the Hospital will be provided with written confirmation of the status change. A copy of this notice shall be placed in the employee's personnel file.

**6.6 Floating.** The Hospital retains the right to change the employee's daily work assignment to meet patient care and/or Hospital needs. Employees will not be required to perform tasks or procedures for which they are not qualified or trained to perform.

**6.7 Job Openings.** Notices of vacancies shall be posted for at least seven (7) calendar days on the designated Employer internet site advance of filling the position, in order to afford presently employed employees the first opportunity to apply. The job posting shall include classification, FTE status, and location of position (i.e. facility), and the shift. When a job opening occurs within the bargaining unit, length of service shall be the determining factor in filling such vacancies, providing skill, competency, ability and prior job performance (during the prior twelve (12) months) are considered substantially equal in the good faith opinion of the Employer based upon job related criteria. All applicants requesting transfers from one unit to another will be responded to in writing.

**6.8 Job Transfers.** Employees transferring to a new position within the bargaining unit shall be subject to a ninety (90) day period of performance review. This ninety (90) day period of performance review may be extended in writing by mutual consent. During this performance

review period, the Employer will notify the employee in writing of any deficiencies in performance. If the employee fails to meet standards of performance as determined by the Employer, the employee shall be returned to the employee's prior position if that position continues to be vacant. If the position has been filled, prior to being subject to layoff, the Employer will review other potential job opportunities with the employee.

**6.9 Health Exams.** TB screening will occur in accordance with State law or CDC Guidelines. HIV and Hepatitis testing will be provided in accordance with current Universal Precautions guidelines. Hepatitis B and Seasonal Influenza vaccine will be available at no cost to the employee. An employee may request exemption from certain vaccination requirements per the Employer's exemption request process.

**6.10 Reclassification of PRN or Part time Status.** A PRN or part time employee who consistently, over a period of thirteen (13) consecutive pay periods, works thirty-two (32) hours or more per week on a regularly scheduled basis (not including hours worked on a relief basis or to temporarily cover for leaves of absences) will, upon written request, be reclassified, prospectively only, to full-time status (effective from the date the request was filed). A PRN employee who consistently, over a period of thirteen (13) consecutive pay periods, works twenty (20) hours to thirty-one (31) hours per week on a regularly scheduled basis (not including hours worked on a relief basis or to temporarily cover for leaves of absences) will, upon written request, be reclassified, prospectively only, to part-time status (effective from the date the request was filed).

## **ARTICLE 7 - SENIORITY**

**7.1 Definition.** Hospital seniority shall be defined as an employee's continuous length of service within the Hospital from the most recent date of hire as a full or part-time employee. Job classification seniority shall be defined as an employee's continuous length of service within their current job classification.

**7.1.1** Benefits accrual will be determined based on hospital seniority. Job classification seniority will be used for purposes of layoff, recall, transfer, shift changes, and vacation bidding, as described below.

**7.1.2** Seniority shall not apply to an employee until he or she has completed the probationary period specified in Article 6.6. Upon satisfactory completion of this probationary period, the employee shall be credited with hospital seniority from the most recent date of hire.

**7.1.3** Regular full or part-time employees who change to PRN status and subsequently return to regular status without a break in employment shall have previously accrued hospital seniority restored. Any employee who accepts a non-bargaining unit position or a bargaining unit position in a different job classification and subsequently returns to their former bargaining unit position shall have previously accrued classification seniority restored. If an employee terminates but is reemployed within ninety (90) days, the

Employer will credit the employee with the prior hospital seniority date. Job classification seniority shall be lost upon termination of employment, and shall not be restored upon re-employment.

**7.2 Layoff.** A layoff is a permanent or prolonged reduction in the number of employees employed by the Hospital. Layoffs shall be by departmental unit, shift, and job classification. In the event of a layoff or permanent reduction in hours, job classification seniority within the departmental unit and on each shift shall be the determining factor providing that skills, competence and ability in a specific area are considered equal in the good faith opinion of the Employer. Decisions regarding skills, competence and ability shall be based on specific job-related duties. An employee whose position has been eliminated or permanently reduced in hours pursuant to this section will have the right to: (a) accept the layoff; (b) accept a comparable vacant position (same shift and FTE status) for which s/he is fully qualified in the good faith opinion of the Employer; or (c) displace the position of any employee within the same job classification whose name appears on the Low Seniority Roster (defined in Section 7.2.1, below), provided that, in the good faith opinion of the Employer, all of the following conditions are met: the two employees' skills, competence, ability and disciplinary record (beyond a verbal warning) within the previous twelve (12) months are relatively equal, and the displacing employee can fully perform all of the duties of the displaced employee's specific position within two (2) shifts. Employees unable to displace another individual under the foregoing procedure will be placed on layoff. Once advised of her/his layoff, an employee must exercise displacement rights by 5:00 p.m. on the second weekday following the day on which s/he was advised of layoff.

**7.2.1** The Low Seniority Roster consists of the least senior twenty percent (20%) of all employees in a specific job classification. Subject to the requirements of Section 7.2(c), above, an employee on the Low Seniority Roster whose position has been identified for layoff, and any employee who has been displaced by another employee pursuant to the above process, may displace the position of the least senior employee (within that same job classification) on the Low Seniority Roster.

**7.2.2** Subject to the requirements of sections 7.2(c) and 7.2.1, above, an employee whose position has been identified for layoff and who has transferred from another job classification within ninety (90) days prior to the effective date of the layoff may return to his/her former job classification and bump a junior employee (within that former job classification) from the Low Seniority Roster, provided that the layoff occurs within ninety (90) days of the above-referenced transfer.

**7.2.3** Notice will be given to the Union of a layoff when employees are informed. Upon request of the Union, the Employer and the Union will meet to discuss the impact of the layoff and review the seniority roster and layoff process. Each employee subject to layoff will receive fourteen (14) calendar days' notice or pay in lieu thereof. Employees who are laid off will be allowed to work for the Hospital in a PRN capacity without adversely impacting their recall rights.

**7.3 Recall.** Employees on layoff status shall be placed on a reinstatement roster for a period of twelve (12) months from the date of layoff. When vacancies occur, the order of reinstatement shall be the reverse order of layoff providing the employee's skill, competency and ability in a specific area are considered equal in the opinion of the Employer. An employee shall not accrue seniority while on layoff status. Upon reinstatement, the employee shall begin to accrue seniority and other benefits and shall have previously accrued seniority and benefits restored (subject to any plan eligibility requirements). The Employer will notify the Union of any recall procedures prior to the recall.

**7.3.1 Removal from Recall List.** If an employee does not respond within seven (7) calendar days and return to work within fourteen (14) calendar days of a recall notice sent by certified mail (or at such later date determined by the employer), the employee will be removed from the recall roster and the Employer's recall commitments shall terminate. The employee shall ensure the employee's current mailing address is reflected accurately via the Employer's Employee Resource Center. If the employee fails to provide this notification, the employee's name shall be eliminated from the recall list and the Employer's recall commitments shall terminate.

**7.4 Termination.** Seniority shall terminate upon cessation of the employment relationship (unless the employee is re-hired within ninety (90) days in accordance with Article 7.1.3); for example, upon discharge, resignation, retirement, refusal to accept a comparable job opening (same shift and FTE) offered by the Employer while on the recall list, failure to comply with specified recall procedures, or after twelve (12) consecutive months of layoff.

**7.5 Seniority Roster.** In the event of a layoff, a seniority roster and Low Seniority Roster will be provided to the Union upon notification and will be available for viewing by bargaining unit members within the affected job classification at the Human Resources Department.

**7.6 Unit Merger and/or Restructuring.** In the event the Employer deems it necessary to reallocate staffing, reduce FTE's and/or to re-bid shift schedules, the Employer shall notify the union and the employees a minimum of fourteen (14) days prior to the re-bid or reallocation of FTE's. In the case of an FTE reduction, the Employer shall use the same procedure as provided for under Article 7.2. In the case of reallocations of staffing or re-bids, bidding shall be limited to the shift and/or department; bumping rights as outlined in Section 7.2, shall not apply to reallocations of staff and re-bids. Seniority shall be the determining factor for reallocation of staffing and re-bids.

**7.7 Severance.** Upon completion of the probationary period, any full time or part time employee subject to lay off may elect to voluntarily terminate employment with the Employer and receive severance pay as set forth below. Any employee electing this option shall not have recall rights (Article 7.3). An employee who is offered a vacant comparable position and rejects it is not eligible for severance.

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

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

## **ARTICLE 8 - HOURS OF WORK AND OVERTIME**

**8.1 Work Day.** The normal work day shall consist of:

**8.1.1** For those working a six (6) hour shift, the normal work day shall consist of six (6) hours work to be completed within six and one-half (6 1/2) consecutive hours, including a thirty (30) minute unpaid meal period to be taken during the employee's shift.

**8.1.2** For those working an eight (8) hour shift, the normal work day shall consist of eight (8) hours work to be completed within eight and one-half (8 1/2) consecutive hours, including a thirty (30) minute unpaid meal period to be taken during the employee's shift.

**8.1.3** For those working a ten (10) hour shift, the normal work day shall consist of ten (10) hours work to be completed within ten and one-half (10 1/2) consecutive hours, including a thirty (30) minute unpaid meal period to be taken during the employee's shift.

**8.1.4** For those working a twelve (12) hour shift, the normal work day shall consist of twelve (12) hours work to be completed within twelve and one-half (12 1/2) consecutive hours, including a thirty (30) minute unpaid meal period to be taken during the employee's shift. (At the employee's option, two thirty (30) minute unpaid meal periods may be taken during the employee's twelve-hour shift).

**8.1.5** Except by mutual agreement, the Hospital will not permanently change an employee's shift starting or ending time by more than one (1) hour without at least thirty (30) days notice. In the event the Employer concludes that it is necessary to change the

shift starting or ending time by more than (1) hour, then volunteers on that shift having the requisite skills, competence and ability as determined by the Employer will be sought first. If there are an insufficient number of volunteers, then other employees on that shift having the requisite skills, competence and ability as determined by the Employer will be assigned in the inverse order of seniority.

**8.2 Pay Period.** The Hospital's pay period begins every other Sunday at 7:00 a.m., and continues for fourteen (14) days, until 6:59 a.m. every other Sunday. In the event the Hospital changes the payroll period, it will provide at least thirty (30) days advance notice to employees.

**8.3 Innovative Work Schedules.** Innovative schedules are defined as schedules that require some change, modification or waiver of the provisions of this Employment Agreement. Prior to the implementation of a new innovative work schedule, the Employer and the Union will promptly meet for the purpose of negotiating the terms and conditions of employment relating to that work schedule. Innovative work schedules shall be in writing and are subject to initial mutual agreement between the Hospital and the employee involved.

**8.4 Overtime.** Overtime shall be paid in accordance with state and federal law. Subject to the following, when an employee works beyond the normal work day, s/he will be paid at time and one-half (1½) the employee's regular rate of pay. Overtime shall be considered in effect if eight (8) minutes or more are worked after the end of a scheduled shift of at least eight (8) hours or more in duration. Thereafter, overtime shall be paid to the nearest quarter hour. No overtime shall be paid when less than eight (8) minutes have been worked after the end of the shift. Time paid for but not worked shall not count as time worked for the purpose of computing overtime pay. The Employer and the Union concur that overtime should be discouraged. There shall be no pyramiding or duplication of overtime pay or other premium pay paid at the rate of time and one-half (1½).

**8.5 Meal/Rest Periods.** All employees working five (5) or more consecutive hours shall receive an unpaid meal period of one-half (½) hour. Employees required to remain on duty or return to their work area to perform work during their meal period shall be compensated for such time at the appropriate rate of pay. The Hospital will provide employees with one (1) paid rest period of fifteen (15) minutes (or the equivalent amount of time if rest may be taken on an intermittent basis during the shift) during each four hours of working time. The Hospital will comply with state law regarding this section.

Employees must record any missed meal/rest periods or interrupted meal periods in the Hospital's designated timekeeping records/system, and there shall be no retaliation therefor. Holding employees accountable for time management shall not be construed as "retaliation" under the above sentence.



**8.6 Time Off Between Shifts.** In scheduling work assignments, the Employer will make a good faith effort to provide each employee with at least eleven (11) hours time off between shifts. In the event an employee is required to work with less than eleven (11) hours time off between shifts, all time worked within that eleven (11) hour period shall be at time and one-half (1-1/2). This provision shall not apply to mandatory in-service education sessions, staff or department meetings, or to on-call and call back assignments performed pursuant to Article 15.

**8.7 Work Schedules.** It is recognized and understood that deviations from the foregoing normal hours of work may occur from time to time, resulting from several causes, such as but not limited to vacations, leaves of absence, absenteeism, employee requests, temporary shortage of personnel, low census, patient care needs and emergencies. The Employer retains the right to adjust work schedules to maintain an efficient and orderly operation. Work schedules will be posted from two (2) weeks to four (4) weeks prior to the beginning of the next schedule, which shall encompass at least a four-week work period. In preparing work schedules, the Hospital will attempt to fill shifts for which it does not have regularly scheduled coverage (by a full-time, part-time, PRN, traveler, or temporary employee) with part-time employees who have given their supervisor/director advance written notice of their availability to pick-up additional specified shifts during the next effective work schedule. For purposes of the preceding sentence, part-time employees will be given priority over PRN employees only if the additional shift in question would not result in the part-time employee receiving additional overtime premium during that pay period. Except for emergency situations having an adverse impact on the Hospital's ability to maintain daily operations, or reduced workload/low census conditions, individual scheduled hours of work set forth on the posted work schedule may be changed only by mutual consent.

**8.8 Shift Rotation.** Except for emergency situations having an adverse impact on the Hospital's ability to maintain daily operations, employees shall not be required to rotate shifts unless mutually agreed by the employee and the employee's department director; provided, however, that this subsection shall not apply to employees hired for "variable hour" positions.

**8.9 Consecutive Workdays.** Except for emergency situations having an adverse impact on the Hospital's ability to maintain daily operations, employees shall not be scheduled to work (excluding employees on call) in excess of six (6) days consecutively unless mutually agreed otherwise between the employee and the employee's department director. In the event an employee is required to work more than six (6) consecutive days then all time worked on the seventh consecutive day continuing until the employee has an entire day off shall be paid at time and one half (1½) the employee's regular rate of pay. This provision shall not apply to on-call, call back, or shifts voluntarily added by the employee.

**8.10 Reduced Workload/Low Census Days.** Reduced workload/low census is defined as a department's reduced workload or decline in patient care requirements resulting in a temporary staff decrease. During periods of reduced workload/low census, the Employer will first ask for volunteers to take time off before determining and implementing the reduced staffing schedule required. In the event there are no volunteers, the Employer will first low census traveler and agency employees (to the maximum allowed under contract with agency, subject to skill, competence, ability and availability as determined by the Employer) prior to

bargaining unit employees. If the employer determines that they must further reduce staff, then the Employer will endeavor to rotate reduced workload/low census equitably among bargaining unit employees assigned to each unit (or functional work area) by shift, subject to skill, competence, ability and availability as determined by the Employer. If an individual volunteers to take a reduced workload/low census day off, that day off shall be counted for purposes of the rotation list. Employees who are subject to reduced workload/low census may use accrued PTO and such time off will count in the reduced workload/low census rotation.

**8.10.1** The Employer will attempt to make floating opportunities available to employees subject to reduced workload/low census. The employer will offer employees who have been involuntarily low-censused additional hours that become available. Employees must declare their availability and desire for additional hours by signing up according to the procedures established in each unit and department. Additionally, employees who are concerned about the number of hours that they have been low censused are encouraged to meet with their managers to identify ways in which the economic impact of low censusing may be minimized, including the possibility of cross training for other positions within the hospital. An employee who has been involuntarily low censused an excessive amount and who has no opportunities to mitigate those lost hours may request to be placed in layoff status for up to twelve months.

**8.10.2** Subject to patient care or operational considerations, temporary (but excluding Travelers) and per diem employees will not normally be utilized in the same job classification and on the same shift where regular employees are subject to reduced workload/low census. For purposes of the preceding sentence, the Employer's assessment of patient care or operational considerations shall include but not be limited to the relative skill, competence, ability and availability of the individuals involved, and provided further that the application of the preceding sentence shall not require the Employer to incur any additional overtime or premium pay, or to cause the Employer any loss of patient/work coverage.

**8.10.3** Reduced workload/low census days shall not alter an employee's anniversary date or accrual of benefits.

**8.10.4** The Employer will endeavor to give employees who have not yet reported to work at least one and one half (1½) hour's notice of impending reduced workload/low census days.

**8.11 Weekends.** The Employer will make a good faith effort to schedule all regular full-time and part-time employees for every other weekend off. If any employee is required to work on the employee's scheduled weekend off, all time worked on that weekend shall be paid at the rate of one and one-half (1 1/2) times the employee's regular rate of pay. The following regularly scheduled weekend shall be paid at the employee's applicable rate of pay.

This section shall not apply to employees who voluntarily agree to more frequent weekend duty. Subject to advance approval, employees may request the trading of weekends providing the schedule change does not result in the Employer being liable for premium and/or overtime pay.

This section does not apply to employees hired to work a greater number of weekend shifts as a condition of employment.

For purposes of this section, "weekend" work is defined as shifts on which the majority of hours fall between 11:00 p.m. Friday and 11:00 p.m. Sunday.

## **ARTICLE 9 - HOLIDAYS**

**9.1 Holidays Observed.** The following holidays are observed by the Hospital:

- New Year's Day
- Labor Day
- Memorial Day
- Independence Day
- Thanksgiving Day
- Day after Thanksgiving (Sunsets 11/25/2023)
- Christmas Day

**9.2 Holiday Worked Premium.** Employees who are required to work on a recognized holiday shall be paid holiday pay of time and one-half (1-1/2) the applicable hourly rate for the hours worked on the holiday. Employees who work overtime on a holiday as specified in Article 9.4 (i.e., employee works eight (8) minutes or more after the end of a scheduled shift of at least eight (8) hours or more in duration) will be compensated at two times (2X) the employee's applicable hourly rate of pay. Holiday time begins at 11:00 p.m. the day before the holiday and ends at 11:30 p.m. the day of the holiday. Only actual hours worked within the defined holiday period will be paid at the rate of time and one-half or double time.

**9.3 Rotation of Holidays.** Holiday work shall be equitably rotated among employees within a designated work area and shift without regard to seniority. Volunteers will be sought before holidays are assigned.

**ARTICLE 10 - PAID TIME OFF/EXTENDED ILLNESS BANK**

**10.1 PAID TIME OFF (PTO).** The Paid Time Off (PTO) Plan provides employees with a bi-weekly accrual of hours to be used as paid time off during periods of short-term illness, family emergencies, personal business and leisure. Time off under this program may also be used for absences from work that are covered by the Washington Paid Sick Leave law. The plan also provides a separate bi-weekly accrual for Extended Illness Bank (EIB) for periods of illness or injury. PTO and/or EIB shall be used up to the maximum amount available and in compliance with eligibility guidelines during any applicable state or federal qualified leave of absence.

**10.2 ACCRUAL OF PTO**

A. PTO is provided to full-time employees (or to part-time employees who have elected the PTO option), and begins accruing on the first day of employment. Eligible employees accrue PTO based upon their actual hours worked, and therefore accrue PTO when low censused only if they are paid for those hours by utilizing PTO.

B. PTO is accrued as follows:

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

\*Annual PTO-SickWA will continue to accrue during the calendar year with no maximum which may result in the “Combined PTO Max” accruing above the stated maximum.

\*\* Annual accruals for 1.0 FTE employee.

C. PTOWs-Sick Year-End Cap. PTOWs-Sick accruals are job-protected time off accruals granted to provide employees with paid sick time off in accordance with Washington State Paid Sick Leave law and local city ordinances. PTOWs-Sick will accrue without limit during the calendar year. At the conclusion of the final pay period of each calendar year, the PTOWs-Sick bank shall reduce to fifty-two (52) hours of accrual maximum as a carry-over balance into the first pay period of the subsequent calendar year. During November of each year, an additional cash out period shall be had but only PTO-WS may be cashed out.

### 10.3 USE OF PTO

A. PTO hours may be used as required for vacation, holidays, short-term illness, family emergencies, religious observances, preventive health or dental care, personal business or other excused elective absences. Requests to attend union sponsored projects and programs will be evaluated on the same basis and given the same consideration as all other PTO requests. Employees may use their PTO and PTOs-Sick banks interchangeably.

B. PTO is paid at the employee's normal rate, in one-quarter (1/4) hour increments.

C. The amount of PTO used in any given pay period, when combined with other paid straight-time hours, must not exceed the employee's budgeted hours for that pay period.

D. PTO begins accruing on the date of employment and may be used as it is earned after the employee has successfully completed his/her probationary period as a full-time employee (or to part-time employees who have elected the PTO option). Within the probationary period, accrued PTO may be accessed only for Hospital recognized holidays.

E. With the exception of emergency or sudden illness, or as otherwise allowed under the Washington Paid Sick Leave regulations - PTO must be scheduled in advance with the written approval of the Department Director. Subject to the above, employees who fail to report unexpected absences to their supervisor at least two hours prior to the start of their shift are subject to denial of their PTO for that absence. Each department will establish a call-in procedure for employees to notify their department of unexpected absences. That procedure will require no more than one actual telephone conversation with the department director or the department director's authorized designee. The authorized designee will be noted on the departmental schedule.

F. Employees taking time off will be required to utilize PTO, except in low census situations (where utilization of PTO will be optional) or where the employee is requesting a single day off without pay. For purposes of the preceding sentence, one (1) "single day off without pay" shall be allowed per year, unless otherwise mutually agreed.

G. PTO must be used up to the maximum amount available during any Leave of Absence.

H. PTO may not be used by an employee during the fourteen (14) day notice period prior to resignation, unless the employee provides the Hospital with proof of illness in a manner satisfactory to the Hospital.

I. Under certain circumstances and conditions as prescribed by the Hospital, employees may be allowed to donate PTO/EIB to fellow employees who have experienced a medical or other personal crisis. Unused, donated PTO will revert back to the donor. An employee with a PTO balance equal to or greater than forty (40) hours or an EIB balance equal to or greater than two hundred forty (240) hours can donate up to sixty (60) hours per year of their PTO or EIB to another employee who has a qualifying illness under the PTO donation policy who is benefit eligible, and who has exhausted their PTO and EIB accruals. The rate of pay for a donated hour of PTO or EIB

is the recipient's rate. However, the donating employees' PTO balance must not drop below twenty-four (24) hours.

#### **10.4 REDEMPTION OF PTO**

A. Upon termination in good standing or transfer to a non-benefit position, the employee's entire PTO balance will be paid. The rate at which such hours are paid will be at the employee's normal rate of pay immediately prior to the transfer or termination.

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

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

B. PTO hours may not be used to extend employment beyond the last day actually worked.

C. Employees may choose to cash out up to eighty (80) forty (40) hours of PTO twice a year, during the first full pay period in May and the first full pay period in November, so long as they do not reduce their PTO bank below eighty (80) hours. During November of each year, an additional cash out period shall be had but only PTO-WS Sick may be cashed out. [minimum increment of 8 hours]

D. PTO time which is voluntarily converted to cash will be paid at 100% of the employee's current normal hourly rate. Employees wishing to convert PTO to cash must submit a PTO Cash Out Request Form, which must be approved by the employee's Department Director. Approved Cash Out Request Forms must be submitted to Human Resources at least 7 days before the end of the first full pay periods in May or November.

#### **10.5 EXTENDED ILLNESS BANK**

A. It is understood that the EIB plan described below will be provided to bargaining unit employees so long as such plan remains available to all other hourly employees of the Hospital. In the event the Hospital exercises its right to replace the current EIB plan with a Short Term/Long Term Disability Plan during the term of this Agreement, bargaining unit employees will be converted to such plan at the same time as such other employees, without further negotiation between the parties. Subject to the above, the existing EIB plan will be administered as follows.

In addition to PTO, full time employees also earn EIB hours. EIB may be used for absences due to extended illness, non-work related injury, or medical disability, of either the employee, the employee's spouse, or child, or as required by applicable federal or state law. For purposes of the previous sentence, "child" shall be defined as a biological, adopted, or foster child, a stepchild, a legal ward, or a child of a person standing in loco parentis who is: (a) under eighteen (18) years of age; or (b) eighteen (18) years of age or older and incapable of self-care because of a

mental or physical disability. Additionally, EIB may be used for absences to care for a parent, parent-in-law, or grandparent who has a serious health condition or emergency condition as required by and defined by State law. EIB hours are available only after the employee has been absent for at least 24 consecutive scheduled hours, except for the following circumstances, where an employee may access EIB immediately:

1. Upon hospitalization, including care received in an ambulatory surgery center;
2. To make up the difference in an employee's pay between regular compensation and workers' compensation;
3. Where an employee who returns to work from an EIB-covered absence has a medically verified relapse of the same illness within seventy-two hours (72) of the employee's return; or
4. Where Hospital Administration elects to waive this requirement as the result of a public health emergency.

B. A physician's signed statement regarding medical necessity and expected duration of time off is required for employees to use EIB. For purposes of this paragraph only, the term "physician" may include any equivalent health care practitioner licensed to prescribe medications that are classified as controlled substances (e.g., MDs, DOs, PAs, Nurse Practitioners.)

C. Under no circumstances may an employee cash out his/her EIB bank, which will be reduced to zero upon termination. Employees changing status from full time to part time or PRN will no longer accrue or be eligible to access EIB. However, previously accrued EIB hours will be reinstated if the employee reverts to full time status without a break in service.

D. EIB may not be used by an employee during the fourteen (14) day notice period prior to resignation, unless the employee provides the Hospital with proof of illness in a manner satisfactory to the Hospital.

E. Termination of Benefits. Upon termination in good standing per 10.4.A. or transfer to a non-benefit position, EIB accruals will be paid at 25% for all hours in excess of 240 hours.

F. The Extended Illness Bank accrual rate will be 0.0385 per hour until January 1, 2024 when the accrual rate shall be reduced to 0.0231 per hour (48 hours annually for a 1.0 FTE).

## **ARTICLE 11 -VACATION SCHEDULING**

In scheduling vacations, each department/work area will adhere to the following:

Provided that the department needs are fulfilled, each department may, by consensus and approval by the department director, elect to utilize "Option A" or "Option B" as a vacation scheduling process:

**Option A:** From November 1 through November 30 of each year, there shall be a thirty (30) day "window" or "bidding" period during which employees may select vacation time to be taken in the following twelve-month period extending from February 1 to January 31. Based upon those bids, a vacation schedule shall be posted by January 1.

**Option B:** From September 1 through September 10 of each year, there shall be a ten (10) day "window" or "bidding" period during which employees may select vacation time to be taken in the six-month period extending from December 1 to May 31. Based upon those bids, a vacation schedule shall be posted by October 1st.

From March 1 through March 10 of each year, there shall be another ten (10) day "window" or "bidding" period during which employees may select vacation time to be taken in the six-month period extending from June 1 to November 30. Based upon those bids, a vacation schedule shall be posted by April 1st.

A. Subject to the Hospital's limitation of vacations based upon operational or patient care considerations, employees shall be granted PTO by seniority if the employee requests PTO during the bidding period provided that:

1. Each employee will designate any number of requests (from one day up to two weeks) in order of priority to be awarded by seniority.

2. The Employer will consider the "first priority request" of all employees by seniority and make awards accordingly, before considering and awarding second and subsequent priority requests on the same basis.

B. Requests for PTO that are submitted after the bidding period shall be awarded on a "first come - first serve" basis. PTO requests shall be submitted in writing and shall be responded to within 14 days of the Department Director's receipt of the request.

C. The Employer shall have the right to schedule PTO in such a way as will least interfere with patient care and work load requirements of the Hospital. Patient care needs will take precedence over individual requests.

D. The Hospital shall designate "prime time" vacation periods from June 15 through September 15 and limit, in cases of conflict, vacations to two (2) weeks during such prime time. Provided that the department needs are fulfilled, management retains the discretion to grant vacation time in excess of two (2) weeks.

E. Holiday work schedule rotations shall take precedence over PTO scheduling.



## ARTICLE 12 - COMPENSATION

**12.1** Employees covered by this Agreement shall be paid at not less than the amounts specified in *Appendix A - Wage Rates*. Wage increases will be effective the first full pay period following the date specified in Appendix A. (ATB increases of 5.25% effective first pay period following ratification; 2.25% effective October 1, 2022; and 2.25% effective October 1, 2023).

<b>TECHNICAL CLASSIFICATIONS</b>	
CS Tech	20.00%
CS Tech lead	20.00%
CS Coordinator	20.00%
Cath Lab Tech	7.50%
Med Lab Tech	7.00%
Endo Tech	7.00%
LPN	7.00%
Nuc. Med Tech. (Reg)	12.00%
OR/OB Tech	20.00%
Pharm Tech A	20.00%
Rad Therapist*	10.00%
Rad Tech I	20.00%
Rad Tech II	20.00%
Rad Tech III	20.00%
Resp. Care Prac. Reg.	10.00%
Ultrasound Tech I	15.00%
Ultrasound Tech II	15.00%
Vascular Tech	20.00%
<b>SERVICE CLASSIFICATIONS</b>	
Ambassador	17.00%
CNA	18.00%
Cook	15.00%
Cook Lead	15.00%
Floor Maintenance Tech	18.00%
Housekeeper	18.00%
Housekeeper, Lead	18.00%
Lab Asst.	18.00%
Operating Eng. 1	12.00%
Operating Eng. 2	12.00%
Diet Clerk	17.00%
<b>OFFICE CLASSIFICATIONS</b>	
Unit Secretary/Monitor Tech	30.00%
Unit Secretary	30.00%

**12.1.1** In year 1 of this Agreement, all non-probationary full-time and part-time employees who are not eligible to receive a wage scale increase (as opposed to a step increase) shall receive an equivalent lump sum amount of 2.0% of his/her annual budgeted salary (based on FTE status, e.g. 1.0 FTE = 2080 hours; 0.75 FTE = 1,560 hours) as of the 2<sup>nd</sup> full pay period following ratification of this Agreement. If the employee's current salary is less than 2.0% below the new wage rate associated with his/her appropriate step, that employee's wage rate will be raised to the new rate associated with that step and the balance of the equivalent 2.0% lump sum amount will be paid as of the 2<sup>nd</sup> full pay period following ratification of this Agreement. Lump sums for non-probationary full-time or part-time employees with less than one (1) year of service shall be prorated based on completed months of service as of the date of ratification.

**12.1.2** In years 2 and 3 of this Agreement, a non-probationary full-time or part-time employee whose wage rate is in excess of appropriate step as specified above will receive (effective the first full pay period following the date specified in Appendix A), only a lump sum amount (up to a maximum of 2.0% in year 2 and 2.0% in year 3) in accordance with the methodology described in the preceding paragraph, until such time as that employee's wage rate is at or below the appropriate step.

**12.1.3** Employees hired during the term of this Agreement will be given not less than fifty percent (50%) credit for completed years of relevant non-CMC experience. No employee shall be paid at an hourly rate that exceeds the maximum of the current salary scale. In the event that the Employer hires a new employee during the term of this contract and awards that employee more than fifty percent (50%) credit for completed years of relevant non-CMC experience, the Employer will re-experience rate the incumbent employees within that same job classification (who, when hired, were awarded less credit for completed years of relevant non-CMC experience), and adjust the wage rate of those incumbent employees accordingly. Any such wage adjustment for incumbent employees shall be effective the first full pay period following the date of hire of said new employee. The Employer will provide the Union notification within ten (10) days of such action.

**12.1.4** Nothing contained herein shall prohibit the Employer, at its sole discretion, from raising any wage scale(s) specified above. The Employer shall notify the Union of any such changes.

**12.2 Step Increases.** An employee will move from his/her current step to the next appropriate step following completion of one year (twelve calendar months) of continuous work. All step increases will be effective the beginning of the pay period following the employee's eligibility for movement to the next step.

For purposes of this section, "continuous work" will be adjusted for any absence exceeding one hundred eighty (180) days in duration. For technical radiology employees, step increases will be based on time worked in that step rather than total time employed by the hospital. For all other employees, step increases will occur on the employee's anniversary date.

**12.3 Cafeteria Discount.** The Employer will continue to provide a cafeteria discount to employees in the same amount that such discount is applied to all other employees of the Hospital.

**12.4 Wage Premium in Lieu of Benefits for Part-Time Employees.** Part-time employees may elect the option of accruing PTO/EIB on a prorated accrual schedule, or a wage differential of twelve percent (12%). This election may be made upon initial hire or change to part-time job status. Thereafter, this election may occur once each year during the month of December. An employee's election under this paragraph is limited to one time each rolling twelve month period.

**12.5 Bonus Plans.** The Employer reserves the right to establish, modify, and terminate incentive or bonus plans applicable to various departments in the Hospital, and to notify the Union of same.

### ARTICLE 13 - INCENTIVE SHIFTS

**13.1 Eligibility.** All full-time and part-time employees are eligible for Incentive shifts. An employee who schedules an Incentive shift and then fails to work the shift (self cancels), will be deemed ineligible for Incentive shifts for 90 days.

**13.2 Qualifying Shift.** Incentive shift participants must work their regularly scheduled hours in the pay period. Employees who fail to work their regular schedule during the pay period for any reason other than being called off due to low census will be ineligible for Incentive shift premium pay for that pay period.

An employee who calls in sick within the 24 hour period before or after the Incentive shift (without regard to the pay period) will not be eligible for Incentive shift premium pay for that shift.

Incentive shifts apply only to direct patient care hours.

Incentive shifts will consist of not less than four (4) hour work periods.

Once an Incentive shift is scheduled, the employee scheduling the Incentive shift is obligated to work both that shift and his/her regularly scheduled shift.

**13.3 Compensation.** Regular full-time and part-time employees that work an Incentive shift beyond their hired FTE status will receive compensation at time and one half times their base rate of pay. Incentive shift hours will not count as hours worked for purposes of calculating weekly overtime pay. Compensation for Incentive shifts will be included in the employee's regular paycheck and will be subject to normal withholding and taxes.

An employee who works an Incentive shift that does not qualify for Incentive shift pay because of the employee's failure to work his/her regularly scheduled hours that pay period (and any other Incentive shift hours for which s/he had committed to working), will be paid at the

employee's regular straight time hourly rate.

**13.4 Shift Differential & Holiday Worked Pay.** All normal pay practices apply including eligibility for differentials during Incentive shifts.

**13.5 Cancellations.** In the event staffing requirements change, Incentive shifts will be cancelled first. The Hospital shall be the sole judge of staffing requirements at any given time.

**13.6 Applying for Incentive Shifts.** Employees may request available shifts by submitting a written request for Incentive shift hours. Shifts will be awarded in a fair and equitable distribution to qualified employees, except:

Shifts will be awarded to employees who are regularly assigned to the unit over the request of employees who are not regularly assigned to the unit, without regard to which request was received first.

The Hospital shall be the sole judge of the qualifications of any employee to work on a unit or shift other than the unit and shift to which the employee is regularly assigned.

**13.7 Maximum Shifts.** An employee may work no combination of shifts in a pay period which totals more than 100 hours, except that employees working 12 hour shifts may work a maximum of nine (9) twelve hour shifts in a pay period.

**13.8 Waiver.** The Clinical Coordinator, Department Director, Administrative Supervisor, or a more senior member of Hospital Administration may waive in writing any or all of the eligibility requirements for any given shift.

## ARTICLE 14 - PAY PRACTICES

**14.1 Certification Pay.** Effective on the first full payroll period following the ratification of this Agreement, employees providing documentation of one of the following certifications, applicable to the area in which the employee works, will be paid a differential of \$1.00 for each hour actually worked: Certified Surgical Technician (CST), and Certified Registered Central Sterile Technician (CRCST). If an employee transfers out of the area for which s/he is certified, s/he will not be paid the differential until such time as s/he transfers back into the area for which s/he is certified. Likewise a certified employee who does not maintain the certification will not be paid the differential as of the date the certification expires. In the event that additional certifications are deemed eligible for a differential, those certifications will be paid at the same rate as those designated above.

It shall be the responsibility of the employee to provide evidence of current certification to Human Resources in order to become eligible for the differential. No hours will qualify for the differential until the beginning of the first payroll period starting seven (7) days after documentation of the certification is provided to Human Resources.

**14.2 Lead Duty.** Any employee who is temporarily designated as a lead shall be paid a premium rate of seven percent (7%) over that employee's applicable rate of pay for all hours that the employee is so designated.

**14.3 Shift Differential.** Employees who work a shift on which at least one-half of the hours occur between 3:00 p.m. and 11:30 p.m. will receive the applicable evening shift differential specified in Appendix B (CMC Differentials) for that entire shift. Employees who work a shift on which at least one-half of the hours occur between 11:00 p.m. and 7:30 a.m. will receive the applicable night shift differential for that entire shift.

**14.4 Weekend Premium Pay.** Any employee who works on a weekend shall receive the applicable weekend shift differential specified in Appendix B for each hour worked on the weekend in addition to the employee's regular rate of pay. The weekend premium will not be considered a part of the regular rate of pay for purposes of overtime calculations. For premium pay purposes, the weekend shall be defined as the forty-eight (48) hour period beginning at 11:00 p.m. Friday and ending at 11:00 p.m. Sunday.

**14.5 On-Call Pay.** The Hospital shall continue its practice of designating job classifications that require employees to remain on-call whenever, in the judgment of the Hospital, it is necessary to do so to be assured of adequate staffing. Except for emergency situations having an adverse impact on the Hospital's ability to maintain daily operations, or by mutual agreement, employees in other, non-designated job classifications will not be required to be on-call. In the event that the Hospital designates additional job classifications that may require employees to remain on-call, the Hospital will provide employees and the union with at least thirty days advance notice of same. Where additional job classifications are so designated, the Hospital will endeavor to fill its on-call needs first through the solicitation of volunteers and then on a rotating basis by inverse order of seniority.

Employees required to be On-Call shall be paid \$4.00 per hour for all hours spent On-Call, and will have access to signal devices. Employees required to be on-call on holidays as identified in Article 10.1 shall be paid five dollars (\$5.00) per hours for all hours spend on-call.

Employees who are required to be On-Call in excess of 100 hours per pay period will receive an additional \$1.00 per hour for each On-Call hour in excess of that amount.

**14.6 Call-Back Pay.** If an employee is called back to work when On-Call, such employee shall be paid for all hours worked at one and one-half times (1 ½ x) the employee's applicable straight time rate of pay, for a minimum of three (3) hours; provided however that any additional call-backs occurring within that same three (3) hour (guarantee) period will not result in an additional three (3) hour guarantee or duplication/pyramiding of those same hours. Employees who are called back to work in accordance with this section will be paid at time and one half (1.5x) the employee's regular rate of pay for the first four (4) consecutive hours, with any remaining consecutive hours paid at double time (2x). Call-back pay shall cease at the beginning of an employee's scheduled shift. On-Call pay will cease when an employee is called back to work. The preceding sentence shall not apply to employees in positions that currently receive On-Call pay after being called back to work. Employees called back to work in accordance with this provision on a Hospital recognized holiday shall be paid for all hours actually worked at two times (2 X) the employee's applicable straight time rate of pay, with the remainder of the guaranteed three hour minimum paid at time and one-half.

**14.6.1** Where operationally feasible, the Employer will attempt to provide relief for an employee who requests a day off or a change in the employee's hours for the following scheduled shift under the following circumstance: Where the employee has been called back and has worked a minimum of four (4) cumulative hours falling within the ten hour period prior to the employee's next scheduled shift. To be considered, the employee must notify the Employer not later than two (2) hours in advance of the employee's scheduled shift if making such a request. If released from duty the employee may or may not elect to use PTO for his/her regularly scheduled shift. If the employee cannot be released from duty, the supervisor may assign a later start time. An employee who is released from duty by the Employer pursuant to this section shall not receive discipline under the Hospital's attendance/tardy policy for this absence.

**14.6.2** In circumstances in which an Imaging Tech or Surgical Services Tech is required to remain on duty for more than one and one half (1.5) hours past her/his scheduled shift and, that Tech is the on-call Tech for that time period, said Tech will be paid the call- back rate specified above for minimum of three (3) hours. Volunteers will be sought where it appears that it will be necessary to hold over the on-call tech beyond his/her scheduled shift.

**14.7 Reporting Pay.** An employee who is instructed or scheduled to report to work, and who reports to work without prior notice that no work is available, shall perform any work

assigned for which s/he is qualified and shall be guaranteed three (3) hours work or pay in lieu thereof. Such minimum guarantee shall not apply where the Employer has left a message on the employee's telephone answering machine or has attempted to reach the employee at home (documented attempts will be recorded) at least one (1) hour prior to the shift start time advising the employee not to report for work, inasmuch as such communication shall constitute receipt of notice not to report for work. It shall be the employee's responsibility to keep his or her current phone number on file with the Employer. Failure to do so shall exempt the Employer from such notification requirement and from the above minimum guarantee. Except as otherwise provided for herein, employees shall not be paid for time not worked. This section shall not apply to attendance at departmental staff meetings.

**14.8 No Pyramiding.** There shall be no pyramiding of overtime and other premium pay paid at the rate of time and one-half. Only hours actually worked shall be considered hours worked for purposes of computing overtime pay. When an employee is eligible for both time and one-half (1½ X) and double time (2X), the employee shall receive the higher of the two pay rates.

**14.9 Temporary Assignment.** An employee temporarily assigned to a higher paid position for an entire shift of 8 or more hours shall be compensated for such work at the base rate applicable to that higher paid position, or at a rate three percent (3%) higher than the employee's current wage rate, whichever is greater.

**14.10 Work in Advance of Shift.** When a full or part-time employee is required to work in advance of his/her scheduled shift and continues working during the scheduled shift, all hours worked prior to the scheduled shift will be paid at time and one-half (1 ½) the employee's applicable straight time wage rate. The requirement for time and one-half under this section shall cease at the beginning of the employee's scheduled shift.

**14.11 Transfers Within the Bargaining Unit.** An employee who transfers to another position in the bargaining unit will be placed as follows:

Employees transferring to a higher paid position will be placed at the lowest step in the new position which will result in a wage increase.

Employees transferring to a lower paid position will be placed at not less than the base rate for that new position.

Radiology Techs, who move from a Rad Tech I to a Rad Tech II, or a Rad Tech II to a Rad Tech III, will be placed on the scale for the higher position at one step less than the employee's existing step in the lower position. (For example, a Rad Tech I, step four, who upgrades his/her skills to qualify for a Rad Tech II position will be elevated to a Rad Tech II, step three, at which step the employee will remain for the next twelve months). Ultra Sound Techs moving from an Ultra Sound Tech I position to an Ultra Sound Tech II position will be treated in this same manner.

**14.12 Phone Calls at Home.** The Employer will pay for authorized telephone calls received by an employee at home at the regular rate of pay for the actual time spent on the phone with a minimum of eight (8) minutes. This does not apply to calls regarding schedule changes (e.g., low census, shift trades, opportunities for additional shifts, etc.). This language is only intended to apply to work-related issues requiring the employee's expertise and knowledge. For purposes of this paragraph, authorized telephone calls are defined as those calls initiated by the house supervisor on duty at that time, or the employee's department director.

**14.13 Mandatory Meetings.** When scheduling mandatory staff meetings, supervisors will endeavor to schedule such meetings at times so as to accommodate employees on the various shifts, subject to the operational needs of the Hospital. Off-duty employees who desire to pick up additional hours before or after a mandatory staff meeting are encouraged to so advise their department director, who will attempt to accommodate those requests where openings are available. Employees who are unable to attend a staff meeting on their day off due to compelling personal circumstances will be excused from such meetings but will be responsible for the content, and any hands-on testing must be made up within 30 days.

**14.14 Preceptor.** A preceptor is defined as a clinical employee who has been selected by the Hospital to provide formal, clinical training to students or certain other designated employees in identified clinical settings pursuant to the Hospital's policy regarding same. The Hospital retains the sole discretion to determine, develop and modify that policy, without further negotiation with the Union. Employees shall not receive preceptor pay for duties associated with unit/departmental orientation. An employee who is designated by the Hospital as a preceptor in accordance with the above will be paid an additional one dollar per hour (\$1.00/hour) while performing such duties.

## **ARTICLE 15 - NON-HEALTH BENEFITS**

**15.1 Benefits.** During the life of this Agreement, the Hospital will continue to offer employees participation in the various benefit plans available to all hourly, non-bargaining unit employees at the Hospital, on the same basis as participation in such plans is offered to those employees (including full-time and part-time eligibility requirements).

**15.1.1 Change in Plans.** It is understood that any of the benefit plans offered to employees may be modified or terminated, in the discretion of the Hospital and that new plans be implemented in place of, or in addition to current plans. Any such changes, as well as issues relating to administration of the Plans, shall not be subject to the grievance and arbitration procedures of this Agreement. There shall be no obligation to bargain over any such change, termination, or substitution, so long as such changes are also applicable to all hourly non-bargaining unit employees at the Hospital. Provided, the Hospital agrees that if any changes are made in these plans which reduce the overall benefits provided by the Plans, the Hospital will notify the Union and, upon written request received by the Hospital within thirty (30) days of such notification, will bargain with the Union concerning the effects of such changes on bargaining unit employees.



**15.1.2 Contribution Rates.** The rates paid by bargaining unit employees for any of the Plan options shall be the same as the rates paid by hourly non-bargaining unit employees of the Hospital. If any of the rates are increased or decreased for hourly non-bargaining unit employees, they shall be increased or decreased automatically for bargaining unit employees at the same time and in the same amount.

**15.2 Group Life/Accidental Death Benefit.** The Hospital will continue to provide during the term of this Agreement Life Insurance/Accidental Death Benefit in the same amount and under the same terms as that benefit is currently made available to Capital Medical Center employees.

**15.3 State and Federally Required Benefits.** The Employer shall provide Workers' Compensation insurance, Unemployment Compensation insurance, and FICA (Social Security) contributions as required by law.

### **ARTICLE 16 - HEALTH BENEFITS**

All full-time and part-time employees will be eligible to participate in the Hospital's Health and Dental insurance programs as provided below effective beginning the first of the month following thirty (30) days of continuous employment as a benefits eligible employee.

Effective January 1, 2022, employees' costs for coverages under these various plan components will be as set forth below.

The Hospital will continue to make available optional employee wellness discounts under which employee's future annual premium increases may be applied. Premiums for employees who do not take advantage of those wellness discounts are \$30/month higher than reflected in the summary below. For plan years 2023 and 2024, the Employer agrees that any premium increases will be shared equally by the employee and the Employer, except that the employee share shall not exceed a maximum of thirty dollars (\$30.00) per month, and in no event will bargaining unit employees be required to pay premium rates that exceed the rates paid by non-represented employees.

<b><i>HDHP**</i></b>					<b><i>DHMO</i></b>	
EE	\$ 47.00				EE	\$ 0.00 (no cost)
EE + SP	\$ 152.00				EE + SP	\$ 37.00
EE + CH	\$ 100.00				EE + CH	\$ 51.00
EE+ FAM	\$ 205.00				EE+ FAM	\$ 90.00
<b><i>Standard PPO</i></b>					<b><i>PPO</i></b>	
EE	\$ 153.00				EE	\$ 0.00 (no cost)
EE + SP	\$ 378.00				EE + SP	\$ 43.00
EE + CH	\$ 280.00				EE + CH	\$ 58.00

EE+ FAM	\$ 492.00				EE+ FAM	\$ 100.00
<b><i>My Connected Care</i></b>						
EE	\$0.00 (no cost)					
EE + SP	\$ 210.00					
EE + CH	\$ 111.00					
EE+ FAM	\$ 294.00					
<b><i>Premera Peak</i></b>						
EE	\$ 30.00					
EE + SP	\$ 240.00					
EE + CH	\$ 141.00					
EE+ FAM	\$ 324.00					

*\* Discounted rates above based on participation in wellness and tobacco free programs*  
*\*\* High Deductible PPO (HDHP) includes new Health Savings Account benefit of eight-hundred dollars (\$800) employer contribution for employee only plan, one thousand six hundred dollars (\$1,600) for family plans ( and above).*

There shall be no obligation to bargain over changes in these programs, and such changes, as well as issues relating to administration of the Plans, shall not be subject to the grievance and arbitration procedures of this Agreement. Provided, the Hospital agrees that if any changes are made in these plans which reduce the overall benefits provided by the Plans or which alter the coverage options, the Hospital will notify the Union and, upon written request received by the Hospital within thirty (30) days of such notification, will meet and confer with the Union concerning the effects of such changes on bargaining unit employees.

Provided further, in the event that federal and/or state healthcare reform legislation or other governmental regulation of health care imposes additional or more costly mandatory obligations on the Hospital, the Hospital may, at its option, cause this Article, and this Article alone, to be reopened for renegotiations during the term of this Agreement. In the event this Article is reopened for negotiations in accordance with this paragraph, the entire remainder of this Agreement (Articles 1 through 24, inclusive) will remain in full force and effect.

## **ARTICLE 17 - LEAVES OF ABSENCE**

### **17.1 Family and Medical Leave**

**(A) Eligibility:**

An employee with at least one year's service, who has at least 1,250 hours of service during the previous twelve month period, will be eligible for up to a total of twelve weeks of leave

within any rolling twelve month period under the Family and Medical Leave Act of 1993 (FMLA), for the purpose of caring for a newborn, newly adopted or foster child, or to care for a child, parent or spouse with a serious health condition, or because of the employee's inability to perform the essential duties of her job due to her own serious health condition. Employees taking leave for the birth or placement of a child must take all leave to which they are entitled in a single block of time. Leave taken for the birth or placement of a child must be completed within twelve (12) months of the child's birth or placement for adoption or foster care. If both spouses are employed by the Hospital and desire to take FMLA leave to care for a newborn, adopted, or foster child, then such spouses are limited to twelve (12) weeks of leave between themselves during any twelve (12) month period when taking leave for this purpose. Leave taken in connection with a serious health condition may be taken intermittently (i.e., in separate blocks of time) or by reducing the employee's normal work schedule, when such measures are medically necessary. However, the Employer retains sole discretion to temporarily transfer any employee who requests either intermittent leave or a reduced schedule to a position which better accommodates recurring periods of leave than the employee's regular position. Any such transfer will be to a position with equivalent pay and benefits. Employees unable to work due to the employee's own serious health condition beyond the employee's FMLA entitlement must request General Medical Leave, if eligible for such leave.

**Notice and Certification:**

Employees seeking to use FMLA leave may be required to: (1) request such leave on forms provided by the Employer; (2) provide the Employer 30-days advance notice when the need for the leave is foreseeable; (3) provide the Employer with a medical certification, on forms provided by the Hospital (both prior to the leave and, if requested, prior to reinstatement); (4) provide periodic recertification as permitted by law; and (5) provide periodic reports of the employee's status during the leave as permitted by law. The Employer may require any employee taking leave due to his or her own health condition to obtain a second and, if necessary, third medical opinion, (both at the Employer's expense).

Whenever the Employer has information which indicates that an absence of any duration is FMLA qualifying, the Employer may advise the employee that the absence is being designated as FMLA leave and credit the leave against the employee's FMLA entitlement.

When leave is needed to care for an immediate family member or the employee's own serious health condition, and is for planned medical treatment, the employee must try to schedule treatment so as not to unduly disrupt the Employer's operation.

(B) Compensation during Leave:

FMLA leave is unpaid. However, any employee who has accrued PTO time (and EIB in the case of leave due to an employee's own serious health condition or the serious health condition of the employee's spouse or child under the age of 18) must use that leave up to the maximum amount available.

(C) Benefits during Leave:

The Employer will maintain group health insurance coverage for an employee on FMLA leave for the portion of the leave covered by FMLA, PTO, or EIB, if such insurance was provided to the employee before the leave was taken and on the same terms as if the employee had continued to work. Once PTO, EIB, and FMLA coverage is exhausted, the employee must pay the full cost of all group insurances (e.g., medical, dental, vision and life) in order to continue the coverages during the leave. Failure of the employee to pay the premiums will result in termination of the coverage during the leave.

Employees on FMLA leave shall neither accrue nor forfeit any benefits during the unpaid portion of their leave.

(D) Job Reinstatement:

Except as authorized by federal law, an employee returning from FMLA leave will be reinstated to his or her original job, or to an equivalent job with equivalent pay, benefits, and other employment terms and conditions.

(E) Department of Labor Regulations:

In recognition that the U.S. Department of Labor has promulgated extensive regulations detailing the application of the FMLA, the Hospital and the Union agree that those regulations shall control with regard to any and all circumstances relating to this section, whether or not specifically addressed herein.

## **17.2 Pregnancy Leave Pursuant To Washington Administrative Code**

(A) Employee Eligibility:

A female employee not eligible for FMLA who is sick or temporarily disabled and unable to work as a result of pregnancy will be granted a leave of absence for the period of that sickness or temporary disability, for up to six weeks, or for a longer duration in accordance with state law if state law requires more than six weeks. Subject to business necessity pursuant to Washington Administrative Code Section 162-30-020 (5)(c), if an employee on such Pregnancy Leave returns to work immediately after the period of her sickness or disability, the Hospital will allow her to return to the same job or a similar job of the same pay. If the employee is eligible for FMLA leave, her pregnancy leave will be designated as FMLA leave. If an employee on Pregnancy Leave exhausts the leave time allowed under this section, her leave will be converted to General Medical Leave and will be subject to the terms of such leaves.

(B) Notice and Certification:

Employees requesting Pregnancy Leave shall be required to: (1) request such leave on forms provided by the Employer; (2) provide the Employer 30-days advance notice when the need for the leave is foreseeable; (3) provide the Employer with a medical certification, on forms provided by the Hospital (both prior to the leave and, if requested, prior to reinstatement); (4) provide periodic recertification if requested by the Employer; and (5) provide periodic reports of the employee's status during the leave as requested by the Employer.

(C) Compensation during Leave:

Pregnancy Leave is unpaid. However, any employee who has accrued BIB and unused PTO time must use that benefit time up to the maximum amount available to cover as much of the Pregnancy Leave as possible.

(D) Benefits during Leave:

The Employer will maintain group health insurance coverage for an employee on Pregnancy Leave for the portion of the leave covered by PTO or BIB, if such insurance was provided to the employee before the leave was taken and on the same terms as if the employee had continued to work. Once PTO and BIB is exhausted, the employee must pay the full cost of all group insurances (e.g., medical, dental, vision and life) in order to continue the coverages during the leave. Failure of the employee to pay the premiums will result in termination of the coverage during the leave.

Employees on Pregnancy Leave shall neither accrue nor forfeit any benefits during the unpaid portion of their leave.

(E) Job Reinstatement:

Subject to business necessity pursuant to Washington Administrative Code Section 162-30-020 (5)(c), if an employee on Pregnancy Leave returns to work immediately after the period of her pregnancy related sickness or disability, she will be allowed to return to the same job or a similar job having the same rate of pay. However, there shall be no obligation to return any employee to work under this provision if she would not have retained her position had she been at work, rather than on Pregnancy Leave. Re-employment following a Pregnancy Leave in excess of six (6) weeks (or such longer period if a longer period is required by state law) is subject to the same terms as applicable to re-employment following a General Medical Leave.

### **17.3 General Medical Leaves of Absence**

(A) Eligibility:

Employees with a minimum of six (6) months of service will be eligible for General Medical Leave. Any employee, who, as a result of a medical disability, becomes unable to perform the duties of his or her position for fourteen (14) calendar days, must request a General Medical Leave of Absence. If the employee is eligible for FMLA leave, and the leave is for a reason which qualifies under the FMLA, the Hospital may designate the leave as FMLA leave to the extent of the employee's eligibility for such leave. Employees not eligible for FMLA leave as set forth above, or who have exhausted leave entitlement under FMLA, may be eligible for placement on a General Medical Leave of Absence for up to six (6) months (inclusive of any time during which the

employee was on FMLA (17.1) or Pregnancy Leave (17.2)) with a doctor's written certificate of disability. Any employee who is granted a General Medical Leave of Absence must utilize any accrued EIB and PTO time.

(B) Duration of Leave:

A General Medical Leave of Absence may be granted for up to six (6) months (inclusive of any time during which the employee was on FMLA (17.1) or Pregnancy Leave (17.2)). Requests for extensions of a General Medical Leave of Absence will be considered if they are received by the Employer in writing before the expiration of the approved leave, are supported by proof of continued disability in the form of a physician's statement, and that do not cause the total period of absence to exceed six (6) months (including any period of FMLA leave or Pregnancy Leave). An employee who fails to report to work immediately following the expiration of an approved leave will be deemed to have voluntarily resigned.

(C) Benefits:

Employees will continue to participate in the insurance benefits plan as long as PTO or EIB hours are being paid. Once all PTO and EIB hours are exhausted, the employee must pay the full cost of all group insurances (e.g., medical, dental, vision and life) in order to continue the coverages during the leave. Failure of the employee to pay the premiums will result in termination of the coverage during the leave. Employees on General Medical Leave shall neither accrue nor forfeit any benefits during the unpaid portion of their leave.

(D) Notice and Verification:

An employee who requires a leave of absence for medical reasons must request such leave on forms provided by the Employer as soon as the employee learns that he or she is, or will become, temporarily disabled and unable to work for fourteen (14) calendar days due to a medical condition. Such requests must specify the reason for the leave, the date such leave will begin, and the expected duration of the disability. The request must be accompanied by a physician's statement that verifies the existence of the medical condition, the anticipated duration of the disability, and the dates the leave is expected to begin and end. An employee who requests such leave may be required to provide additional physician's statements from time to time thereafter in order to provide updated information regarding the employee's condition. Before returning to work from a General Medical Leave of Absence, an employee may be required to provide a physician's statement that indicates that he or she is fit to return to work.

(E) Reinstatement:

An employee who returns from a General Medical Leave within six (6) months (inclusive of any time during which the employee was on FMLA (17.1) or Pregnancy Leave (17.2)) will be returned to his or her former position, if available, or will be offered the first available opening in a comparable position for which he or she is qualified prior to such position being offered to a new hire. If no such positions are available, the employee will remain on leave of absence status up to the maximum period of time for General Medical Leave, at which time the employee will be removed from the payroll.

**17.4 Education Leave.** Consideration will be given to employees with at least one (1) year of service requesting a leave of absence to continue their education in a Hospital-related area. If the employee has expressed full intention of returning to work, and the request is approved, an Education Leave of Absence may be granted, in the discretion of the Employer, for up to six (6) months. Employees will continue to participate in the insurance benefits plan as long as PTO hours are being paid. Once all PTO hours are exhausted, the employee must pay the full cost of all group insurances (e.g., medical, dental, vision and life) in order to continue the coverages. Failure to make payments will result in the termination of insurance benefits. All accrued PTO hours must be utilized during an Education Leave of Absence. No benefits accrue during any portion of Education Leave not covered by PTO. An employee returning from Education Leave will be returned to the employee's former position, if available, or will be offered the first available opening in a comparable position for which he or she is qualified prior to such position being offered to a new hire. If no such positions are available, the employee will remain on leave of absence status up to the maximum period of time for Education Leave, at which time the employee will be removed from the payroll.

**17.4.1 Continuing Education.** Full-time employees who are interested in pursuing non- required work-related educational opportunities are encouraged to apply for educational assistance from the Hospital. All such applications will be evaluated in accordance with the clinical, operational, and scheduling needs of the department.

**17.5 Personal Leave.** A personal leave of absence may be granted, in the Employer's sole discretion, for up to six (6) months, to employees with at least six (6) months of service. Employees will continue to participate in the insurance benefits plan as long as PTO hours are being paid. Once all PTO hours are exhausted, the employee must pay the full cost of all group insurances (e.g., medical, dental, vision and life) in order to continue the coverages. Failure to make payments will result in the termination of insurance benefits. All accrued PTO hours must be utilized during a personal leave of absence. No benefits accrue during any portion of personal leave not covered by PTO.

An employee returning from Personal Leave will be returned to the employee's former position, if available. If the employee's former position is not available, the employee may apply for any other open positions for which he or she is qualified. If the employee does not return to work with the Hospital within the maximum period of time available for Personal Leave, the employee will be removed from the payroll.

**17.6 Military Leave.** Military leave will be granted in accordance with state and federal law.

**17.7 Adjustment of Anniversary Date.** Employees who are (a) on leave pursuant to FMLA, (b) on Pregnancy Leave pursuant to the WAC (Section 2 of this Article), (c) on other leaves of absences of less than thirty (30) days, or (d) accessing PTO or EIB, shall not have their anniversary dates altered during such absences or leave. For all other leaves in excess of thirty (30) days, the employee's anniversary date of employment will be adjusted by the amount of the leave in excess of the above.

**17.8 Bereavement Leave.** If a death occurs in a full-time or part-time employee's immediate family, an allowance is made for three working days off with pay that may be used at the time of the death or funeral/memorial service. Immediate family is defined as parent, grandparent, brother, sister, brother-in-law, sister-in-law, child, current spouse, grandchild, current parent-in-law, and any relative living in the employee's household, to include domestic partners in accordance with parameters as defined by the Hospital. An additional two (2) days of unpaid leave may be granted up to a maximum of five (5) days where extensive travel is required to attend the funeral.

**17.9 Jury Duty.** Regular full-time and regular part-time employees will be paid their base hourly rate of pay for time off because of required jury duty, less any compensation received for such services. The employee is required to notify his/her supervisor immediately upon receipt of the jury summons to allow the supervisor to establish the availability of the time away from the workplace and to schedule around the jury duty. Evening and night shift employees who are serving on a jury during the day are not required to report for work unless they are excused from service for the day. In the event an employee is not required to report to the court for service the employee is required to work his/her scheduled shift.

**17.10 Union Leave.** Union leaves may be requested in accordance with the personal leave of absence provisions of the 17.5 Personal Leave.

## **ARTICLE 18 - GRIEVANCE PROCEDURE**

**18.1 Grievance Defined.** A grievance is defined as an alleged breach of the terms and conditions of the Agreement. If any such grievance arises, it shall be submitted to the following grievance procedure. Time limits set forth in the following steps may only be extended by mutual written consent of the parties hereto. Failure by the employee or Union to follow the requirements and time limits contained herein for the filing and processing of grievances shall render the grievance null and void. Grievances concerning terminations shall initially be filed at the Step 2 level defined below.

**Step 1 Employee and Immediate Supervisor** - If an employee has a grievance, the employee and/or union representative must first present the grievance in writing to the employee's immediate supervisor within fourteen (14) calendar days from the date the employee knew or should reasonably have known that an alleged breach of this Agreement had occurred. The grievance shall state the contractual articles violated and the relief sought.



The immediate supervisor or designee shall respond in writing to the employee within fourteen (14) calendar days following receipt of the written grievance or within 14 days of a Step 1 meeting if such a meeting is scheduled. If the immediate supervisor is the employee's department director, then the employee's next step in this process is Step 3.

**Step 2 Employee and Department Director** - If the matter is not resolved to the employee's satisfaction at Step 1, the employee and/or union representative shall refer the written grievance to the employee's department director or designee within fourteen (14) calendar days following the postmark date of the mailing of the written decision at Step A conference between the employee, a union representative and the department director or designee shall be held at a mutually agreeable time. The department director or designee shall issue a written reply within fourteen (14) calendar days following receipt of the grievance or the Step 2 meeting, whichever is later.

**Step 3 Administration and Union Representative** - If the matter is not resolved to the employee's satisfaction at Step 2, the employee and/or union representative shall refer the written grievance to the Hospital administrator or designee within fourteen (14) calendar days following the postmark date of the mailing of the decision at Step 2. A conference between the employee, a union representative, and the administrator or designee shall be held at a mutually agreeable time. The administrator or designee shall issue a written reply within fourteen (14) calendar days following receipt of the grievance or the Step 3 meeting, whichever is later.

**Step 4 Arbitration** - If the grievance is not settled on the basis of the foregoing procedures, either the Employer or the Union may submit the issue to arbitration by written notice to the other party within fourteen (14) calendar days following the Union's receipt of the Hospital's response at Step 3. Within seven (7) calendar days of the notification that a dispute is submitted for arbitration, either party may request that the Federal Mediation and Conciliation Service submit a panel of eleven (11) arbitrators having hospital arbitration experience. Upon receipt of the list, the arbitrator shall be selected by each party alternately striking names until only one remains. Either party may reject one panel in its entirety. To determine which party strikes the first name, the parties shall flip a coin. The arbitrator shall promptly conduct a hearing on the grievance. The expenses of any arbitration will be shared equally by the Employer and the Union; however, each party shall bear its own expenses of representation and witnesses. Subject to judicial review for those limited circumstances where courts have found such review to be appropriate, the arbitrator's decision shall be final and binding on all parties.

## **17.2 Limits Of Arbitrator:**

- (a) The arbitrator shall have no power to: (1) add to or subtract from, or modify any of the terms of this Agreement; (2) establish or change any wage scale or any other compensation formula; (3) hear or decide any dispute as to the numbers or classifications of employees needed, at any given time, to provide patient care for the Hospital's patients or perform the assigned work; (4) hear or decide any dispute as to the division of duties among employees; (5) award back pay

for any period more than fourteen (14) days prior to the filing of the grievance (except that this period may be extended for up to 6 months only for those situations involving the incorrect administration of a pay practice that could not have been discovered through an examination of the employee's pay check/pay stub, time records, generally available published pay policies, and this collective bargaining agreement.); (6) hear any dispute over whether just cause existed to give an employee an oral warning, except where necessary to determine whether just cause existed for subsequent discipline more severe than an oral warning and the oral warning was previously timely grieved through Steps 1 through 3 of the grievance procedure; (7) arbitrate any matter after this Agreement has expired other than matters which arose prior to the time of expiration of the Agreement; or, (8) modify or alter the penalty imposed by the Employer unless the Arbitrator determines that the weight of the evidence contained in the record shows there was not just cause for the specific penalty imposed.

(b) During the grievance procedure, either party may request the other party to produce evidence relevant to the grievance that is within that party's possession or control. If either party requests the production of evidence requiring review and or copying of numerous documents, the party reviewing or copying such documents may charge the requesting party reasonable clerical and copying expenses. The arbitrator will not consider any evidence from a party which failed to produce such evidence in support of that party's position during Steps 1 through 3 of the grievance procedure in response to a reasonably specific request for production of such evidence.

(c) If there is an issue as to whether a grievance is arbitrable (procedural arbitrability) under this Agreement, no arbitrator may hear or decide both the merits and the issue of arbitrability in a single arbitration hearing unless both parties specifically agree to such a submission in a single writing. Where separate arbitration hearings are held on the merits and the issue of arbitrability the parties agree that the same arbitrator shall be used unless otherwise mutually agreed. Where separate arbitration hearings are held on the merits and the issue of arbitrability, the arbitration hearing on the merits shall be scheduled not less than two (2) weeks following the issuance of the arbitrator's decision on the question of arbitrability. Issues of substantive arbitrability are to be decided by a court of competent jurisdiction.

(d) Either party may utilize the services of a court reporter. The costs of the court reporter shall be borne by the party or parties that order a copy of the transcript. The transcript will only be available to the party or parties that order a copy at the arbitration hearing.

(e) All time limits set forth in this Article are of the essence and may be extended only by specific written mutual agreement in a single document signed by the Hospital and the Union. Grievances not timely filed at Step 1 shall be barred, and grievances not advanced in strict accordance with the foregoing procedures or time limits will be considered as withdrawn and shall have no precedential effect. If the Hospital fails to set a meeting or provide a timely response, the Union may advance the grievance to the next Step, and must do so if it wishes to keep the grievance active.

**18.2 Grievance Meetings.** Grievance meetings will normally be scheduled during the non-working time of the grievant immediately before or after the grievant's shift. Time spent in grievance meetings by grievants will be unpaid time unless the grievance meeting is scheduled during the grievant's work shift for the convenience of the Hospital. Investigation of grievances by bargaining unit representatives outside of grievance meetings shall be conducted in non- working areas and on the non-working time-on breaks and unpaid meal times of all involved bargaining unit employees.

## **ARTICLE 19 - NO STRIKES/NO LOCKOUT**

**19.1 Prohibited Activity.** During the term of this Agreement, neither the Union nor its agents or representatives, nor any employees, individually or collectively, shall call, sanction, support or participate in any strike, work stoppage, picketing (informational or otherwise), sit-down, sickout or slow-down, or any refusal to cross a picket line at or enter the Hospital's premises, or any other interference with any of the Hospital's services or operations, or with the movement or transportation of goods to the Hospital's premises.

**19.2 Waiver by Union.** The prohibitions of this Article are intended to apply regardless of the motivation for the strike or other conduct. By way of illustration only, this Article expressly prohibits (1) sympathy strikes (individual or concerted failure to cross a picket line established by another labor organization or by members of another bargaining unit); (2) strikes over disputes that are not subject to arbitration; and (3) strikes in protest of alleged violations of state or federal law. Any statutory right under the NLRA which the employee may otherwise have to engage in such conduct is hereby expressly waived by the Union. Provided, nothing in this Article will forbid a refusal to work protected by the Occupational Safety and Health Act.

**19.3 Penalty.** Any employee who participates in any activity prohibited by this Article shall be subject to discharge or such lesser discipline as the Hospital in its discretion shall determine, provided however, that such employee shall have recourse to the grievance and arbitration procedure as to the sole question of whether he or she in fact participated in such prohibited activity.

**19.4 No Lockouts.** The Hospital agrees that there shall be no lockout during the term of this Agreement. As used herein, the term "lockout" shall not include the closing down or curtailment of operations or layoffs due to economic conditions, business or operational reasons, natural disaster, or reasons beyond the Hospital's control.

**19.5 Judicial Remedies.** The Hospital or the Union shall be entitled to all appropriate judicial remedies, including but not limited to, injunctive relief and damages, if a violation of this Article should occur. Either may immediately institute judicial proceedings to obtain such remedies, without any prior obligation to seek relief under the grievance and arbitration procedure of this Agreement. Injunctive relief shall be available to the Hospital or the Union

regardless of whether the dispute giving rise to the conduct prohibited by this Article is subject to arbitration.

Any right to remove a state court action filed by the Hospital or the Union to federal court alleging a violation of this Article is expressly waived by the Hospital and the Union.

## **ARTICLE 20 - ACCOMMODATION OF DISABILITY**

The parties to this Agreement recognize that the Americans with Disabilities Act ("ADA") imposes certain restrictions on an employer with regard to the hiring and retention of employees. The parties accordingly agree that, notwithstanding any other provision of this Agreement, the Employer may take any action it deems necessary in order to comply with the provisions of the ADA. Where possible, the Union shall be notified at least fourteen (14) days prior to the intended implementation of any action and, upon request; the Employer shall meet with the Union to explain the reasons for the action to be taken.

## **ARTICLE 21 - DRUG AND ALCOHOL POLICY**

Employees may not use, possess, sell or purchase non-prescribed controlled substances, illegal drugs or alcohol while on Hospital property or during working hours. Employees may not report to work or be at work while under the influence of alcohol (zero tolerance) or with a measurable quantity of non-prescribed narcotics, illegal drugs, or controlled substances in their blood or urine.

The Hospital reserves the right to maintain, administer, and in its sole discretion to modify, revise or change its drug and alcohol policy that is applicable to all Hospital employees. In the event that the Hospital decides to modify, revise or change its drug and alcohol policy, it will provide the Union with fifteen (15) days written notice of that change and, upon request, engage in effects negotiations regarding that change.

## **ARTICLE 22 - GENERAL PROVISIONS**

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

**22.2 Complete Agreement.** It is acknowledged and agreed that during the course of negotiations preceding the execution of this Agreement, matters and issues of interest to the Union, the employees and to the Hospital pertaining to wages, hours and conditions of employment have been fully considered and negotiated, that each party was afforded the unrestricted right to pursue and discuss proposals pertaining to wages, hours and conditions of employment and that the

understanding and agreements arrived at by the parties during the course of said negotiations are fully set forth in this Agreement.

The Union and the Hospital agree that during the term of the Agreement, neither party shall be obligated to negotiate with respect to any matter pertaining to wages, hours or conditions of employment whether or not specifically included in this Agreement or discussed during the negotiations preceding the execution of this Agreement. Provided that if the Hospital creates or changes policies or procedures that would create an effects bargaining obligation under this contract and the NLRA, the Hospital will engage in such bargaining upon request.

This Agreement shall not be varied or amended by oral agreement or by custom or practice. No addition to, alteration, modification, practice or waiver of any term, provision, covenant, or condition or restriction in this Agreement shall be valid, binding, or of any force or effect unless made in writing and executed by the Hospital and the Union. The failure of either party to exercise any right under the Agreement or to insist upon strict compliance with its provisions will not affect the right of either party to exercise any right or to thereafter insist upon strict compliance.

**22.3 Personnel Rules and Regulations.** All employees in this bargaining unit in addition to being governed by this Agreement, shall also be subject to personnel policies published by the Employer having general applicability to all employees in this bargaining unit (but not including policies relating to wages and benefits), and any subsequent personnel policies, rules and regulations that may in the sole discretion of the Employer be promulgated in the future, so long as they do not conflict with this Agreement, including Article 22.2, above. In case of any conflict, this Agreement shall be the controlling policy for the employees covered by this Agreement.

**22.4 Past Practice.** Unless specifically provided herein to the contrary, past practices that existed prior to this Agreement, whether written or oral, shall not be binding on the Employer. The Employer will endeavor to communicate any changes in past practices to the staff in advance of the change.

**22.5 Successorship.** Thirty (30) days prior to completion of sale, the Hospital shall notify the Union in writing of the name and address of the purchaser. The purchaser's obligations with regard to its bargaining obligations with the Union will be determined by applicable federal and state law.

## **ARTICLE 23 - IDENTIFICATION BADGES**

**23.1 Identification Badges.** Employees will be issued an identification badge by the Hospital that must be worn at all times when the employee is in the facility. Employees are responsible for safely maintaining that badge, which is also used for clocking in and out. Employees will be allowed not more than one free replacement badge if their badge is lost during any rolling twelve month period. The cost of subsequent replacement badges during any such period will be paid by the employee.

## **ARTICLE 24 - LABOR-MANAGEMENT COMMITTEE**

The Union and the Hospital agree to establish a Labor-Management Committee (LMC) for the purposes of discussing topics of mutual concern, to include ways in which the economic impact of low census on employees may be mitigated.

Employees who have ongoing concerns about staffing are encouraged to address their concerns with their supervisor/manager. In the event those concerns remain unresolved, they may be brought forward for review by the LMC.

The Committee shall not discuss disciplinary matters, pending grievances, or any issues relating to contract negotiations. The Committee shall be comprised of no more than four (4) management representatives chosen by the Hospital and no more than four (4) Employee representatives chosen by the Union (who shall be Employees of the Hospital). In addition, the Union Field Representative and the Human Resources Director, or their designee(s), may serve as resources to the Committee. Each party shall name a spokesperson to coordinate Committee activities.

The Committee shall meet at mutually agreed upon times once per quarter, unless otherwise mutually agreed. Meetings shall last no more than two (2) hours each, unless the parties mutually agree to extend. An agenda for the meeting shall be submitted by either or both parties seven (7) days in advance. Any topic to be discussed must be included in the agenda or mutually agreed to at the time of the meeting.

Employee representatives on the Committee shall be compensated at their base rate of pay for time spent in the Committee meetings (limited to two (2) hours pay per meeting).

To facilitate the implementation of this provision, the Union and the Hospital agree to request and participate in joint training by FMCS, to be requested within three months of ratification of this agreement.

## **ARTICLE 25 - DURATION**

This Agreement shall be effective upon ratification by the Union, and shall continue in effect without change, addition or amendment for three (3) years, through September 30, 2024. This Agreement shall automatically be renewed and extended from year to year thereafter unless either party serves notice in writing on the other party at least ninety (90) days prior to the expiration date of this Agreement, or any subsequent anniversary date of same if this Agreement is automatically renewed or extended in accordance with this Article, of its intention to terminate or amend this Agreement.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement this twelfth day of August, 2022.



Faye Guenther  
President,  
UFCW3000



David Barnes  
Negotiator,  
UFCW3000



Laura Edwards  
Vice President, HP Operations



Eric Brown  
Director of Surgical Services



Rhose Hipolito  
Director of Clinical Operations



Jennifer Weldon  
Chief Financial Officer

## Appendix A. Wages

### Appendix A. 2022 Wages (Office)

**UFCW CAPIC OFFICE WAGE SCALE**  
 Schedule: UFCW 20 Office  
 Effective February 27, 2022 (6.25%)

Grade	Description	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	Step 22	Step 23	Step 24	Step 25	
BASE		Yr 1	Yr 2	Yr 3	Yr 4	Yr 5	Yr 6	Yr 7	Yr 8	Yr 9	Yr 10	Yr 11	Yr 12	Yr 13	Yr 14	Yr 15	Yr 16	Yr 17	Yr 18	Yr 19	Yr 20	Yr 21	Yr 22	Yr 23	Yr 24	Yr 25	
A	Acts Payable Clerk	\$16.26	\$16.69	\$17.11	\$17.53	\$18.04	\$18.88	\$19.36	\$19.94	\$20.29	\$20.74	\$21.21	\$21.69	\$22.16	\$22.88	\$23.19	\$23.71	\$23.71	\$24.19	\$24.19	\$24.67	\$24.67	\$24.67	\$24.67	\$25.15	\$25.15	\$25.66
B	Acts Receivables Clerk	\$16.26	\$16.69	\$17.11	\$17.53	\$18.04	\$18.88	\$19.36	\$19.94	\$20.29	\$20.74	\$21.21	\$21.69	\$22.16	\$22.88	\$23.19	\$23.71	\$23.71	\$24.19	\$24.19	\$24.67	\$24.67	\$24.67	\$24.67	\$25.15	\$25.15	\$25.66
C	Cancer Registry Asst.	\$16.26	\$16.69	\$17.11	\$17.53	\$18.04	\$18.88	\$19.36	\$19.94	\$20.29	\$20.74	\$21.21	\$21.69	\$22.16	\$22.88	\$23.19	\$23.71	\$23.71	\$24.19	\$24.19	\$24.67	\$24.67	\$24.67	\$24.67	\$25.15	\$25.15	\$25.66
D	Code/Abstractor	\$21.05	\$21.58	\$22.12	\$22.87	\$23.24	\$24.42	\$25.03	\$25.65	\$26.23	\$26.82	\$27.42	\$28.04	\$28.67	\$29.31	\$29.98	\$30.65	\$30.65	\$31.26	\$31.26	\$31.89	\$31.89	\$31.89	\$31.89	\$32.52	\$32.52	\$33.17
E	Code/Abstractor, Lead	\$21.85	\$22.39	\$22.96	\$24.11	\$24.71	\$25.33	\$25.97	\$26.62	\$27.22	\$27.83	\$28.45	\$29.09	\$29.74	\$30.42	\$31.10	\$31.81	\$31.81	\$32.44	\$32.44	\$33.09	\$33.09	\$33.09	\$33.09	\$33.74	\$33.74	\$34.43
F	Courier	\$14.35	\$14.90	\$15.28	\$15.86	\$16.05	\$16.45	\$16.86	\$17.29	\$17.72	\$18.11	\$18.52	\$18.95	\$19.37	\$19.81	\$20.25	\$20.70	\$21.18	\$21.18	\$21.60	\$21.60	\$22.03	\$22.03	\$22.03	\$22.47	\$22.47	\$22.91
G	Dept Secretary	\$16.26	\$16.69	\$17.11	\$17.53	\$17.98	\$18.43	\$18.88	\$19.36	\$19.84	\$20.29	\$20.74	\$21.21	\$21.69	\$22.18	\$22.88	\$23.19	\$23.71	\$23.71	\$24.19	\$24.19	\$24.67	\$24.67	\$24.67	\$25.15	\$25.15	\$25.66
H	Dept Secretary, Lead	\$17.73	\$18.16	\$18.63	\$19.09	\$19.58	\$20.06	\$20.57	\$21.08	\$21.61	\$22.09	\$22.59	\$23.09	\$23.62	\$24.14	\$24.69	\$25.25	\$25.82	\$25.82	\$26.33	\$26.33	\$26.86	\$26.86	\$26.86	\$27.40	\$27.40	\$27.94
I	HIMPS Liaison	\$21.04	\$21.57	\$22.10	\$22.66	\$23.22	\$23.81	\$24.40	\$25.01	\$25.64	\$26.21	\$26.80	\$27.41	\$28.02	\$28.65	\$29.29	\$29.95	\$30.63	\$30.63	\$31.24	\$31.24	\$31.87	\$31.87	\$31.87	\$32.50	\$32.50	\$33.15
J	Insurance Verifier	\$17.77	\$18.21	\$18.67	\$19.13	\$19.61	\$20.10	\$20.61	\$21.12	\$21.65	\$22.13	\$22.63	\$23.14	\$23.66	\$24.20	\$24.74	\$25.29	\$25.87	\$25.87	\$26.39	\$26.39	\$26.91	\$26.91	\$26.91	\$27.45	\$27.45	\$28.00
K	Mainroom Clerk	\$14.27	\$14.63	\$15.00	\$15.37	\$15.76	\$16.15	\$16.55	\$16.97	\$17.39	\$17.78	\$18.18	\$18.59	\$19.01	\$19.43	\$19.87	\$20.31	\$20.78	\$20.78	\$21.19	\$21.19	\$21.62	\$21.62	\$21.62	\$22.05	\$22.05	\$22.49
L	Distribution Spec (Clerk)	\$18.02	\$18.48	\$18.94	\$19.41	\$19.90	\$20.40	\$20.90	\$21.42	\$21.96	\$22.45	\$22.95	\$23.48	\$24.00	\$24.54	\$25.10	\$25.66	\$26.24	\$26.24	\$26.76	\$26.76	\$27.29	\$27.29	\$27.29	\$27.84	\$27.84	\$28.40
M	Med Rec Analyst	\$15.38	\$15.76	\$16.16	\$16.56	\$16.97	\$17.40	\$17.83	\$18.27	\$18.73	\$19.16	\$19.59	\$20.02	\$20.47	\$20.93	\$21.41	\$21.89	\$22.38	\$22.38	\$22.83	\$22.83	\$23.28	\$23.28	\$23.28	\$23.75	\$23.75	\$24.23
N	Med Rec File Clerk	\$14.99	\$15.37	\$15.76	\$16.15	\$16.55	\$16.97	\$17.39	\$17.82	\$18.27	\$18.68	\$19.10	\$19.52	\$19.97	\$20.42	\$20.87	\$21.34	\$21.83	\$21.83	\$22.26	\$22.26	\$22.71	\$22.71	\$22.71	\$23.17	\$23.17	\$23.63
O	PBX	\$15.47	\$15.85	\$16.25	\$16.66	\$17.07	\$17.50	\$17.93	\$18.39	\$18.85	\$19.27	\$19.70	\$20.14	\$20.60	\$21.06	\$21.53	\$22.02	\$22.51	\$22.51	\$22.97	\$22.97	\$23.43	\$23.43	\$23.43	\$23.89	\$23.89	\$24.36
P	Financial Counselor	\$18.12	\$18.58	\$19.04	\$19.51	\$20.01	\$20.50	\$21.02	\$21.54	\$22.08	\$22.58	\$23.08	\$23.61	\$24.13	\$24.68	\$25.24	\$25.81	\$26.39	\$26.39	\$26.91	\$26.91	\$27.45	\$27.45	\$27.45	\$28.00	\$28.00	\$28.55
Q	Rail Coordinator	\$16.26	\$16.69	\$17.11	\$17.53	\$17.98	\$18.43	\$18.88	\$19.36	\$19.84	\$20.29	\$20.74	\$21.21	\$21.69	\$22.18	\$22.88	\$23.19	\$23.71	\$23.71	\$24.19	\$24.19	\$24.67	\$24.67	\$24.67	\$25.15	\$25.15	\$25.66
S	Regs Rep/PBX	\$17.16	\$17.58	\$18.02	\$18.47	\$18.93	\$19.41	\$19.89	\$20.39	\$20.89	\$21.37	\$21.85	\$22.34	\$22.84	\$23.35	\$23.88	\$24.42	\$24.97	\$24.97	\$25.47	\$25.47	\$25.98	\$25.98	\$25.98	\$26.49	\$26.49	\$27.03
T	Med Records Coordinator	\$16.73	\$17.16	\$17.59	\$18.02	\$18.47	\$18.93	\$19.41	\$19.89	\$20.39	\$20.85	\$21.32	\$21.80	\$22.29	\$22.79	\$23.30	\$23.83	\$24.37	\$24.37	\$24.85	\$24.85	\$25.34	\$25.34	\$25.34	\$25.86	\$25.86	\$26.38
U	Scheduling Secretary	\$18.19	\$18.64	\$19.10	\$19.56	\$20.07	\$20.58	\$21.08	\$21.61	\$22.16	\$22.65	\$23.17	\$23.68	\$24.22	\$24.77	\$25.31	\$25.89	\$26.47	\$26.47	\$27.00	\$27.00	\$27.54	\$27.54	\$27.54	\$28.09	\$28.09	\$28.65
V	Service Coordinator	\$16.26	\$16.69	\$17.11	\$17.53	\$17.98	\$18.43	\$18.88	\$19.36	\$19.84	\$20.29	\$20.74	\$21.21	\$21.69	\$22.18	\$22.88	\$23.19	\$23.71	\$23.71	\$24.19	\$24.19	\$24.67	\$24.67	\$24.67	\$25.15	\$25.15	\$25.66
W	Staffing Secretary	\$16.26	\$16.69	\$17.11	\$17.53	\$17.98	\$18.43	\$18.88	\$19.36	\$19.84	\$20.29	\$20.74	\$21.21	\$21.69	\$22.18	\$22.88	\$23.19	\$23.71	\$23.71	\$24.19	\$24.19	\$24.67	\$24.67	\$24.67	\$25.15	\$25.15	\$25.66
X	Transcription Clerk (Medical Records)	\$14.68	\$15.05	\$15.43	\$15.82	\$16.21	\$16.62	\$17.03	\$17.46	\$17.89	\$18.29	\$18.70	\$19.12	\$19.56	\$20.00	\$20.45	\$20.91	\$21.38	\$21.38	\$21.81	\$21.81	\$22.24	\$22.24	\$22.24	\$22.69	\$22.69	\$23.14
Y	Transcriptionist, Lead	\$19.34	\$19.83	\$20.32	\$20.83	\$21.36	\$21.88	\$22.43	\$23.00	\$23.57	\$24.10	\$24.64	\$25.20	\$25.77	\$26.34	\$26.93	\$27.54	\$28.16	\$28.16	\$28.72	\$28.72	\$29.30	\$29.30	\$29.30	\$29.88	\$29.88	\$30.48
Z	Unit Secretary	\$19.62	\$20.11	\$20.61	\$21.13	\$21.66	\$22.19	\$22.75	\$23.32	\$23.91	\$24.44	\$24.99	\$25.56	\$26.13	\$26.72	\$27.31	\$27.94	\$28.56	\$28.56	\$29.13	\$29.13	\$29.72	\$29.72	\$29.72	\$30.30	\$30.30	\$30.91
AA	Unit Secretary/Monitor/Tech	\$20.89	\$21.41	\$21.94	\$22.50	\$23.06	\$23.63	\$24.23	\$24.83	\$25.45	\$26.03	\$26.61	\$27.21	\$27.82	\$28.44	\$29.09	\$29.74	\$30.41	\$30.41	\$31.02	\$31.02	\$31.64	\$31.64	\$31.64	\$32.28	\$32.28	\$32.92



# Appendix A 2023 Wages (Office)

**UFCW/CAP/IMC OFFICE WAGE SCALE**  
**Schedule: UFCW20 Office**  
**Effective 2023 (2.25%)**

Grade	Description	BASE	Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10	Y11	Y12	Y13	Y14	Y15	Y16	Y17	Y18	Y19	Y20	Y21	Y22	Y23	Y24	Y25		
		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	Step 22	Step 23	Step 24	Step 25			
A	Accts Payable Clerk	\$1685	\$1707	\$1749	\$1792	\$1838	\$1884	\$1930	\$1980	\$2029	\$2075	\$2121	\$2169	\$2218	\$2268	\$2319	\$2371	\$2424	\$2478	\$2533	\$2589	\$2646	\$2704	\$2762	\$2820	\$2879	\$2938		
B	Accts Receivables Clerk	\$1685	\$1707	\$1749	\$1792	\$1838	\$1884	\$1930	\$1980	\$2029	\$2075	\$2121	\$2169	\$2218	\$2268	\$2319	\$2371	\$2424	\$2478	\$2533	\$2589	\$2646	\$2704	\$2762	\$2820	\$2879	\$2938		
C	Cancer Registry Asst.	\$1685	\$1707	\$1749	\$1792	\$1838	\$1884	\$1930	\$1980	\$2029	\$2075	\$2121	\$2169	\$2218	\$2268	\$2319	\$2371	\$2424	\$2478	\$2533	\$2589	\$2646	\$2704	\$2762	\$2820	\$2879	\$2938		
D	Coder/Abstractor	\$2152	\$2207	\$2262	\$2318	\$2376	\$2436	\$2497	\$2559	\$2623	\$2682	\$2742	\$2804	\$2867	\$2932	\$2997	\$3065	\$3134	\$3204	\$3274	\$3346	\$3417	\$3490	\$3564	\$3639	\$3714	\$3791	\$3868	
E	Coder-Abstractor_Lead	\$2234	\$2289	\$2344	\$2405	\$2465	\$2527	\$2590	\$2655	\$2722	\$2783	\$2846	\$2909	\$2974	\$3041	\$3110	\$3180	\$3253	\$3328	\$3404	\$3479	\$3556	\$3633	\$3711	\$3789	\$3868	\$3947	\$4026	
F	Counter	\$1488	\$1524	\$1562	\$1601	\$1641	\$1682	\$1724	\$1768	\$1812	\$1852	\$1894	\$1938	\$1981	\$2026	\$2071	\$2117	\$2166	\$2216	\$2266	\$2317	\$2369	\$2422	\$2475	\$2529	\$2583	\$2637	\$2691	
G	Dept Secretary	\$1685	\$1707	\$1749	\$1792	\$1838	\$1884	\$1930	\$1980	\$2029	\$2075	\$2121	\$2169	\$2218	\$2268	\$2319	\$2371	\$2424	\$2478	\$2533	\$2589	\$2646	\$2704	\$2762	\$2820	\$2879	\$2938		
H	Dept Secretary_Lead	\$1813	\$1859	\$1905	\$1952	\$2002	\$2051	\$2103	\$2155	\$2210	\$2259	\$2310	\$2361	\$2415	\$2468	\$2525	\$2582	\$2640	\$2698	\$2752	\$2811	\$2869	\$2928	\$2987	\$3047	\$3107	\$3167	\$3226	
I	HIMPAS Liaison	\$2151	\$2206	\$2260	\$2317	\$2374	\$2435	\$2495	\$2557	\$2622	\$2680	\$2740	\$2803	\$2865	\$2929	\$2995	\$3062	\$3132	\$3203	\$3274	\$3346	\$3417	\$3490	\$3564	\$3639	\$3714	\$3791	\$3868	
J	Insurance Letter	\$1817	\$1862	\$1909	\$1956	\$2005	\$2055	\$2107	\$2160	\$2214	\$2263	\$2314	\$2366	\$2419	\$2474	\$2530	\$2586	\$2645	\$2705	\$2765	\$2826	\$2887	\$2948	\$3010	\$3072	\$3134	\$3196	\$3258	
K	Mailroom Clerk	\$1459	\$1496	\$1534	\$1572	\$1611	\$1651	\$1692	\$1735	\$1778	\$1818	\$1859	\$1901	\$1944	\$1987	\$2032	\$2077	\$2125	\$2175	\$2225	\$2275	\$2326	\$2376	\$2428	\$2479	\$2531	\$2583	\$2635	
L	Distribution Spec (Cap)	\$1843	\$1889	\$1936	\$1985	\$2035	\$2086	\$2136	\$2191	\$2245	\$2296	\$2347	\$2401	\$2454	\$2510	\$2566	\$2624	\$2683	\$2743	\$2803	\$2863	\$2924	\$2984	\$3044	\$3105	\$3166	\$3226	\$3287	
M	Med Rec Analyst	\$1573	\$1611	\$1652	\$1693	\$1735	\$1779	\$1823	\$1868	\$1915	\$1959	\$2003	\$2047	\$2093	\$2140	\$2189	\$2238	\$2288	\$2338	\$2388	\$2439	\$2490	\$2541	\$2592	\$2643	\$2694	\$2745	\$2796	
N	Med Rec File Clerk	\$1533	\$1572	\$1611	\$1651	\$1692	\$1735	\$1778	\$1822	\$1868	\$1910	\$1953	\$1996	\$2042	\$2088	\$2134	\$2182	\$2232	\$2276	\$2322	\$2369	\$2416	\$2464	\$2512	\$2560	\$2608	\$2656	\$2704	
O	PBX	\$1582	\$1621	\$1662	\$1703	\$1745	\$1789	\$1833	\$1880	\$1927	\$1970	\$2014	\$2059	\$2106	\$2153	\$2201	\$2252	\$2302	\$2352	\$2403	\$2454	\$2506	\$2558	\$2610	\$2663	\$2715	\$2767	\$2820	
P	Financial Counselor	\$1853	\$1900	\$1947	\$1995	\$2046	\$2096	\$2149	\$2202	\$2258	\$2309	\$2360	\$2414	\$2467	\$2524	\$2581	\$2639	\$2698	\$2757	\$2817	\$2877	\$2937	\$2998	\$3059	\$3120	\$3181	\$3243	\$3304	
Q	Rec Coordinator	\$1685	\$1707	\$1749	\$1792	\$1838	\$1884	\$1930	\$1980	\$2029	\$2075	\$2121	\$2169	\$2218	\$2268	\$2319	\$2371	\$2424	\$2478	\$2533	\$2589	\$2646	\$2704	\$2762	\$2820	\$2879	\$2938	\$2998	
S	Regs Rep/PBX	\$1755	\$1798	\$1843	\$1889	\$1936	\$1985	\$2034	\$2085	\$2136	\$2185	\$2234	\$2284	\$2335	\$2386	\$2442	\$2497	\$2553	\$2609	\$2665	\$2721	\$2778	\$2835	\$2892	\$2950	\$3008	\$3066	\$3124	
T	Med Records Coordinator	\$1711	\$1755	\$1799	\$1843	\$1889	\$1936	\$1985	\$2034	\$2085	\$2132	\$2180	\$2229	\$2279	\$2330	\$2382	\$2437	\$2492	\$2548	\$2604	\$2660	\$2716	\$2773	\$2830	\$2887	\$2944	\$3002	\$3060	
U	Scheduling Secretary	\$1880	\$1906	\$1953	\$2002	\$2052	\$2104	\$2155	\$2210	\$2266	\$2316	\$2369	\$2421	\$2476	\$2533	\$2588	\$2647	\$2707	\$2767	\$2827	\$2888	\$2948	\$3009	\$3069	\$3129	\$3189	\$3250	\$3310	
V	Service Coordinator	\$1685	\$1707	\$1749	\$1792	\$1838	\$1884	\$1930	\$1980	\$2029	\$2075	\$2121	\$2169	\$2218	\$2268	\$2319	\$2371	\$2424	\$2478	\$2533	\$2589	\$2646	\$2704	\$2762	\$2820	\$2879	\$2938	\$2998	
W	Staffing Secretary	\$1685	\$1707	\$1749	\$1792	\$1838	\$1884	\$1930	\$1980	\$2029	\$2075	\$2121	\$2169	\$2218	\$2268	\$2319	\$2371	\$2424	\$2478	\$2533	\$2589	\$2646	\$2704	\$2762	\$2820	\$2879	\$2938	\$2998	
X	Transcription Clerk (Medical Records)	\$1501	\$1539	\$1578	\$1618	\$1657	\$1699	\$1741	\$1785	\$1829	\$1870	\$1912	\$1955	\$2000	\$2045	\$2091	\$2138	\$2186	\$2235	\$2284	\$2334	\$2384	\$2434	\$2484	\$2534	\$2585	\$2635	\$2686	
Y	Transcriptionist_Lead	\$1978	\$2028	\$2078	\$2130	\$2184	\$2237	\$2293	\$2352	\$2410	\$2464	\$2519	\$2577	\$2635	\$2693	\$2754	\$2816	\$2879	\$2942	\$3006	\$3070	\$3134	\$3198	\$3263	\$3327	\$3392	\$3456	\$3520	
Z	Unit Secretary	\$2006	\$2056	\$2107	\$2161	\$2215	\$2269	\$2326	\$2384	\$2445	\$2499	\$2555	\$2614	\$2672	\$2732	\$2792	\$2852	\$2912	\$2972	\$3032	\$3092	\$3152	\$3212	\$3272	\$3332	\$3392	\$3452	\$3512	\$3572
AA	Unit Secretary/Monitor/Tech	\$2136	\$2188	\$2243	\$2301	\$2358	\$2416	\$2478	\$2539	\$2602	\$2662	\$2721	\$2782	\$2845	\$2908	\$2974	\$3041	\$3109	\$3179	\$3248	\$3317	\$3387	\$3457	\$3527	\$3597	\$3667	\$3737	\$3807	

## Appendix A. 2024 Wages (Office)

**UFCW/CAPIC OFFICE WAGESCALE**  
**Schedule: UFCW 20 Office**  
**Effective 2024 (2.25%)**

Grade	Description	BASE	Yr 1	Yr 2	Yr 3	Yr 4	Yr 5	Yr 6	Yr 7	Yr 8	Yr 9	Yr 10	Yr 11	Yr 12	Yr 13	Yr 14	Yr 15	Yr 16	Yr 17	Yr 18	Yr 19	Yr 20	Yr 21	Yr 22	Yr 23	Yr 24	Yr 25	
		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	Step 22	Step 23	Step 24	Step 25		
A	Accts Payable Clerk	\$17.02	\$17.45	\$17.88	\$18.32	\$18.79	\$19.26	\$19.73	\$20.25	\$20.75	\$21.22	\$21.69	\$22.16	\$22.68	\$23.19	\$23.71	\$24.24	\$24.79	\$24.79	\$25.29	\$25.29	\$25.80	\$25.80	\$26.30	\$26.30	\$26.83	\$26.83	
B	Accts Receivables Clerk	\$17.02	\$17.45	\$17.88	\$18.32	\$18.79	\$19.26	\$19.73	\$20.25	\$20.75	\$21.22	\$21.69	\$22.16	\$22.68	\$23.19	\$23.71	\$24.24	\$24.79	\$24.79	\$25.29	\$25.29	\$25.80	\$25.80	\$26.30	\$26.30	\$26.83	\$26.83	
C	Cancer Registry/Asst	\$17.02	\$17.45	\$17.88	\$18.32	\$18.79	\$19.26	\$19.73	\$20.25	\$20.75	\$21.22	\$21.69	\$22.16	\$22.68	\$23.19	\$23.71	\$24.24	\$24.79	\$24.79	\$25.29	\$25.29	\$25.80	\$25.80	\$26.30	\$26.30	\$26.83	\$26.83	
D	Coder/Abstractor	\$22.00	\$22.57	\$23.13	\$23.70	\$24.29	\$24.91	\$25.53	\$26.17	\$26.82	\$27.42	\$28.04	\$28.67	\$29.32	\$29.98	\$30.64	\$31.34	\$32.05	\$32.88	\$32.88	\$33.92	\$33.92	\$34.59	\$34.59	\$35.28	\$35.28	\$35.99	\$35.99
E	Code/Abstractor Lead	\$22.84	\$23.41	\$24.01	\$24.69	\$25.20	\$25.84	\$26.48	\$27.15	\$27.83	\$28.46	\$29.10	\$29.74	\$30.41	\$31.09	\$31.80	\$32.52	\$33.26	\$33.26	\$33.92	\$33.92	\$34.59	\$34.59	\$35.28	\$35.28	\$35.99	\$35.99	
F	Courier	\$15.21	\$15.98	\$16.37	\$16.78	\$17.20	\$17.63	\$18.06	\$18.53	\$18.94	\$19.37	\$19.82	\$20.26	\$20.72	\$21.18	\$21.65	\$22.15	\$22.65	\$23.15	\$23.15	\$23.92	\$23.92	\$24.04	\$24.04	\$23.50	\$23.50	\$23.96	\$23.96
G	Dept Secretary	\$17.02	\$17.45	\$17.88	\$18.32	\$18.79	\$19.26	\$19.73	\$20.25	\$20.75	\$21.22	\$21.69	\$22.16	\$22.68	\$23.19	\$23.71	\$24.24	\$24.79	\$24.79	\$25.29	\$25.29	\$25.80	\$25.80	\$26.30	\$26.30	\$26.83	\$26.83	
H	Dept Secretary Lead	\$18.54	\$19.01	\$19.48	\$19.96	\$20.47	\$20.97	\$21.50	\$22.03	\$22.60	\$23.10	\$23.62	\$24.14	\$24.69	\$25.24	\$25.82	\$26.40	\$26.99	\$26.99	\$27.53	\$27.53	\$28.08	\$28.08	\$28.65	\$28.65	\$29.21	\$29.21	
I	HMP/AS Liaison	\$21.99	\$22.36	\$23.11	\$23.69	\$24.27	\$24.90	\$25.51	\$26.15	\$26.81	\$27.40	\$28.02	\$28.66	\$29.29	\$29.95	\$30.62	\$31.31	\$32.02	\$32.02	\$32.86	\$32.86	\$33.32	\$33.32	\$33.98	\$33.98	\$34.66	\$34.66	
J	Insurance Verifier	\$18.58	\$19.04	\$19.52	\$20.00	\$20.50	\$21.01	\$21.54	\$22.09	\$22.64	\$23.14	\$23.66	\$24.19	\$24.73	\$25.30	\$25.87	\$26.44	\$27.05	\$27.05	\$27.59	\$27.59	\$28.14	\$28.14	\$28.70	\$28.70	\$29.27	\$29.27	
K	Mailroom Clerk	\$4.92	\$5.30	\$5.69	\$6.07	\$6.47	\$6.88	\$7.30	\$7.74	\$8.18	\$8.59	\$9.01	\$9.44	\$9.88	\$10.32	\$10.78	\$11.24	\$11.73	\$11.73	\$12.16	\$12.16	\$22.61	\$22.61	\$23.06	\$23.06	\$23.52	\$23.52	
L	Distribution Spec (Cap)	\$18.84	\$19.32	\$19.80	\$20.30	\$20.81	\$21.33	\$21.84	\$22.40	\$22.96	\$23.48	\$24.00	\$24.55	\$25.09	\$25.66	\$26.24	\$26.83	\$27.43	\$27.43	\$27.98	\$27.98	\$28.53	\$28.53	\$29.11	\$29.11	\$29.69	\$29.69	
M	Med/Rec Analyst	\$16.08	\$16.47	\$16.88	\$17.31	\$17.74	\$18.19	\$18.64	\$19.10	\$19.58	\$20.03	\$20.48	\$20.98	\$21.40	\$21.88	\$22.38	\$22.88	\$23.39	\$23.39	\$23.87	\$23.87	\$24.34	\$24.34	\$24.83	\$24.83	\$25.34	\$25.34	
N	Med/Rec File Clerk	\$15.67	\$16.07	\$16.47	\$16.88	\$17.30	\$17.74	\$18.18	\$18.63	\$19.10	\$19.53	\$19.97	\$20.41	\$20.88	\$21.35	\$21.82	\$22.31	\$22.82	\$22.82	\$23.27	\$23.27	\$23.74	\$23.74	\$24.22	\$24.22	\$24.70	\$24.70	
O	PBX	\$16.18	\$16.57	\$16.99	\$17.41	\$17.84	\$18.29	\$18.74	\$19.22	\$19.70	\$20.14	\$20.59	\$21.05	\$21.53	\$22.01	\$22.51	\$23.03	\$23.54	\$23.54	\$24.02	\$24.02	\$24.50	\$24.50	\$24.98	\$24.98	\$25.49	\$25.49	
P	Financial Counsellor	\$18.95	\$19.43	\$19.91	\$20.40	\$20.92	\$21.43	\$21.97	\$22.52	\$23.09	\$23.61	\$24.13	\$24.68	\$25.23	\$25.81	\$26.39	\$26.98	\$27.59	\$27.59	\$28.14	\$28.14	\$28.70	\$28.70	\$29.27	\$29.27	\$29.85	\$29.85	
Q	Rail Coordinator	\$17.02	\$17.45	\$17.88	\$18.32	\$18.79	\$19.26	\$19.73	\$20.25	\$20.75	\$21.22	\$21.69	\$22.16	\$22.68	\$23.19	\$23.71	\$24.24	\$24.79	\$24.79	\$25.29	\$25.29	\$25.80	\$25.80	\$26.30	\$26.30	\$26.83	\$26.83	
S	Regis Repl/PBX	\$17.94	\$18.38	\$18.84	\$19.32	\$19.80	\$20.30	\$20.80	\$21.32	\$21.84	\$22.34	\$22.84	\$23.35	\$23.88	\$24.42	\$24.97	\$25.53	\$26.10	\$26.10	\$26.63	\$26.63	\$27.16	\$27.16	\$27.70	\$27.70	\$28.26	\$28.26	
T	Med Records Coordinator	\$17.49	\$17.94	\$18.39	\$18.84	\$19.32	\$19.80	\$20.30	\$20.80	\$21.32	\$21.80	\$22.29	\$22.79	\$23.30	\$23.82	\$24.36	\$24.92	\$25.46	\$25.46	\$25.98	\$25.98	\$26.49	\$26.49	\$27.03	\$27.03	\$27.58	\$27.58	
U	Scheduling Secretary	\$19.02	\$19.49	\$19.97	\$20.47	\$20.98	\$21.51	\$22.03	\$22.60	\$23.17	\$23.68	\$24.22	\$24.75	\$25.32	\$25.90	\$26.46	\$27.07	\$27.68	\$27.68	\$28.23	\$28.23	\$28.79	\$28.79	\$29.37	\$29.37	\$29.95	\$29.95	
V	Service Coordinator	\$17.02	\$17.45	\$17.88	\$18.32	\$18.79	\$19.26	\$19.73	\$20.25	\$20.75	\$21.22	\$21.69	\$22.16	\$22.68	\$23.19	\$23.71	\$24.24	\$24.79	\$24.79	\$25.29	\$25.29	\$25.80	\$25.80	\$26.30	\$26.30	\$26.83	\$26.83	
W	Staffing Secretary	\$17.02	\$17.45	\$17.88	\$18.32	\$18.79	\$19.26	\$19.73	\$20.25	\$20.75	\$21.22	\$21.69	\$22.16	\$22.68	\$23.19	\$23.71	\$24.24	\$24.79	\$24.79	\$25.29	\$25.29	\$25.80	\$25.80	\$26.30	\$26.30	\$26.83	\$26.83	
X	Transcription Clerk (Medical Records)	\$15.35	\$15.74	\$16.14	\$16.54	\$16.94	\$17.37	\$17.80	\$18.25	\$18.70	\$19.12	\$19.55	\$19.99	\$20.45	\$20.91	\$21.38	\$21.86	\$22.35	\$22.35	\$22.80	\$22.80	\$23.25	\$23.25	\$23.72	\$23.72	\$24.19	\$24.19	
Y	Transcriptionist, Lead	\$20.23	\$20.74	\$21.25	\$21.78	\$22.33	\$22.87	\$23.45	\$24.05	\$24.64	\$25.19	\$25.76	\$26.35	\$26.94	\$27.54	\$28.16	\$28.79	\$29.44	\$29.44	\$30.03	\$30.03	\$30.63	\$30.63	\$31.24	\$31.24	\$31.87	\$31.87	
Z	Unit Secretary	\$20.51	\$21.02	\$21.54	\$22.10	\$22.65	\$23.20	\$23.78	\$24.38	\$25.00	\$25.55	\$26.12	\$26.73	\$27.32	\$27.93	\$28.55	\$29.21	\$29.86	\$29.86	\$30.46	\$30.46	\$31.07	\$31.07	\$31.68	\$31.68	\$32.32	\$32.32	
AA	Unit Secretary/Monitor Tech	\$21.84	\$22.38	\$22.93	\$23.53	\$24.11	\$24.70	\$25.34	\$25.96	\$26.61	\$27.22	\$27.82	\$28.45	\$29.09	\$29.73	\$30.41	\$31.09	\$31.79	\$31.79	\$32.43	\$32.43	\$33.08	\$33.08	\$33.75	\$33.75	\$34.42	\$34.42	

Appendix A. 2022 Wages (Service)

UFCW/CAPIC SERVICE WAGE SCALE

Schedule: UFCW 18 Service

Effective February 27, 2022 (5.25%)

Description	Grade	Year																											
		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	Step 22	Step 23	Step 24	Step 25			
Dean/ Ambassador	A	\$1721	\$1764	\$1808	\$1853	\$1900	\$1947	\$1996	\$2046	\$2097	\$2145	\$2193	\$2242	\$2292	\$2344	\$2396	\$2450	\$2505	\$2555	\$2607	\$2659	\$2710	\$2762	\$2814	\$2866	\$2919	\$2971	\$3023	
Amputator Aide	B	\$1830	\$1875	\$1921	\$1968	\$2016	\$2065	\$2115	\$2166	\$2218	\$2272	\$2327	\$2383	\$2440	\$2498	\$2557	\$2617	\$2679	\$2742	\$2806	\$2870	\$2936	\$3002	\$3068	\$3136	\$3204	\$3272	\$3340	\$3408
Building Attendant	C	\$1857	\$1903	\$1950	\$1999	\$2049	\$2100	\$2152	\$2206	\$2262	\$2319	\$2377	\$2436	\$2496	\$2557	\$2619	\$2683	\$2748	\$2814	\$2881	\$2949	\$3018	\$3088	\$3159	\$3231	\$3303	\$3376	\$3449	\$3522
Cannito Aide	D	\$1427	\$1463	\$1500	\$1537	\$1576	\$1615	\$1655	\$1697	\$1739	\$1782	\$1826	\$1871	\$1917	\$1964	\$2012	\$2061	\$2111	\$2162	\$2214	\$2267	\$2321	\$2376	\$2432	\$2489	\$2547	\$2605	\$2664	\$2722
CNA	E	\$1806	\$1850	\$1896	\$1944	\$1992	\$2042	\$2093	\$2147	\$2202	\$2258	\$2315	\$2374	\$2434	\$2495	\$2557	\$2620	\$2684	\$2749	\$2815	\$2882	\$2950	\$3018	\$3087	\$3157	\$3228	\$3299	\$3370	\$3442
Cook	F	\$1857	\$1903	\$1952	\$2000	\$2050	\$2101	\$2154	\$2208	\$2263	\$2319	\$2377	\$2436	\$2496	\$2557	\$2619	\$2683	\$2748	\$2814	\$2881	\$2949	\$3018	\$3088	\$3159	\$3231	\$3303	\$3376	\$3449	\$3522
Cook Lead	G	\$1988	\$2038	\$2088	\$2141	\$2194	\$2249	\$2306	\$2363	\$2422	\$2477	\$2532	\$2588	\$2645	\$2704	\$2763	\$2823	\$2884	\$2946	\$3009	\$3073	\$3138	\$3203	\$3268	\$3334	\$3400	\$3466	\$3532	\$3598
Diet Clerk	H	\$1766	\$1810	\$1854	\$1901	\$1949	\$1997	\$2048	\$2099	\$2152	\$2200	\$2249	\$2300	\$2352	\$2404	\$2458	\$2514	\$2570	\$2628	\$2687	\$2747	\$2807	\$2868	\$2929	\$2991	\$3053	\$3116	\$3179	\$3242
ER Dept Asst	I	\$1661	\$1703	\$1745	\$1789	\$1833	\$1880	\$1926	\$1974	\$2024	\$2069	\$2116	\$2164	\$2212	\$2262	\$2313	\$2365	\$2419	\$2474	\$2529	\$2586	\$2643	\$2701	\$2760	\$2819	\$2879	\$2938	\$3000	\$3061
ER Tech (Cap)	AA	\$2089	\$2141	\$2194	\$2250	\$2306	\$2363	\$2423	\$2483	\$2545	\$2603	\$2661	\$2721	\$2782	\$2844	\$2909	\$2974	\$3041	\$3109	\$3177	\$3246	\$3316	\$3386	\$3457	\$3529	\$3601	\$3674	\$3747	\$3820
Floor Maintenance Tech	K	\$1832	\$1879	\$1926	\$1973	\$2023	\$2074	\$2125	\$2178	\$2233	\$2284	\$2335	\$2387	\$2441	\$2496	\$2553	\$2609	\$2666	\$2724	\$2782	\$2841	\$2900	\$2960	\$3020	\$3080	\$3141	\$3202	\$3263	\$3324
Food Service Aide	L	\$1439	\$1475	\$1511	\$1549	\$1588	\$1628	\$1668	\$1710	\$1753	\$1792	\$1832	\$1875	\$1917	\$1960	\$2004	\$2048	\$2094	\$2141	\$2187	\$2235	\$2283	\$2332	\$2381	\$2430	\$2480	\$2529	\$2579	\$2628
Food Service Aide, Lead	M	\$1540	\$1579	\$1619	\$1659	\$1700	\$1743	\$1786	\$1831	\$1877	\$1919	\$1962	\$2006	\$2051	\$2098	\$2145	\$2193	\$2242	\$2292	\$2342	\$2393	\$2444	\$2495	\$2547	\$2599	\$2651	\$2704	\$2757	\$2810
Housekeeper	N	\$1644	\$1684	\$1727	\$1770	\$1815	\$1860	\$1906	\$1955	\$2003	\$2048	\$2094	\$2140	\$2189	\$2239	\$2289	\$2340	\$2393	\$2441	\$2491	\$2541	\$2592	\$2643	\$2694	\$2746	\$2797	\$2849	\$2900	\$2952
Housekeeper, Lead	O	\$1904	\$1952	\$2002	\$2052	\$2102	\$2155	\$2209	\$2265	\$2321	\$2372	\$2427	\$2481	\$2537	\$2595	\$2652	\$2713	\$2773	\$2835	\$2897	\$2960	\$3023	\$3087	\$3151	\$3216	\$3281	\$3346	\$3412	\$3477
Imaging Support Aide	P	\$1628	\$1669	\$1711	\$1753	\$1798	\$1843	\$1888	\$1936	\$1984	\$2039	\$2074	\$2121	\$2169	\$2218	\$2268	\$2319	\$2371	\$2424	\$2477	\$2530	\$2583	\$2637	\$2691	\$2745	\$2800	\$2855	\$2910	\$2965
Med Asst	R	\$1628	\$1669	\$1711	\$1753	\$1798	\$1843	\$1888	\$1936	\$1984	\$2039	\$2074	\$2121	\$2169	\$2218	\$2268	\$2319	\$2371	\$2424	\$2477	\$2530	\$2583	\$2637	\$2691	\$2745	\$2800	\$2855	\$2910	\$2965
Surgical Support Tech	U	\$1787	\$1831	\$1877	\$1924	\$1973	\$2022	\$2072	\$2125	\$2177	\$2226	\$2276	\$2326	\$2379	\$2434	\$2488	\$2544	\$2601	\$2659	\$2717	\$2776	\$2835	\$2895	\$2955	\$3015	\$3076	\$3137	\$3199	\$3260
Rad Med Asst	V	\$1628	\$1669	\$1711	\$1753	\$1798	\$1843	\$1888	\$1936	\$1984	\$2039	\$2074	\$2121	\$2169	\$2218	\$2268	\$2319	\$2371	\$2424	\$2477	\$2530	\$2583	\$2637	\$2691	\$2745	\$2800	\$2855	\$2910	\$2965
Rad Ther Asst	V	\$1628	\$1669	\$1711	\$1753	\$1798	\$1843	\$1888	\$1936	\$1984	\$2039	\$2074	\$2121	\$2169	\$2218	\$2268	\$2319	\$2371	\$2424	\$2477	\$2530	\$2583	\$2637	\$2691	\$2745	\$2800	\$2855	\$2910	\$2965

## Appendix A. 2023 Wages (Service)

**UFCW CAPIC SERVICE WAGE SCALE**

Schedule: UFCW18 Service

Effective 2023 (2.25%)

Description	BASE		Yr1	Yr2	Yr3	Yr4	Yr5	Yr6	Yr7	Yr8	Yr9	Yr10	Yr11	Yr12	Yr13	Yr14	Yr15	Yr16	Yr17	Yr18	Yr19	Yr20	Yr21	Yr22	Yr23	Yr24	Yr25	
	Grade	Step	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	Step 22	Step 23	Step 24	Step 25	
Dietary Attendant	A	Step 1	\$17.60	\$18.04	\$18.49	\$18.95	\$19.43	\$19.91	\$20.41	\$20.92	\$21.44	\$21.93	\$22.42	\$22.92	\$23.44	\$23.97	\$24.50	\$25.05	\$25.61	\$26.12	\$26.62	\$26.66	\$26.66	\$27.19	\$27.19	\$27.19	\$27.73	
Ambulatory Aide	B	Step 1	\$14.21	\$14.57	\$14.94	\$15.32	\$15.70	\$16.08	\$16.48	\$16.89	\$17.31	\$17.71	\$18.11	\$18.52	\$18.93	\$19.36	\$19.80	\$20.25	\$20.70	\$20.70	\$21.11	\$21.53	\$21.53	\$21.96	\$21.96	\$23.33	\$23.33	\$23.91
Building Attendant	C	Step 1	\$18.99	\$19.46	\$19.94	\$20.44	\$20.95	\$21.47	\$22.00	\$22.56	\$23.13	\$23.64	\$24.18	\$24.72	\$25.28	\$25.85	\$26.43	\$27.02	\$27.63	\$27.63	\$28.18	\$28.74	\$28.74	\$29.33	\$29.33	\$29.93	\$29.93	\$30.91
Cardio Aide	D	Step 1	\$14.59	\$14.96	\$15.34	\$15.72	\$16.11	\$16.51	\$16.92	\$17.35	\$17.78	\$18.18	\$18.59	\$19.01	\$19.44	\$19.87	\$20.32	\$20.77	\$21.25	\$21.25	\$21.67	\$22.11	\$22.11	\$22.55	\$22.55	\$23.55	\$23.55	\$23.00
CNA	E	Step 1	\$18.47	\$18.92	\$19.39	\$19.88	\$20.37	\$20.88	\$21.40	\$21.95	\$22.50	\$23.01	\$23.51	\$24.04	\$24.59	\$25.13	\$25.70	\$26.29	\$26.88	\$26.88	\$27.40	\$27.96	\$27.96	\$28.52	\$28.52	\$29.52	\$29.52	\$29.09
Cook	F	Step 1	\$18.99	\$19.46	\$19.96	\$20.45	\$20.96	\$21.48	\$22.02	\$22.58	\$23.14	\$23.66	\$24.19	\$24.74	\$25.30	\$25.86	\$26.44	\$27.03	\$27.65	\$27.65	\$28.20	\$28.76	\$28.76	\$29.34	\$29.34	\$29.93	\$29.93	\$30.93
Cool Lead	G	Step 1	\$20.33	\$20.84	\$21.35	\$21.89	\$22.43	\$23.00	\$23.58	\$24.16	\$24.76	\$25.33	\$25.93	\$26.48	\$27.07	\$27.68	\$28.30	\$28.94	\$29.60	\$29.60	\$30.18	\$30.79	\$30.79	\$31.41	\$31.41	\$31.41	\$32.03	\$32.03
Diet Clerk	H	Step 1	\$18.06	\$18.51	\$18.96	\$19.44	\$19.93	\$20.42	\$20.94	\$21.46	\$22.00	\$22.50	\$23.00	\$23.52	\$24.05	\$24.58	\$25.13	\$25.71	\$26.28	\$26.28	\$26.81	\$26.81	\$27.35	\$27.35	\$27.88	\$27.88	\$28.45	\$28.45
ER Dept Assst	I	Step 1	\$16.98	\$17.41	\$17.84	\$18.29	\$18.74	\$19.22	\$19.69	\$20.18	\$20.70	\$21.16	\$21.64	\$22.13	\$22.62	\$23.13	\$23.65	\$24.18	\$24.73	\$24.73	\$25.21	\$25.21	\$25.72	\$25.72	\$26.24	\$26.24	\$26.77	\$26.77
ER Tech (Cap)	AA	Step 1	\$21.36	\$21.89	\$22.43	\$23.01	\$23.58	\$24.16	\$24.78	\$25.39	\$26.02	\$26.62	\$27.21	\$27.82	\$28.45	\$29.08	\$29.74	\$30.41	\$31.09	\$31.09	\$31.72	\$31.72	\$32.35	\$32.35	\$33.01	\$33.01	\$33.66	\$33.66
Floor Maintenance Tech	K	Step 1	\$18.73	\$19.21	\$19.69	\$20.17	\$20.69	\$21.21	\$21.73	\$22.27	\$22.83	\$23.35	\$23.88	\$24.41	\$24.96	\$25.52	\$26.10	\$26.68	\$27.29	\$27.29	\$27.83	\$27.83	\$28.38	\$28.38	\$28.95	\$28.95	\$29.53	\$29.53
Floor Service Aide	L	Step 1	\$14.71	\$15.08	\$15.45	\$15.84	\$16.24	\$16.65	\$17.06	\$17.48	\$17.92	\$18.32	\$18.73	\$19.17	\$19.60	\$20.04	\$20.49	\$20.94	\$21.41	\$21.41	\$21.85	\$21.85	\$22.29	\$22.29	\$22.73	\$22.73	\$23.18	\$23.18
Floor Service Aide, Lead	M	Step 1	\$15.75	\$16.15	\$16.55	\$16.96	\$17.38	\$17.82	\$18.26	\$18.72	\$19.19	\$19.62	\$20.06	\$20.51	\$20.97	\$21.45	\$21.93	\$22.42	\$22.92	\$22.92	\$23.38	\$23.38	\$23.85	\$23.85	\$24.34	\$24.34	\$24.82	\$24.82
Housekeeper	N	Step 1	\$16.81	\$17.22	\$17.66	\$18.10	\$18.56	\$19.02	\$19.49	\$19.99	\$20.48	\$20.94	\$21.41	\$21.88	\$22.38	\$22.89	\$23.41	\$23.93	\$24.47	\$24.47	\$24.96	\$24.96	\$25.46	\$25.46	\$25.97	\$25.97	\$26.46	\$26.46
Housekeeper, Lead	O	Step 1	\$19.47	\$19.96	\$20.47	\$20.98	\$21.49	\$22.03	\$22.59	\$23.16	\$23.73	\$24.25	\$24.82	\$25.37	\$25.94	\$26.53	\$27.12	\$27.74	\$28.35	\$28.35	\$28.92	\$28.92	\$29.50	\$29.50	\$30.09	\$30.09	\$30.69	\$30.69
Imaging Support Aide	P	Step 1	\$16.65	\$17.07	\$17.49	\$17.92	\$18.38	\$18.84	\$19.30	\$19.80	\$20.29	\$20.75	\$21.21	\$21.69	\$22.18	\$22.68	\$23.19	\$23.71	\$24.24	\$24.24	\$24.73	\$24.73	\$25.23	\$25.23	\$25.72	\$25.72	\$26.24	\$26.24
Med Asst	R	Step 1	\$16.65	\$17.07	\$17.49	\$17.92	\$18.38	\$18.84	\$19.30	\$19.80	\$20.29	\$20.75	\$21.21	\$21.69	\$22.18	\$22.68	\$23.19	\$23.71	\$24.24	\$24.24	\$24.73	\$24.73	\$25.23	\$25.23	\$25.72	\$25.72	\$26.24	\$26.24
Surgery Turnover Team Tech	U	Step 1	\$18.27	\$18.72	\$19.19	\$19.67	\$20.17	\$20.67	\$21.18	\$21.73	\$22.26	\$22.76	\$23.27	\$23.79	\$24.33	\$24.89	\$25.44	\$26.01	\$26.60	\$26.60	\$27.13	\$27.13	\$27.68	\$27.68	\$28.23	\$28.23	\$28.79	\$28.79
Rad Med Asst	V	Step 1	\$16.65	\$17.07	\$17.49	\$17.92	\$18.38	\$18.84	\$19.30	\$19.80	\$20.29	\$20.75	\$21.21	\$21.69	\$22.18	\$22.68	\$23.19	\$23.71	\$24.24	\$24.24	\$24.73	\$24.73	\$25.23	\$25.23	\$25.72	\$25.72	\$26.24	\$26.24
Rad Ther Asst	V	Step 1	\$16.65	\$17.07	\$17.49	\$17.92	\$18.38	\$18.84	\$19.30	\$19.80	\$20.29	\$20.75	\$21.21	\$21.69	\$22.18	\$22.68	\$23.19	\$23.71	\$24.24	\$24.24	\$24.73	\$24.73	\$25.23	\$25.23	\$25.72	\$25.72	\$26.24	\$26.24

### Appendix A. 2024 Wages (Service)

**UFCW CAPIC SERVICE WAGE SCALE**  
**Schedule: UFCW18 Service**  
**Effective 2024 (2.25%)**

Description	Grade	BASE	Yr 1	Yr 2	Yr 3	Yr 4	Yr 5	Yr 6	Yr 7	Yr 8	Yr 9	Yr 10	Yr 11	Yr 12	Yr 13	Yr 14	Yr 15	Yr 16	Yr 17	Yr 18	Yr 19	Yr 20	Yr 21	Yr 22	Yr 23	Yr 24	Yr 25
		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	Step 22	Step 23	Step 24	Step 25	
Deputy Ambassador	A	\$19.00	\$18.45	\$19.91	\$19.38	\$19.87	\$20.36	\$20.87	\$21.39	\$21.92	\$22.42	\$22.92	\$23.44	\$23.97	\$24.51	\$25.05	\$25.61	\$26.19	\$26.71	\$26.71	\$26.71	\$26.71	\$27.26	\$27.26	\$27.80	\$27.80	\$28.35
Amputatory Aide	B	\$14.53	\$14.90	\$15.28	\$15.66	\$16.05	\$16.44	\$16.85	\$17.27	\$17.70	\$18.11	\$18.52	\$18.94	\$19.36	\$19.80	\$20.25	\$20.71	\$21.17	\$21.67	\$21.67	\$21.67	\$21.67	\$22.01	\$22.01	\$22.45	\$22.45	\$22.90
Building Attendant	C	\$19.42	\$19.90	\$20.39	\$20.90	\$21.42	\$21.95	\$22.50	\$23.07	\$23.65	\$24.17	\$24.72	\$25.28	\$25.85	\$26.43	\$27.02	\$27.63	\$28.25	\$28.81	\$28.81	\$28.81	\$28.81	\$29.39	\$29.39	\$29.99	\$29.99	\$30.58
Cardio Aide	D	\$14.92	\$15.30	\$15.69	\$16.07	\$16.47	\$16.88	\$17.30	\$17.74	\$18.18	\$18.63	\$19.01	\$19.44	\$19.88	\$20.32	\$20.78	\$21.24	\$21.73	\$22.16	\$22.16	\$22.16	\$22.16	\$22.61	\$22.61	\$23.06	\$23.06	\$23.52
CNA	E	\$19.89	\$19.35	\$19.83	\$20.33	\$20.83	\$21.35	\$21.88	\$22.44	\$23.01	\$23.53	\$24.04	\$24.58	\$25.14	\$25.70	\$26.28	\$26.88	\$27.46	\$27.46	\$27.46	\$27.46	\$28.02	\$28.59	\$28.59	\$29.16	\$29.16	\$29.74
Cook	F	\$19.42	\$19.90	\$20.41	\$20.91	\$21.43	\$21.96	\$22.52	\$23.09	\$23.66	\$24.19	\$24.73	\$25.30	\$25.87	\$26.44	\$27.03	\$27.64	\$28.27	\$28.27	\$28.27	\$28.27	\$28.83	\$29.41	\$29.41	\$30.00	\$30.00	\$30.60
Cook/Lead	G	\$20.79	\$21.31	\$21.83	\$22.38	\$22.93	\$23.52	\$24.11	\$24.70	\$25.32	\$25.90	\$26.47	\$27.08	\$27.68	\$28.30	\$28.94	\$29.59	\$30.27	\$30.27	\$30.27	\$30.27	\$30.86	\$31.46	\$31.46	\$32.12	\$32.12	\$32.75
Diet/Clerk	H	\$16.47	\$16.93	\$17.39	\$17.88	\$18.38	\$18.91	\$19.41	\$19.94	\$20.50	\$21.01	\$21.52	\$22.05	\$22.61	\$23.13	\$23.69	\$24.28	\$24.87	\$24.87	\$24.87	\$24.87	\$25.48	\$26.08	\$26.08	\$26.71	\$26.71	\$27.37
ER Dept/Asst	I	\$17.36	\$17.80	\$18.24	\$18.70	\$19.16	\$19.65	\$20.13	\$20.63	\$21.17	\$21.64	\$22.13	\$22.63	\$23.13	\$23.65	\$24.18	\$24.72	\$25.29	\$25.29	\$25.29	\$25.29	\$25.78	\$26.30	\$26.30	\$26.83	\$26.83	\$27.37
ER Tech (Cap)	AA	\$21.84	\$22.38	\$22.93	\$23.53	\$24.11	\$24.70	\$25.34	\$25.96	\$26.61	\$27.22	\$27.82	\$28.45	\$29.09	\$29.73	\$30.41	\$31.09	\$31.79	\$31.79	\$31.79	\$31.79	\$32.43	\$33.08	\$33.08	\$33.75	\$33.75	\$34.42
Floor Maintenance Tech	K	\$19.15	\$19.64	\$20.13	\$20.62	\$21.16	\$21.69	\$22.22	\$22.77	\$23.34	\$23.88	\$24.42	\$24.96	\$25.52	\$26.09	\$26.69	\$27.28	\$27.90	\$28.46	\$28.46	\$28.46	\$28.46	\$29.02	\$29.02	\$29.60	\$29.60	\$30.19
Foot Service Aide	L	\$15.04	\$15.42	\$15.80	\$16.20	\$16.61	\$17.02	\$17.44	\$17.87	\$18.32	\$18.73	\$19.15	\$19.60	\$20.04	\$20.49	\$20.95	\$21.41	\$21.89	\$21.89	\$21.89	\$21.89	\$22.34	\$22.79	\$22.79	\$23.24	\$23.24	\$23.70
Foot Service Aide, Lead	M	\$16.10	\$16.51	\$16.92	\$17.34	\$17.77	\$18.22	\$18.67	\$19.14	\$19.62	\$20.06	\$20.51	\$20.97	\$21.44	\$21.93	\$22.42	\$22.92	\$23.44	\$23.44	\$23.44	\$23.44	\$23.91	\$24.39	\$24.39	\$24.89	\$24.89	\$25.38
Housekeeper	N	\$17.19	\$17.61	\$18.06	\$18.51	\$18.98	\$19.45	\$19.93	\$20.44	\$20.94	\$21.41	\$21.89	\$22.37	\$22.88	\$23.41	\$23.94	\$24.47	\$25.02	\$25.02	\$25.02	\$25.02	\$25.52	\$26.03	\$26.03	\$26.55	\$26.55	\$27.08
Housekeeper, Lead	O	\$19.91	\$20.41	\$20.93	\$21.45	\$21.97	\$22.53	\$23.10	\$23.68	\$24.26	\$24.80	\$25.38	\$25.94	\$26.52	\$27.13	\$27.73	\$28.36	\$28.99	\$28.99	\$28.99	\$28.99	\$29.57	\$30.16	\$30.16	\$30.77	\$30.77	\$31.38
Imaging Support Aide	P	\$17.02	\$17.45	\$17.88	\$18.32	\$18.79	\$19.26	\$19.73	\$20.25	\$20.75	\$21.22	\$21.69	\$22.18	\$22.68	\$23.19	\$23.71	\$24.24	\$24.79	\$24.79	\$24.79	\$24.79	\$25.29	\$25.80	\$25.80	\$26.30	\$26.30	\$26.83
Med Asst	R	\$17.02	\$17.45	\$17.88	\$18.32	\$18.79	\$19.26	\$19.73	\$20.25	\$20.75	\$21.22	\$21.69	\$22.18	\$22.68	\$23.19	\$23.71	\$24.24	\$24.79	\$24.79	\$24.79	\$24.79	\$25.29	\$25.80	\$25.80	\$26.30	\$26.30	\$26.83
Surgery/Turnover Team Tech	U	\$16.68	\$17.14	\$17.62	\$18.11	\$18.62	\$19.14	\$19.66	\$20.22	\$20.76	\$21.27	\$21.79	\$22.33	\$22.88	\$23.45	\$24.01	\$24.54	\$24.79	\$24.79	\$24.79	\$24.79	\$25.29	\$25.80	\$25.80	\$26.30	\$26.30	\$26.83
Rad Ther/Asst	V	\$17.02	\$17.45	\$17.88	\$18.32	\$18.79	\$19.26	\$19.73	\$20.25	\$20.75	\$21.22	\$21.69	\$22.18	\$22.68	\$23.19	\$23.71	\$24.24	\$24.79	\$24.79	\$24.79	\$24.79	\$25.29	\$25.80	\$25.80	\$26.30	\$26.30	\$26.83
Rad Ther/Asst	V	\$17.02	\$17.45	\$17.88	\$18.32	\$18.79	\$19.26	\$19.73	\$20.25	\$20.75	\$21.22	\$21.69	\$22.18	\$22.68	\$23.19	\$23.71	\$24.24	\$24.79	\$24.79	\$24.79	\$24.79	\$25.29	\$25.80	\$25.80	\$26.30	\$26.30	\$26.83

## Appendix A. 2022 Wages (Technical)

### UFCW CAPMIC TECHNICAL WAGE SCALE

Schedule: UFCW 19 Technical

Effective February 27, 2022 (5.25%)

Grade	Description	BASE	Yr 1	Yr 2	Yr 3	Yr 4	Yr 5	Yr 6	Yr 7	Yr 8	Yr 9	Yr 10	Yr 11	Yr 12	Yr 13	Yr 14	Yr 15	Yr 16	Yr 17	Yr 18	Yr 19	Yr 20	Yr 21	Yr 22	Yr 23	Yr 24	Yr 25
A	Anesthesia Tech	\$21.18	\$21.71	\$22.25	\$22.81	\$23.38	\$23.97	\$24.57	\$25.18	\$25.81	\$26.38	\$26.99	\$27.59	\$28.21	\$28.85	\$29.49	\$30.15	\$30.84	\$31.54	\$32.27	\$33.02	\$33.78	\$34.56	\$35.37	\$36.21	\$37.07	\$37.95
B	CS Tech	\$22.03	\$22.58	\$23.15	\$23.73	\$24.32	\$24.93	\$25.55	\$26.19	\$26.84	\$27.45	\$28.07	\$28.70	\$29.34	\$29.99	\$30.66	\$31.33	\$32.02	\$32.72	\$33.45	\$34.20	\$34.97	\$35.75	\$36.56	\$37.39	\$38.24	\$39.10
C	CS Tech Lead	\$23.78	\$24.36	\$24.99	\$25.61	\$26.25	\$26.91	\$27.58	\$28.27	\$28.98	\$29.63	\$30.30	\$30.98	\$31.67	\$32.39	\$33.12	\$33.86	\$34.62	\$35.41	\$36.22	\$37.04	\$37.88	\$38.74	\$39.62	\$40.51	\$41.42	\$42.34
D	CS Coordinator	\$26.35	\$27.01	\$27.69	\$28.38	\$29.09	\$29.82	\$30.56	\$31.33	\$32.11	\$32.83	\$33.57	\$34.32	\$35.10	\$35.89	\$36.69	\$37.52	\$38.36	\$39.23	\$40.12	\$41.03	\$41.95	\$42.89	\$43.84	\$44.81	\$45.79	\$46.79
E	Cath Lab Tech	\$35.15	\$36.03	\$36.94	\$37.85	\$38.80	\$39.78	\$40.76	\$41.73	\$42.83	\$43.80	\$44.78	\$45.78	\$46.82	\$47.87	\$48.94	\$50.05	\$51.17	\$52.29	\$53.43	\$54.57	\$55.74	\$56.92	\$58.11	\$59.32	\$60.54	\$61.78
F	Distriect	\$44.94	\$46.07	\$47.23	\$48.40	\$49.61	\$50.86	\$52.12	\$53.42	\$54.76	\$56.14	\$57.56	\$59.01	\$60.48	\$62.00	\$63.56	\$65.16	\$66.79	\$68.45	\$70.14	\$71.86	\$73.61	\$75.39	\$77.20	\$79.03	\$80.89	\$82.77
G	Endo Tech	\$18.74	\$19.21	\$19.68	\$20.18	\$20.68	\$21.20	\$21.73	\$22.27	\$22.83	\$23.35	\$23.87	\$24.41	\$24.95	\$25.52	\$26.09	\$26.68	\$27.27	\$27.87	\$28.48	\$29.11	\$29.75	\$30.40	\$31.06	\$31.73	\$32.41	\$33.10
H	IR Tech Lead	\$37.81	\$38.75	\$39.72	\$40.72	\$41.73	\$42.78	\$43.85	\$44.94	\$46.07	\$47.11	\$48.16	\$49.25	\$50.35	\$51.49	\$52.65	\$53.84	\$55.05	\$56.30	\$57.58	\$58.89	\$60.22	\$61.58	\$62.96	\$64.36	\$65.78	\$67.22
I	LPN	\$21.41	\$21.95	\$22.50	\$23.06	\$23.64	\$24.22	\$24.83	\$25.46	\$26.09	\$26.88	\$27.27	\$27.89	\$28.52	\$29.16	\$29.82	\$30.48	\$31.17	\$31.87	\$32.59	\$33.34	\$34.10	\$34.88	\$35.68	\$36.49	\$37.32	\$38.16
J	Med Tech Lab	\$24.37	\$24.98	\$25.62	\$26.25	\$26.91	\$27.58	\$28.27	\$28.98	\$29.70	\$30.37	\$31.05	\$31.75	\$32.46	\$33.19	\$33.94	\$34.71	\$35.49	\$36.29	\$37.11	\$37.94	\$38.79	\$39.66	\$40.54	\$41.44	\$42.35	\$43.28
K	Nuc. Med Tech (Reg)	\$37.35	\$38.26	\$39.23	\$40.22	\$41.23	\$42.26	\$43.31	\$44.40	\$45.51	\$46.62	\$47.76	\$48.94	\$50.16	\$51.42	\$52.70	\$54.01	\$55.34	\$56.71	\$58.11	\$59.53	\$61.00	\$62.50	\$64.02	\$65.57	\$67.14	\$68.74
L	Surge Tech (previous)(OR/OP Tech)	\$26.54	\$27.21	\$27.90	\$28.59	\$29.30	\$30.03	\$30.78	\$31.55	\$22.34	\$33.07	\$33.83	\$34.58	\$35.35	\$36.16	\$36.97	\$37.80	\$38.64	\$39.42	\$39.82	\$40.21	\$41.02	\$41.82	\$42.64	\$43.48	\$44.34	\$45.21
M	Pharm Tech A	\$22.67	\$23.23	\$23.81	\$24.41	\$25.02	\$25.64	\$26.28	\$26.94	\$27.61	\$28.24	\$28.87	\$29.52	\$30.18	\$30.86	\$31.56	\$32.27	\$32.99	\$33.65	\$34.32	\$35.02	\$35.72	\$36.44	\$37.18	\$37.93	\$38.69	\$39.46
N	Polysomnographic Tech (Non-Reg)	\$24.14	\$24.74	\$25.37	\$26.00	\$26.65	\$27.31	\$28.00	\$28.70	\$29.42	\$30.08	\$30.75	\$31.45	\$32.15	\$32.88	\$33.62	\$34.37	\$35.15	\$35.95	\$36.76	\$37.59	\$38.44	\$39.30	\$40.18	\$41.08	\$41.99	\$42.91
O	Polysomnographic Tech (Reg)	\$25.54	\$26.19	\$26.84	\$27.50	\$28.20	\$28.90	\$29.62	\$30.36	\$31.12	\$31.82	\$32.53	\$33.27	\$34.02	\$34.79	\$35.58	\$36.38	\$37.18	\$37.99	\$38.81	\$39.64	\$40.49	\$41.36	\$42.24	\$43.14	\$44.05	\$44.97
P	Radiology Tech	\$16.28	\$16.89	\$17.11	\$17.53	\$17.98	\$18.43	\$18.88	\$19.36	\$19.84	\$20.29	\$20.74	\$21.21	\$21.69	\$22.18	\$22.68	\$23.18	\$23.71	\$24.19	\$24.67	\$25.15	\$25.66	\$26.16	\$26.68	\$27.21	\$27.74	\$28.28
Q	Radiology Therapist	\$38.36	\$40.55	\$41.56	\$42.59	\$43.66	\$44.75	\$45.87	\$47.01	\$48.19	\$49.28	\$50.39	\$51.52	\$52.66	\$53.82	\$55.00	\$56.19	\$57.40	\$58.62	\$59.86	\$61.11	\$62.38	\$63.66	\$64.96	\$66.27	\$67.59	\$68.93
R	Non-Reg. Radiology Tech	\$24.12	\$24.72	\$25.34	\$25.98	\$26.63	\$27.29	\$27.98	\$28.67	\$29.38	\$30.05	\$30.72	\$31.42	\$32.12	\$32.85	\$33.59	\$34.34	\$35.11	\$35.91	\$36.72	\$37.53	\$38.36	\$39.21	\$40.08	\$40.96	\$41.85	\$42.75
S	Radiology Tech I	\$31.66	\$32.45	\$33.25	\$34.09	\$34.94	\$35.82	\$36.71	\$37.63	\$38.57	\$39.43	\$40.32	\$41.23	\$42.16	\$43.10	\$44.08	\$45.07	\$46.08	\$47.10	\$48.14	\$49.20	\$50.28	\$51.38	\$52.50	\$53.64	\$54.80	\$55.97
T	Radiology Tech II	\$35.05	\$35.93	\$36.83	\$37.75	\$38.69	\$39.66	\$40.66	\$41.68	\$42.71	\$43.87	\$45.05	\$46.26	\$47.49	\$48.74	\$49.99	\$51.11	\$52.26	\$53.44	\$54.64	\$55.87	\$57.12	\$58.39	\$59.69	\$61.00	\$62.33	\$63.68
U	Radiology Tech III	\$39.24	\$40.22	\$41.23	\$42.25	\$43.31	\$44.40	\$45.50	\$46.64	\$47.81	\$48.98	\$49.99	\$51.11	\$52.26	\$53.44	\$54.64	\$55.87	\$57.12	\$58.39	\$59.69	\$61.00	\$62.33	\$63.68	\$65.04	\$66.42	\$67.82	\$69.23
V	Respiratory Care Pac. Reg	\$32.97	\$33.79	\$34.63	\$35.50	\$36.39	\$37.30	\$38.23	\$39.19	\$40.17	\$41.07	\$41.99	\$42.94	\$43.90	\$44.89	\$45.90	\$46.93	\$47.99	\$49.07	\$50.18	\$51.32	\$52.48	\$53.66	\$54.85	\$56.06	\$57.28	\$58.52
W	Ultrasound Lead	\$34.96	\$35.94	\$36.73	\$37.66	\$38.60	\$39.56	\$40.55	\$41.56	\$42.61	\$43.68	\$44.74	\$45.84	\$46.94	\$48.08	\$49.24	\$50.42	\$51.62	\$52.84	\$54.08	\$55.33	\$56.60	\$57.89	\$59.20	\$60.52	\$61.86	\$63.21
X	Ultrasound Tech I	\$37.12	\$38.04	\$39.00	\$39.97	\$40.97	\$42.00	\$43.04	\$44.13	\$45.22	\$46.24	\$47.28	\$48.35	\$49.44	\$50.54	\$51.66	\$52.84	\$54.04	\$55.27	\$56.52	\$57.79	\$59.07	\$60.37	\$61.69	\$63.03	\$64.38	\$65.74
Y	Ultrasound Tech II	\$39.11	\$40.09	\$41.09	\$42.12	\$43.17	\$44.25	\$45.36	\$46.49	\$47.66	\$48.73	\$49.82	\$50.95	\$52.10	\$53.26	\$54.46	\$55.68	\$56.94	\$58.21	\$59.50	\$60.80	\$62.12	\$63.46	\$64.82	\$66.19	\$67.58	\$68.98
Z	Vascular Tech	\$37.62	\$38.57	\$39.53	\$40.51	\$41.53	\$42.56	\$43.63	\$44.72	\$45.84	\$46.87	\$47.93	\$49.01	\$50.11	\$51.24	\$52.39	\$53.57	\$54.77	\$55.97	\$57.19	\$58.44	\$59.70	\$60.98	\$62.28	\$63.59	\$64.91	\$66.24
AD	Occ Med Asst	\$16.28	\$16.89	\$17.11	\$17.53	\$17.98	\$18.43	\$18.88	\$19.36	\$19.84	\$20.29	\$20.74	\$21.21	\$21.69	\$22.18	\$22.68	\$23.18	\$23.71	\$24.19	\$24.67	\$25.15	\$25.66	\$26.16	\$26.68	\$27.21	\$27.74	\$28.28
AB	Operating Eng 1	\$25.53	\$26.12	\$26.73	\$27.35	\$27.98	\$28.63	\$29.29	\$29.98	\$30.67	\$31.35	\$32.05	\$32.77	\$33.51	\$34.26	\$35.03	\$35.81	\$36.61	\$37.42	\$38.25	\$39.09	\$39.94	\$40.80	\$41.68	\$42.56	\$43.46	\$44.37
AC	Operating Eng 2	\$27.01	\$27.70	\$28.38	\$29.10	\$29.83	\$30.56	\$31.33	\$32.11	\$32.92	\$33.66	\$34.42	\$35.19	\$35.99	\$36.79	\$37.62	\$38.46	\$39.33	\$40.22	\$41.11	\$42.02	\$42.94	\$43.87	\$44.82	\$45.78	\$46.75	\$47.74
AA	Lab Asst	\$19.35	\$19.94	\$20.33	\$20.84	\$21.36	\$21.90	\$22.44	\$23.00	\$23.58	\$24.11	\$24.65	\$25.20	\$25.77	\$26.35	\$26.94	\$27.55	\$28.17	\$28.79	\$29.43	\$30.08	\$30.74	\$31.41	\$32.09	\$32.78	\$33.48	\$34.19

# Appendix A. 2023 Wages (Technical)

## UFCW/CAPIC TECHNICAL WAGE SCALE

Schedule: UFCW 19 Technical

Effective 2023 (2.25%)

Grade	Description	Step 1	Step 2	Yr-1	Yr-2	Yr-3	Yr-4	Yr-5	Yr-6	Yr-7	Yr-8	Yr-9	Yr-10	Yr-11	Yr-12	Yr-13	Yr-14	Yr-15	Yr-16	Yr-17	Yr-18	Yr-19	Yr-20	Yr-21	22 Yr	23 Yr	24 Yr		
A	Anesthesia Tech	\$21.66	\$22.20	\$22.75	\$23.32	\$23.91	\$24.51	\$25.12	\$25.75	\$26.39	\$27.06	\$27.76	\$28.49	\$29.25	\$29.98	\$30.74	\$31.53	\$32.34	\$33.16	\$34.01	\$34.86	\$35.74	\$36.63	\$37.54	\$38.46	\$39.40	\$40.36	\$41.34	
B	CS Tech	\$22.53	\$23.09	\$23.67	\$24.26	\$24.87	\$25.49	\$26.12	\$26.78	\$27.44	\$28.11	\$28.79	\$29.49	\$30.20	\$30.93	\$31.68	\$32.44	\$33.21	\$34.00	\$34.80	\$35.62	\$36.45	\$37.30	\$38.16	\$39.04	\$39.94	\$40.86	\$41.80	
C	CS Tech, Lead	\$24.32	\$24.90	\$25.50	\$26.11	\$26.74	\$27.38	\$28.04	\$28.72	\$29.41	\$30.11	\$30.82	\$31.55	\$32.29	\$33.04	\$33.80	\$34.57	\$35.36	\$36.16	\$36.98	\$37.81	\$38.65	\$39.50	\$40.36	\$41.24	\$42.13	\$43.04	\$43.96	
D	CS Coordinator	\$26.94	\$27.62	\$28.31	\$29.02	\$29.74	\$30.49	\$31.25	\$32.03	\$32.83	\$33.65	\$34.47	\$35.31	\$36.16	\$37.02	\$37.89	\$38.77	\$39.66	\$40.56	\$41.47	\$42.39	\$43.32	\$44.26	\$45.21	\$46.17	\$47.14	\$48.12	\$49.11	
E	Cath Lab Tech	\$35.94	\$36.84	\$37.77	\$38.70	\$39.67	\$40.68	\$41.68	\$42.73	\$43.79	\$44.79	\$45.79	\$46.81	\$47.85	\$48.91	\$49.95	\$51.04	\$52.14	\$53.25	\$54.37	\$55.50	\$56.64	\$57.79	\$58.95	\$60.12	\$61.30	\$62.49	\$63.69	
F	Dosimetrist	\$45.55	\$47.11	\$48.29	\$49.49	\$50.73	\$52.00	\$53.29	\$54.62	\$55.99	\$57.25	\$58.55																	
G	Endo Tech	\$19.16	\$19.64	\$20.13	\$20.63	\$21.15	\$21.68	\$22.22	\$22.77	\$23.34	\$23.88	\$24.41	\$24.96	\$25.51	\$26.09	\$26.68	\$27.28	\$27.88	\$28.45	\$29.02	\$29.60	\$30.18	\$30.76	\$31.35	\$31.94	\$32.54	\$33.13	\$33.72	
H	IR Tech, Lead	\$38.86	\$39.62	\$40.61	\$41.64	\$42.67	\$43.74	\$44.84	\$45.95	\$47.11	\$48.27	\$49.47	\$50.68	\$51.92	\$53.19	\$54.48	\$55.78	\$57.10	\$58.43	\$59.77	\$61.12	\$62.48	\$63.85	\$65.23	\$66.61	\$68.00	\$69.39	\$70.79	
I	LPN	\$21.89	\$22.44	\$23.01	\$23.58	\$24.17	\$24.76	\$25.39	\$26.03	\$26.68	\$27.28	\$27.89	\$28.52	\$29.16	\$29.82	\$30.49	\$31.17	\$31.87	\$32.52	\$33.16	\$33.82	\$34.49	\$35.18	\$35.86	\$36.56	\$37.26	\$37.97	\$38.68	\$39.40
J	Med Tech Lab	\$24.92	\$25.54	\$26.20	\$26.84	\$27.52	\$28.20	\$28.91	\$29.63	\$30.37	\$31.05	\$31.75	\$32.46	\$33.19	\$33.94	\$34.70	\$35.49	\$36.29	\$37.01	\$37.76	\$38.51	\$39.27	\$40.04	\$40.81	\$41.60	\$42.39	\$43.18	\$43.98	
K	Nuc. Med Tech (Reg)	\$38.19	\$39.14	\$40.11	\$41.12	\$42.16	\$43.21	\$44.28	\$45.40	\$46.53	\$47.57	\$48.65	\$49.73	\$50.86	\$52.00	\$53.17	\$54.38	\$55.58	\$56.71	\$57.84	\$59.00	\$60.18	\$61.38	\$62.59	\$63.81	\$65.04	\$66.28	\$67.53	
L	Stng Tech (previous) OR/OP Tech	\$27.14	\$27.92	\$28.53	\$29.23	\$29.96	\$30.71	\$31.47	\$32.27	\$33.07	\$33.81	\$34.59	\$35.36	\$36.15	\$36.97	\$37.80	\$38.65	\$39.51	\$40.31	\$41.11	\$41.94	\$42.77							
M	Pharm Tech A	\$23.18	\$23.75	\$24.35	\$24.96	\$25.58	\$26.21	\$26.87	\$27.55	\$28.23	\$28.88	\$29.52	\$30.18	\$30.86	\$31.55	\$32.27	\$33.00	\$33.73	\$34.41	\$35.09	\$35.81	\$36.51							
N	Polysomnographic Tech (Non-Reg)	\$24.68	\$25.30	\$25.94	\$26.59	\$27.25	\$27.92	\$28.63	\$29.35	\$30.08	\$30.76	\$31.44	\$32.16	\$32.87	\$33.62	\$34.38	\$35.14	\$35.94	\$36.66	\$37.38	\$38.14	\$38.91							
O	Polysomnographic Tech (Reg)	\$26.11	\$26.78	\$27.44	\$28.12	\$28.83	\$29.55	\$30.29	\$31.04	\$31.82	\$32.54	\$33.26	\$34.02	\$34.79	\$35.57	\$36.36	\$37.18	\$38.02	\$38.78	\$39.56	\$40.35	\$41.16							
P	Rad/Biock Tech	\$18.65	\$17.07	\$17.49	\$17.92	\$18.36	\$18.84	\$19.30	\$19.80	\$20.29	\$20.75	\$21.21	\$21.69	\$22.18	\$22.68	\$23.19	\$23.71	\$24.24	\$24.73	\$25.23	\$25.72	\$26.24							
Q	Rad Therapist	\$40.45	\$41.46	\$42.51	\$43.55	\$44.64	\$45.76	\$46.90	\$48.07	\$49.27	\$50.39	\$51.52																	
R	Non-Reg. Radiology Tech	\$24.66	\$25.28	\$25.91	\$26.56	\$27.23	\$27.90	\$28.61	\$29.32	\$30.05	\$30.73	\$31.41	\$32.13	\$32.84	\$33.59	\$34.35	\$35.11	\$35.90	\$36.63	\$37.35	\$38.10	\$38.87							
S	Rad Tech I	\$32.37	\$33.18	\$34.00	\$34.86	\$35.73	\$36.63	\$37.54	\$38.48	\$39.44	\$40.32	\$41.23	\$42.16	\$43.11	\$44.07	\$45.07	\$46.08	\$47.12	\$48.16	\$49.06	\$49.92	\$50.80	\$51.70	\$52.62	\$53.56	\$54.51	\$55.47	\$56.44	
T	Rad Tech II	\$35.84	\$36.74	\$37.66	\$38.60	\$39.56	\$40.55	\$41.57	\$42.60	\$43.67	\$44.65	\$45.65	\$46.69	\$47.73	\$48.81	\$49.90	\$51.03	\$52.19	\$53.23	\$54.28	\$55.38	\$56.48							
U	Rad Tech III	\$40.12	\$41.12	\$42.16	\$43.20	\$44.26	\$45.40	\$46.52	\$47.69	\$48.88	\$49.99	\$51.11	\$52.26	\$53.44	\$54.64	\$55.87	\$57.13	\$58.41	\$59.68	\$60.78	\$61.98	\$63.23							
V	Resp. Care Prac. Reg	\$33.71	\$34.55	\$35.41	\$36.30	\$37.21	\$38.14	\$39.09	\$40.07	\$41.07	\$41.99	\$42.93	\$43.91	\$44.89	\$45.90	\$46.93	\$47.99	\$49.07	\$50.05	\$51.05	\$52.08	\$53.12							
W	Ultrasound, Lead	\$35.75	\$36.65	\$37.56	\$38.51	\$39.47	\$40.45	\$41.46	\$42.50	\$43.57	\$44.54	\$45.54	\$46.56	\$47.62	\$48.69	\$49.79	\$50.90	\$52.05	\$53.09	\$54.15	\$55.23	\$56.34							
X	Ultrasound Tech I	\$37.96	\$38.90	\$39.88	\$40.87	\$41.89	\$42.95	\$44.01	\$45.12	\$46.24	\$47.28	\$48.34	\$49.44	\$50.55	\$51.68	\$52.84	\$54.03	\$55.26	\$56.36	\$57.47	\$58.63	\$59.81							
Y	Ultrasound Tech II	\$39.99	\$40.99	\$42.01	\$43.07	\$44.14	\$45.25	\$46.38	\$47.54	\$48.73	\$49.83	\$50.94	\$52.10	\$53.27	\$54.46	\$55.69	\$56.93	\$58.22	\$59.39	\$60.57	\$61.78	\$63.02							
Z	Vascular Tech	\$38.47	\$39.44	\$40.42	\$41.42	\$42.46	\$43.52	\$44.61	\$45.73	\$46.87	\$47.92	\$49.01	\$50.11	\$51.24	\$52.39	\$53.57	\$54.78	\$56.00	\$57.13	\$58.27	\$59.44	\$60.61							
AD	Occ-Med Asst	\$16.65	\$17.07	\$17.49	\$18.38	\$19.30	\$19.80	\$20.29	\$20.75	\$21.21	\$21.69	\$22.18	\$22.68	\$23.19	\$23.71	\$24.24	\$24.73	\$25.23	\$25.72	\$26.24	\$26.72	\$27.22							
AB	Operating Eng 1	\$24.06	\$24.66	\$25.29	\$25.92	\$26.56	\$27.23	\$27.90	\$28.61	\$29.32	\$29.98	\$30.65	\$31.34	\$32.06	\$32.77	\$33.51	\$34.26	\$35.03	\$35.83	\$36.64	\$37.46	\$38.29							
AC	Operating Eng 2	\$27.62	\$28.32	\$29.02	\$29.75	\$30.50	\$31.25	\$32.03	\$32.83	\$33.66	\$34.42	\$35.19	\$35.98	\$36.80	\$37.62	\$38.47	\$39.33	\$40.21	\$41.02	\$41.84	\$42.68	\$43.53							
AA	Lab Asst	\$19.79	\$20.29	\$20.79	\$21.31	\$21.84	\$22.38	\$22.94	\$23.52	\$24.11	\$24.65	\$25.20	\$25.77	\$26.35	\$26.94	\$27.55	\$28.17	\$28.80	\$29.38	\$29.97	\$30.56	\$31.18							

### Appendix A. 2023 Wages (Technical)

**UFCW/CAPMC TECHNICAL WAGE SCALE**

Schedule: UFCW 19 Technical

Effective 2024 (2.25%)

Grade	Description	BASE	Yr 1	Yr 2	Yr 3	Yr 4	Yr 5	Yr 6	Yr 7	Yr 8	Yr 9	Yr 10	Yr 11	Yr 12	Yr 13	Yr 14	Yr 15	Yr 16	Yr 17	Yr 18	Yr 19	Yr 20	Yr 21	Yr 22	Yr 23	Yr 24	Yr 25	
		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	Step 22	Step 23	Step 24	Step 25		
A	Anesthesia Tech	\$22.15	\$22.70	\$23.26	\$23.84	\$24.45	\$25.06	\$25.69	\$26.33	\$26.98	\$27.59	\$28.22	\$28.84	\$29.49	\$30.16	\$30.83	\$31.52	\$32.24	\$32.94	\$33.66	\$34.28	\$34.88	\$35.54	\$36.21	\$36.86	\$37.54	\$38.08	
B	CS Tech	\$23.04	\$23.61	\$24.20	\$24.81	\$25.45	\$26.06	\$26.71	\$27.38	\$28.06	\$28.76	\$29.35	\$30.01	\$30.68	\$31.37	\$32.08	\$32.80	\$33.53	\$34.21	\$34.89	\$35.61	\$36.33	\$36.99	\$37.66	\$38.42	\$39.18	\$39.59	\$39.80
C	CS Tech, Lead	\$24.87	\$25.49	\$26.12	\$26.78	\$27.44	\$28.14	\$28.83	\$29.58	\$30.30	\$30.98	\$31.68	\$32.39	\$33.11	\$33.87	\$34.63	\$35.40	\$36.20	\$36.91	\$37.66	\$38.41	\$40.91	\$41.73	\$42.57	\$43.42	\$44.27	\$45.12	\$45.42
D	CS Coordinator	\$27.55	\$28.24	\$28.95	\$29.67	\$30.41	\$31.18	\$31.95	\$32.75	\$33.57	\$34.33	\$35.10	\$35.88	\$36.70	\$37.53	\$38.36	\$39.22	\$40.10	\$40.91	\$41.73	\$42.57	\$45.57	\$46.41	\$47.25	\$48.08	\$48.91	\$49.75	\$50.58
E	Card Lab Tech	\$36.75	\$37.67	\$38.62	\$39.57	\$40.56	\$41.60	\$42.62	\$43.69	\$44.78	\$45.80	\$46.82	\$47.86	\$48.95	\$50.05	\$51.17	\$52.33	\$53.50	\$54.57	\$55.66	\$56.78	\$57.91	\$59.04	\$60.17	\$61.30	\$62.42	\$63.54	\$64.66
F	Domesticist	\$46.98	\$48.17	\$49.38	\$50.60	\$51.87	\$53.17	\$54.49	\$55.85	\$57.25	\$58.68	\$60.14	\$61.62	\$63.13	\$64.66	\$66.22	\$67.80	\$69.40	\$71.02	\$72.66	\$74.32	\$76.00	\$77.70	\$79.42	\$81.15	\$82.90	\$84.65	\$86.42
G	Enroll Tech	\$19.59	\$20.08	\$20.58	\$21.09	\$21.63	\$22.17	\$22.72	\$23.28	\$23.87	\$24.42	\$24.96	\$25.52	\$26.08	\$26.66	\$27.28	\$27.89	\$28.51	\$29.09	\$29.67	\$30.26	\$30.86	\$31.46	\$32.06	\$32.67	\$33.28	\$33.88	\$34.48
H	IR Tech, Lead	\$39.53	\$40.51	\$41.52	\$42.58	\$43.63	\$44.72	\$45.85	\$46.98	\$48.17	\$49.25	\$50.35	\$51.49	\$52.64	\$53.83	\$55.04	\$56.29	\$57.56	\$58.89	\$60.25	\$61.64	\$63.05	\$64.48	\$65.93	\$67.40	\$68.88	\$70.38	\$71.89
I	LPN	\$22.38	\$22.94	\$23.53	\$24.11	\$24.71	\$25.32	\$25.96	\$26.62	\$27.28	\$27.89	\$28.51	\$29.16	\$29.82	\$30.49	\$31.18	\$31.87	\$32.59	\$33.25	\$33.91	\$34.58	\$35.25	\$35.91	\$36.58	\$37.25	\$37.91	\$38.58	\$39.25
J	Med Tech Lab	\$25.48	\$26.11	\$26.79	\$27.44	\$28.14	\$28.83	\$29.56	\$30.30	\$31.05	\$31.75	\$32.46	\$33.19	\$33.94	\$34.70	\$35.48	\$36.29	\$37.11	\$37.94	\$38.74	\$39.58	\$40.45	\$41.33	\$42.21	\$43.09	\$43.97	\$44.85	\$45.73
K	Nuc. Med Tech (Reg)	\$39.05	\$40.02	\$41.01	\$42.05	\$43.11	\$44.18	\$45.28	\$46.42	\$47.58	\$48.84	\$50.14	\$51.49	\$52.86	\$54.25	\$55.67	\$57.11	\$58.58	\$60.07	\$61.58	\$63.11	\$64.66	\$66.23	\$67.81	\$69.41	\$71.02	\$72.65	\$74.29
L	Surg Tech (previous)/OR/Ob Tech	\$27.75	\$28.45	\$29.17	\$29.89	\$30.63	\$31.40	\$32.18	\$33.00	\$33.81	\$34.57	\$35.37	\$36.16	\$36.96	\$37.80	\$38.65	\$39.52	\$40.40	\$41.22	\$42.03	\$42.88	\$43.74	\$44.61	\$45.48	\$46.36	\$47.24	\$48.12	\$49.00
M	Pharm Tech A	\$23.70	\$24.28	\$24.90	\$25.52	\$26.16	\$26.81	\$27.47	\$28.17	\$28.87	\$29.53	\$30.18	\$30.86	\$31.55	\$32.26	\$33.00	\$33.74	\$34.49	\$35.18	\$35.88	\$36.62	\$37.38	\$38.15	\$38.93	\$39.71	\$40.49	\$41.27	\$42.05
N	Polysonographic Tech (Non-Reg)	\$25.24	\$25.87	\$26.52	\$27.19	\$27.86	\$28.55	\$29.27	\$30.01	\$30.76	\$31.45	\$32.15	\$32.88	\$33.61	\$34.38	\$35.15	\$35.93	\$36.75	\$37.48	\$38.22	\$38.96	\$39.71	\$40.45	\$41.20	\$41.94	\$42.68	\$43.42	\$44.15
O	Polysonographic Tech (Reg)	\$26.70	\$27.38	\$28.06	\$28.75	\$29.46	\$30.21	\$30.97	\$31.74	\$32.54	\$33.27	\$34.01	\$34.79	\$35.57	\$36.37	\$37.18	\$38.02	\$38.88	\$39.65	\$40.45	\$41.26	\$42.07	\$42.87	\$43.68	\$44.48	\$45.28	\$46.08	\$46.88
P	Rad/Blood Tech	\$17.02	\$17.45	\$17.88	\$18.32	\$18.79	\$19.26	\$19.73	\$20.25	\$20.75	\$21.22	\$21.69	\$22.18	\$22.68	\$23.19	\$23.71	\$24.24	\$24.79	\$25.29	\$25.78	\$26.30	\$26.80	\$27.31	\$27.82	\$28.33	\$28.84	\$29.35	\$29.86
Q	Rad Therapist	\$41.36	\$42.30	\$43.46	\$44.63	\$45.84	\$47.09	\$48.45	\$49.85	\$51.28	\$52.74	\$54.22	\$55.72	\$57.24	\$58.79	\$60.36	\$61.95	\$63.56	\$65.18	\$66.81	\$68.46	\$70.13	\$71.81	\$73.50	\$75.20	\$76.91	\$78.63	\$80.36
R	Non-Reg. Radiology Tech	\$25.21	\$25.85	\$26.49	\$27.16	\$27.84	\$28.53	\$29.25	\$29.98	\$30.73	\$31.42	\$32.12	\$32.85	\$33.58	\$34.35	\$35.12	\$35.90	\$36.71	\$37.45	\$38.19	\$38.96	\$39.74	\$40.53	\$41.33	\$42.14	\$42.95	\$43.76	\$44.58
S	Radi Tech I	\$33.10	\$33.93	\$34.77	\$35.64	\$36.53	\$37.45	\$38.38	\$39.35	\$40.33	\$41.23	\$42.16	\$43.11	\$44.08	\$45.06	\$46.08	\$47.12	\$48.18	\$49.14	\$50.12	\$51.13	\$52.15	\$53.18	\$54.23	\$55.28	\$56.34	\$57.41	\$58.48
T	Radi Tech II	\$36.65	\$37.57	\$38.51	\$39.47	\$40.45	\$41.46	\$42.51	\$43.58	\$44.65	\$45.85	\$47.07	\$48.30	\$49.56	\$50.84	\$52.14	\$53.46	\$54.80	\$56.16	\$57.53	\$58.92	\$60.32	\$61.74	\$63.17	\$64.61	\$66.06	\$67.52	\$68.98
U	Radi Tech III	\$41.02	\$42.05	\$43.11	\$44.17	\$45.28	\$46.42	\$47.57	\$48.76	\$49.99	\$51.11	\$52.26	\$53.44	\$54.64	\$55.87	\$57.13	\$58.42	\$59.72	\$61.05	\$62.41	\$63.77	\$65.16	\$66.57	\$68.00	\$69.44	\$70.89	\$72.35	\$73.82
V	Resp. Care Prac. Reg	\$34.47	\$35.33	\$36.21	\$37.12	\$38.05	\$39.00	\$39.97	\$40.97	\$41.99	\$42.93	\$43.90	\$44.90	\$45.90	\$46.93	\$47.99	\$49.07	\$50.17	\$51.18	\$52.20	\$53.23	\$54.28	\$55.33	\$56.38	\$57.44	\$58.51	\$59.58	\$60.66
W	Ultrasound, Lead	\$36.55	\$37.47	\$38.41	\$39.38	\$40.36	\$41.36	\$42.39	\$43.46	\$44.55	\$45.54	\$46.56	\$47.61	\$48.69	\$49.79	\$50.91	\$52.05	\$53.22	\$54.28	\$55.37	\$56.47	\$57.58	\$58.70	\$59.83	\$60.97	\$62.11	\$63.26	\$64.41
X	Ultrasound Tech I	\$38.81	\$39.78	\$40.78	\$41.79	\$42.83	\$43.92	\$45.00	\$46.14	\$47.28	\$48.34	\$49.43	\$50.55	\$51.69	\$52.84	\$54.03	\$55.25	\$56.50	\$57.63	\$58.76	\$59.95	\$61.16	\$62.37	\$63.58	\$64.80	\$66.02	\$67.25	\$68.48
Y	Ultrasound Tech II	\$40.89	\$41.91	\$42.96	\$44.04	\$45.13	\$46.27	\$47.42	\$48.61	\$49.83	\$50.95	\$52.09	\$53.27	\$54.47	\$55.69	\$56.94	\$58.21	\$59.53	\$60.73	\$62.03	\$63.33	\$64.64	\$65.95	\$67.27	\$68.59	\$69.92	\$71.25	\$72.58
Z	Vascular Tech	\$39.34	\$40.33	\$41.33	\$42.35	\$43.42	\$44.50	\$45.61	\$46.76	\$47.92	\$49.00	\$50.11	\$51.24	\$52.39	\$53.57	\$54.78	\$56.01	\$57.26	\$58.42	\$59.58	\$60.78	\$62.00	\$63.23	\$64.46	\$65.70	\$66.94	\$68.18	\$69.43
AD	Oce. Med Asst	\$17.02	\$17.45	\$17.88	\$18.32	\$18.79	\$19.26	\$19.73	\$20.25	\$20.75	\$21.22	\$21.69	\$22.18	\$22.68	\$23.19	\$23.71	\$24.24	\$24.79	\$25.29	\$25.78	\$26.30	\$26.80	\$27.31	\$27.82	\$28.33	\$28.84	\$29.35	\$29.86
AB	Operating Eng 1	\$24.60	\$25.21	\$25.86	\$26.50	\$27.16	\$27.84	\$28.53	\$29.25	\$29.98	\$30.65	\$31.34	\$32.05	\$32.78	\$33.51	\$34.26	\$35.03	\$35.82	\$36.63	\$37.44	\$38.26	\$39.08	\$39.91	\$40.74	\$41.58	\$42.42	\$43.26	\$44.10
AC	Operating Eng 2	\$28.24	\$28.96	\$29.67	\$30.42	\$31.19	\$31.95	\$32.75	\$33.57	\$34.42	\$35.19	\$35.98	\$36.79	\$37.63	\$38.47	\$39.34	\$40.21	\$41.11	\$42.02	\$42.94	\$43.87	\$44.81	\$45.76	\$46.71	\$47.67	\$48.63	\$49.59	\$50.56
AA	Lab Asst	\$20.24	\$20.75	\$21.26	\$21.79	\$22.33	\$22.88	\$23.46	\$24.05	\$24.65	\$25.20	\$25.77	\$26.35	\$26.94	\$27.54	\$28.14	\$28.76	\$29.38	\$29.99	\$30.61	\$31.24	\$31.87	\$32.50	\$33.14	\$33.78	\$34.42	\$35.06	\$35.70



## Appendix B. Shift and Weekend Differentials

Job Title	Eye Diff	Night Diff	W/E Diff	On Call
ACCOUNTS PAYABLE CLK	\$1.60	\$2.25	\$2.00	\$4.00
ACCOUNTS RECEIVABLE CLERK	\$1.60	\$2.25	\$2.00	\$4.00
AMBASSADOR	\$1.60	\$2.25	\$2.00	\$4.00
AMBULATORY AIDE	\$1.60	\$2.25	\$2.00	\$4.00
ANESTHESIA TECH	\$2.00	\$3.00	\$2.50	\$4.00
BUILDING ATTENDANT	\$1.60	\$2.25	\$2.00	\$4.00
CANCER REGISTRY ASST	\$1.60	\$2.25	\$2.00	\$4.00
CARDIOAIDE	\$1.60	\$2.25	\$2.00	\$4.00
GATH LAB TECH	\$2.00	\$3.00	\$2.50	\$4.00
CNA	\$1.60	\$2.25	\$2.00	\$4.00
CODER/ABTRACTOR	\$2.00	\$3.00	\$2.50	\$4.00
COOK	\$1.60	\$2.25	\$2.00	\$4.00
COURIER	\$1.60	\$2.25	\$2.00	\$4.00
CS COORDINATOR	\$2.00	\$3.00	\$2.50	\$4.00
CS TECH	\$2.00	\$3.00	\$2.50	\$4.00
DEPT SECRETARY	\$1.60	\$2.25	\$2.00	\$4.00
DIET CLERK	\$1.60	\$2.25	\$2.00	\$4.00
DOSIMETRIST	\$2.00	\$3.00	\$2.50	\$4.00
ENDO TECH	\$1.60	\$2.25	\$2.00	\$4.00
ER DEPT ASSISTANT	\$1.60	\$2.25	\$2.00	\$4.00
ER DEPT TECH	\$1.60	\$2.25	\$2.00	\$4.00
FINANCIAL COUNSELOR	\$1.60	\$2.25	\$2.00	\$4.00
FLOOR MAINTENANCE TECH	\$1.60	\$2.25	\$2.00	\$4.00
FOOD SVS AIDE	\$1.60	\$2.25	\$2.00	\$4.00
HIM/PAS LIAISON	\$2.00	\$3.00	\$2.50	\$4.00
HOUSEKEEPER	\$1.60	\$2.25	\$2.00	\$4.00
IMAGING SUPPORT AIDE	\$1.60	\$2.25	\$2.00	\$4.00
INSURANCE VERIFIER	\$1.60	\$2.25	\$2.00	\$4.00
LAB ASSISTANT	\$2.00	\$3.00	\$2.50	\$4.00
LEAD CODER/ABSTRACTOR	\$2.00	\$3.00	\$2.50	\$4.00
LEAD COOK	\$1.60	\$2.25	\$2.00	\$4.00
LEAD CS TECH	\$2.00	\$3.00	\$2.50	\$4.00
LEAD DEPT SECRETARY	\$1.60	\$2.25	\$2.00	\$4.00
LEAD FOOD SERVICE AIDE	\$1.60	\$2.25	\$2.00	\$4.00
LEAD HOUSEKEEPER	\$1.60	\$2.25	\$2.00	\$4.00
LEAD SIMULATOR THERAPIST	\$2.00	\$3.00	\$2.50	\$4.00
LEAD TRANSCRIPTIONIST	\$1.60	\$2.25	\$2.00	\$4.00
LEAD ULTRASOUND TECH	\$2.00	\$3.00	\$2.50	\$4.00
LPN	\$2.00	\$3.00	\$2.50	\$4.00
MAILROOM CLERK	\$1.60	\$2.25	\$2.00	\$4.00
MATERIEL MGMT CLK	\$1.60	\$2.25	\$2.00	\$4.00
MED REC ANALYST	\$2.00	\$3.00	\$2.50	\$4.00

MED REC FILE CLK	\$1.60	\$2.25	\$2.00	\$4.00
MEDICAL ASST	\$1.60	\$2.25	\$2.00	\$4.00
MEDICAL LAB TECH	\$2.00	\$3.00	\$2.50	\$4.00
NUCLEAR MED TECH (Registered)	\$2.00	\$3.00	\$2.50	\$4.00
OCC MED ASSISTANT	\$2.00	\$3.00	\$2.50	\$4.00
OPERATING ENG	\$2.00	\$3.00	\$2.50	\$4.00
OR TECHNICAL SUPPORT ASST	\$1.60	\$2.25	\$2.00	\$4.00
OR/OB TECH	\$2.00	\$3.00	\$2.50	\$4.00
PBX	\$1.60	\$2.25	\$2.00	\$4.00
PHARM TECH LVL A	\$2.00	\$3.00	\$2.50	\$4.00
Polysomnographic Tech (non-Reg)	\$2.00	\$3.00	\$2.50	\$4.00
Polysomnographic Tech (non-Req)	\$2.00	\$3.00	\$2.50	\$4.00
RAD BLOCK TECH	\$1.60	\$2.25	\$2.00	\$4.00
RAD TECH I	\$2.00	\$3.00	\$2.50	\$4.00
RAD TECH II	\$2.00	\$3.00	\$2.50	\$4.00
RAD TECH III	\$2.00	\$3.00	\$2.50	\$4.00
RAD THERAPIST	\$2.00	\$3.00	\$2.50	\$4.00
RADIATION COORDINATOR	\$1.60	\$2.25	\$2.00	\$4.00
RADIATION MED ASSISTANT	\$1.60	\$2.25	\$2.00	\$4.00
RADIATION THERAPY ASST	\$1.60	\$2.25	\$2.00	\$4.00
RECEIVING CLERK	\$1.60	\$2.25	\$2.00	\$4.00
RECORDS COORDINATOR	\$2.00	\$3.00	\$2.50	\$4.00
REGIS REP/PBX	\$1.60	\$2.25	\$2.00	\$4.00
RESPIRATORY CARE PRACT R	\$2.00	\$3.00	\$2.50	\$4.00
SCHEDULING SECTRY	\$2.00	\$3.00	\$2.50	\$4.00
SERVICE COORDINATOR	\$1.60	\$2.25	\$2.00	\$4.00
STAFFING SECTY	\$2.00	\$3.00	\$2.50	\$4.00
TRANSCRIPTION CLERK (Med Records)	\$1.60	\$2.25	\$2.00	\$4.00
ULTRASOUND TECH I, II	\$2.00	\$3.00	\$2.50	\$4.00
UNIT SECRETARY	\$1.60	\$2.25	\$2.00	\$4.00
UNIT SECRETARY/MONITOR TECH	\$1.60	\$2.25	\$2.00	\$4.00
VASCULAR LAB TECH	\$2.00	\$3.00	\$2.50	\$4.00

## Appendix C. Job Classification Groups

1. Accounts Payable Clerk
2. Accounts Receivable Clerk, Insurance Accounts Counselor, Business Office Support Clerk (Hospital), Patient Accounts Counselor, Credit/Refund Clerk
3. Housekeeper, OR Support Assistant
4. Anesthesia Tech
- 5.
- 6.
- 7.
- 8.
9. CNA
10. Coder/Abstractor, Lead Coder/Abstractor,
11. Cook, Lead Cook, Ambassador
- 12.
13. CS Tech, CS Tech Lead
14. Dept. Sect'y'
- 15.
- 16.
17. ER Dept. Tech
18. Floor Maintenance Tech
19. Food Service Aide
- 20.
21. Insurance Verifier, Registration Rep/PBX, PBX
22. IS Support Analyst
- 23.
24. Lab Assistant
25. LPN, Scheduling Secretary
- 26.
27. Materials Management Clerk, Receiving Clerk
28. Medical Lab Tech
29. Medical Records File Clerk
30. Nuclear Medicine Tech
- 31.
- 32.
- 33.
34. Engineer I, Engineer II
- 35.
36. OR/OB Tech
37. Pharm Tech
- 38.
39. Rad Med Asst
40. Rad Techs I, II & II

41. Rad Therapist
- 42.
43. Records Coordinator, Medical Records Analyst
44. Respiratory Care Practitioner R, Respiratory Care Practitioner C
- 45.
- 46.
- 47.
48. Ultrasound Tech I, Ultrasound Tech II, Ultrasound Lead
49. Unit Secretary, Unit Secretary/Monitor Tech, ER Dept. Asst.
50. Vascular Tech

## Appendix D. CMC Imaging Classification Placement

The following details how an Imaging employee is placed in a job classification:

Rad Tech I:	Radiologic Technologists
Rad Tech II:	Radiologic Technologists and one of the following modalities: CT; or Mammography (certified)
Rad Tech III:	Radiologic Technologists and one of the following modalities: Nuclear Medicine (unregistered); or MRI; Cath Lab Technologist Angiography
Ultrasound I:	Ultrasound Technologists registered or registry eligible in: General (to include abdomen and small parts) and OB-Gyn; or Echocardiography alone
Ultrasound II:	Ultrasound Technologists registered or registry eligible in: General (to include abdomen and small parts), OB-Gyn, and Echocardiography
Nuclear Medicine:	Nuclear Medicine registered

**Letter of Understanding  
between  
Capital Medical Center and  
United Food and Commercial Workers Union, Local 21**

Pursuant to the 2018 negotiations between the above referenced parties, the parties hereby enter into this letter of understanding. This letter of understanding shall provide clarification to said contract, and shall expire on September 30, 2021.

**1. Holiday Pay Practice:** The Hospital and the Union agree that hours worked on a holiday will count toward the weekly 40 hour threshold for purposes of statutory overtime. For example, employees who work on a holiday as part of their weekly schedule and who pick up an extra shift(s) at the end of the work week will not "lose" their holiday premium as a result of working that extra shift(s).

**2. Payroll Deduction of Union Initiation Fee:** The parties agree that the Hospital will, upon timely presentation of a proper payroll authorization form by a new bargaining unit employee, make a one-time deduction from that employee's paycheck for the Union's Initiation Fee. It is the employee's responsibility to designate the amount and from which paycheck this one-time deduction will be made. The Union and each employee authorizing the assignment of wages for the payment of the Union Initiation Fee hereby undertakes to indemnify and hold the Employer harmless from all claims, demands, suits or other forms of liability that may arise against the Employer for or on account of any deduction made from the wages of such employee.

**3. Incentive Shifts:** Effective the first pay period following ratification of the parties 2009 2012 collective bargaining agreement, In-House Registry (now known as "Incentive Shifts") will become applicable to the "direct patient care hours" of Laboratory employees, under the terms specified in Article 14 of the Agreement.

**4. Drug Testing:** In the event an employee self discloses drug usage or substance dependency in advance of a random drug test pursuant to the Hospital's substance abuse policy, the Hospital will give consideration to placing that employee on a supervised "last chance agreement" as deemed appropriate by the Hospital CEO.

**5. Market Analysis:**

The Hospital agrees that it shall conduct a compensation analysis by June 30, 2020. Based upon the Hospital's assessment of its competitive market position revealed by that analysis, the Hospital will, no later than the first pay period following December 31, 2020, implement market wage adjustments for those positions that are deemed eligible by the Hospital.

# THE UNION DIFFERENCE

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

## A Voice at Work

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

## Right to Union Representation

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

## Just Cause for Discipline

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

## The Security of a Union Contract

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As a union member, your wages and working conditions are spelled out in writing in a legally-binding union contract. You are not alone at the workplace—instead, you have the security of knowing that your rights are protected by your union contract and backed up by the 50,000 other members of UFCW 3000.

## Union Leadership

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UFCW 3000 leadership is provided by the member-elected Executive Board. The Executive Board is made of rank-and-file UFCW 3000 members from diverse workplaces, income levels and backgrounds.

# My Shop Steward is:

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# My Union Rep is:

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*Building a powerful Union that fights for economic,  
political and social justice in our workplaces  
and in our communities.*

**Seattle:** 5030 First Ave S, Suite 200, Seattle, WA 98134-2438

**Mt. Vernon:** 1510 N 18th St, Mt Vernon, WA 98273-2604

**Des Moines:** 23040 Pacific Hwy S, Des Moines, WA 98198-7268

**Silverdale:** 3888 NW Randall Way, Suite 105, Silverdale, WA 98383-7847

**Spokane:** 2805 N Market St, Spokane, WA 99207-5553

**Spokane:** 1719 N Atlantic St., Spokane, WA 99205

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**Wenatchee:** 330 King St, Suite 4, Wenatchee, WA 98801-2857

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