

**Agreement
by and between
UFCW 3000
and
Providence
Holy Family Hospital**

Effective: through April 30, 2026

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

Contents

ARTICLE 1 RECOGNITION	1
1.1 The Employer recognizes the Union	1
1.2 The Employer will advise the Union	1
ARTICLE 2 - MEMBERSHIP	1
2.1 Employees who are members	1
2.1.1 All employees hired after June 16, 2016	1
2.1.2 The Hospital will notify Employees of membership requirements	1
2.2 Dues Deduction.	2
2.3 Bargaining Unit Information:	2
2.4 Access to Premises - Union Staff.	2
2.5 Shop Stewards.	2
2.5.1 When Management and the Union mutually agree	2
2.6 Bulletin Board.	2
2.7 Contract and Job Descriptions.	3
2.8 New Hire Orientation.	3
2.9 Meeting Rooms.	3
2.10 Negotiations.	3
2.11 Voluntary Political Action Fund Deduction.	3
ARTICLE 3 - MANAGEMENT RIGHTS	3
ARTICLE 4 - DEFINITIONS	4
4.1 Probationary Period.	4
4.2 Temporary Employee.	4
4.3 Full-Time Employee.	4
4.4 Part-Time Employee.	5
4.5 Supplemental Employee.	5
4.6 Anniversary Date.	5
4.7 Date of Hire.	5
4.8 Regular Status.	5
4.9 Lead Employee.	5
4.10 Regular Rate of Pay.	5
ARTICLE 5 - EMPLOYMENT PRACTICES	5
5.1 Job Posting.	5

5.1.1	Supplemental Employees.....	6
5.1.2	Trial Period.	6
5.1.3	Ineligibility.	6
5.1.4	Transferring into a New Position.	6
5.2	Evaluations.	6
5.3	Personnel Files.....	6
5.4	Notice of Resignation.	6
5.5	Discipline/Discharge.....	6
5.6	Equal Opportunity.....	7
5.7	Re-employment.....	7
5.8	Status Review.	7
5.9	The Director of Human Resources and/or his/her designee will	7
5.10	Contracting Out In the event the Employer decides.....	7
5.11	Staffing.....	8
5.12	Orientation Objectives.	8
ARTICLE 6 - SENIORITY, LAYOFF & RECALL AND LOW CENSUS		9
6.1	Seniority Defined.....	9
6.2	Layoff Defined.	9
6.3	Layoff.	9
6.4	Reallocation of Staff.....	10
6.5	Recall.....	10
6.6	Termination of Seniority.	10
6.7	Severance Pay.....	10
6.8	Low Census.	11
6.9	Low Census Definitions.	11
6.9.1	Low Census Procedure.	11
6.9.2	Low Census Inconvenience Pay.	12
6.10	Granting Voluntary Low Census:	12
ARTICLE 7 - HOURS OF WORK		13
7.1	Basic Work Week.....	13
7.2	Basic Work Day.....	13
7.3	Innovative Work Schedules.	13
7.4	Overtime.....	13

7.5	Rest and Meal Periods.	13
7.6	Schedule Posting.	13
7.6.1	Shift and Days-Off Scheduling.	14
7.6.2	Extra Shifts.	14
7.7	Rest Between Shifts.	14
7.8	Work on Day Off.	14
7.9	Weekend Off.	14
ARTICLE 8 - COMPENSATION		15
8.1	Wage Rates.	15
8.2	Shift Differential.	15
8.3	Standby.	15
8.4	Callback.	15
8.5	Temporary Assignment.	15
8.6	Supplemental Employee Premium.	15
8.6.1	Supplemental Returning to Full-Time or Part-Time Position	15
8.7	Weekend Premium Pay.	16
8.8	No Pyramiding.	16
8.9	Wage and Benefit Minimums.	16
ARTICLE 9- PAID TIME OFF (PTO)		16
9.1	PTO Accrual.	16
9.2	Eligibility.	17
9.3	Scheduling Time Off.	17
9.4	PTO/PTO Safe Sick and Change of Status.	17
9.5	Vacations and Leave of Absence.	17
9.6	Payment Upon Termination.	18
9.7	Notification.	18
9.8	PTO/PTO-Safe Sick and Worker's Compensation.	18
9.9	Misuse of Benefit.	18
ARTICLE 10 - HOLIDAYS		18
10.1	Employees who work on a holiday.	18
ARTICLE 11 GRANDFATHERED EXTENDED ILLNESS BANK (EIB)		18
11.1	Use of EIB.	18
11.2	Leave Sharing.	19

ARTICLE 12 - LEAVES OF ABSENCE	19
12.1 Definition.	19
12.2 Leave Request.	19
12.2.1 Leave With Pay.	19
12.2.2 Leave Without Pay.	19
12.3 Maternity/Paternity/Adoption Leave.	19
12.4 Military Leave.	20
12.5 Jury Duty.	20
12.6 Family and Medical Leave.	20
12.7 Bereavement Leave.	20
12.8 Personal Leave.	21
12.9 Union Leave.	21
12.10 Leave for Domestic Violence, Sexual Assault, or Stalking.	21
ARTICLE 13 - HEALTH PROGRAM	21
13.1 Medical Insurance.	21
13.2 Health Tests.	22
13.3 Workers' Compensation and Unemployment Compensation.	22
13.4 Retirement.	22
13.5 Short Term Disability & Paid Parental Leave.	22
ARTICLE 14 -- Professional Development	22
14.1 Tuition Reimbursement.	22
14.2 Paid Education Meetings.	22
14.3 Extended Educational Leave.	23
ARTICLE 15 -- CONFERENCE COMMITTEE	23
ARTICLE 16- NO STRIKE/NO LOCKOUT	23
ARTICLE 17 - GRIEVANCE PROCEDURE	24
17.1 Grievance Defined.	24
17.1.1 Time Limits.	24
17.2 Step 1 - Employee and Immediate Supervisor.	24
17.3 Step 2 - Employee and Department Head.	24
17.4 Step 3 - Employee and Chief Executive Officer.	24
17.5 Optional Mediation.	25
17.6 Step 4 - Arbitration.	25

17.6.1	25
17.6.2	25
17.6.3	25
17.7 Termination.....	25
ARTICLE 18 - GENERAL PROVISIONS	26
18.1 Effect of Invalidity.....	26
18.2 Amendments.....	26
ARTICLE 19 - ENTIRE AGREEMENT	26
ARTICLE 20 - DURATION	26
LETTER OF UNDERSTANDING.....	27
MEMORANDUM OF UNDERSTANDING	28

2022-2026

AGREEMENT

By and Between PROVIDENCE HOLY FAMILY HOSIPTAL

And

UNITED FOOD AND COMMERCIAL WORKERS INTERNATIONAL UNION, 3000

ARTICLE 1 RECOGNITION

1.1 The Employer recognizes the Union as the sole and exclusive bargaining representative for all regular full-time, part-time, and supplemental service and maintenance employees, in the following classifications: Dietary Aide, Cook, Catering Coordinator, Clinical Laboratory Assistant, Critical Care Technician, Food Service Worker, Environmental Aide, Emergency Department Technician, EKG Technician, Endoscopy Technician, Laboratory Assistant/Phlebotomist, Linen Aide, Monitor Technician, Nursing Assistant Certified, Secretary/Aide, Financial Counselor, Quality Specialist, Anesthesia Technician and Sterile Processing Technician, employed by the Employer at its acute care hospital located at 5633 North Lidgerwood Street, Spokane, Washington; designated by the classifications set forth in the attached wage schedules, as certified by the National Labor Relations Board in case 19-RC- 140046.

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

ARTICLE 2 - MEMBERSHIP

2.1 Employees who are members of the Union at the execution of this Agreement shall as a condition of employment, maintain their membership in good standing in the Union for the duration of this Agreement. "In good standing," for the purposes of this agreement, is defined as the tendering of union dues on a timely basis.

2.1.1 All employees hired after June 16, 2016 shall be required as a condition of employment to join the Union within thirty (30) days of the date of hire and to maintain membership in the Union for the duration of the Agreement.

2.1.2 The Hospital will notify Employees of membership requirements/options at time of hire, transfer or execution. Employees who fail to maintain membership requirements as defined herein shall be discharged by the Employer within thirty (30) calendar days after receiving written notice from the Union.

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

2.3 Bargaining Unit Information: Employee Roster. Upon the signing of this Agreement and as requested by the Union but not more than monthly, the Employer shall supply to the Union a list of all employees covered by this Agreement. The list shall include the name, address, telephone number, classification, the last four (4) digits of the Social Security Number date of hire, hourly rate of pay, gross monthly earnings, and budgeted hours for each employee. Each month the Employer shall also send a list of those employees covered by this Agreement who were hired or terminated during that month with the same information as required above in this section. The Union will maintain the confidentiality of this information provided. The Union and each employee subject to this Agreement hereby indemnifies and agrees to hold the Employer harmless from all claims, demands, suits or other forms of liability that may arise against the Employer from the release of this information.

2.4 Access to Premises - Union Staff. Authorized representatives of the Union may have access at reasonable times to those areas of the Employer's premises which are open to the general public for the purpose of investigating grievances and contract compliance. Union representatives shall not have access to employee lounges, departments, units, work areas or other patient care areas unless advance approval has been obtained from Human Resources. This limited right of access to the Employer's premises shall be subject to the same general rules applicable to other non-employees and shall not interfere with or disturb employees in the performance of their work during working hours and shall not interfere with or provide any distraction to patient care, patient families, or the normal operation of the Hospital.

2.5 Shop Stewards. Employees shall have the right to select up to seven (7) Shop Stewards from among members of the bargaining unit. The Shop Stewards shall not be recognized by the Employer until the Union has given the Hospital written notice of the selection. Unless otherwise agreed to by the Employer, the investigation of grievances, grievance meetings and other Union business shall be conducted during non-working times, (e.g. breaks, meal periods and before or after shift) and shall not interfere with the work of other employees, or provide any distraction to patient care, patient families or the normal operations of the Hospital. The Union will provide an up to date list of Shop Stewards to the Human Resources Department.

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

2.6 Bulletin Board. A bulletin board in a mutually agreed upon location, shall be designated for the use of the bargaining unit. The Union may post local unit meeting notices on the designated bulletin board and in designated locations in break rooms. Such notices shall not exceed standard legal size. All

materials posted must be dated, signed by a designated union representative, and approved Human Resources prior to the posting. The Union and each bargaining unit employee agree to limit the posting of Union materials to this designated bulletin board.

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

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

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

2.10 Negotiations. Subject to overall business considerations, supervisors will make a good faith effort to release negotiation team members for contract negotiations. This time off work will be considered leave without pay unless the employee elects to take vacation.

2.11 Voluntary Political Action Fund Deduction. The Employer shall deduct the sum specified from the pay of each member of the Union who voluntarily executes a political action contribution authorization form. When filed with the Employer, the authorization form will be honored in accordance with its terms. The authorization form will remain in effect until revoked in writing by the employee. The minimum contribution must be at least one dollar (\$1) per pay period. The amount deducted and a roster of each employee authorizing assignment of wages will be transmitted to the Union. The Union and each employee authorizing the assignment of wages for payment of the voluntary political action contributions to the Union's Active Ballot Club hereby undertakes to indemnify and hold the employer harmless from all claims, demands, suits and other liability that may arise against the employer for or on account of any deduction made from the wages of such employee. The parties recognize that the Union is obligated under the Federal Election Campaign Act (FECA) to reimburse the Employer for its reasonable cost of administering the check off in the parties' Collective Bargaining Agreement. The Employer and the Union agree that one-quarter of one percent (.25%) of all amounts checked off is a reasonable amount to cover the Employer's cost of administering this check off. Accordingly, the parties agree that the Employer will retain one-quarter of one percent (.25%) of all amounts deducted pursuant to this check off provision to reimburse the Employer for its reasonable costs of administering the check off.

ARTICLE 3 - MANAGEMENT RIGHTS

The Union recognizes that the Employer has the obligation of serving the public with the highest quality of patient care, efficiently and economically, and meeting medical emergencies.

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

The Union recognizes that the above statement of management rights is for illustrative purposes only and should not be construed as restrictive or interpreted so as to exclude those prerogatives not mentioned which are inherent to the management function.

All matters not covered by the specific provisions of this Agreement shall be administered by the Employer on a unilateral basis in accordance with such policies and procedures as it from time to time shall determine.

ARTICLE 4 - DEFINITIONS

4.1 Probationary Period. The first three (3) months of employment, to include holidays, sick days and vacation days, shall be a probationary period. After three months (3) of continuous employment, the employer may reserve the right to extend the probationary period up to an additional three (3) months for the purpose of addressing competency requirements and performance coaching. Upon the successful completion of the probationary period, the employee shall be considered a regular status employee unless otherwise specifically advised in writing by the Employer. An employee shall be entitled to seniority rights after completing the probationary period, where upon seniority shall be retroactive to the employment date. During the probationary period an employee may be terminated without notice or cause and without recourse to the grievance procedure.

4.2 Temporary Employee. An employee who is hired for a definite continuous limited period of time, not to exceed a total of six (6) months, unless agreed to by the Union and the Employer. Temporary employees shall be ineligible for benefits. In the event a temporary employee is hired into a regular status position with no break in service, the employee's anniversary date for benefit purposes will be established as the beginning of the temporary assignment. The employee will be subject to a probationary period upon hire into a regular position. Upon request, the Hospital will provide the Union with a list of temporary employees performing a job classification within the bargaining unit, not more frequent than every three (3) months.

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

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

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

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

4.7 Date of Hire. Date on which a person begins employment with Holy Family Hospital.

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

4.9 Lead Employee. An employee who is 1) assigned operational/coordination activities by the manager or 2) working in a designated lead job classification.

Employees working in temporarily assigned lead positions will have specific lead responsibilities defined by the department.

Employees working in a lead job classification will have responsibilities outlined in the job description.

4.10 Regular Rate of Pay. For purposes of calculating overtime, vacation, sick leave or holiday, the regular rate of pay shall be defined to include the employee's hourly wage rate plus any applicable premium(s) applied as part of regularly scheduled work such as shift differential, lead pay, weekend premium etc.

ARTICLE 5 - EMPLOYMENT PRACTICES

5.1 Job Posting. Providing qualifications are equal, regular status employees of a job class will have priority to fill posted Intra-Unit/Cost Center positions based on seniority, over other staff in the bargaining unit of that job class from outside that unit/cost center, or supplemental staff. Intra-unit/cost center open positions (including any extra hours to be added to existing position on a unit/cost center) will be posted via the intra-net/internet, which shall be accessible to employees on work computers, at least five (5) days in advance of filling the position. This will afford presently employed staff the first opportunity to apply. The requirements for the job shall be included in the posting. In the selection process, the Employer will select the most highly qualified applicant for the job. Where qualifications are considered by the Employer to be equal, the senior regular status employee applying for such job will be given preference. For purposes of this Agreement, the term "qualified" is here in defined to include such factors as skill, competence, ability, experience, attendance/punctuality (excluding any absences covered by FMLA or

Worker's Compensation) record and documented past performance, in the judgment of the Employer, which shall not be exercised in a manner that is arbitrary or capricious.

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

5.1.2 Trial Period. Any employee selected for a new position will be subject to a ninety (90) day trial period. The employee will, when deemed appropriate, receive training in order to achieve clearly defined goals specific to their new position to help to assure success. If the employee is unable to successfully perform the duties of the position during the trial period in management's opinion based on established job criteria and, if the employee is otherwise in good standing, the employee will be returned to the employee's prior position if the employee's former position is still vacant. If the employee's former position is not available, the employee will be eligible to apply for any position in their prior job classification and allowed to use their Hospital seniority for bidding purposes.

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

5.1.4 Transferring into a New Position. A good faith effort will be made by management to enact a position transfer within a twelve (12) week period from the date the employee accepted the position. Should this not be accomplished within a twelve (12) week period, the employee will be paid an additional dollar (\$1) per hour or the wage of the new position, whichever is higher, beginning the first day of the thirteenth (13) week until such transfer is completed.

5.2 Evaluations. The Employer shall maintain an evaluation system, which provides for employee evaluations on a probationary and annual basis. Employees will be given the opportunity to provide a response to the evaluation, which will be retained with the evaluation in the employee's personnel file.

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

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

5.5 Discipline/Discharge. No full-time or part-time employee shall be disciplined or discharged except for just cause. The Employer, however, reserves the right to discharge any employee deemed to be incapable or incompetent. The Employer shall be the sole judge of the employee's capability and

competence; provided, however, that such judgment shall be exercised in good faith and based upon established job criteria. Employees shall receive a copy of all written warnings. Employees shall be required to sign and date the written warning for the purpose of acknowledging receipt thereof. After two (2) years, if no further disciplinary action is applied, the employee may request written notices be removed from his/her file. Any removal of material from the personnel file shall be at the sole discretion of the Employer.

Progressive Discipline. Prior to administering discipline, when appropriate, the hospital will verbally counsel the employee. If the unwanted or inappropriate behavior continues, the hospital will use progressive discipline, where appropriate. The Hospital will use progressive discipline when appropriate. Progressive discipline is defined as:

- First written warning (given to the employee and a copy placed in the employee's personnel file).
- Second written warning (given to the employee and a copy placed in the employee's personnel file).
- Suspension Without Pay. (Optional)
- Discharge.

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

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

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

5.8 Status Review. Part-time employees continuously working above their budgeted hours, or supplemental staff who have been working on a regular basis for over a four (4) month period may request an objective, good faith review with their manager and Director of Human Resources to determine if a position or additional hours should be posted. The Human Resources department will provide an update about the status of this review within twenty-one calendar days.

5.9 The Director of Human Resources and/or his/her designee will, in good faith, work to complete the review as expeditiously as possible; the Employer agrees to provide the final results with forty-five (45) calendar days from the start of the investigation. This review shall not apply when these additional hours/days are assigned to special projects, training, covering posted vacant positions, vacation coverage, coverage for sick leave, and leaves of absence. The employer shall respond to a status review request within 21 days.

5.10 Contracting Out In the event the Employer decides to subcontract unit work and the contract will reduce employees' FTE hours covered by this Agreement, the Employer will give the Union at least forty-five (45) calendar days advance written notice. During this notice period, the Employer and Union will meet to discuss and consider alternatives to contracting out the work. Such discussion will be

concluded within thirty (30) days from the date the Employer advises the Union, in writing, that a decision to subcontract has been made.

In the event the Employer decides to contract out a service which will result in the layoff of bargaining unit employees, the Employer will make a good faith effort to obtain preferential hiring opportunities with the contracting entity for affected employees as an alternative to exercising layoff related rights under the Collective Bargaining Agreement. Regardless of whether the employee obtains employment with the contracting firm, the Hospital will provide severance to such employees pursuant to Severance Pay.

The use of temporary staffing such as agency or traveler staff, will not be construed as contracting unit work or as an assignment to non-bargaining unit employees.

5.11 Staffing. Proper staffing to meet the needs of the patients is a concern both parties share. Staffing levels shall be determined by management. Staffing takes into consideration the magnitude and variety of the activities needed on a particular shift. If an employee is concerned about the level of staffing for their assignment on their unit/department, the employee should first speak with their immediate supervisor.

1. Employee(s) believing there is a staffing problem are encouraged to discuss the issue as soon as possible with their immediate supervisor.
2. If the staffing concern is not resolved with the immediate supervisor, employees may choose to document staffing concerns and provide that documentation to their Department Manager by utilizing a Staffing, Work Assignment and Concern form. In addition to submitting the form, the employee is encouraged to discuss unresolved documented staffing concerns with the Department Manager. The Department Manager will respond in writing within fourteen (14) calendar days.
3. If the matter is not satisfactorily resolved by the Department Manager, the employee may refer the staffing concern to the Conference committee for further review. The Conference Committee shall review and may make written recommendations as it deems advisable to the Department Director. If the committee cannot come to agreement on the recommendation, they should present both sides of the argument within a single recommendation to the Department Director.
4. The Department Director will respond in writing within 30 calendar days. The Department Manager or Department Director's written response/decision is not subject to grievance under Article 16 Grievance Procedure.

5.12 Orientation Objectives. The objectives of orientation shall be:

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

ARTICLE 6 - SENIORITY, LAYOFF & RECALL AND LOW CENSUS

6.1 Seniority Defined. Seniority is defined as a full-time or part-time employee's continuous length of service based on years of service in the Bargaining Unit from the most recent date of hire by the Hospital. Seniority shall not apply until an employee has completed the required probationary period. Upon satisfactory completion of the probationary period, the employee will be credited with seniority from most recent date of hire by the Hospital.

Employees outside the bargaining unit who transfer into the bargaining unit without a break in service will be credited with any previously accrued bargaining unit seniority.

Supplemental employees hired into regular full or part time positions shall begin accruing seniority from their date of hire into the regular full-time or part-time position.

6.2 Layoff Defined. Layoff is defined as a mandatory permanent or prolonged reduction (1) in an employee's budgeted hours, or (2) in the number of bargaining unit employees employed by the Hospital.

6.3 Layoff. Layoffs shall be by job classification within a department.

For purposes of this Article, NAC's, Critical Care Techs, and Inpatient Secretaries (who hold a current NAC license) working in inpatient nursing units will be considered a department.

- A. Provided that qualifications and job performance are equal as determined by the Hospital, seniority will be the controlling factor for layoff.
- B. Layoff will occur in the following order:
 - 1. Temporary employees.
 - 2. Supplemental employees.
 - 3. Probationary employees.
 - 4. Regular employees.
- C. The Union and affected regular employees shall receive at least fourteen (14) days' notice of the impending layoff or fourteen days' pay in lieu of notice.
- D. Layoff of regular employees in category (3) of section B above shall be accomplished as follows:
 - 1. A laid-off employee shall fill any comparable (same shift and budgeted hours) vacancy that the Employer has for which the employee is qualified. Vacant positions shall be awarded to affected regular employees based on employees' seniority.
 - 2. If there is no vacancy, an employee may displace the least senior employee within the same job classification for which the employee is qualified in the same department/unit.
 - 3. A laid-off employee will be offered per supplemental status, if a supplemental position is available.

For the purposes of this Article, an employee shall have up to a 20-day period to demonstrate that he/she can perform the duties of the position. In addition, qualified shall mean the necessary skills, education,

certifications, and/or credentials minimally required to perform the duties of the position. If the employee is unsuccessful in meeting the necessary skills needed to perform the position, he or she may elect severance.

6.4 Reallocation of Staff. Reallocation of staff may occur when restructuring of the budgeted hours on an existing unit or department occurs, when a unit or department changes clinical focus, when two or more units or departments merge, or when the staff mix ratio of a unit or department is substantially restructured. If this process is elected by the Employer, the Employer will determine the number of full-time and part-time positions (budgeted hours) by shift required for the new or restructured unit or department. A listing of the positions for each shift on the new/restructured unit or department, including any qualification requirements, shall be posted on the unit or department for at least fourteen (14) days. At the end of the fourteen (14) days employees will select their desired position. Based on seniority, employees will be assigned their selected position, provided that skills, competence, qualifications and experience are considered equal in the opinion of the Hospital. Employees who are not assigned a comparable position (same shift and budgeted hours) in the new or restructured unit or department shall be subject to layoff

6.5 Recall. Employees on layoff status shall be placed on a reinstatement roster for a period of twelve (12) months from the date of layoff from a regular status position. Employees on the reinstatement roster are able to apply for open positions in the appropriate job classification. If more than one employee from the reinstatement roster applies for an open position, seniority shall be the determining factor, provided that such factors as skills, qualifications and prior employment record are considered equal. If offered the position and the employee accepts the position, the employee's seniority shall be reinstated. Employees on the reinstatement roster shall be given preference over external applicants for open positions to which they apply, provided that skills, qualifications and prior employment record are considered equal.

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

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

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

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

The calculation for severance pay will be based on the regular rate of pay, as defined in Article 4.9, at the time of the layoff. Severance pay will be paid to the employee in a single lump sum payment, based on the calculation described above. In addition to the severance payment, the Hospital will pay the employee in a lump sum, less normal and legally required withholding and deductions to assist the employee in defraying the cost of continuing health insurance benefits pursuant to the employee's rights under COBRA for the time corresponding to the severance period.

6.8 Low Census. Unanticipated declines in patient care requirements may result in the need to reduce the number of staffed employees. Low census is defined as a decline in patient volume and/or patient care requirements resulting in a temporary employee decrease. It is recognized by the parties that the basic policy shall be to use the low census procedure to accomplish short-term staff reductions in the most cost effective manner. When a reduction in patient care requirements occurs over an extended period, resulting in need for work force reduction or consolidation of services, the layoff procedure will be implemented.

6.9 Low Census Definitions.

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

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

6.9.1 Low Census Procedure. When the Hospital experiences a temporary decrease in staffing requirements, the Employer shall exercise its best efforts to rotate mandatory low census hours equitably on a shift by shift basis within a department/unit. Nothing in this section prevents the Employer from implementing low census practices that apply to all employees working on a shift (e.g. ending all employee's shifts early).

The Employer may make exceptions to granting voluntary or assigning mandatory low census based on the number, classification, special expertise/skill of staff required to provide adequate coverage to meet the overall patient care or departmental requirements/acuity of the Hospital and overall cost effectiveness.

For low census of individual employees, the low census procedure will be implemented in the following order:

1. The Employer will make a good faith effort to determine if a need/float opportunity exists in another department or another shift in the same job classification.
2. Staff scheduled for overtime/premium pay on their non-regularly scheduled shift may be cancelled.
3. On a shift-to-shift basis, voluntary low census days will be granted by the Employer on a designated volunteer list on a first-requested basis for the unit and job classification

experiencing the low census. If the employee is not contacted by the Hospital the employee is expected to report to work.

4. When low census requires further staffing reductions in a job classification (and by department), the Employer will cancel agency staff, then non-overtime supplemental employees, and finally employees working extra shifts (i.e., scheduled on their normal day off) prior to assigning an employee a mandatory low census. Supplemental employees cancelled due to low census shall be cancelled in an equitable rotation, unless specialty skill requirements are needed.
5. An employee will be assigned by the Employer to take mandatory low census on an equitable rotation based on seniority, unless the. Special expertise/skill of the employee(s) is necessary to provide adequate coverage to meet the overall patient care or departmental requirements/acuity of the Hospital and overall cost effectiveness.
6. An employee assigned a mandatory or granted a voluntary low census pursuant to this section shall be given credit toward vacation, sick leave, and insurance benefits. In either case, (voluntary or mandatory) it is the responsibility of the employee to enter this information into the time clock system to assure these benefits will be credited.

6.9.2 Low Census Inconvenience Pay.

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

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

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

6.10 Granting Voluntary Low Census:

- If the Hospital attempts and is unable to contact the employee in accordance with the time periods above prior to the start of work, the employee will be granted and must take a voluntary low census when reporting to work unless another employee on that unit/department volunteers. Neither employee will be granted inconvenience pay in this case.
- If the Hospital attempts to contact the employee with less than the time periods provided above, but is unsuccessful, the employee must take the voluntary low census if no other employee volunteers on that unit/department. In this case, either employee would receive two (2) hours inconvenience pay.

- If the Hospital contacts the employee prior to reporting for work, the employee may withdraw the request for the voluntary low census. However, if the employee accepts the voluntary low census, the employee is not eligible for the inconvenience pay.

ARTICLE 7 - HOURS OF WORK

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

7.2 Basic Work Day. The basic work day shall be an eight (8) hour shift which consists of eight (8) hours of work to be completed within eight and one-half (8 1/2) consecutive hours or a ten (10) hour shift which consists of ten (10) hours of work to be completed within ten and one-half (10 1/2) consecutive hours, or a twelve (12) hour shift which consists of twelve (12) hours of work to be completed within twelve and one-half (12 1/2) consecutive hours.

Note: the basic work day referred to in this Section is intended to include scheduled shifts of less than eight (8) hours in duration, and/or other non-innovative shifts currently in place at the date of ratification of this Agreement.

7.3 Innovative Work Schedules. An innovative schedule is defined as a work schedule that requires a change, modification or waiver of any provisions of this Employment Agreement. Written innovative work schedules may be established by mutual agreement between the Employer and the employee involved. Prior to the implementation of a new innovative work schedule, the Employer and the Union will review and determine conditions of employment relating to that work schedule. Where innovative schedules are utilized, the Employer services to right to revert back to employees' work schedule that was in effect immediately before the innovative work schedule, provided that the Employer gives four (4) week advance notice to employees.

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

All hours worked in excess of twelve (12) hours per day and/or one hundred (100) hours in two (2) week pay period shall be compensated at the rate of two times (2x) the regular rate of pay.

7.5 Rest and Meal Periods. Employees shall be allowed two (2) paid fifteen (15) minute rest periods during each normal work day and a thirty (30) minute unpaid meal period. Meal and rest periods shall be administered as provided by state law (WAC 296-126-092).

7.6 Schedule Posting. Except for those departments which, as of the date of ratification of this Agreement, post work schedules for a four (4) week period, work schedules of shifts and days off

(including call schedules) for a minimum of six (6) week period will be posted two (2) weeks in advance. After posting, the schedule may only be changed by mutual consent.

7.6.1 Shift and Days-Off Scheduling. Upon employees' request, a good faith effort will be made to schedule employees to work consecutive days but not more than six (6) days in a row except by mutual agreement.

7.6.2 Extra Shifts. Full and part time employees who want to work extra straight time shifts within their classification will inform their manager, in writing, indicating which days/shifts they commit to be available. The Employer will make a good faith effort to attempt to assign extra shifts on a fair and equitable basis.

Employees requesting extra shifts will receive preferential consideration over other employees if the employee has had mandatory low census within the previous schedule.

The due date for indicating commitment for extra shifts shall be determined by each department.

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

This Section shall not apply to situations where less than twelve (12) or ten (10) hours rest (whichever is applicable), occurs because of the employee's request.

7.8 Work on Day Off. Full-time employees who are called in and required to work by the Employer on their day off shall be paid at the rate of time and one-half (1 1/2) their regular rate of pay for the hours worked.

7.9 Weekend Off. The Employer will make a good faith effort to schedule all full-time and part-time employees to be off at least every other weekend. In the event a full-time or part-time employee who is scheduled on every other weekend off work schedule is required to work on his/her regularly scheduled weekend off, all hours worked will be paid at one and one-half (1 1/2) times the employee's rate of pay. The weekend shall be defined for premium pay purposes for the first (day) and second (evening) shift personnel, as Saturday and/or Sunday. For third (night) shift personnel, the weekend shall be defined as Friday and/or Saturday nights. This section shall not apply to supplemental employees or to part-time or full-time employees who are hired to work on a more frequent or every weekend schedule; employees who volunteer for additional weekend work or employees who trade weekends with management approval. Subject to advance approval, the 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.

ARTICLE 8 - COMPENSATION

8.1 Wage Rates.

All increases in compensation shall become effective the first full payroll period on or after the date(s) designated unless otherwise specified

Two pay periods following ratification:	3%,
April 30, 2023	3%,
April 30, 2024	2.75%
April 30, 2025	2.50 %

8.2 Shift Differential. Employees who work the second (evening) shift shall be paid a shift differential at the rate of one dollar and fifty cents (\$1.50) per hour, and those who work the third (night) shift shall be paid a shift differential of two dollars and thirty-five cents (\$2.35) per hour. Employees shall be paid shift differential for all hours worked if fifty percent (50%) or more of those hours are worked on the designated evening or night shift.

8.3 Standby. Standby pay shall be three dollars and twenty-five cents (\$3.25) per hour and four dollars and twenty-five cents (\$4.25) per hour for holidays.

8.4 Callback. Any time actually worked in callback shall be compensated at the rate of time and one-half (1.5x) the employee's regular rate of pay and shall be paid in addition to standby call pay. When called back, the employee shall receive time and one-half (1.5x) for a minimum of two (2) hours for each callback.

8.5 Temporary Assignment.

Lead: The temporary assignment to a lead position for two (2) or more hours shall be compensated with the lead premium for all hours worked in that role. The lead premium shall be one dollar and twenty-five cents (\$1.25) per hour.

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

8.6 Supplemental Employee Premium. Supplemental employees shall receive a premium equivalent to ten percent (10%) over the employee's wage step as a premium in lieu of Vacation, Paid Illness Time and Bereavement Leave. The prorated benefit option is not available to supplemental employees.

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

8.7 Weekend Premium Pay. Any employee who works on a weekend shall receive one dollar and fifty cents (\$1.50) per hour for each hour worked on the weekend in addition to the employee's regular rate of pay. For premium pay purposes, the weekend shall be defined as all hours between 11:00 p.m., Friday and 11:00 p.m., Sunday.

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

8.9 Wage and Benefit Minimums. Nothing contained herein shall prohibit the Employer, at its sole discretion, from paying wages and/or benefits in excess of those specified in this Agreement.

The Employer recognizes that market wages may escalate during the term of this Agreement and retains the right to increase the wage rates paid to classifications or wage grades. Prior to implementing such changes, the Employer shall provide prior notice to the Union. If requested to do so, the Employer will meet with the Union to discuss any questions the Union may have.

ARTICLE 9- PAID TIME OFF (PTO)

9.1 PTO Accrual.

The accrual per year and maximum accumulations are outlined in the schedule below:

	PTO ACCRUAL				PTO-SICK ACCRUAL		COMBINED ANNUAL MAX	# of 8 Hr Days/Year
Years of Service	Accrual Per Hour	Pay Period Max (80 hr PP)	Annual Limit	Plan Max	Accrual Per Hour	Annual Limit (can be higher if work more than 80 hr per PP)	(based on 80 hrs PP)	# of 8 Hr Days/Year
Less than 4 years	0.063	5.04	131	192	0.033334	69	200	25
4 to less than 8 years	0.0821	6.568	171	252	0.033334	69	240	30
8 to less than 10 years	0.086	6.88	179	264	0.033334	69	248	31
10 or more years	0.1052	8.416	219	324	0.033334	69	288	36

***Pursuant to state law, PTO-Safe Sick accruals are not capped. PTO-Safe Sick continues to accrue throughout the year. However, no more than 108 hours of PTO-Safe Sick may be carried over to the following year.

January 2023 will be the last year in which, the Hospital will load three (3) eight (8) hour days of PTO pro-rated by FTE for all regular full- and part-time benefits eligible employees.

9.2 Eligibility. Employees with an FTE of 0.5 or greater will accrue paid time off (PTO) and PTO Safe-Sick from their first day of employment. Access to accrued PTO/PTO Safe Sick begins once available in the respective PTO/PTO Safe-Sick bank. Paid time off does not accrue during unpaid non-work periods such as leaves of absence.

9.3 Scheduling Time Off. For nursing departments, Prime Time will be defined from Memorial Day through Labor Day. Requests for time off submitted by February 1, will be approved on a seniority basis. The time off schedule will be posted by March 1. Requests for prime time leave submitted after February 1, will be granted on a first-come first-served basis. Time off will be scheduled in such a manner as to provide adequate core staffing per unit and shift. An employee may utilize her/his seniority to procure up to five (5) weeks of prime time off in a year. However, an employee who utilizes her/his seniority during any year to procure more than three weeks of prime time off will only be allowed to use her/his seniority in the next year to procure up to three (3) weeks of prime time off. At least 2 employees per shift, per unit, shall be allowed to take time off at the same time, if there are available replacements.

For all other departments, time off must be scheduled and approved in advance to ensure orderly operation of the department is maintained. Requests for time off shall be submitted at least six (6) weeks in advance of the schedule posting. The Employer will make a good faith effort to respond in a timely fashion to submitted time off requests. If multiple requests are received for the same time, those will be approved on first come, first serve basis.

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

9.4 PTO/PTO Safe Sick and Change of Status. After completing six months of continuous service, an employee whose status changes to less than 0.5 FTE will be paid for their accumulated PTO/PTO Safe Sick time. A supplemental employee whose status changes from a FTE less than 0.5 to a FTE of 0.5 or greater will begin accruing PTO/PTO Safe Sick benefits as of the effective date of the change.

9.5 Vacations and Leave of Absence. PTO/PTO Safe Sick benefits accrue while an employee is on an approved, paid Providence Leave, where pay is covered by one or more of: PTO, PTO Safe Sick, EIB, Paid Parental Leave or employer paid Short Term Disability. PTO/PTO Safe Sick benefits do not accrue while an employee is on an unpaid leave of absence. PTO/PTO Safe Sick time may be used prior to a leave of absence. Upon returning to work from an unpaid leave of absence or an approved leave with pay under

the Washington Paid Family Medical Leave Act, an employee's PTO/PTO Safe Sick benefits will begin accruing.

9.6 Payment Upon Termination. Employees who give the required notice of resignation (2 weeks) will be paid any PTO/PTO Safe Sick remaining balance. The Employer will give consideration to situations that would make the required notice of resignation by the employee impossible. Employees terminated for job related reasons or who leave without giving proper notice will forfeit pay for PTO/PTO Safe Sick balances. PTO/PTO Safe Sick hours shall not be approved for use with the intent of extending length of service with the Hospital.

9.7 Notification. Employees unable to work their regular shifts because of injury or illness must follow the department procedure on who to contact for illness/injury and give as much advance notice as possible, but not less than one and one (1) hour before the day shift begins and three (3) hours in advance of an evening or night shift, unless other department policies apply. Employees will notify their designated contact each day that they are ill unless length of time for the illness has been established by their physician. Employees will not be responsible for scheduling a replacement when off work due to illness.

9.8 PTO/PTO-Safe Sick and Worker's Compensation. In the event of a work-related illness or injury, employees may be allowed to utilize accrued PTO/PTO Safe-Sick/EIB to make up the difference between the amount paid through Worker's Compensation and the employee's regular base pay. See Human Resources for additional information.

9.9 Misuse of Benefit. Any employee deemed to have abused PTO/PTO Safe Sick/EIB privileges by falsification or misrepresentation shall be subject to disciplinary action up to and including immediate termination of employment.

ARTICLE 10 - HOLIDAYS

10.1 Employees who work on a holiday. Non-exempt employees who are required to work on a holiday (New Year's Day, Memorial Day, Independence Day (July 4), Labor Day, Thanksgiving Day, and Christmas Day) will be compensated at the rate of time and one-half (1 ½ x).

ARTICLE 11 GRANDFATHERED EXTENDED ILLNESS BANK (EIB)

11.1 Use of EIB. Grandfathered EIB is available to employees who miss work due to a personal illness or injury as defined by Hospital policy. Payment will begin on the first day of absence and, with proper authorization, will continue until the employee either returns to work or the accumulated EIB is exhausted. The number of hours deducted and paid for EIB will be equal to the number of hours the

employee is regularly scheduled to work per pay period. If an employee reports to work and later goes home ill, the hours actually worked will be paid with the remaining hours paid from the accrued EIB.

11.2 Leave Sharing. Employees may donate/share earned PTO pursuant to the Hospital's PTO Donation - Leave Sharing policy.

ARTICLE 12 - LEAVES OF ABSENCE

12.1 Definition. A leave of absence is a period of time during which an employee temporarily leaves the employ of the Hospital with the intention of resuming employment on a definite stated date and may be paid or unpaid or a combination of both, depending on the circumstances of the leave and applicable leave laws during which time the employee receives no pay or benefits. The rate of pay and benefits accrued at the time of taking a leave of absence are regained by the employee upon return, unless specified herein. An employee's position may or may not be held for him/her depending upon the requirements of the department, except as provided in 12.6, Family and Medical Leave, and 12.9, Military Leave. If the job is not held, return from leave of absence is contingent upon an opening for which the individual is qualified.

All leaves of absence are provided in accordance with applicable law and Hospital policy. Unless otherwise required by law, a leave of absence shall commence the first day of absence from work. All leaves will run concurrently with any paid time (including any combination of Vacation/Sick Leave/PTO/Short Term Disability), unpaid time, FMLA or any Washington State leave. All leaves are calculated on a rolling twelve (12) month period.

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

12.2.1 Leave With Pay. Leave with pay shall not alter an employee's anniversary date or tenure date or the amount of accrued paid time which would otherwise be earned by the employee.

12.2.2 Leave Without Pay. Leave without pay shall not alter an employee's anniversary date or the amount of accrued paid time which would otherwise be earned by the employee.

12.3 Maternity/Paternity/Adoption Leave. Unless otherwise required by law, after satisfactory completion of the probationary period, leave without pay shall be granted upon request of the employee for a period of up to six (6) months for maternity, paternity or adoption purposes at the time of birth or adoption, without loss of benefits accrued to the date such leave commences. If the employee has not returned to work within eight (8) weeks of the commencement of the leave, the Hospital will make a good faith effort to hold the employee's position for an additional four (4) weeks. In the event the Hospital is required to fill the position due to business necessity between the ninth (9th) and twelfth (12th) week

period, the employee will be notified and given the opportunity to return to work within seven (7) days. If the employee elects not to return to work at that time, the employee, when returning from leave of absence, will then be offered the first available opening consistent with the job description held by the employee prior to the leave of absence.

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

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

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

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

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

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

The provisions of family leave will commence upon qualification and notification of the leave. Family leave will run concurrently with any paid time, unpaid time, or any combination of the two.

12.7 Bereavement Leave. Full-time and part-time employees may receive paid time off in the event of the death of an immediate family member. An immediate family member is defined as:

- current spouse or domestic partner
- son or daughter
- father or mother
- brother or sister
- stepparent, stepchild, stepbrother or stepsister

- grandparent or grandchild
- a person who stood in loco parentis (legal responsibility of a person to take on the functions and responsibilities of a parent)
- current in-law relationships through marriage or partnership of the above

Employees may receive up to twenty-four (24) hours with pay (the employee's base rate of pay plus any shift differential) to attend to family bereavement needs or may receive up to forty (40) hours with pay to attend to family bereavement needs for the caregiver's spouse, domestic partner or child. Additional unpaid time off and/or vacation may be authorized by the employee's core leader on a case-by-case basis and based upon operational needs. The Hospital will comply with any applicable state or local law that provides for additional bereavement benefit. Bereavement leave must typically be taken within two weeks of the date of death, however, exceptions will be considered as appropriate (e.g., memorial or funeral has been postponed, travel required out of the country, cultural/religious practices which may require services long after death). Any requests for bereavement leave at a later period must be accompanied with proof of memorial service on the dates requested. When requesting bereavement leave, the employee should provide the family member's name, relationship, and date of death. Proof of death or relationship may be required.

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

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

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

ARTICLE 13 - HEALTH PROGRAM

13.1 Medical Insurance. Effective beginning the first of the month coincident with employment, all regular full-time and part-time employees regularly scheduled to work twenty (20) or more hours per week (1.0 to 0.5 FTE) shall be included under and covered by the Employer's Providence benefits program that is provided to all PHFH eligible employees. Participation shall be subject to specific plan requirements and timely submission of benefit election.

Employees in assigned FTEs of 0.75- 1.0 will receive benefits at no premium cost for the employee portion of the core plan (the Health Savings Medical Plan (HSA)). The Employer will pay a minimum of seventy percent (70%) of the premium cost of dependent benefits for the core medical plan. The Employer will also contribute a minimum of thirty percent (30%) of the premium cost for the core dental plan. Employees in assigned FTEs of 0.5- 0.74 will receive benefits equal to at least seventy percent (70%) of

the premium cost for the core medical plan received by 0.75- 1.00 FTE employees. Employees will be responsible for the portion of dependent medical and dental premiums not paid by the Employer.

The Employer will offer a wellness incentive plan, and agrees, during the life of this Agreement, to maintain the same incentive amounts to employees and their adult dependents who participate in the plan.

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

13.3 Workers' Compensation and Unemployment Compensation. The Employer will provide Workers' Compensation Insurance and Unemployment Compensation Insurance in accordance with the laws of the State of Washington.

13.4 Retirement. Employees covered by this Agreement shall be eligible to participate in the retirement plan of the Employer. The Employer may from time to time make modifications in the plan, employees and the Union will be given at least thirty (30) days' advance notice before implementation of any change. Upon the Union's request, the Employer will meet with the Union to discuss any changes.

13.5 Short Term Disability & Paid Parental Leave. The Hospital will provide a Short-Term Disability and a Paid Parental Leave benefit effective the first full pay period following January 1, 2020. Following a seven (7) calendar day waiting period, Short-Term Disability will be paid at 100% of the employee's base rate of pay for the first eight weeks, and at 66 2/3% of the employee's base rate of pay thereafter, plus shift differential plus premium pay, if applicable. Paid Parental Leave will be paid at 66 2/3% of the employee's base rate of pay plus shift differential plus premium pay, if applicable. Participation shall be subject to specific plan eligibility requirements and timely submission of benefit election. Short-term disability and paid parental leave benefits are coordinated with eligible pay available through the Washington Paid Family and Medical Leave Program to provide an employee, with a qualifying condition, 66 2/3% of their eligible pay.

ARTICLE 14 -- Professional Development

14.1 Tuition Reimbursement. Employees will receive education benefits on the same terms and conditions as other non-bargaining unit employees.

14.2 Paid Education Meetings. If the Hospital requires an employee to participate in or attend an educational meeting, the employee will be paid the employee's regular rate of pay (including any applicable overtime) and any necessary expenses subject to the Hospital's policy for reimbursement. Education leave will be equitably rotated among employees in a department.

14.3 Extended Educational Leave. After one (1) year of continuous employment, permission may be granted for leave of absence without pay for study of up to twenty-four (24) months. The employee will not be guaranteed reinstatement to the same position upon return from such leave. If the employee obtains any position with the Hospital within twenty-four (24) months of beginning such leave, the employee's balance of any accrued benefits at the time of taking the leave will be restored.

ARTICLE 15 -- CONFERENCE COMMITTEE

A Conference Committee consisting of three (3) persons appointed by the Employer and three (3) persons elected by members of the bargaining unit shall be established to discuss improvements in the quality of patient care, employee relations and other matters of mutual concern. The function of the Committee shall be limited to an advisory rather than a decision-making capacity. The committee shall meet quarterly or more often by mutual agreement. All members of the Committee shall be regular employees of the Employer. Committee members shall not experience a loss of pay if they attend a meeting while in on-duty status. Meetings will be limited to one (1) hour in duration, unless otherwise mutually agreed. The Employer and the Union may have a resource person at each meeting during the first year of this Agreement and thereafter by mutual agreement. The Union shall provide the Employer with agenda items which it desires to have placed on the agenda at least ten days in advance of the scheduled meeting date, with identification of any additional attendees. The employer may add any additional agenda items and/or additional attendees and agrees to circulate the agenda to Committee Representatives one week in advance of the meeting. If no agenda items are submitted by either party at least ten days in advance of the scheduled meeting date, the meeting will be cancelled.

ARTICLE 16- NO STRIKE/NO LOCKOUT

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

ARTICLE 17 - GRIEVANCE PROCEDURE

17.1 Grievance Defined. A grievance is defined as any alleged breach by the Employer of any express terms or conditions of this Agreement. If an employee has a grievance, the grievance shall be submitted to the following procedure. In order to be subject to the following procedure, any grievance must be submitted at the first step of this procedure within twenty-one (21) calendar days from the date when the employee was aware, or reasonably should have been aware, that a grievance existed. All grievances not filed within this twenty-one (21) day period are invalid and shall be deemed waived by the aggrieved party.

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

17.2 Step 1 - Employee and Immediate Supervisor. If an employee has a grievance, the employee and the Shop Steward and/or Union Representative, if requested by the employee, must first present the grievance in writing to the employee's immediate supervisor within twenty-one (21) calendar days from the date the employee was or should have been aware that the grievance existed. Upon receipt thereof, the immediate supervisor shall attempt to resolve the problem and shall respond in writing to the employee within twenty-one (21) calendar days following receipt of the written grievance. Should the supervisor and the employee meet to resolve the grievance, a Shop Steward and/or Union Representative may attend the meeting at the employee's request.

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

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

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

17.5 Optional Mediation. The parties may mutually agree in writing to mediate a dispute prior to submission to arbitration. The agreement to mediate may include a stay of the time frame for advancing a grievance to arbitration.

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

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

17.6.2 Each party shall bear one-half (1/2) of the fee of the Arbitrator and any other expense jointly incurred by mutual consent incident to the arbitration hearing. All other expenses shall be borne by the party incurring them, and neither party shall be responsible for the expenses of witnesses called by the other party.

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

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

ARTICLE 18 - GENERAL PROVISIONS

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

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

ARTICLE 19 - ENTIRE AGREEMENT

The foregoing represents the entire Agreement between the parties and supersedes any prior agreements or past practices. Both parties acknowledge that they had a full opportunity during negotiations to make any demands and proposals. There is no obligation on either party during the life of the Agreement to bargain collectively with respect to any matter, whether included or not included in this Agreement, except as provided in this Agreement. This Agreement may be amended by the mutual consent of the parties in writing at any time during its term. Any agreements which add to or take away from the terms of this Agreement which are entered into between individual nurses and the Hospital shall not be deemed valid unless approved in writing by the Association.

ARTICLE 20 - DURATION

This Agreement shall become effective and shall remain in full force and effect to and including April 30, 2026, unless changed by mutual consent. Should the Union desire to change, modify or renew the Agreement upon the expiration date, written notice by certified mail must be given to the Employer at least ninety (90) days prior to the expiration date. After receipt of such notice, negotiations shall commence. In the event negotiations do not result in a new Agreement on or before the expiration date, this Agreement shall terminate unless both parties mutually agree to extend the Agreement.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement this day of _____, 2022

Providence Holy Family Hospital

United Food and Commercial Workers 3000



Julie Orchard, Chief Human Resources Officer



Joyce A. Guenther, President

LETTER OF UNDERSTANDING

Between
UFCW, 3000
And
Providence Holy Family Hospital


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

1. **Bargaining Unit Information (2.3):** At such time the Union is able to manage employee rosters by the Employer's employee identification numbers and not the last 4 digits of employees' social security numbers, the Union will inform the Employer and the Employer will modify its reports to include employee identification numbers in lieu of the last 4 digits of employees' social security numbers.
2. **Shop Stewards (2.5)** If the Union feels the number of shop stewards is inadequate, the Employer will discuss increasing the number of shop stewards with the Union. Such requests will not be unreasonably denied.
3. **Medical Insurance (13.1)** For 2019 benefits, the Employer agrees that it will provide the HSA, HRA, and Kaiser HMO plans at the premium rates communicated to employees during open enrollment. Except for the specific provisions identified in Article 13.1 (Medical Insurance), the Hospital reserves the right to change plan options or design subject to this provision on written notice to the Union. For benefit year 2024, the parties agree that Article 13.1 only may be opened for bargaining if there are material increases (>7% on a blended average) to employee costs under the HSA plan in in-network deductibles, in-network out-of-pocket maximums, premium percentages or employer contributions under the wellness program (excluding those required by law or regulation such as Health Care Reform). Changes to out-of-network deductibles, out-of-network out-of-pocket maximums or changes in health care providers available under existing plans shall not be considered a material increase and/or material reduction in benefits. In the event this article is reopened under the conditions described above, all other provisions in the contract, including Article 15 (No Strike/No Lockout), remain in full force and effect.
4. **Variable Shifts** Budgeted variable shifts may continue to be used on a unit/department based on hospital staffing needs. In instances in which budgeted variable positions are used, the hospital will post positions in accordance to Article 5.1 Job Posting and in accordance with Article 7.6 Schedule Posting. In the event a department's budgeted variable FTEs exceed 20% of the departments total FTEs, the hospital agrees to meet and discuss with the union the posting of the of additional budgeted variable positions. Such discussions will occur prior to posting of the positions.

Providence Holy Family Hospital


Julie Orchard, Chief Human Resource Officer
Date: 3/1/2023

United Food and Commercial
Workers International Union, 3000


Fayez A. Ghenteh, President
Date: March 1, 2023

MEMORANDUM OF UNDERSTANDING

Between

UFCW 3000

And

Providence Holy Family Hospital

Effective the second pay period following ratification, the Hospital will modify grade 4 to reflect a \$16.00 per hour base rate and will maintain the current distance between steps in grade 4. Caregivers affected by this change will not receive the 3.0% Across the Board Increase referenced in Article 8.1 as of the second pay period following ratification. Positions in grade 4 are:

- Dietician Aide
- Environmental Aide
- Food Service Worker
- Linen Aide
- Room Service Attendant

Lead positions will remain at \$1.25 per hour above non-Lead roles in the same position.

Effective the second pay period following ratification, the Hospital will modify grade 10 to reflect a \$18.78 per hour base rate and will maintain the current distance between steps in grade 10. Caregivers affected by this change will not receive the 3.0% Across the Board Increase referenced in Article 8.1. as of the second pay period following ratification. Positions in grade 10 are:

- Critical Care Tech
- Emergency Room Tech
- Inpatient Secretary
- Monitor Tech
- Nursing Assistant Certified

Lead positions will remain at \$1.25 per hour above non-Lead roles in the same position.

Additional Market Adjustments

Effective the second pay period following ratification, the following positions will receive market adjustments in addition to the 3% ATB referenced in Article 8.1, unless otherwise specified:

- Grade 7 (Cook) – 2.25%
- Grade 8 (Medical Support Staff) – 2.75%
- Grade 8A (Sterile Processing) – 4%
- Grade 11 (Financial Counselor) – 2.25%
- Grade 13 (Anesthesia Tech, EKG Tech, GI Tech) – 5%
- Lab Assistant, Phlebotomist, Histo Asst. to receive an additional market adjustment of 2.25% and move to a new grade to be established

* Current position titles used for this proposal

Career Ladder

The parties agree that they will begin discussions regarding creation of a career ladder for positions identified by the Hospital on or before January 1, 2024. The goal of these discussions will be to craft an MOU relating to a pilot or similar time-limited program for implementation in 2024, which may result in creation of career ladder opportunities in areas identified by the Hospital for the purposes of career development and caregiver growth in critical job roles.

The committee will include a minimum of 1 union rep and up to three committee members chosen by the union. Similarly, the Hospital will choose up to three management representatives and appropriate HR staff to lead the process, conduct analysis and provide recommendations.

The parties will work in good faith to achieve this goal. Failure of the parties to come to an agreement will not be the subject to any grievance or arbitration. Any implementation of a career ladder pilot or similar program will be captured in an MOU.

Ratification Bonus

Bargaining unit members employed as of ratification of this Agreement will receive a ratification bonus payment of four-hundred dollars (\$400.00) as of the second pay period following ratification, prorated by FTE. Bargaining unit members who receive the ratification bonus payment who remain employed as of November 1, 2023, will receive a second bonus payment of four-hundred dollars (\$400.00) the second pay period following November 1, 2023, prorated by FTE.

**APPENDIX - WAGE SCALES -- EFFECTIVE SECOND PAY PERIOD FOLLOWING RATIFICATION
PROVIDENCE HOLY FAMILY HOSPITAL - UFCW-SVC**

Current Title	Legacy Title	Grade	Base	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22 - Top	
Environmental Services Technician	ENVIRONMENTAL AIDE	4	\$16.00	\$16.32	\$16.64	\$16.95	\$17.27	\$17.62	\$17.96	\$18.30	\$18.65	\$19.01	\$19.40	\$19.73	\$20.13	\$20.51	\$20.91	\$21.30	\$21.68	\$21.68	\$22.07	\$22.07	\$22.50	\$22.50	\$22.50	\$22.96
Food Service Attendant	FOOD SERVICE WKR/ROOM SERVICE ATTENDANT	4	\$16.00	\$16.32	\$16.64	\$16.95	\$17.27	\$17.62	\$17.96	\$18.30	\$18.65	\$19.01	\$19.40	\$19.73	\$20.13	\$20.51	\$20.91	\$21.30	\$21.68	\$21.68	\$22.07	\$22.07	\$22.50	\$22.50	\$22.50	\$22.96
Linem Representative	LINEA AIDE	4	\$16.00	\$16.32	\$16.64	\$16.95	\$17.27	\$17.62	\$17.96	\$18.30	\$18.65	\$19.01	\$19.40	\$19.73	\$20.13	\$20.51	\$20.91	\$21.30	\$21.68	\$21.68	\$22.07	\$22.07	\$22.50	\$22.50	\$22.50	\$22.96
Nutrition Attendant	DIETITIAN AIDE	4	\$16.00	\$16.32	\$16.64	\$16.95	\$17.27	\$17.62	\$17.96	\$18.30	\$18.65	\$19.01	\$19.40	\$19.73	\$20.13	\$20.51	\$20.91	\$21.30	\$21.68	\$21.68	\$22.07	\$22.07	\$22.50	\$22.50	\$22.50	\$22.96
Lead Environmental Services Technician	ENVIRONMENTAL AIDE LD	4L	\$17.25	\$17.57	\$17.89	\$18.20	\$18.52	\$18.87	\$19.21	\$19.55	\$19.90	\$20.26	\$20.65	\$20.98	\$21.38	\$21.76	\$22.16	\$22.55	\$22.93	\$22.93	\$23.32	\$23.32	\$23.75	\$23.75	\$24.20	\$24.65
Cook	COOK	7	\$17.09	\$17.38	\$17.73	\$18.07	\$18.42	\$18.75	\$19.10	\$19.47	\$19.85	\$20.24	\$20.61	\$21.00	\$21.39	\$21.81	\$22.21	\$22.63	\$23.04	\$23.04	\$23.48	\$23.48	\$23.89	\$23.89	\$24.37	\$24.84
Lead Cook	LEAD COOK	7L	\$18.34	\$18.63	\$18.98	\$19.32	\$19.67	\$20.00	\$20.35	\$20.72	\$21.10	\$21.49	\$21.86	\$22.25	\$22.64	\$23.06	\$23.46	\$23.88	\$24.29	\$24.29	\$24.73	\$24.73	\$25.14	\$25.14	\$25.62	\$26.09
Staffing Coordinator	MEDICAL SUPPORT STAFF COORD	8	\$17.59	\$17.90	\$18.24	\$18.60	\$19.96	\$19.28	\$19.67	\$20.04	\$20.43	\$20.82	\$21.21	\$21.62	\$22.03	\$22.43	\$22.87	\$23.29	\$23.73	\$23.73	\$24.17	\$24.17	\$24.62	\$24.62	\$25.12	\$25.59
Sterile Processing Technician	STERILE PROCESSING TECH	8A	\$18.13	\$18.48	\$18.83	\$19.21	\$19.55	\$19.90	\$20.31	\$20.68	\$21.09	\$21.50	\$21.88	\$22.31	\$22.74	\$23.14	\$23.61	\$24.03	\$24.49	\$24.49	\$24.94	\$24.94	\$25.41	\$25.41	\$25.91	\$26.38
Administrative Clerk	INPATIENT SECRETARY II	10	\$18.78	\$19.11	\$19.48	\$19.87	\$20.25	\$20.62	\$21.01	\$21.40	\$21.83	\$22.24	\$22.68	\$23.09	\$23.54	\$23.97	\$24.42	\$24.87	\$25.33	\$25.33	\$25.80	\$25.80	\$26.27	\$26.27	\$26.79	\$27.26
Certified Nursing Assistant	NURSING ASSISTANT CERTIFIED	10	\$18.78	\$19.11	\$19.48	\$19.87	\$20.25	\$20.62	\$21.01	\$21.40	\$21.83	\$22.24	\$22.68	\$23.09	\$23.54	\$23.97	\$24.42	\$24.87	\$25.33	\$25.33	\$25.80	\$25.80	\$26.27	\$26.27	\$26.79	\$27.26
Emergency Technician	EMERGENCY ROOM TECH I	10	\$18.78	\$19.11	\$19.48	\$19.87	\$20.25	\$20.62	\$21.01	\$21.40	\$21.83	\$22.24	\$22.68	\$23.09	\$23.54	\$23.97	\$24.42	\$24.87	\$25.33	\$25.33	\$25.80	\$25.80	\$26.27	\$26.27	\$26.79	\$27.26
Health Unit Coordinator	CRITICAL CARE TECH	10	\$18.78	\$19.11	\$19.48	\$19.87	\$20.25	\$20.62	\$21.01	\$21.40	\$21.83	\$22.24	\$22.68	\$23.09	\$23.54	\$23.97	\$24.42	\$24.87	\$25.33	\$25.33	\$25.80	\$25.80	\$26.27	\$26.27	\$26.79	\$27.26
Telemetry Technician	MONITOR TECH	10	\$18.78	\$19.11	\$19.48	\$19.87	\$20.25	\$20.62	\$21.01	\$21.40	\$21.83	\$22.24	\$22.68	\$23.09	\$23.54	\$23.97	\$24.42	\$24.87	\$25.33	\$25.33	\$25.80	\$25.80	\$26.27	\$26.27	\$26.79	\$27.26
Patient Financial Counselor	FINANCIAL COUNSELOR	11	\$18.51	\$18.87	\$19.19	\$19.58	\$19.94	\$20.33	\$20.72	\$21.11	\$21.51	\$21.92	\$23.32	\$22.77	\$23.20	\$23.64	\$24.09	\$24.53	\$25.00	\$25.00	\$25.46	\$25.46	\$25.92	\$25.92	\$26.44	\$26.91
Anesthesia Technician	ANESTHESIA TECH	13	\$19.81	\$20.16	\$20.53	\$20.93	\$21.33	\$21.74	\$22.15	\$22.57	\$22.99	\$23.44	\$23.88	\$24.33	\$24.80	\$25.26	\$25.74	\$26.22	\$26.70	\$26.70	\$27.19	\$27.19	\$27.70	\$27.70	\$28.25	\$28.70
EKG Technician	EKG TECH	13	\$19.81	\$20.16	\$20.53	\$20.93	\$21.33	\$21.74	\$22.15	\$22.57	\$22.99	\$23.44	\$23.88	\$24.33	\$24.80	\$25.26	\$25.74	\$26.22	\$26.70	\$26.70	\$27.19	\$27.19	\$27.70	\$27.70	\$28.25	\$28.70
Endoscopic Technician	GI TECHNICIAN	13	\$19.81	\$20.16	\$20.53	\$20.93	\$21.33	\$21.74	\$22.15	\$22.57	\$22.99	\$23.44	\$23.88	\$24.33	\$24.80	\$25.26	\$25.74	\$26.22	\$26.70	\$26.70	\$27.19	\$27.19	\$27.70	\$27.70	\$28.25	\$28.70
Laboratory Assistant	CLINICAL LAB ASSISTANT	6	\$19.30	\$19.65	\$20.01	\$20.40	\$20.79	\$21.19	\$21.59	\$22.00	\$22.41	\$22.84	\$23.27	\$23.71	\$24.17	\$24.62	\$25.08	\$25.55	\$26.02	\$26.02	\$26.50	\$26.50	\$27.00	\$27.00	\$27.53	\$28.00
Phlebotomist	LAB ASST PHLEBOTOMIST	6	\$19.30	\$19.65	\$20.01	\$20.40	\$20.79	\$21.19	\$21.59	\$22.00	\$22.41	\$22.84	\$23.27	\$23.71	\$24.17	\$24.62	\$25.08	\$25.55	\$26.02	\$26.02	\$26.50	\$26.50	\$27.00	\$27.00	\$27.53	\$28.00
Lead Phlebotomist	LAB ASST PHLEBOTOMIST LD	6L	\$20.55	\$20.90	\$21.26	\$21.65	\$22.04	\$22.44	\$22.84	\$23.25	\$23.66	\$24.09	\$24.52	\$24.96	\$25.42	\$25.87	\$26.33	\$26.80	\$27.27	\$27.27	\$27.75	\$27.75	\$28.25	\$28.25	\$28.78	\$29.25

**APPENDIX - WAGE SCALES -- EFFECTIVE FIRST PAY PERIOD FOLLOWING APRIL 30, 2023
PROVIDENCE HOLY FAMILY HOSPITAL - UFCW-SVC**

Current Title	Legacy Title	Grade	Base	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22 - Top	
Environmental Services Technician	ENVIRONMENTAL AIDE	4	\$16.48	\$16.81	\$17.14	\$17.46	\$17.79	\$18.15	\$18.50	\$18.85	\$19.21	\$19.58	\$19.98	\$20.32	\$20.73	\$21.13	\$21.54	\$21.94	\$22.33	\$22.73	\$23.13	\$23.53	\$23.93	\$24.33	\$24.73	\$25.10
Food Service Attendant	FOOD SERVICE WKR/ROOM SERVICE ATTENDANT	4	\$16.48	\$16.81	\$17.14	\$17.46	\$17.79	\$18.15	\$18.50	\$18.85	\$19.21	\$19.58	\$19.98	\$20.32	\$20.73	\$21.13	\$21.54	\$21.94	\$22.33	\$22.73	\$23.13	\$23.53	\$23.93	\$24.33	\$24.73	\$25.10
Linem Representative	LINEA AIDE	4	\$16.48	\$16.81	\$17.14	\$17.46	\$17.79	\$18.15	\$18.50	\$18.85	\$19.21	\$19.58	\$19.98	\$20.32	\$20.73	\$21.13	\$21.54	\$21.94	\$22.33	\$22.73	\$23.13	\$23.53	\$23.93	\$24.33	\$24.73	\$25.10
Nutrition Attendant	DIETITIAN AIDE	4	\$16.48	\$16.81	\$17.14	\$17.46	\$17.79	\$18.15	\$18.50	\$18.85	\$19.21	\$19.58	\$19.98	\$20.32	\$20.73	\$21.13	\$21.54	\$21.94	\$22.33	\$22.73	\$23.13	\$23.53	\$23.93	\$24.33	\$24.73	\$25.10
Lead Environmental Services Technician	ENVIRONMENTAL AIDE LD	4L	\$17.73	\$18.06	\$18.39	\$18.71	\$19.04	\$19.40	\$19.75	\$20.10	\$20.46	\$20.83	\$21.23	\$21.57	\$21.98	\$22.38	\$22.79	\$23.19	\$23.58	\$23.98	\$24.38	\$24.78	\$25.18	\$25.58	\$25.98	\$26.35
Cook	COOK	7	\$17.60	\$17.90	\$18.26	\$18.61	\$18.97	\$19.31	\$19.67	\$20.05	\$20.45	\$20.85	\$21.23	\$21.63	\$22.03	\$22.46	\$22.88	\$23.31	\$23.73	\$24.18	\$24.61	\$25.04	\$25.46	\$25.88	\$26.30	\$26.71
Lead Cook	LEAD COOK	7L	\$18.85	\$19.15	\$19.51	\$19.86	\$20.22	\$20.56	\$20.92	\$21.30	\$21.70	\$22.10	\$22.48	\$22.88	\$23.28	\$23.71	\$24.13	\$24.56	\$24.98	\$25.43	\$25.86	\$26.29	\$26.71	\$27.13	\$27.55	\$27.96
Staffing Coordinator	MEDICAL SUPPORT STAFF COORD	8	\$18.12	\$18.44	\$18.79	\$19.16	\$19.53	\$19.86	\$20.26	\$20.64	\$21.04	\$21.44	\$21.85	\$22.27	\$22.69	\$23.10	\$23.56	\$23.99	\$24.44	\$24.84	\$25.26	\$25.69	\$26.11	\$26.53	\$26.95	\$27.36
Sterile Processing Technician	STERILE PROCESSING TECH	8A	\$18.67	\$19.03	\$19.39	\$19.79	\$20.14	\$20.50	\$20.92	\$21.30	\$21.72	\$22.15	\$22.54	\$22.98	\$23.42	\$23.83	\$24.32	\$24.75	\$25.22	\$25.69	\$26.17	\$26.69	\$27.21	\$27.73	\$28.25	\$28.76
Administrative Clerk	INPATIENT SECRETARY II	10	\$19.34	\$19.68	\$20.06	\$20.47	\$20.86	\$21.24	\$21.64	\$22.04	\$22.48	\$22.91	\$23.36	\$23.78	\$24.25	\$24.69	\$25.15	\$25.62	\$26.09	\$26.57	\$27.06	\$27.57	\$28.07	\$28.58	\$29.09	\$29.60
Certified Nursing Assistant	NURSING ASSISTANT CERTIFIED	10	\$19.34	\$19.68	\$20.06	\$20.47	\$20.86	\$21.24	\$21.64	\$22.04	\$22.48	\$22.91	\$23.36	\$23.78	\$24.25	\$24.69	\$25.15	\$25.62	\$26.09	\$26.57	\$27.06	\$27.57	\$28.07	\$28.58	\$29.09	\$29.60
Emergency Technician	EMERGENCY ROOM TECH I	10	\$19.34	\$19.68	\$20.06	\$20.47	\$20.86	\$21.24	\$21.64	\$22.04	\$22.48	\$22.91	\$23.36	\$23.78	\$24.25	\$24.69	\$25.15	\$25.62	\$26.09	\$26.57	\$27.06	\$27.57	\$28.07	\$28.58	\$29.09	\$29.60
Health Unit Coordinator	CRITICAL CARE TECH	10	\$19.34	\$19.68	\$20.06	\$20.47	\$20.86	\$21.24	\$21.64	\$22.04	\$22.48	\$22.91	\$23.36	\$23.78	\$24.25	\$24.69	\$25.15	\$25.62	\$26.09	\$26.57	\$27.06	\$27.57	\$28.07	\$28.58	\$29.09	\$29.60
Telemetry Technician	MONITOR TECH	10	\$19.34	\$19.68	\$20.06	\$20.47	\$20.86	\$21.24	\$21.64	\$22.04	\$22.48	\$22.91	\$23.36	\$23.78	\$24.25	\$24.69	\$25.15	\$25.62	\$26.09	\$26.57	\$27.06	\$27.57	\$28.07	\$28.58	\$29.09	\$29.60
Patient Financial Counselor	FINANCIAL COUNSELOR	11	\$19.07	\$19.44	\$19.77	\$20.17	\$20.54	\$20.94	\$21.34	\$21.74	\$22.16	\$22.58	\$22.99	\$23.45	\$23.90	\$24.35	\$24.81	\$25.27	\$25.75	\$26.22	\$26.70	\$27.18	\$27.66	\$28.14	\$28.62	\$29.10
Anesthesia Technician	ANESTHESIA TECH	13	\$20.40	\$20.76	\$21.15	\$21.56	\$21.97	\$22.39	\$22.81	\$23.25	\$23.68	\$24.14	\$24.60	\$25.06	\$25.54	\$26.02	\$26.51	\$27.01	\$27.50	\$27.99	\$28.48	\$28.97	\$29.46	\$29.95	\$30.44	\$30.93
EKG Technician	EKG TECH	13	\$20.40	\$20.76	\$21.15	\$21.56	\$21.97	\$22.39	\$22.81	\$23.25	\$23.68	\$24.14	\$24.60	\$25.06	\$25.54	\$26.02	\$26.51	\$27.01	\$27.50	\$27.99	\$28.48	\$28.97	\$29.46	\$29.95	\$30.44	\$30.93
Endoscopic Technician	GI TECHNICIAN	13	\$20.40	\$20.76	\$21.15	\$21.56	\$21.97	\$22.39	\$22.81	\$23.25	\$23.68	\$24.14	\$24.60	\$25.06	\$25.54	\$26.02	\$26.51	\$27.01	\$27.50	\$27.99	\$28.48	\$28.97	\$29.46	\$29.95	\$30.44	\$30.93
Laboratory Assistant	CLINICAL LAB ASSISTANT	6	\$19.88	\$20.24	\$20.61	\$21.01	\$21.41	\$21.83	\$22.24	\$22.66	\$23.08	\$23.53	\$23.97	\$24.42	\$24.90	\$25.36	\$25.83	\$26.32	\$26.80	\$27.28	\$27.76	\$28.24	\$28.72	\$29.20	\$29.68	\$30.16
Phlebotomist	LAB ASST PHLEBOTOMIST	6	\$19.88	\$20.24	\$20.61	\$21.01	\$21.41	\$21.83	\$22.24	\$22.66	\$23.08	\$23.53	\$23.97	\$24.42	\$24.90	\$25.36	\$25.83	\$26.32	\$26.80	\$27.28	\$27.76	\$28.24	\$28.72	\$29.20	\$29.68	\$30.16
Lead Phlebotomist	LAB ASST PHLEBOTOMIST LD	6L	\$21.13	\$21.49	\$21.86	\$22.26	\$22.66	\$23.08	\$23.49	\$23.91	\$24.33	\$24.78	\$25.22	\$25.67	\$26.15	\$26.61	\$27.08	\$27.57	\$28.05	\$28.55	\$29.06	\$29.56	\$30.06	\$30.56	\$31.06	\$31.56

**APPENDIX - WAGE SCALES -- EFFECTIVE FIRST PAY PERIOD FOLLOWING APRIL 30, 2024
PROVIDENCE HOLY FAMILY HOSPITAL - UFCW-SVC**

Current Title	Legacy Title	Grade	Base	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22 - Top	
Environmental Services Technician	ENVIRONMENTAL AIDE	4	\$16.93	\$17.27	\$17.61	\$17.94	\$18.28	\$18.65	\$19.01	\$19.37	\$19.74	\$20.12	\$20.53	\$20.88	\$21.30	\$21.71	\$22.13	\$22.54	\$22.94	\$23.36	\$23.76	\$23.36	\$23.82	\$23.82	\$23.82	\$24.29
Food Service Attendant	FOOD SERVICE WKR/ROOM SERVICE ATTENDANT	4	\$16.93	\$17.27	\$17.61	\$17.94	\$18.28	\$18.65	\$19.01	\$19.37	\$19.74	\$20.12	\$20.53	\$20.88	\$21.30	\$21.71	\$22.13	\$22.54	\$22.94	\$23.36	\$23.76	\$23.36	\$23.82	\$23.82	\$23.82	\$24.29
Linem Representative	LINEA AIDE	4	\$16.93	\$17.27	\$17.61	\$17.94	\$18.28	\$18.65	\$19.01	\$19.37	\$19.74	\$20.12	\$20.53	\$20.88	\$21.30	\$21.71	\$22.13	\$22.54	\$22.94	\$23.36	\$23.76	\$23.36	\$23.82	\$23.82	\$23.82	\$24.29
Nutrition Attendant	DIETITIAN AIDE	4	\$16.93	\$17.27	\$17.61	\$17.94	\$18.28	\$18.65	\$19.01	\$19.37	\$19.74	\$20.12	\$20.53	\$20.88	\$21.30	\$21.71	\$22.13	\$22.54	\$22.94	\$23.36	\$23.76	\$23.36	\$23.82	\$23.82	\$23.82	\$24.29
Lead Environmental Services Technician	ENVIRONMENTAL AIDE LD	4L	\$18.18	\$18.52	\$18.86	\$19.19	\$19.53	\$19.90	\$20.26	\$20.62	\$20.99	\$21.37	\$21.78	\$22.13	\$22.55	\$22.96	\$23.38	\$23.79	\$24.19	\$24.61	\$24.61	\$24.61	\$24.61	\$25.07	\$25.07	\$25.54
Cook	COOK	7	\$18.08	\$18.39	\$18.76	\$19.12	\$19.49	\$19.84	\$20.21	\$20.60	\$21.01	\$21.42	\$21.81	\$22.22	\$22.64	\$23.08	\$23.51	\$23.95	\$24.38	\$24.84	\$24.84	\$24.84	\$25.29	\$25.29	\$25.29	\$25.79
Lead Cook	LEAD COOK	7L	\$19.33	\$19.64	\$20.01	\$20.37	\$20.74	\$21.09	\$21.46	\$21.85	\$22.26	\$22.67	\$23.06	\$23.47	\$23.89	\$24.33	\$24.76	\$25.20	\$25.63	\$26.09	\$26.09	\$26.54	\$26.54	\$26.54	\$27.04	
Staffing Coordinator	MEDICAL SUPPORT STAFF COORD	8	\$18.62	\$18.95	\$19.31	\$19.69	\$20.07	\$20.41	\$20.82	\$21.21	\$21.62	\$22.03	\$22.45	\$22.88	\$23.31	\$23.74	\$24.21	\$24.65	\$25.11	\$25.11	\$25.58	\$25.58	\$26.06	\$26.06	\$26.06	\$26.68
Sterile Processing Technician	STERILE PROCESSING TECH	8A	\$19.18	\$19.55	\$19.92	\$20.33	\$20.69	\$21.06	\$21.50	\$21.89	\$22.32	\$22.76	\$23.16	\$23.61	\$24.06	\$24.49	\$24.99	\$25.43	\$25.91	\$25.91	\$26.40	\$26.40	\$26.89	\$26.89	\$26.89	\$27.43
Administrative Clerk	INPATIENT SECRETARY II	10	\$19.87	\$20.22	\$20.61	\$21.03	\$21.43	\$21.82	\$22.24	\$22.65	\$23.10	\$23.54	\$24.00	\$24.43	\$24.92	\$25.37	\$25.84	\$26.32	\$26.81	\$26.81	\$27.30	\$27.30	\$27.80	\$27.80	\$27.80	\$28.35
Certified Nursing Assistant	NURSING ASSISTANT CERTIFIED	10	\$19.87	\$20.22	\$20.61	\$21.03	\$21.43	\$21.82	\$22.24	\$22.65	\$23.10	\$23.54	\$24.00	\$24.43	\$24.92	\$25.37	\$25.84	\$26.32	\$26.81	\$26.81	\$27.30	\$27.30	\$27.80	\$27.80	\$27.80	\$28.35
Emergency Technician	EMERGENCY ROOM TECH I	10	\$19.87	\$20.22	\$20.61	\$21.03	\$21.43	\$21.82	\$22.24	\$22.65	\$23.10	\$23.54	\$24.00	\$24.43	\$24.92	\$25.37	\$25.84	\$26.32	\$26.81	\$26.81	\$27.30	\$27.30	\$27.80	\$27.80	\$27.80	\$28.35
Health Unit Coordinator	CRITICAL CARE TECH	10	\$19.87	\$20.22	\$20.61	\$21.03	\$21.43	\$21.82	\$22.24	\$22.65	\$23.10	\$23.54	\$24.00	\$24.43	\$24.92	\$25.37	\$25.84	\$26.32	\$26.81	\$26.81	\$27.30	\$27.30	\$27.80	\$27.80	\$27.80	\$28.35
Telemetry Technician	MONITOR TECH	10	\$19.87	\$20.22	\$20.61	\$21.03	\$21.43	\$21.82	\$22.24	\$22.65	\$23.10	\$23.54	\$24.00	\$24.43	\$24.92	\$25.37	\$25.84	\$26.32	\$26.81	\$26.81	\$27.30	\$27.30	\$27.80	\$27.80	\$27.80	\$28.35
Patient Financial Counselor	FINANCIAL COUNSELOR	11	\$19.59	\$19.97	\$20.31	\$20.72	\$21.10	\$21.52	\$21.93	\$22.34	\$22.77	\$23.20	\$23.62	\$24.09	\$24.56	\$25.02	\$25.49	\$25.96	\$26.46	\$26.94	\$26.94	\$27.43	\$27.43	\$27.43	\$27.43	\$27.98
Anesthesia Technician	ANESTHESIA TECH	13	\$20.96	\$21.33	\$21.73	\$22.15	\$22.57	\$23.01	\$23.44	\$23.89	\$24.33	\$24.80	\$25.28	\$25.75	\$26.24	\$26.74	\$27.24	\$27.75	\$28.26	\$28.26	\$28.78	\$28.78	\$29.31	\$29.31	\$29.31	\$29.90
EKG Technician	EKG TECH	13	\$20.96	\$21.33	\$21.73	\$22.15	\$22.57	\$23.01	\$23.44	\$23.89	\$24.33	\$24.80	\$25.28	\$25.75	\$26.24	\$26.74	\$27.24	\$27.75	\$28.26	\$28.26	\$28.78	\$28.78	\$29.31	\$29.31	\$29.31	\$29.90
Endoscopic Technician	GI TECHNICIAN	13	\$20.96	\$21.33	\$21.73	\$22.15	\$22.57	\$23.01	\$23.44	\$23.89	\$24.33	\$24.80	\$25.28	\$25.75	\$26.24	\$26.74	\$27.24	\$27.75	\$28.26	\$28.26	\$28.78	\$28.78	\$29.31	\$29.31	\$29.31	\$29.90
Laboratory Assistant	CLINICAL LAB ASSISTANT	6	\$20.43	\$20.80	\$21.18	\$21.59	\$22.00	\$22.43	\$22.85	\$23.28	\$23.71	\$24.18	\$24.63	\$25.09	\$25.58	\$26.06	\$26.54	\$27.04	\$27.54	\$27.54	\$28.05	\$28.05	\$28.57	\$28.57	\$28.57	\$29.14
Phlebotomist	LAB ASST PHLEBOTOMIST	6	\$20.43	\$20.80	\$21.18	\$21.59	\$22.00	\$22.43	\$22.85	\$23.28	\$23.71	\$24.18	\$24.63	\$25.09	\$25.58	\$26.06	\$26.54	\$27.04	\$27.54	\$27.54	\$28.05	\$28.05	\$28.57	\$28.57	\$28.57	\$29.14
Lead Phlebotomist	LAB ASST PHLEBOTOMIST LD	6L	\$21.68	\$22.05	\$22.43	\$22.84	\$23.25	\$23.68	\$24.10	\$24.53	\$24.96	\$25.43	\$25.88	\$26.34	\$26.83	\$27.31	\$27.79	\$28.29	\$28.79	\$28.79	\$29.30	\$29.30	\$29.82	\$29.82	\$29.82	\$30.39

**APPENDIX - WAGE SCALES -- EFFECTIVE FIRST PAY PERIOD FOLLOWING APRIL 30, 2025
PROVIDENCE HOLY FAMILY HOSPITAL - UFCW-SVC**

Current Title	Legacy Title	Grade	Base	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22 - Top	
Environmental Services Technician	ENVIRONMENTAL AIDE	4	\$17.35	\$17.70	\$18.05	\$18.39	\$18.74	\$19.12	\$19.49	\$19.85	\$20.23	\$20.62	\$21.04	\$21.40	\$21.83	\$22.25	\$22.68	\$23.10	\$23.51	\$23.94	\$24.36	\$24.78	\$25.19	\$25.61	\$26.03	\$26.45
Food Service Attendant	FOOD SERVICE WKR/ROOM SERVICE ATTENDANT	4	\$17.35	\$17.70	\$18.05	\$18.39	\$18.74	\$19.12	\$19.49	\$19.85	\$20.23	\$20.62	\$21.04	\$21.40	\$21.83	\$22.25	\$22.68	\$23.10	\$23.51	\$23.94	\$24.36	\$24.78	\$25.19	\$25.61	\$26.03	\$26.45
Linem Representative	LINEA AIDE	4	\$17.35	\$17.70	\$18.05	\$18.39	\$18.74	\$19.12	\$19.49	\$19.85	\$20.23	\$20.62	\$21.04	\$21.40	\$21.83	\$22.25	\$22.68	\$23.10	\$23.51	\$23.94	\$24.36	\$24.78	\$25.19	\$25.61	\$26.03	\$26.45
Nutrition Attendant	DIETITIAN AIDE	4	\$17.35	\$17.70	\$18.05	\$18.39	\$18.74	\$19.12	\$19.49	\$19.85	\$20.23	\$20.62	\$21.04	\$21.40	\$21.83	\$22.25	\$22.68	\$23.10	\$23.51	\$23.94	\$24.36	\$24.78	\$25.19	\$25.61	\$26.03	\$26.45
Lead Environmental Services Technician	ENVIRONMENTAL AIDE LD	4L	\$18.60	\$18.95	\$19.30	\$19.64	\$19.99	\$20.37	\$20.74	\$21.10	\$21.48	\$21.87	\$22.29	\$22.65	\$23.08	\$23.50	\$23.93	\$24.35	\$24.76	\$25.19	\$25.61	\$26.03	\$26.45	\$26.87	\$27.29	\$27.71
Cook	COOK	7	\$18.53	\$18.85	\$19.23	\$19.60	\$19.98	\$20.34	\$20.72	\$21.12	\$21.54	\$21.96	\$22.36	\$22.78	\$23.21	\$23.66	\$24.10	\$24.55	\$24.99	\$25.46	\$25.92	\$26.38	\$26.84	\$27.30	\$27.76	\$28.22
Lead Cook	LEAD COOK	7L	\$19.78	\$20.10	\$20.48	\$20.85	\$21.23	\$21.59	\$21.97	\$22.37	\$22.79	\$23.21	\$23.61	\$24.03	\$24.46	\$24.91	\$25.35	\$25.80	\$26.24	\$26.69	\$27.14	\$27.59	\$28.04	\$28.49	\$28.94	\$29.39
Staffing Coordinator	MEDICAL SUPPORT STAFF COORD	8	\$19.09	\$19.42	\$19.79	\$20.18	\$20.57	\$20.92	\$21.34	\$21.74	\$22.16	\$22.58	\$23.01	\$23.45	\$23.89	\$24.33	\$24.82	\$25.27	\$25.74	\$26.22	\$26.69	\$27.16	\$27.63	\$28.10	\$28.57	\$29.04
Sterile Processing Technician	STERILE PROCESSING TECH	8A	\$19.66	\$20.04	\$20.42	\$20.84	\$21.21	\$21.59	\$22.04	\$22.44	\$22.88	\$23.33	\$23.74	\$24.20	\$24.66	\$25.10	\$25.61	\$26.07	\$26.56	\$27.06	\$27.56	\$28.06	\$28.56	\$29.06	\$29.56	\$30.06
Administrative Clerk	INPATIENT SECRETARY II	10	\$20.37	\$20.73	\$21.13	\$21.56	\$21.97	\$22.37	\$22.80	\$23.22	\$23.68	\$24.13	\$24.60	\$25.04	\$25.54	\$26.00	\$26.49	\$26.98	\$27.48	\$27.98	\$28.48	\$28.98	\$29.48	\$29.98	\$30.48	\$30.98
Certified Nursing Assistant	NURSING ASSISTANT CERTIFIED	10	\$20.37	\$20.73	\$21.13	\$21.56	\$21.97	\$22.37	\$22.80	\$23.22	\$23.68	\$24.13	\$24.60	\$25.04	\$25.54	\$26.00	\$26.49	\$26.98	\$27.48	\$27.98	\$28.48	\$28.98	\$29.48	\$29.98	\$30.48	\$30.98
Emergency Technician	EMERGENCY ROOM TECH I	10	\$20.37	\$20.73	\$21.13	\$21.56	\$21.97	\$22.37	\$22.80	\$23.22	\$23.68	\$24.13	\$24.60	\$25.04	\$25.54	\$26.00	\$26.49	\$26.98	\$27.48	\$27.98	\$28.48	\$28.98	\$29.48	\$29.98	\$30.48	\$30.98
Health Unit Coordinator	CRITICAL CARE TECH	10	\$20.37	\$20.73	\$21.13	\$21.56	\$21.97	\$22.37	\$22.80	\$23.22	\$23.68	\$24.13	\$24.60	\$25.04	\$25.54	\$26.00	\$26.49	\$26.98	\$27.48	\$27.98	\$28.48	\$28.98	\$29.48	\$29.98	\$30.48	\$30.98
Telemetry Technician	MONITOR TECH	10	\$20.37	\$20.73	\$21.13	\$21.56	\$21.97	\$22.37	\$22.80	\$23.22	\$23.68	\$24.13	\$24.60	\$25.04	\$25.54	\$26.00	\$26.49	\$26.98	\$27.48	\$27.98	\$28.48	\$28.98	\$29.48	\$29.98	\$30.48	\$30.98
Patient Financial Counselor	FINANCIAL COUNSELOR	11	\$20.08	\$20.47	\$20.82	\$21.24	\$21.63	\$22.06	\$22.48	\$22.90	\$23.34	\$23.78	\$24.21	\$24.69	\$25.17	\$25.65	\$26.13	\$26.61	\$27.12	\$27.61	\$28.12	\$28.61	\$29.12	\$29.61	\$30.12	\$30.65
Anesthesia Technician	ANESTHESIA TECH	13	\$21.48	\$21.86	\$22.27	\$22.70	\$23.13	\$23.59	\$24.03	\$24.49	\$24.94	\$25.42	\$25.91	\$26.39	\$26.90	\$27.41	\$27.92	\$28.44	\$28.97	\$29.50	\$29.50	\$30.04	\$30.04	\$30.58	\$31.12	\$31.65
EKG Technician	EKG TECH	13	\$21.48	\$21.86	\$22.27	\$22.70	\$23.13	\$23.59	\$24.03	\$24.49	\$24.94	\$25.42	\$25.91	\$26.39	\$26.90	\$27.41	\$27.92	\$28.44	\$28.97	\$29.50	\$29.50	\$30.04	\$30.04	\$30.58	\$31.12	\$31.65
Endoscopic Technician	GI TECHNICIAN	13	\$21.48	\$21.86	\$22.27	\$22.70	\$23.13	\$23.59	\$24.03	\$24.49	\$24.94	\$25.42	\$25.91	\$26.39	\$26.90	\$27.41	\$27.92	\$28.44	\$28.97	\$29.50	\$29.50	\$30.04	\$30.04	\$30.58	\$31.12	\$31.65
Laboratory Assistant	CLINICAL LAB ASSISTANT	6	\$20.94	\$21.32	\$21.71	\$22.13	\$22.55	\$22.99	\$23.42	\$23.86	\$24.30	\$24.78	\$25.25	\$25.72	\$26.22	\$26.71	\$27.20	\$27.72	\$28.23	\$28.73	\$29.23	\$29.73	\$30.23	\$30.73	\$31.23	\$31.73
Phlebotomist	LAB ASST PHLEBOTOMIST	6	\$20.94	\$21.32	\$21.71	\$22.13	\$22.55	\$22.99	\$23.42	\$23.86	\$24.30	\$24.78	\$25.25	\$25.72	\$26.22	\$26.71	\$27.20	\$27.72	\$28.23	\$28.73	\$29.23	\$29.73	\$30.23	\$30.73	\$31.23	\$31.73
Lead Phlebotomist	LAB ASST PHLEBOTOMIST LD	6L	\$22.19	\$22.57	\$22.96	\$23.38	\$23.80	\$24.24	\$24.67	\$25.11	\$25.55	\$26.03	\$26.50	\$26.97	\$27.47	\$27.96	\$28.45	\$28.97	\$29.48	\$29.98	\$30.48	\$30.98	\$31.48	\$31.98	\$32.48	\$32.98

THE UNION DIFFERENCE

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

A Voice at Work

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

Right to Union Representation

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

Just Cause for Discipline

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

The Security of a Union Contract

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

Union Leadership

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:

My Union Rep is:

*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

Tri-Cities: 2505 Duportail St, Suite D, Richland, WA 99352-4079

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

Yakima: 507 S 3rd St, Yakima, WA 98901-3219

WWW.UFCW3000.ORG

UFCW3000



UFCW3000

1-800-732-1188 | MEMBER RESOURCE CENTER 1-866-210-3000

ks/opeiu8