



COLLECTIVE BARGAINING AGREEMENT

between

GOOD SAMARITAN
REGIONAL MEDICAL CENTER



SERVICE EMPLOYEES INTERNATIONAL UNION
LOCAL 49

in effect from

MARCH 1, 2021

— *through* —

SEPTEMBER 30, 2023

3536 SE 26TH AVE PORTLAND, OR 97202



1-800-955-3352 | FAX 503-238-6692

www.SEIU49.ORG

SEIU Members,

This is YOUR union contract. Nothing in it was given to us, we won it by standing United and pushing hard for management to agree to a fair deal. Your union and your contract are stronger when members are active, we invite you to get involved! This contract is in effect through September 30, 2023, here is some of what we won:

COMPETITIVE WAGES

- ✓ All salary increases retroactive to when the contract expired! Three years of wage increases in a 2 ½ year contract!
- ✓ Best across-the-board Increases ever at SHS! 3.25 retroactive to 3/1/2021. 3.25 on 3/1/2022 and 2.75 on 3/1/2023.
- ✓ Quicker advancement to higher wage steps: Yearly steps through step 12, previously steps, after step 11 took 3 years to move up. Steps 13-15 will be 2-year steps instead of 3. That means workers reach to top step 6 years quicker.
- ✓ **New**, higher wage scales for CNA1, CNA2, CNA2/Unit Aide Tech, Hospice Aide, OB Tech and ER Tech 1 to make wages more competitive and additional selective salary increases for groups that were further behind market.

UNITING SAMARITAN WORKERS

- ✓ **New** Willamette Valley Wage Scale: workers in the same positions in Albany and Corvallis will make the same wages.
- ✓ Workers from Corvallis and Albany bargained together and used our combined strength to win more now and an agreement to bargain shared issues together in the future.

INCREASED DIFFERENTIALS

- ✓ Evening Shift from \$1.45 to \$1.75 an hour. Night shift from \$2.25 to \$2.50 an hour.
- ✓ **New**: Longevity night shift: after 4 years on night shift differential increases to \$2.75 an hour.
- ✓ On call rate to \$3.75, \$4 in Surgical services.
- ✓ Weekend differential from \$1 to \$1.25 an hour.
- ✓ Trainer pay from \$1 an hour to \$1.50 an hour.

IMPROVED OVERTIME AND PREMIUM PAY: **New:** Shift OT, any time worked in excess of your scheduled shift is now time and a half! We also eliminated language that took away a whole shift of premium pay for workers who missed part of a scheduled shift.

AFFORDABLE HEALTHCARE: Limited premium increases to 3% a year and won a new premium subsidy for workers earning less than \$21.99 an hour. We also won a seat on the Samaritan Health Care Committee to have more of a voice in plan design and options.

MORE FUNDS FOR EDUCATION & TRAINING: We won \$500 a year for CEU education: a 500% increase from \$100! \$300 a year for non-CEU education: a 600% increase from \$50!

A STRONGER VOICE IN STAFFING: Expanded LMC to address staffing concerns for all departments, previously non-nursing departments didn't have a forum to address concerns. We won agreement that Senior Leadership will meet with staff quarterly at the LMC to review staffing and staffing concerns.

COVID 19 & PANDEMIC PROTECTIONS: We won a commitment to bargain with the union about future pandemics or states of emergency and a commitment to provide SEIU members with any COVID benefit provided to other SHS workers. Workers deserve more and we will continue to push SHS to offer better protections and benefits.

Your 2020 GSRMC bargaining team:

| | |
|-----------------|------------------|
| Josh Baker | Maria Balandran |
| Debbie Chilcote | Emery Clark Dean |
| Susan Cook | Dafne DeSautel |
| Caleb Towne | |



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PREAMBLE

This Agreement is made and entered into by and between Good Samaritan Regional Medical Center (“the Medical Center” and Service Employees International Union, Local 49 (“the Union”). The purpose of this Agreement is to set forth the understanding reached between the parties with respect to wages, hours of work, and conditions of employment. All relationships are to be guided by the core values of Samaritan Health Services; leadership, respect, excellence, integrity, stewardship, compassion and service.

ARTICLE 1 – RECOGNITION

- 1.1 The Medical Center recognizes the Union as the sole and exclusive bargaining representative for the unit certified by the National Labor Relations Board as follows: all non-professional employees employed by the Medical Center at its campus located in Corvallis, Oregon, excluding professional employees, physicians, registered nurses, technical employees (including occupational medicine coordinators, lead occupational medicine assistants, cardiac technicians), skilled maintenance employees, office clericals, housekeeping employees, culinary services employees, guards, and supervisors defined by the Act and employees in the following departments: case management, return to work, volunteer services, health education, and professional development.

ARTICLE 2 – UNION SECURITY

- 2.1 All bargaining unit employees covered by this Agreement must become members of the Union or make a fair share payment to the Union, as a condition of employment within thirty-one (31) days after beginning their employment or within thirty-one (31) days after the signing of this Agreement. All bargaining unit members must maintain membership in good standing or make monthly fair share payments for the duration of the collective bargaining agreement.
- 2.2 Employees who exercise their right of non-association, based on a bona fide religious tenets or teachings of a church or religious body of which an employee is a member may exercise the right to pay an amount equivalent to regular union dues and initiation fees to one of the following organizations: United Way, SHS Foundation or American Cancer Society. Payments are to be made on a monthly basis or in advance with receipts sent to the President of the Union.
- 2.3 Employees who are required hereunder to maintain membership in good standing, fair share payments or non-association fee payments and fail to do so shall be terminated upon notice of such fact, in writing, from the Union to the Medical Center.

- 2.4 The Employer shall deduct from each employees wages initiation fees, monthly union dues and fair share payments in amounts determined by the Union, provided that the employee has voluntarily agreed to and signed a written assignment and authorization which has been received by the Union.
- 2.5 The parties acknowledge and agree that the term “authorization” as provided in this Agreement includes authorizations created and maintained by the use of electronic records and electronic signatures consistent with state and federal law. The Union, therefore, may use electronic records to verify Union membership, authorization for voluntary deduction of Union dues and fees from wages for payment to the Union, and authorization for voluntary deductions from wages for COPE contributions for payment to the Union, subject to the requirements of state and federal law.
- 2.6 Deduction for initiation fees, union dues, fair share payments and COPE deductions will be made from employees’ paychecks (prorated for bi-weekly payroll), and submitted electronically to the Union office within five (5) days of payroll. With this transmission, the amount deducted will include each employee’s name and employee identification number. The Union will provide the Employer with a description of monthly dues, fair share and COPE payment amounts, which are to be deducted in accordance with the provisions of this Article. New member applications will be submitted to the Employer no less than five (5) days prior to payroll to be included with the next payroll deduction.
- 2.7 The Union shall indemnify the Employer against any and all claims, demands, lawsuits or liabilities that arise out of any action taken by the Employer to comply with the provisions of this Article.

*For new hire non-religious conscientious objection option please see Appendix B.

ARTICLE 3 – UNION RIGHTS

- 3.1 **Paid Time for Union Stewards.** Union Stewards may present grievances to management and represent employees in grievance or investigatory meetings during work hours, on paid time, provided these meetings do not interfere with the normal operations of the Medical Center. A reasonable amount of work time (straight time rate of pay), not to exceed thirty (30) minutes unless otherwise agreed to by the Steward’s supervisor, may be spent by Union Stewards to investigate grievances. Stewards agree to obtain advance supervisory approval of any required absence from the workplace to attend to the obligations described herein. The Union shall notify the Medical Center, in writing, of the names of all union stewards when changes occur.
- 3.2 **Lists/New Employees.** The Medical Center agrees to provide the Union with an electronic list of the name, home address, home telephone number, employer email, employee identification number, job classification, department, shift (at time of hire),

wage rate, hire date, and employee status for each bargaining unit member. This list will be provided to the Union on a monthly basis. The Medical Center also agrees to provide the Union office with a list of bargaining unit members designated as new hires, transfers (when possible) and terminations. Both lists will be provided to the Union in the month following the month in which the activity occurred.

- 3.3 **Bulletin Boards.** Designated space for posting matters pertaining to legitimate Union business will be provided on department bulletin boards. Copies of all materials posted shall be appropriate for public display and be provided to Human Resources on the day of posting.
- 3.4 **Union Storage Locker.** The Medical Center will provide a locking storage cabinet for storage of union materials. The union will provide a lock and key or combination access, which will be provided to union stewards.
- 3.5 **Access to Meeting Rooms.** Conference rooms or other suitable public meeting space will be available for Union membership meetings, insofar as the availability of such space does not hinder normal operations of the Medical Center. Scheduling meeting rooms will occur through the normal facility scheduling process.
- 3.6 **Access to Medical Center Premises.** Duly authorized representatives of the Union shall be permitted at all reasonable times to enter the Medical Center for the purpose of representing employees covered by this Agreement; provided, however, that no interference with the work of employees or interruption of normal Medical Center operations shall result. Such right of entry shall at all times be subject to Medical Center rules, confidentiality requirements and HIPPA regulations. Union representatives shall notify Human Resources (HR) [or notify the House Supervisor (541-766-1777) when HR is closed], present identification, as needed, and advise management of the areas to be visited. Permission must be obtained from the appropriate department manager prior to contacting employees during their working hours, however the Union Representative may contact Union Stewards briefly if the interaction is minimal and does not interfere with the work of the department. Representation of employees covered by this Agreement shall not be construed to include organizational efforts during employee's work time.
- 3.7 **Unpaid Leave for Union Business.** Subject to the Medical Center's operating requirements, up to two (2) union members per year may be granted a leave of absence without pay for up to sixty (60) days to work for the union. No more than one (1) employee from any one department will be granted such leave during the same year. The leave request must be made in writing to the employee's immediate supervisor at least thirty (30) days prior to the date of the leave. The request must specify the first day of leave and the first day of return. The leave may be granted at the sole discretion of the immediate supervisor or department manager. Upon return, the employee will retain their former position, wages, benefits, and seniority. The Union agrees that employees on such leave will not be assigned to work in activities proscribed by the No Strike/No

Lockout provisions of the SHS/SEIU Local 49 collective bargaining agreements or in health systems organizing campaigns.

- 3.8 **New Employee Orientation.** The Medical Center agrees to allow SEIU to hold up to two (2) orientation meetings, either in person or virtually at the Union’s discretion, for represented employees each month. The Medical Center agrees to allow a period of up to thirty (30) minutes for a Union representative, who is already on paid time, to discuss the Union with new bargaining unit members. This representative must receive prior authorization from their supervisor to leave the department. This request will not be unreasonably denied. If the Union representative is not already working, this time shall be unpaid. The Union shall be responsible for providing all material for any such meeting. The Medical Center will assist in the arrangement of any such meeting by notification on the Welcome Letters (to inform both the employee and the manager) and conference room bookings. The Medical Center will provide a list of all employees scheduled to attend the Union’s orientation meeting no later than one (1) day prior to the scheduled meeting.

ARTICLE 4 – SEPARABILITY

If any provision of this Agreement is at any time declared invalid by any court of competent jurisdiction or through government regulations or decree, that decision will not invalidate the entire Agreement, it being the express intention of the parties hereto that all other provisions not declared invalid will remain in full force and effect. In the event of such occurrence, both parties agree to construe such invalidated provision(s) as closely to the bargained purpose as is permissible by law and to promptly negotiate on a narrowly revised provision that attempts to reflect the originally bargained purpose to the extent feasible and permissible by law.

ARTICLE 5 – NO STRIKE/NO LOCKOUT

In view of the importance of the Medical Center’s facilities to the community, the Medical Center and the Union agree that during the term of this Agreement, (a) the Medical Center will not engage in any lockout, and (b) neither the Union nor employees will engage in any strike, sympathy strike, walkout, slowdown, other actual or attempted interruptions of work, picketing of the Medical Center, or interference with the orderly operation of the Medical Center by either the employees or the Union. This provision does not prohibit an employee from engaging in other, lawful expressions of speech on the employee’s own time, provided that such activity does not interfere with any employee’s assigned work or otherwise violate the provisions herein.

ARTICLE 6 – MANAGEMENT RIGHTS

- 6.1 The Union recognizes the Medical Center’s right to operate and manage the Medical Center and that the Medical Center has the obligation to provide medical and treatment services and related health care within the community.

- 6.2 Except as particular matters are specifically limited by this Agreement, the Medical Center has the exclusive right to operate and manage the Medical Center, and that the Medical Center retains all rights, powers and authority inherent in the management function, including but not limited to, the rights to extend, limit, consolidate, or discontinue operations and services, and employment pertaining thereto; to determine the methods and means of providing services; to determine the kind and location of facilities; to administer and control the premises, facilities, utilities, equipment and supplies; to select, hire, classify, train, orient, promote, transfer assign, direct, reward, layoff, and supervise employees; to formulate, modify, and assess qualifications and standards of performance and attendance; to evaluate the performance and competency of employees in their assigned work; to determine staffing requirement and the number of employees to be employed in each operation, shift, or department; to utilize suppliers, subcontractors, and independent contractors as it determines appropriate, including the right to use traveling, agency, or temporary personnel; to suspend, discharge, demote, and discipline employees; to determine the duties of and to direct employees in their duties, including direction as to the location of the work to be performed; to redirect employees and to increase or change the content, substance, or methodology of any work assignment; to determine materials and equipment to be used; to reward and pay employees; and to determine working schedules and hours of work, including allocation of and, in accordance with applicable law, requirement of overtime.
- 6.3 The only limits on the Medical Center's right to operate and manage the Medical Center are those specifically expressed in this Agreement. If not expressly and specifically limited by this Agreement, all rights are subject to the Medical Center's exclusive control. However, the Union is not waiving the right to bargain over mandatory subjects that are not specifically addressed in this contract.
- 6.4 The Medical Center has the right to establish, change, modify, interpret, or discontinue its policies, procedures and regulations subject to the terms contained in other provisions of this Agreement.

Before subcontracting any work performed by employees in the bargaining unit (unless the subcontracting would have only a *de minimis* effect on bargaining unit employees), the Medical Center will give the Union 60 days' notice of its intent to subcontract the work and will upon demand bargain with the Union regarding the effects of the subcontracting. The Medical Center, however, has no duty to bargain with the Union concerning the decision to subcontract any work, including any work performed by bargaining unit employees.

ARTICLE 7 – DEFINITIONS

- 7.1 **Full-Time Employee.** A full-time employee shall be defined as any employee who holds a .9 FTE to 1.0 FTE and who is regularly scheduled to work thirty-six (36) hours per week to forty (40) hours per week. While it is understood that SHS recognizes a full-

time employee as one who holds a .9-1.0 FTE, the parties agree that benefits given to full time employees shall also be extended to employees who hold a .8 FTE or above.

- 7.2 **Part-Time Employee.** A part-time employee shall be defined as any employee who holds a .1 FTE to .89 FTE and who is regularly scheduled to work eight (8) hours per week to thirty-five (35) hours per week. For the purpose of determining benefit eligibility, employees working .8 and above shall be granted benefits consistent with full-time employees as offered to the majority of SHS employees. Employees working .5 to .79 shall be granted benefits consistent with part-time employees as offered to the majority of SHS employees. Employees working .1-.49 FTE shall be eligible for PTO and any other benefits offered to the majority of SHS employees in this category.
- 7.3 **Regular Employee.** A full-time employee or a part-time employee who has successfully completed the Introductory Period and are not employed in a casual or temporary status.
- 7.4 **Temporary Employee.** A temporary employee is an employee who has no FTE status and is employed for a fixed duration not to exceed six (6) months.
- 7.5 **Casual Employee.** An employee who is self-scheduled on an intermittent or as-needed basis with no assigned FTE. Provided work is available, a casual employee must work an average of four (4) shifts per schedule period plus two (2) Medical Center-recognized holidays per year which includes at least one of the following every year: Thanksgiving, Christmas Eve, Christmas and New Year's Day. The required holidays will count toward the average per schedule period. If the casual employee fails to perform the required minimum work specified over three schedule periods the employee may be terminated. If a Casual employee is involuntarily canceled, it shall satisfy the work requirements for that shift.

Casual employees will be offered medical benefits when required by the Affordable Care Act. They will also be eligible for Wellness Dollars and Retirement benefits as offered to all SHS casual employees when their hours worked meets the eligibility thresholds.

7.6 **Seniority.**

- A. **Definition.** Seniority shall mean the length of continuous service with the Medical Center since the employee's most recent date of hire.

An employee's seniority will be maintained if the employee is recalled to work from layoff within the same time frame set forth in Article 11, Reductions In Force/Layoffs or reinstated while on layoff.

ARTICLE 8 – DISCIPLINE AND DISCHARGE

- 8.1 **Just Cause.** The Medical Center may discipline, suspend or discharge non-introductory employees for just cause. No employee who has completed his introductory period shall

be discharged or subject to corrective action without just cause. It is recognized that the Medical Center shall employ a system of progressive discipline in the counseling and reprimanding of employees, normally consisting of the following: verbal counseling, written counseling, final written counseling, suspension and/or termination of employment. Nothing contained herein shall determine the method of progressive discipline, which the Medical Center shall be obligated to utilize. Any non-introductory employee who feels that the discipline, suspension or discharge was without just cause may present a grievance for consideration under the Grievance Procedure article.

- 8.2 **Discipline.** Employees will be given a copy of and an opportunity to sign written corrective actions for the purpose of acknowledging receipt thereof. Employees may provide a written response to such written corrective action which will be included with the written corrective action in the employee's personnel file.

The Medical Center will conduct corrective sessions in an area away from employees, patients and the public.

An employee may request that a Union representative be present for an investigatory meeting that may reasonably lead to corrective action.

The Medical Center will consider the type of previous offense(s) as well as the length of time since the previous offense when determining the next level of corrective action for an employee.

- 8.3 Verbal counseling will not be counted as a step in the progressive discipline system listed above if there has not been a repeat incident after twelve (12) months of the initial counseling.

ARTICLE 9 - NON-DISCRIMINATION

- 9.1 **Employment Discrimination.** The Medical Center and Union will comply with applicable laws prohibiting discrimination in employment matters because of race, color, national origin, religious belief, sex, age, marital status, veteran status, mental or physical disability, sexual orientation, or any other legally protected status, including applicable laws regarding harassment.
- 9.2 **Enforcement.** The Medical Center maintains an internal complaint reporting processes for employees to report concerns regarding allegations of employment discrimination. In addition, alleged violations of this Article may be processed through: (1) the grievance procedure in this Agreement; or (2) the jurisdictionally appropriate government procedure (such as the Oregon Bureau of Labor and Industries or the EEOC).

ARTICLE 10 - PERSONNEL PROVISIONS

- 10.1 **Personnel Files.** The Medical Center will comply with its policy regarding maintenance of personnel files, as it is currently in effect and as it may from time to time be amended by the Medical Center. The Medical Center will, however, permit employees to inspect their personnel files and to obtain copies of the contents of their personnel files, upon request. In addition, upon the request of the employee to the Human Resources Department, the Medical Center will provide copies of the employee's licensure, training records, and letters of commendation that have been provided to the Medical Center. If the documents requested by the employee under this provision are extensive (which generally means the request exceeds fifteen pages) the Medical Center may charge its usual and customary fee for such copies above fifteen pages.
- 10.2 **Introductory Period.** Employees will be hired into a six (6) month introductory period for the first six (6) months of continuous employment. An employee will become a regular employee after successful completion of the introductory period. An employee removed from the introductory period will not have recourse to the grievance procedure to contest the removal.
- 10.3 **Evaluations.** During the introductory period, the Medical Center will endeavor to provide periodic feedback as to the employee's progress during the introductory period. All employees will receive a performance appraisal six months after the employee's initial date of hire. Thereafter, employees will receive an evaluation in accordance with the Medical Center's policy, provided, however, that each employee will receive an evaluation at least one time annually if the employee remains in the same position. The employee will be given an electronic copy of the evaluation and will be required to sign the evaluation acknowledging receipt of the evaluation. Employees may provide a written response to such evaluation which will be included with the evaluation in the employee's personnel file.
- 10.4 **Job Postings.** When the Medical Center determines that a full-time or part-time position is available, the Medical Center will post such vacancy on the Medical Center's website. The position will remain posted for a minimum of seven (7) calendar days giving interested internal applicants time to apply. Nothing in this Agreement prohibits the Medical Center from filling vacancies on a temporary basis. The Medical Center will make good faith reasonable efforts to fill the vacated positions. If two (2) or more employees apply for a job vacancy, the employee applicant with the greatest seniority will be selected to fill the vacancy if the employee meets the job requirements and all other relevant things related to the vacancy are substantially equal. Posting of vacancies shall not be delayed for arbitrary or capricious reasons.
- 10.5 The Medical Center agrees to give two (2) weeks' notice of non-disciplinary termination to all regular, non-introductory employees. Such notice shall be given two (2) weeks prior to the date of their termination. Instead of giving such notice, the Medical Center shall pay the employee at the employee's hourly rate for any straight-time hours which

the termination prevents the employee from working during the two (2) week period. Provided, however, that the Medical Center shall not be obligated to give two (2) weeks' notice or pay in lieu thereof as herein provided in cases of insubordination, drunkenness, violations or law or Medical Center ethics or other similar cause which will be grounds for immediate discharge.

- 10.6 All employees shall give two (2) weeks' notice in writing to their immediate supervisor with a copy to the Human Resources office of their intention to voluntarily terminate. Failure of the employee to give two (2) weeks' notice as herein provided shall constitute a waiver of any PTO otherwise due such employee. The Medical Center agrees to be reasonable and observe cases of hardship.
- 10.7 If a casual employee regularly works at least twenty (20) hours per week for three (3) consecutive months, the Medical Center will evaluate the need to post these hours as a permanent position.

ARTICLE 11 – REDUCTIONS IN FORCE/LAYOFFS

- 11.1 **Mandatory Absences.** Staff reductions may occur by mandatory absences (“MA”).
- A. An MA is defined as a staff reduction for all or part of a shift because of Medical Center projections of the staff needed for the Medical Center.
 - B. The Medical Center will maintain an MA rotation list by job classifications. MAs will be rotated among employees in the same classification provided that the remaining employees are qualified to perform the work to be done on the relevant shift.
 - C. A Mandatory Absence Rotation List is maintained by the Scheduling Office or within the departments for those not supported by the Scheduling Office. Employees who are given a mandatory absence will go to the bottom of the list.
 - D. MAs will be given in the following order:
 - 1. Agency employees
 - 2. Traveler employees
 - 3. Overtime employees requesting voluntary absence
 - 4. Employees working overtime
 - 5. Employees requesting a voluntary absence
 - 6. Casual employees
 - 7. Employees working above their FTE paid at a regular rate
 - 8. Employees working a regularly scheduled shift by rotation.
- 11.2 **Layoffs.**

1. A layoff is defined as a staff reduction because of position elimination or long-term reduction in hours, or unit closure.
2. In the event of a layoff, the Medical Center will give employees in the affected job classification the opportunity to be voluntarily laid off. Thereafter, the employee with the least seniority among the employees in the same job classification on the shift in the department affected will be displaced from their position. However, a more senior employee on the affected shift may be displaced out of seniority if they are not qualified to perform the work after the layoff or does not possess special skills required for the position which are possessed by a less senior employee(s). In either situation, the displaced employee will then take the position of the least senior regularly scheduled employee on another shift, in the same job classification, and in a position that is within .3 FTE of the employee's then-current FTE provided they are qualified to perform the work of that position (the employee whose position is thus taken will become the displaced employee). After such position movement, the remaining displaced employee will be laid off from work.
3. Employees will be paid severance in accordance with the Medical Center's policy regarding Severance Pay, as such policy is currently in effect and as it may be amended from time to time in the Medical Center's discretion provided, however, that the Medical Center will not amend the Severance Pay policy to provide less than seven days' (pro rata for part-time) severance for regular employees.
4. At the time employees are given notice that they will be laid off, the Medical Center will give the Union a list of the employees to be laid off, a seniority roster and a list of vacant positions within the bargaining unit (which will include department and unit, FTE, and shift).
5. Recall from lay off to available bargaining unit work will be in the order of laid off employees' seniority and within the laid off employee's job classification, provided the employee to be recalled is qualified to perform the work of the recall position. Rights under this paragraph continue until the sooner of (a) twelve (12) months from the date of displacement; or (b) the employee rejects an offer of a position for which he or she is qualified.
6. An employee may designate shift availability at the time of layoff for the Recall List, in which case they will be called only for positions within the employee's prior classification and preferred shift.
7. The Medical Center will notify the employee of a position to which the employee may be recalled by registered mail. The employee must accept or reject the position within five calendar days from the date the letter is mailed by the Medical Center. If the Medical Center receives no response to the letter, the employee will be deemed to have rejected the position. The Medical Center will

make a good faith reasonable effort to identify on the website those jobs available to employees on layoff.

11.3 **Department/Unit Restructure.**

- A. A department unit or restructure is defined as the merger of two (2) or more units into a single unit or a restructuring of an existing department or unit.
- B. In the event of a department or unit restructure, the Medical Center will determine the number of full-time and part-time FTEs by shift required for the new or restructured department or unit. A list of the positions and work schedules in the new/restructured department or unit, including any qualification requirements, will be posted in the department or unit for at least ten (10) days. By the end of the posting period, each employee will submit to the Medical Center a written list which identifies and ranks the employee's preferences for all available positions (first to last). Based upon these preference lists, the Medical Center will assign employees to positions within the employee's prior classification in the new/restructured department or unit based on seniority.
- C. If an employee does not have a position after the process outlined in paragraph B above, the displaced employee will then have the following options:
 - 1. The displaced employee may take the position of the least senior regularly scheduled employee in the same job classification, provided they are qualified to perform the work of that position (the employee whose position is thus taken will become the displaced employee for purposes of the following subsections); or
 - 2. The displaced employee will be laid off from work.

“Qualified to perform work of a position at the time of displacement” means that the employee is able to perform work with the orientation regularly provided to a new employee and does not require the Medical Center to provide training for a position.

ARTICLE 12 – HOURS OF WORK

- 12.1 **Workday.** The basic workday shall consist of eight (8) hours, exclusive of one-half (1/2) hour meal period. Alternative workdays may include, ten (10), or twelve (12) hour shifts, exclusive of a one-half (1/2) hour meal period. For eight (8) hour employees, the meal period must be started by the end of the sixth (6th) hour of work. For ten (10) or twelve (12) hour employees, the meal period must be started by the end of the seventh (7th) hour of work. Any other shift length will follow the meal period rules as outlined by the Oregon Bureau of Labor and Industries (BOLI).

- 12.2 **Work Period.** The basic work period shall be eight hour shifts in an eighty (80) hour two (2) week work period, except when the Medical Center designates the basic work period for an employee as forty (40) hours in a designated seven (7) day work week. The Medical Center shall establish work periods.
- 12.3 **Overtime.** Employees are expected to obtain proper advance authorization for all work in excess of the basic workday or work period. Overtime will be compensated at the rate of time and one half (1 ½) the employee's straight time hourly rate of pay. An employee will be eligible for overtime compensation in the following situations:
- A. When the employee works over forty (40) hours in a seven (7) day designated work week or over eight (8) hours in a regularly scheduled shift or over eighty (80) hours in the designated two (2) week period under the 8/80 work rule.
 - B. When the employee works hours in excess of the employee's regularly scheduled shift, eight (8) hours, nine (9) hours, ten (10) hours, or twelve (12) hours
- 12.4 **Work Schedule.** It is recognized and understood that the nature of patient care and the provision of medical services necessitate flexibility in work schedules. The Medical Center therefore retains the right to adjust work schedules to maintain a safe, efficient, and orderly operation of the Medical Center. Employee schedules including shift start and end times and days off of regular employees will be posted four (4) weeks in advance of the scheduling period. As much advance notice of overtime requirements will be given as permitted by operational circumstances. Once final schedules are posted all shift changes must be directly communicated and agreed upon by the employee and supervisor.
- 12.5 **Job Share.** The Medical Center will comply with its policy regarding job share positions, as it is currently in effect and may be amended from time to time, provided, however, that the Medical Center will not alter the provision that the job share position remains with the original FTE or "position holder" and his or her corresponding shift.
- 12.6 **Breaks.** The hospital will remain in compliance with State and Federal laws pertaining to rest and meal periods. During each employee's workday, the employee shall receive the following:
- A. One fifteen (15) minute rest period without loss of pay during each four (4) consecutive hours of work which, insofar as practicable, shall be near the middle of such work duration.
 - B. A meal period of one-half (½) hour on the employee's own time, subject to paragraph C below.
 - C. If an employee believes that he or she is unable to take the rest or meal periods described above, the employee should inform his or her supervisor as soon as

possible. The employee's immediate supervisor will make reasonable efforts to provide the employee with such rest or meal period.

- D. If patient care needs require the employee to remain at the employee's duty station during such meal period, the employee will be paid for such time (provided the employee informs his or her supervisor as outlined in paragraph c above).
- E. On a twelve (12) hour shift and if staffing permits, an employee may request to combine two (2) fifteen (15) minute rest periods into one thirty (30) minute rest period.

12.7 **Premium Pay.**

- A. **Extra shift.** A .9 FTE employee that works on their regularly scheduled day(s) off at the request of the Medical Center, will receive time and one half for hours worked beyond their FTE. Extra shift will apply if the employee has worked all scheduled shifts/hours during the current week. Any scheduled time not worked will result in an equal premium pay reduction.

For purposes of premium pay:

- i. PTO-Sick shall not count as time worked;
 - ii. PTO-Vacation shall apply if approved prior to the schedule being published;
 - iii. MA from a regularly scheduled shift shall count as time worked.
- B. **Weekends.** The Medical Center shall have as an objective the provision of every second weekend off to regular full-time and part-time employees, except for those employees whose regular schedule is to work more frequent weekends. After the schedule is posted/published, regular employees who, at the request of the Medical Center, agree to work beyond their regularly scheduled weekend shift(s), will receive time and one half (1½) for those hours worked. Employees who do not have regularly scheduled weekends are not eligible for this weekend premium.
 - C. Casual employees do not qualify for premium pay.

12.8 **Cancellation/Reporting Pay.** If an employee reports to work without being notified that a shift has been cancelled and is then released from work because of low census, the employee will be paid a minimum of four (4) hours at the employee's regular straight time hourly rate.

12.9 **Rest Between Shifts.** The Medical Center will make good faith reasonable efforts to provide employees with at least eight (8) hours rest between shifts. This provision shall not apply to on-call and callback assignments. If an employee is not afforded eight (8) hours between two regularly scheduled shifts, the Medical Center will pay time and one half (1 ½) the employee's regular hourly rate of pay during the regularly scheduled shift.

12.10 **Anesthesia Aide Technicians and Endoscopy Technicians Only.**

A. **On-Call / Orphan Call Rate**

The rate of pay for On-Call will be \$4.00 per hour. The On-Call rate of pay for call taken on recognized holidays will be \$4.50 per hour. The Orphan On-Call rate of pay will be \$8.00 per hour. Orphan on-call is defined as previously scheduled on-call which must be filled after the schedule is published. In lieu of the hourly on-call rate specified above, Surgical Services employees will be paid at \$8.00 for each hour of such on-call. If there are no volunteers to take orphan call, it will be assigned on a rotating basis.

B. **On-Call Hours**

Employees will be given an opportunity to volunteer for call. If there are no volunteers for a shift, the shift will be assigned in proportion to FTE on a rotating basis. **This provision will only apply to Anesthesia Aide Technicians.**

C. **Call Back Practices**

Employees who are called back to work after clocking out during On Call Hours will be compensated at the rate of time and one half (1½) times the regular hourly rate of pay for a minimum of three (3) hours or the hours actually worked, whichever is greater.

D. **Rest Practices and Potential Reduction in Hours**

If an employee is called back to work between two regularly scheduled shifts of work such that ten (10) hours off duty are not afforded, the employee may request not to work the second scheduled shift before that shift begins. Alternatively, the employee may request to appear for work at a later time during the scheduled shift, such that ten (10) hours off are afforded. This provision shall not apply to situations where the call back occurs following a scheduled day off.

If the employee's request not to work the second scheduled shift cannot be granted, the Medical Center will pay time and one half (1½) the employee's regular hourly rate of pay during the regularly scheduled shift. In the event of a reduction in force on that shift, such an employee shall be the first employee to be reduced in hours on that shift. However, if the overtime employee waives the time and one half (1½), the employee will become part of the general pool of employees being considered for reduced hours, under Article 11 of the Agreement.

E. **Schedule**

Unless mutually agreed upon, no employee will be assigned a schedule to work more than seven (7) days at a stretch.

12.11 Working at another Samaritan facility – employees covered by an SEIU agreement may voluntarily pick up shifts at another Samaritan facility also covered by an SEIU agreement. The employee will work under the contract of their home facility.

ARTICLE 13 – COMPENSATION

13.1. Wage Rates.

- A.** Willamette Valley Wage Scale: The Union and the Medical Center agree to establish a common Willamette Valley Wage Scale with SAGH for all bargaining unit positions that exist at both GSRMC and SAGH which will be contained in Appendix A. The Willamette Valley wage scale shall be established as follows:
1. For all positions which only exist at GSRMC in the service bargaining unit, the existing wage scale will become the wage scale in Appendix A: Willamette Valley Wage Scale - GSRMC.
 2. For all positions which currently exist at both GSRMC and SAGH in the service bargaining units, with the highest starting wage will become the wage scale in Appendix A: Willamette Valley Wage Scale - GSRMC.
 3. The wage rates in Appendix A: Willamette Valley Wage Scale – GSRMC will become the new current base wage rates and will be modified by the subsequent provisions of this Collective Bargaining Agreement.

The Employer and the Union have agreed upon a wage scale reflected in Appendix A. Employees progress through the steps* on an annual basis up to an including Step 11. Progression to longevity steps 12 through 15 shall occur as described in Section 4 below.

- B.** Effective March 1, 2021, a wage increase of three and one quarter percent (3.25%) across the board wage increase will be granted.
- C.** Effective the first day of the pay period following March 1, 2022 a three and one quarter percent (3.25%) across the board wage increase will be granted.
- D.** Effective the first day of the pay period following March 1, 2023 a two and three quarters (2.75%) across the board wage increase will be granted.
- E.** **Salary Selectives:** Effective March 1, 2021
- Imaging Tech Aide – 2%
 - Receptionist/Scheduling Secretary – 2%
 - Receptionist/Scheduling Secretary Lead – 2%
 - Anesthesia Aide/Tech Certified/Uncertified – 3%
 - CNA 1 – start at \$15.02 per hour (6% increase includes ATB and selectives for year 1)
 - CNA 2/Unit Aide Tech – start at \$18.65 per hour (8.1% increase includes ATB and selectives for year 1)

- Phlebotomist Registered/Unregistered – 1%
- ER Tech I – Starting wage of \$18.86 (4.0% increase includes ATB and selectives for year 1)
- Unit Clerk - 1%
- OR Assistant – 2%

13.2 **Credit for Prior Experience.** Credit shall be given to newly hired employees in initial step placement on the wage scale set forth in Appendix A for prior experience directly related to the same classification. Credit for prior experience which is related somewhat to the position for which the applicant applies will be granted on a basis of one (1) year credit for two (2) years' experience.

13.3 **Step Progression Requirements.** To progress to a higher step up to and including Step 15 on the wage scale set forth in this Article, the employee must provide evidence that the employee is in compliance with Medical Center policy with respect to the following:

- A. Completion of annual competency requirements.
- B. TB testing (if required for the position).
- C. Basic Life Support every second year (if required for the position).
- D. Maintenance of current licensure (if required for the position).
- E. Completion of department-specific skills lab.

In addition, to progress to a higher step up to and including Step 11 (Step 12 effective the pay period following March 1, 2020) the employee must complete at least one thousand forty (1040) hours service since the last salary review date.

13.4 **Longevity Steps.**

- A. An employee advances to Step 12 on Step 11 (Step 13 effective the pay period following March 1, 2020, and completed A through E above.
- B. An employee advances to Step 13 (on Step 12 (Step 14 effective the pay period following March 1, 2020, and completed A through E above.
- C. An employee advances to Step 14 after serving two (2) years and a minimum of twenty-four hundred (2400) hours on Step 13 (Step 15 effective the pay period following March 1, 2020 and completed A through E above.

13.5 Minimum standards – nothing in this agreement shall limit the employer from raising wage rates for one or more classifications.

ARTICLE 14 – OTHER COMPENSATION

- 14.1 **Shift Differential.** Employees working on both evening and night shifts will be paid a shift differential. Employees working a shift that overlaps into evening or night shift will be paid shift differential only when a majority of their hours fall within evening or night shift and will be paid the differential for all hours of their shift.

Majority of shift hours worked between 3:00 p.m. and 11:30 p.m.: \$1.75 per hour.

Majority of shift hours worked between 11:00 p.m. and 7:30 a.m.: \$2.50 per hour or \$2.75 per hour for employees who hold a night shift FTE for over four (4) consecutive years.

- 14.2 **Weekend Differential.** Employees working hours on the weekend will be paid a differential of one dollar and twenty-five cents (\$1.25) per hour. The weekend will be determined in accordance with the Medical Center's current practice. This premium will not be paid for any un-worked hours.

- 14.3 **Trainer Duties and Differential.** When an employee who is assigned to train a new or existing employee or CNA or phlebotomy student and begins that assignment, the trainer employee who is training will receive an additional one dollar and fifty cents (\$1.50) per hour for all hours spent training. The department manager will assist in the establishment of appropriate assignments. For training continuity purposes, anyone on the schedule assigned to train may be a denied requested absence. The trainer must meet the following criteria:

1. Be approved by the manager;
2. Be assigned to train a specific trainee;
3. Have successfully completed the introductory period;
4. Be an employee in good standing;
5. Complete an approved initial and annual trainer education program;
6. Shall have the necessary skills and experience;
7. Be evaluated annually, when applicable, on trainer performance;
8. Provide feedback to trainees and managers on the progress of the trainee.

- 14.4 **On- Call Pay.** Employees placed on-call by the Medical Center shall be paid \$3.75 for each on-call hour. The employee's work on call back during their on-call shift shall be paid at the rate of time and one-half the employee's regular hourly rate. If an employee is called back to work during their on-call shift after clocking out, the employee shall be given no less than three (3) hours of work or equivalent pay for each such call back.

Anesthesia Aide Technicians and Endoscopy Technicians Only.

If an on-call employee is required to work more than sixty (60) minutes past the end of their shift worked immediately prior to the call period, the employee shall be given no less than three (3) hours of work or equivalent pay from the time the regular shift would have ended, as if they were called back. Before leaving the Medical Center, an employee who was called back to work while on call shall check with their supervisor, House Supervisor, or designee. The number of hours paid at the call back rate may not exceed the number of hours of the on-call period.

- 14.5 **Lead Pay.** When the Medical Center assigns an employee to serve as a lead, the employee will be paid five percent (5%) of his or her base hourly rate as a differential.
- 14.6 **Casual Differential.** Casual employees shall receive one dollar and fifteen cents (\$1.25) per hour differential for each hour worked plus shift differential, if applicable, in lieu of benefits.
- 14.7 **Multiple Job Classifications.** If the Medical Center regularly places an employee in more than one position, the employee will be paid the applicable rate of pay for each position.
- 14.8 **Short Notice Pay.** Employees who are not on call, but are called in to work on an unscheduled day with less than two (2) hours' notice, shall be paid two (2) hours pay in addition to time actually worked if they report to work within one and one half (1½) hours of the time of the call and complete the hours assigned. Overtime will be paid in accordance with the employees scheduled shift, if applicable.
- 14.9 **Floating for Nursing Units.** A CNA who is regularly assigned to one unit may be required to float to another unit based upon a system of rotation. When assigned to float, a CNA may refuse to perform specific tasks for which the CNA is not technically trained or has insufficient experience to perform. In such cases the Charge Nurse/Clinical Coordinator will be immediately notified to assist in making the appropriate accommodations. If the CNA has not been oriented to the physical environment and equipment, they will be oriented before beginning work.

ARTICLE 15 – PAID TIME OFF (“PTO”)

- 15.1 **Definition.** PTO is the Medical Center’s program of time earned for paid leave that can be used by regular employees to meet their personal needs for paid time off work. PTO is in lieu of vacation, holidays or sick leave.
- 15.2 **Accrual.** PTO will accrue on all hours paid to the employee at no less than the employee’s straight-time rate according to the following schedule:

| Months of Service | Accrual Rate | Appx FT Annual Accrual |
|--|---|-----------------------------------|
| 1st through 48th | .0962 hours per Compensable hour | 25 |
| 49th through 108th | .115 hours per Compensable hour | 30 |
| 109th & each month of Service thereafter | .135 hours per Compensable hour | 35 |

Employees currently accruing PTO at a higher rate will continue such accrual. See Appendix D.

- 15.3 **PTO Use.** PTO may be taken after 90 days of employment. The use of PTO will be voluntary if an employee is on FMLA/OFLA approved leave and has less than two times (2x) their weekly FTE accrued. PTO shall also be voluntary when an employee is sent home on a mandatory absence (MA).
- 15.4 **Cashing Out.** Employees may cash out PTO in accordance with the terms of the Medical Center’s policy applicable to the majority of unrepresented employees.
- 15.5 **Carrying Over.** Employees are required to take a minimum of two weeks’ time off using PTO each calendar year. PTO hours may, however, carry over from one year to the next, except that when an employee reaches an accrual level of six hundred fifty (650) hours, all further accruals will be cashed out in each paycheck as accrued.
Note: Beginning July 1, 2016, accruals will cease over six hundred and fifty (650) hours and will no longer be cashed out in each paycheck.
- 15.6 **Illness or Emergency.** Ill calls or emergency-need calls should be made as early as possible, but not less than two and one-half hours before an employee’s shift begins.
- 15.7 **Scheduled Use.** PTO to be taken as vacation should be requested in advance of the schedule using the designated process. Requests are to be made no earlier than six months in advance of the date when the schedule containing the requested time off is published. Such requests will be granted or denied in accordance to this section within fourteen (14) days of the date the request is made. Each request shall be considered on a first-come, first-served basis. Employee seeking time off is expected to have sufficient accrued PTO to cover the requested time off when the schedule containing the time off is published. Approved PTO will be denied if the employee has insufficient PTO accrued at time of publish, or has insufficient PTO to cover any vacation time during a published schedule period. Employees and department managers will work together in the scheduling of time off to ensure adequate staffing.

- 15.8 **Combined Use.** PTO may be taken in combination with work, so long as the hours for which the employee is paid per week do not exceed the employee’s assigned FTE. PTO will not count towards worked hours when determining overtime pay per employee’s designated work rule unless otherwise specified in the contract. See Article 12 section 3.C.
- 15.9 **Payment Upon Termination.** PTO will be paid out to the employee at termination provided that (1) the employee has completed the introductory period; and (2) in the case of resignation, the employee must have provided at least fourteen (14) calendar days’ notice to the Medical Center. PTO may not be used for the notice period, unless the resignation is the result of a bona fide family medical emergency.
- 15.10 **Computation of Payment.** PTO pay will be computed on the employee’s hourly rate of pay at the time it is taken or cashed out pursuant to paragraph 4 above.
- 15.11 **Holidays.** All employees will be expected to continue sharing the responsibility for working on New Year’s Day, Easter, Memorial Day, the Fourth of July, Labor Day, Thanksgiving Day, Christmas Eve, and Christmas Day. Hours worked on such holidays will be paid one and one-half (1½) times the employee’s regular hourly rate of pay. An employee will be entitled to holiday pay if the majority of the employee’s hours fall on the designated holiday
- 15.12 **Rescind PTO.** An employee may rescind their previously requested and approved PTO provided the employer has work available in an area for which they are qualified.

ARTICLE 16 – MEDICAL INSURANCE

- 16.1 **Medical and Dental Plans.** Each eligible employee may participate in one of the medical and dental plans offered as part of the Samaritan Choice Plans, in accordance with the terms applicable to the majority of the Medical Center’s employees.

The Medical Center retains the right to change the medical and/or dental plans offered as part of the Samaritan Choice Plans, as applicable to the majority of the Medical Center’s employees, provided, however, that the Medical Center will provide notice prior to Open Enrollment to the Union of any such changes.

Medical premiums for 2022, 2023 and 2024 will be as outlined in Exhibit A.

- 16.2 Income based premium credit will apply as follows:

| <u>Base Pay Threshold</u> (\$/hour) | <u>Premium Credit per pay period by Coverage Level</u> | | |
|--|--|----------------------------|---------------|
| | <u>EE & SP/DP</u> | <u>EE & Child(ren)</u> | <u>Family</u> |
| < \$15.00 | \$ 30 | \$ 30 | \$ 55 |

| | | | |
|-------------------|-------|-------|-------|
| \$15.00 - \$16.99 | \$ 25 | \$ 25 | \$ 45 |
| \$17.00 - \$18.99 | \$ 20 | \$ 20 | \$ 35 |
| \$19.00 - \$21.99 | \$10 | \$10 | \$20 |

Premium credit will begin the first pay period of 2022 and will be applied each bi-weekly pay period where benefit deductions occur. Premium credit eligibility will be determined annually, for the following calendar year, after annual enrollment has closed.

- 16.3 **Financial Assistance:** Employees will be eligible for the same financial assistance provided to SHS patients. The terms of such programs shall not be reduced for SEIU members during the life of this 2021 to 2023 collective bargaining agreement.
- 16.4 **Payment Plans:** Employees covered by the Samaritan Choice medical insurance plan who have outstanding balances that are payable to Samaritan Health Services for in network, covered, and authorized (if medically necessary) services will be provided payment plan offerings upon request from the employee. The request will be made to Patient Financial Services, and may be directed through the Hospital Patient Financial Counselor. Patient Financial Services will work with employees to identify the appropriate payment arrangement based on the employee financial needs/eligibility. Within 120 days from first patient statement, employees must contact Patient Financial Services and identify themselves as a SHS SEIU member and ask for a payment plan arrangement that does not exceed six percent (6%) of their household income. Such requests will be granted using the existing SHS payment options and funding programs. To be eligible for a payment plan, employees must comply with all requirements for establishing appropriate payment options/eligibility, including the completion of a financial assistance application with supporting documentation. Employees who comply with all terms of the payment plan(s) will not be subject to collections or wage garnishment.
- 16.5 **Continuation of Benefits:** The hospital agrees that during the terms of the 2021 – 2023 collective bargaining agreement only, it will not reduce or eliminate the following benefits: Extension of Dependent Coverage to 26; Non-Discrimination Based on Health Status; Prohibition of Waiting Periods in excess of 90 days; Prohibition on Rescission; Coverage of Preventative Health Services without Cost Sharing (including birth control); Coverage of Preexisting Health Conditions; Prohibition on Annual and Lifetime Limits; Limits for Annual Out-of-Pocket Spending; Standardized Appeals Process for Coverage Determinations and Claims; Choice of Primary Care Provider; Coverage of Emergency Services; Access to Pediatric Care; Access to Obstetrical and Gynecological Care. This agreement against reduction or elimination will automatically sunset with the expiration of the 2021 – 2023 agreement.
- 16.6 **Life Insurance and Long-Term Disability.** Employees will participate in the life insurance and long-term disability plan, in accordance with the terms applicable to the majority of the Medical Center’s unrepresented employees. Employees may also participate in the voluntary life insurance plan offered by the Medical Center.

- 16.7 **Short-Term Disability.** Employees may participate in the short-term disability insurance plan offered by the Medical Center.
- 16.8 **Flexible Spending Account.** The Medical Center will provide a Section 125 plan that will allow the pretax payment of insurance premiums, unreimbursed medical expenses, and dependent care per federal law.

ARTICLE 17 – RETIREMENT

- 17.1 **SHS Retirement Plan (Defined Contribution Plan).** The employer shall provide the Samaritan Health Services Retirement Plan (Defined Contribution Plan) to employees covered by this collective bargaining agreement. Under this plan, the employer shall contribute four percent (4%) of an employee’s gross earnings into the employee’s account. These contributions shall be paid quarterly, in accordance with the plan’s terms.
- 17.2 **SHS Tax-Sheltered Annuity (TSA) and Matched Contribution Program.** The employer shall provide the Samaritan Health Services Tax-Sheltered Annuity Plan to employees covered by this collective bargaining agreement. Under this plan, employees may purchase tax-sheltered annuities through payroll deduction up to the maximum allowable by applicable law (403(b)). The Medical Center will contribute on a matched basis, up to two percent (2%) of the employee’s gross wage. These contributions will be paid in accordance with the plan’s terms. Employees currently eligible for a Medical Center match up to three percent (3%) shall continue such match. See Appendix D.
- 17.3 **Maintenance of Benefit/Plan Changes.** The employer agrees to maintain the current level of benefit in the pension programs listed in this article for the duration of the contract. If the employer improves either the SHS Retirement Plan (Defined Contribution Plan) or the TSA plan, or adds another plan, during the term of this agreement, employees covered by this collective bargaining agreement will receive these same improved benefits.

ARTICLE 18 – LEAVES OF ABSENCE

- 18.1 **General.** All leaves of absence must be requested in writing, as far in advance as possible, stating the reason for the leave and the amount of leave requested. A written response granting or denying the request will be given by the Medical Center within thirty (30) days or as required by law.
- 18.2 **Family and Medical Leaves.** Family and medical leaves will be granted and enforced in accordance with the applicable federal Family and Medical Leave Act (“FMLA”) and the Oregon Family Leave Act (“OFLA”), and Medical Center policy.

- A. Employees must utilize any accrued but unused PTO that the employee is eligible to use, provided, however, that an employee may retain two times (2x) their current weekly FTE for all leaves of absences in his or her PTO bank.
- 18.3 **Military Leaves.** Leaves required in order for an employee to serve military duty shall be granted and enforced in accordance with federal law.
- 18.4 **Jury Duty.** A full-time or part-time employee who has been employed for at least six (6) months will receive compensation for the difference between their regular pay and jury pay for any scheduled work hours missed as a result of jury duty. An employee's jury duty compensation under this section shall not be given for more than twenty (20) days of jury duty during the term of this Agreement. Such jury duty compensation shall not be considered as hours worked for purposes of computing overtime pay. If an employee's jury service for that day ends before his or her normally scheduled shift is over, the employee (a) shall contact their supervisor or designee, at the Medical Center, and shall, if requested, report to work as assigned on such shift or (b) shall forfeit compensation under this section for that day. When an employee receives a summons, they shall notify immediately their supervisor, so that arrangements can be made for work assignments.
- 18.5 **Bereavement Leave.** In the event of a death in the immediate family of a full or part-time employee, they will be allowed up to three (3) normally scheduled working days off following the death to arrange for and/or attend the funeral. "Immediate family" is defined as: mother, father, sister, brother, parents-in-law, step-parents, step-children, siblings in-law, grandparents, grandparents-in-law and grandchildren. Employees will be granted up to five (5) normally scheduled working days off following the death of a spouse, significant other living as an integral member of the household, or child. All family relationships identified will apply to domestic partners (with proper attestation), for the purpose of bereavement.

The employer may allow an employee a leave of absence without pay for employees that need to have more than three (3) or five (5) days per applicable Oregon law.

ARTICLE 19 – SAFETY COMMITTEE

SEIU and GSRMC recognize a joint commitment to workplace safety and further acknowledge all employees have a responsibility to report any safety concerns to their immediate supervisor as soon as they are identified.

The Union shall appoint an employee to the Medical Center's Employee Safety/Education-Committee. The appointee who is to participate in the Employee Safety/Education-Committee will be paid at his or her straight time base hourly rate for time spent attending committee meetings or for time spent in preparation and presentation of projects required by the Medical Center. The appointee will inform the manager of Committee time obligations and will obtain prior approval so that absences and paid time can be managed. The appointee will clock such

time using the “non-productive” KRONOS code. No time spent doing Safety Committee work shall result in the payment of overtime.

The appointee shall be responsible for keeping the SEIU leadership informed as to the work and results of the Safety/Education Committee and to be a communication conduit to and from the Safety/Education Committee and the Bargaining Unit. The parties acknowledge that any employee who participates in the Employee Safety/Education Committee must respect the confidentiality obligations of all employees on the Committee.

ARTICLE 20 – STAFF DEVELOPMENT

- 20.1 **Orientation.** The Medical Center will continue its program to provide orientation to familiarize newly-hired employees with the functions and responsibilities of their positions, and orient the employee to Medical Center policies and procedures. The Medical Center will make a reasonable effort to keep the employee on orientation until it is completed in order to ensure that the job is done safely and competently.
- 20.2 **Trainer.** The Medical Center shall ensure that employees providing on-the-job orientation and training to new employees have completed appropriate competencies demonstrating they have the necessary skills and experience to provide such training.
- 20.3 **Education.**
- A. The Medical Center will continue to pay employees for the time spent in mandatory in-service programs and other education programs approved, in advance, by the Medical Center.
 - B. With management approval and if class size permits (preference is always given to employees with mandatory requirements over those without), employees may be allowed to participate in in-service and/or education programs at the hospital if the training is related but not required for their position.
 - C. Employees may participate in accordance with the Tuition Reimbursement Program Policy as applicable to the majority of the Medical Center’s unrepresented employees.

Professional credentials and continuing education. Employees who hold certification requiring ongoing continuing education units (CEUs) shall be provided an educational allowance of five-hundred dollars (\$500) per employee per calendar year to be used for maintaining certification. This allowance may be used for registration and expense reimbursement for job-related educational programs approved in advance by the Medical Center.

Non-CEU related education.

With management approval, employees who do not qualify for the education allowance under “Professional Credentials and continuing education” above shall qualify for three hundred

dollars (\$300) allowance per calendar year. This allowance may be used for registration or materials related to educational programs that are related to their work but are not already offered by the hospital.

ARTICLE 21 – INTENTIONALLY LEFT BLANK

ARTICLE 22 – HEALTH AND SAFETY

- 22.1 The Medical Center will provide, free of charge, annual flu shots to those employees who desire immunization.
- 22.2 All employees working in a patient care area will be provided PPD screening, Hepatitis B and TDaP vaccines if required for their position.
- 22.3 Unless otherwise required, at the time of hire, and throughout employment, employees may request training regarding Management of Assaultive Behavior and training regarding Code 5. If training is approved by management, it may be done on work time.
- 22.4 The Medical Center will continue in its effort to provide education and products to reduce occupational injuries.

ARTICLE 23 – LABOR-MANAGEMENT COOPERATION COMMITTEE

- 23.1 The Medical Center and the Union will participate in a joint Labor-Management Cooperation Committee (“LMCC”). The goal and purpose of the LMCC shall be to foster a more positive and collaborative relationship between the parties leading to fewer grievances, more expeditious contract negotiations and the ability to resolve issues which arise during the term of the collective bargaining agreement based on mutual respect and acknowledgement of each party’s legitimate organizational interests.
- 23.2 The LMCC shall be composed of at least eight (8) members but not more than twelve (12), six (6) from the Union and six (6) from the Medical Center who, by virtue of their positions within their respective organizations possess the authority to make decisions on behalf of their constituents. Union members shall be selected by the SEIU Local 49 Steward Council, preferably having had contract negotiation experience. Ideally, this group would include members not represented by the Nurse Staffing Committee (e.g. Sterile Processing, Materials Management, Registration, Lab, Imaging, etc.) In order to conduct meetings, there must be a minimum of four (4) members present. This will consist of two (2) members from each side with the chair being mandatory.
- 23.3 All SEIU LMCC members shall be paid at their straight time base rate of pay for time spent in LMCC meetings or working on sanctioned joint LMCC projects, using the “non-productive” KRONOS code. Employees must obtain prior approval from the immediate

supervisor before turning away from job duties to work on LMCC tasks. Employee LMCC members will inform the manager of Committee time obligations so that absences and paid time can be managed. No time spent doing LMCC work shall result in the payment of overtime.

23.4 Initially the parties agree to the following:

1. A commitment to the exchange of information.
2. A commitment to make every reasonable effort to solve problems as they become evident.
3. A commitment to:
 - a. Review, assess, and respond to staffing concerns;
 - b. Work together to seek possible solutions in staffing to meet patient needs.
4. To meet at regularly established times, no less than every other month. If more than one (1) contract group meet in the same LMCC (e.g. SEIU Service and SEIU Tech) during times one of the groups is bargaining, the non-bargaining group will continue to meet.
5. At least three (3) times per year (approximately every four (4) months) the GSRMC Executive Team will meet with LMCC. The topics of these meetings may be, but not limited to:
 - a. Enhance employee engagement;
 - b. Discuss staffing plans;
 - c. Improve operational efficiencies;
 - d. Hear employee concerns;
 - e. Improve outcomes in quality, safety, and satisfaction.
- 4.6 To furnish written records on LMCC discussions to the Bargaining Unit and Managers.
- 5.7 Chairperson responsibilities will alternate quarterly between the union and management. A chair-designee will be selected from the non-chairing party for that quarter.
- 6.8 The chair and chair-designee will be responsible for developing and distributing the agenda one week prior to the meeting. All agenda items from LMCC members must be submitted prior to this date.
- 7.9 The chair-designee is responsible to see that the meeting minutes are documented, sent out for review and distributed to LMCC members. Minutes will be distributed no later than one (1) week after the meeting.

- 23.5 The committee shall not supersede the grievance procedure in this Agreement, has no authority to settle any grievances, no authority to change or delete any provisions of this Agreement, and no authority to bargain regarding any wages, hours, or other terms or conditions of employment.

ARTICLE 24 – GRIEVANCE AND ARBITRATION PROCEDURE

- 24.1 **Definition of a Grievance.** A grievance is defined as any dispute over the interpretation or application of specific provisions of this Agreement, including discipline or discharge of an employee (other than probationary employees in their initial service period who may not challenge discipline or discharge actions under this Agreement).
- 24.2 **Principles.** The goal of the parties is to resolve the grievance at the lowest level possible. Employees are encouraged to discuss the subject matter of a potential grievance with their immediate supervisor at any time before filing a written grievance, however, this recommendation does not change the time limits specified in this Article for filing a grievance. Grievances may be referred up to a higher level or sent back to a lower level by mutual written agreement of the parties.
- 24.3 **Timelines.** Failure of the Employer to respond within the timelines specified herein shall allow the Union to submit the grievance to the next level. Failure of the employee and/or the Union representative to submit the grievance to the next level within the timelines specified herein shall constitute withdrawal of the grievance. Timelines may, however, be mutually extended in writing by the parties.
- 24.4 **Group Grievances.** Any employee who is a steward or union representative may present a group grievance where the occurrence involves at least four (4) employees.

Step 1 The employee with or without a union representative may file a grievance in writing to the immediate supervisor (first level of management) to whom the employee reports, within fourteen (14) calendar days from the occurrence or the time when the employee should reasonably have been aware of the occurrence giving rise to the grievance. The grievance shall set forth the employee's complaint, the provision(s) of this Agreement allegedly violated, and the requested remedy. The immediate supervisor shall meet with the employee and union representative and shall respond in writing no later than fourteen (14) days from the date the grievance was filed.

Step 2 If the grievance is unresolved, the employee and/or union representative may file the grievance with the appropriate administrator or designee within fourteen (14) calendar days of receiving the Step 1 response. The administrator or designee shall meet with the grievant and union representative and shall respond in writing within fourteen (14) calendar days of the date the Step 2 response was filed.

Step 3 If the grievance is unresolved, the employee and/or union representative may file the grievance with the Medical Center CEO or designee within fourteen (14) calendar days of receiving the Step 2 response. The CEO or designee will meet with the grievant and union representative and shall respond in writing within fourteen (14) calendar days of the date the Step 3 response was filed.

Step 4 If the grievance is unresolved, the Union may provide written notice to the CEO or designee of its intent to arbitrate the grievance. This notice must be provided within fourteen (14) calendar days of the date of the Step 3 response.

- 24.5 **Arbitration.** In the event such an arbitration notice is filed, the Federal Mediation and Conciliation Service (FMCS) will be requested to provide the parties with a list of nine (9) arbitrators from Oregon and Washington. The parties will jointly select three (3) names, either through joint agreement or by alternately striking names (the first strike will be determined by a coin toss). These three (3) arbitrators will be notified of the arbitration hearing procedures contained in this Article and asked to submit their earliest available dates for hearing to the parties, if they are willing to adhere to these procedures and timelines. If an arbitrator does not consent to the procedures outlined herein, the parties will select the next arbitrator from the panel to complete the list of three (3). The consenting arbitrator with the earliest available dates will be selected by the parties.

The parties to this Agreement have a joint interest in following arbitration procedures that guarantee due process but are also time efficient and cost effective. To accomplish these goals, the parties agree to make all reasonable efforts prior to the hearing to decide whether transcripts of the hearing will be required, to stipulate the facts that are not in dispute and to stipulate to the issue(s) to be presented to the arbitrator. The parties requires that the arbitrator avoid recitation of contract language and facts presented by the parties but instead limit the focus of the arbitration decision to the arguments presented by each party and an explanation for the arbitrator's decision and award. Briefs will be used judiciously by the parties, recognizing their impact on the timing and cost of receiving a decision and award.

The arbitrator agrees to issue a written decision and award within thirty (30) calendar days of the close of the hearing (including thirty [30] calendar days after receipt of briefs, where they are submitted). The arbitrator shall have no power or authority to add to, modify or detract from the provisions of this Agreement. The arbitrator will have continuing jurisdiction for thirty (30) calendar days following issuance of the arbitration award to address any issues arising from implementation of the award.

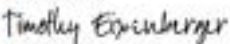
Arbitrator fees and costs will be equally split by the parties. All other costs of arbitration, including representation costs and transcripts, will be paid by the party that incurred them. The grievant and steward shall be granted unpaid release time to participate in arbitration hearings. The Employer will facilitate release from work for witnesses.

ARTICLE 25 – DURATION


This Agreement shall be in full force and effect upon ratification and, except as specifically set forth hereunder, shall remain in effect until September 30, 2023, and shall continue in effect from year to year thereafter unless either party gives notice in writing to the other party at least ninety (90) days prior to the expiration date of its desire to terminate or modify such Agreement.

DATED this _____ day of 12/13/2021, | 13:52:04 PST, 2021.

FOR THE EMPLOYER:

DecoSigned by:



Tim Eixenberger, V.P. Patient Services

DecoSigned by:


SCOTT KUSSELL

DecoSigned by:



Sharilyn Cano

DecoSigned by:



Annie Sims

DecoSigned by:


Chris Jantzi

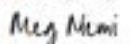
DecoSigned by:


Roxann Stevenson

DecoSigned by:


Emily Godinho

FOR THE UNION:

DecoSigned by:


Meg Niemi, President

- Andrew Barnes
- Maria Balandran
- Josh Baker
- Debbie Chilcote
- Emery Clark Dean
- Susan Cook
- Dafne DeSautel
- Caleb Towne

APPENDIX A – WAGE SCALE

Good Samaritan Regional Medical Center

SEIU Contract Step Table

Effective 3/1/2021 through 2/29/2024

Clerical

(0303) Admissions Coordinator

| Date | Inc % | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 | Step 16 |
|---------------------|-------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Before Ratification | | N/A | N/A | \$17.38 | \$17.90 | \$18.43 | \$18.99 | \$19.56 | \$20.14 | \$20.75 | \$21.37 | \$22.01 | \$22.67 | \$23.35 | \$24.05 | \$24.77 | \$25.52 |
| 3/1/2021* | 3.25% | \$17.94 | \$18.48 | \$19.03 | \$19.60 | \$20.19 | \$20.80 | \$21.42 | \$22.06 | \$22.73 | \$23.41 | \$24.11 | \$24.83 | \$25.58 | \$26.35 | N/A | N/A |
| 3/14/2022 | 3.25% | \$18.52 | \$19.08 | \$19.65 | \$20.24 | \$20.85 | \$21.47 | \$22.12 | \$22.78 | \$23.46 | \$24.17 | \$24.89 | \$25.64 | \$26.41 | \$27.20 | N/A | N/A |
| 3/13/2023 | 2.75% | \$19.03 | \$19.60 | \$20.19 | \$20.80 | \$21.42 | \$22.06 | \$22.73 | \$23.41 | \$24.11 | \$24.83 | \$25.58 | \$26.35 | \$27.14 | \$27.95 | N/A | N/A |

(0201) Admitting Registrar

| Date | Inc % | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 | Step 16 |
|---------------------|-------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Before Ratification | | N/A | N/A | \$15.32 | \$15.78 | \$16.25 | \$16.74 | \$17.24 | \$17.76 | \$18.29 | \$18.84 | \$19.40 | \$19.99 | \$20.59 | \$21.20 | \$21.84 | \$22.49 |
| 3/1/2021* | 3.25% | \$15.82 | \$16.29 | \$16.78 | \$17.28 | \$17.80 | \$18.33 | \$18.88 | \$19.45 | \$20.03 | \$20.64 | \$21.25 | \$21.89 | \$22.55 | \$23.22 | N/A | N/A |
| 3/14/2022 | 3.25% | \$16.33 | \$16.82 | \$17.32 | \$17.84 | \$18.38 | \$18.93 | \$19.50 | \$20.08 | \$20.69 | \$21.31 | \$21.94 | \$22.60 | \$23.28 | \$23.98 | N/A | N/A |
| 3/13/2023 | 2.75% | \$16.78 | \$17.28 | \$17.80 | \$18.33 | \$18.88 | \$19.45 | \$20.03 | \$20.63 | \$21.25 | \$21.89 | \$22.55 | \$23.22 | \$23.92 | \$24.64 | N/A | N/A |

(0202) Admitting Registrar-Lead

| Date | Inc % | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 | Step 16 |
|---------------------|-------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Before Ratification | | N/A | N/A | \$16.07 | \$16.56 | \$17.05 | \$17.56 | \$18.09 | \$18.63 | \$19.19 | \$19.77 | \$20.36 | \$20.97 | \$21.60 | \$22.25 | \$22.92 | \$23.61 |
| 3/1/2021* | 3.25% | \$16.60 | \$17.09 | \$17.61 | \$18.14 | \$18.68 | \$19.24 | \$19.82 | \$20.41 | \$21.02 | \$21.65 | \$22.30 | \$22.97 | \$23.66 | \$24.37 | N/A | N/A |
| 3/14/2022 | 3.25% | \$17.14 | \$17.65 | \$18.18 | \$18.72 | \$19.29 | \$19.87 | \$20.46 | \$21.07 | \$21.71 | \$22.36 | \$23.03 | \$23.72 | \$24.43 | \$25.16 | N/A | N/A |
| 3/13/2023 | 2.75% | \$17.61 | \$18.14 | \$18.68 | \$19.24 | \$19.82 | \$20.41 | \$21.02 | \$21.65 | \$22.30 | \$22.97 | \$23.66 | \$24.37 | \$25.10 | \$25.86 | N/A | N/A |

(0203) Admitting Specialist

| Date | Inc % | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 | Step 16 |
|---------------------|-------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Before Ratification | | N/A | N/A | \$16.98 | \$17.49 | \$18.02 | \$18.56 | \$19.11 | \$19.69 | \$20.28 | \$20.89 | \$21.51 | \$22.16 | \$22.82 | \$23.51 | \$24.21 | \$24.94 |
| 3/1/2021* | 3.25% | \$17.53 | \$18.06 | \$18.60 | \$19.16 | \$19.73 | \$20.33 | \$20.94 | \$21.56 | \$22.21 | \$22.88 | \$23.56 | \$24.27 | \$25.00 | \$25.75 | N/A | N/A |
| 3/14/2022 | 3.25% | \$18.10 | \$18.65 | \$19.21 | \$19.78 | \$20.38 | \$20.99 | \$21.62 | \$22.27 | \$22.93 | \$23.62 | \$24.33 | \$25.06 | \$25.81 | \$26.59 | N/A | N/A |
| 3/13/2023 | 2.75% | \$18.60 | \$19.16 | \$19.73 | \$20.33 | \$20.94 | \$21.56 | \$22.21 | \$22.88 | \$23.56 | \$24.27 | \$25.00 | \$25.75 | \$26.52 | \$27.32 | N/A | N/A |

(0343) Cancer Registrar Tech

| Date | Inc % | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 | Step 16 |
|---------------------|-------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Before Ratification | | N/A | N/A | \$15.35 | \$15.81 | \$16.29 | \$16.78 | \$17.28 | \$17.80 | \$18.33 | \$18.88 | \$19.45 | \$20.03 | \$20.63 | \$21.25 | \$21.89 | \$22.54 |
| 3/1/2021* | 3.25% | \$15.85 | \$16.33 | \$16.82 | \$17.32 | \$17.84 | \$18.38 | \$18.93 | \$19.49 | \$20.08 | \$20.68 | \$21.30 | \$21.94 | \$22.60 | \$23.28 | N/A | N/A |
| 3/14/2022 | 3.25% | \$16.37 | \$16.86 | \$17.36 | \$17.88 | \$18.42 | \$18.97 | \$19.54 | \$20.13 | \$20.73 | \$21.35 | \$21.99 | \$22.65 | \$23.33 | \$24.03 | N/A | N/A |
| 3/13/2023 | 2.75% | \$16.82 | \$17.32 | \$17.84 | \$18.38 | \$18.93 | \$19.49 | \$20.08 | \$20.68 | \$21.30 | \$21.94 | \$22.60 | \$23.28 | \$23.98 | \$24.69 | N/A | N/A |

(0109) Centralized Scheduling Coord

| Date | Inc % | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 | Step 16 |
|---------------------|-------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Before Ratification | | N/A | N/A | \$15.47 | \$15.93 | \$16.41 | \$16.90 | \$17.41 | \$17.93 | \$18.47 | \$19.03 | \$19.60 | \$20.19 | \$20.79 | \$21.41 | \$22.06 | \$22.72 |
| 3/1/2021* | 3.25% | \$15.97 | \$16.45 | \$16.95 | \$17.45 | \$17.98 | \$18.52 | \$19.07 | \$19.65 | \$20.23 | \$20.84 | \$21.47 | \$22.11 | \$22.77 | \$23.46 | N/A | N/A |
| 3/14/2022 | 3.25% | \$16.49 | \$16.99 | \$17.50 | \$18.02 | \$18.56 | \$19.12 | \$19.69 | \$20.28 | \$20.89 | \$21.52 | \$22.16 | \$22.83 | \$23.51 | \$24.22 | N/A | N/A |
| 3/13/2023 | 2.75% | \$16.95 | \$17.45 | \$17.98 | \$18.52 | \$19.07 | \$19.64 | \$20.23 | \$20.84 | \$21.47 | \$22.11 | \$22.77 | \$23.46 | \$24.16 | \$24.89 | N/A | N/A |

(0146) Centralized Sched Coord-Lead

| Date | Inc % | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 | Step 16 |
|---------------------|-------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Before Ratification | | N/A | N/A | \$16.24 | \$16.73 | \$17.23 | \$17.75 | \$18.28 | \$18.83 | \$19.40 | \$19.98 | \$20.58 | \$21.19 | \$21.83 | \$22.49 | \$23.16 | \$23.85 |
| 3/1/2021* | 3.25% | \$16.77 | \$17.28 | \$17.79 | \$18.33 | \$18.88 | \$19.44 | \$20.03 | \$20.63 | \$21.25 | \$21.88 | \$22.54 | \$23.22 | \$23.91 | \$24.63 | N/A | N/A |
| 3/14/2022 | 3.25% | \$17.32 | \$17.84 | \$18.37 | \$18.92 | \$19.49 | \$20.08 | \$20.68 | \$21.30 | \$21.94 | \$22.59 | \$23.27 | \$23.97 | \$24.69 | \$25.43 | N/A | N/A |
| 3/13/2023 | 2.75% | \$17.79 | \$18.33 | \$18.88 | \$19.44 | \$20.03 | \$20.63 | \$21.25 | \$21.88 | \$22.54 | \$23.22 | \$23.91 | \$24.63 | \$25.37 | \$26.13 | N/A | N/A |

(0479) Data Entry Clerk

| Date | Inc % | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 | Step 16 |
|---------------------|-------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Before Ratification | | N/A | N/A | \$14.23 | \$14.65 | \$15.09 | \$15.55 | \$16.01 | \$16.49 | \$16.99 | \$17.50 | \$18.02 | \$18.56 | \$19.12 | \$19.69 | \$20.29 | \$20.89 |
| 3/1/2021* | 3.25% | \$14.69 | \$15.13 | \$15.58 | \$16.05 | \$16.53 | \$17.03 | \$17.54 | \$18.07 | \$18.61 | \$19.17 | \$19.74 | \$20.33 | \$20.94 | \$21.57 | N/A | N/A |
| 3/14/2022 | 3.25% | \$15.17 | \$15.62 | \$16.09 | \$16.57 | \$17.07 | \$17.58 | \$18.11 | \$18.65 | \$19.21 | \$19.79 | \$20.38 | \$21.00 | \$21.62 | \$22.27 | N/A | N/A |
| 3/13/2023 | 2.75% | \$15.58 | \$16.05 | \$16.53 | \$17.03 | \$17.54 | \$18.07 | \$18.61 | \$19.17 | \$19.74 | \$20.33 | \$20.94 | \$21.57 | \$22.22 | \$22.89 | N/A | N/A |

(0476) Department Secretary

| Date | Inc % | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 | Step 16 |
|---------------------|-------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Before Ratification | | N/A | N/A | \$16.13 | \$16.61 | \$17.11 | \$17.63 | \$18.15 | \$18.70 | \$19.26 | \$19.84 | \$20.43 | \$21.05 | \$21.68 | \$22.33 | \$23.00 | \$23.69 |
| 3/1/2021* | 3.25% | \$16.65 | \$17.15 | \$17.67 | \$18.20 | \$18.74 | \$19.31 | \$19.89 | \$20.48 | \$21.10 | \$21.73 | \$22.38 | \$23.05 | \$23.75 | \$24.46 | N/A | N/A |
| 3/14/2022 | 3.25% | \$17.20 | \$17.71 | \$18.24 | \$18.79 | \$19.35 | \$19.93 | \$20.53 | \$21.15 | \$21.78 | \$22.44 | \$23.11 | \$23.80 | \$24.52 | \$25.25 | N/A | N/A |
| 3/13/2023 | 2.75% | \$17.67 | \$18.20 | \$18.74 | \$19.31 | \$19.89 | \$20.48 | \$21.10 | \$21.73 | \$22.38 | \$23.05 | \$23.75 | \$24.46 | \$25.19 | \$25.95 | N/A | N/A |

(0477) Department Secretary-Lead

| Date | Inc % | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 | Step 16 |
|---------------------|-------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Before Ratification | | N/A | N/A | \$16.94 | \$17.45 | \$17.97 | \$18.51 | \$19.06 | \$19.64 | \$20.22 | \$20.83 | \$21.46 | \$22.10 | \$22.76 | \$23.45 | \$24.15 | \$24.87 |
| 3/1/2021* | 3.25% | \$17.49 | \$18.01 | \$18.55 | \$19.11 | \$19.68 | \$20.27 | \$20.88 | \$21.51 | \$22.15 | \$22.82 | \$23.50 | \$24.21 | \$24.93 | \$25.68 | N/A | N/A |
| 3/14/2022 | 3.25% | \$18.06 | \$18.60 | \$19.16 | \$19.73 | \$20.32 | \$20.93 | \$21.56 | \$22.21 | \$22.87 | \$23.56 | \$24.27 | \$24.99 | \$25.74 | \$26.52 | N/A | N/A |
| 3/13/2023 | 2.75% | \$18.55 | \$19.11 | \$19.68 | \$20.27 | \$20.88 | \$21.51 | \$22.15 | \$22.82 | \$23.50 | \$24.21 | \$24.93 | \$25.68 | \$26.45 | \$27.25 | N/A | N/A |

(0491) Pastega House Assistant

| Date | Inc % | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 | Step 16 |
|---------------------|-------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Before Ratification | | N/A | N/A | \$14.78 | \$15.22 | \$15.68 | \$16.15 | \$16.63 | \$17.13 | \$17.64 | \$18.17 | \$18.72 | \$19.28 | \$19.86 | \$20.45 | \$21.07 | \$21.70 |
| 3/1/2021* | 3.25% | \$15.26 | \$15.71 | \$16.18 | \$16.67 | \$17.17 | \$17.69 | \$18.22 | \$18.76 | \$19.33 | \$19.90 | \$20.50 | \$21.12 | \$21.75 | \$22.40 | N/A | N/A |
| 3/14/2022 | 3.25% | \$15.75 | \$16.22 | \$16.71 | \$17.21 | \$17.73 | \$18.26 | \$18.81 | \$19.37 | \$19.95 | \$20.55 | \$21.17 | \$21.80 | \$22.46 | \$23.13 | N/A | N/A |
| 3/13/2023 | 2.75% | \$16.18 | \$16.67 | \$17.17 | \$17.69 | \$18.22 | \$18.76 | \$19.33 | \$19.90 | \$20.50 | \$21.12 | \$21.75 | \$22.40 | \$23.08 | \$23.77 | N/A | N/A |

(0408) Pharmacy Clerk-Retail

| Date | Inc % | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 | Step 16 |
|---------------------|-------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Before Ratification | | N/A | N/A | \$13.77 | \$14.18 | \$14.60 | \$15.04 | \$15.49 | \$15.96 | \$16.44 | \$16.93 | \$17.44 | \$17.96 | \$18.50 | \$19.06 | \$19.63 | \$20.22 |
| 3/1/2021* | 3.25% | \$14.21 | \$14.64 | \$15.08 | \$15.53 | \$16.00 | \$16.48 | \$16.97 | \$17.48 | \$18.01 | \$18.55 | \$19.10 | \$19.67 | \$20.27 | \$20.87 | N/A | N/A |
| 3/14/2022 | 3.25% | \$14.68 | \$15.12 | \$15.57 | \$16.04 | \$16.52 | \$17.01 | \$17.52 | \$18.05 | \$18.59 | \$19.15 | \$19.72 | \$20.31 | \$20.92 | \$21.55 | N/A | N/A |
| 3/13/2023 | 2.75% | \$15.08 | \$15.53 | \$16.00 | \$16.48 | \$16.97 | \$17.48 | \$18.01 | \$18.55 | \$19.10 | \$19.67 | \$20.27 | \$20.87 | \$21.50 | \$22.14 | N/A | N/A |

(0315) Physical Therapy Insurance Clerk

| Date | Inc % | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 | Step 16 |
|---------------------|-------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Before Ratification | | N/A | N/A | \$14.20 | \$14.62 | \$15.06 | \$15.52 | \$15.98 | \$16.46 | \$16.95 | \$17.46 | \$17.99 | \$18.53 | \$19.08 | \$19.65 | \$20.24 | \$20.85 |
| 3/1/2021* | 3.25% | \$14.66 | \$15.10 | \$15.55 | \$16.02 | \$16.50 | \$17.00 | \$17.50 | \$18.03 | \$18.57 | \$19.13 | \$19.70 | \$20.29 | \$20.90 | \$21.53 | N/A | N/A |
| 3/14/2022 | 3.25% | \$15.14 | \$15.59 | \$16.06 | \$16.54 | \$17.04 | \$17.55 | \$18.07 | \$18.62 | \$19.17 | \$19.75 | \$20.34 | \$20.95 | \$21.58 | \$22.23 | N/A | N/A |
| 3/13/2023 | 2.75% | \$15.55 | \$16.02 | \$16.50 | \$16.99 | \$17.50 | \$18.03 | \$18.57 | \$19.13 | \$19.70 | \$20.29 | \$20.90 | \$21.53 | \$22.17 | \$22.84 | N/A | N/A |

(3035) Reimbursement Specialist

| Date | Inc % | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 | Step 16 |
|---------------------|-------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Before Ratification | | N/A | N/A | \$16.53 | \$17.02 | \$17.53 | \$18.06 | \$18.60 | \$19.16 | \$19.74 | \$20.33 | \$20.94 | \$21.57 | \$22.21 | \$22.88 | \$23.57 | \$24.27 |
| 3/1/2021* | 3.25% | \$17.07 | \$17.58 | \$18.10 | \$18.65 | \$19.21 | \$19.78 | \$20.38 | \$20.99 | \$21.62 | \$22.27 | \$22.93 | \$23.62 | \$24.33 | \$25.06 | N/A | N/A |
| 3/14/2022 | 3.25% | \$17.62 | \$18.15 | \$18.69 | \$19.25 | \$19.83 | \$20.43 | \$21.04 | \$21.67 | \$22.32 | \$22.99 | \$23.68 | \$24.39 | \$25.12 | \$25.88 | N/A | N/A |
| 3/13/2023 | 2.75% | \$18.10 | \$18.65 | \$19.21 | \$19.78 | \$20.38 | \$20.99 | \$21.62 | \$22.27 | \$22.93 | \$23.62 | \$24.33 | \$25.06 | \$25.81 | \$26.59 | N/A | N/A |

(0270) Receptionist/Scheduling Secretary

| Date | Inc % | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 | Step 16 |
|---------------------|-------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Before Ratification | | N/A | N/A | \$13.68 | \$14.09 | \$14.51 | \$14.95 | \$15.40 | \$15.86 | \$16.33 | \$16.82 | \$17.33 | \$17.85 | \$18.38 | \$18.94 | \$19.50 | \$20.09 |
| 3/1/2021* | 5.25% | \$14.40 | \$14.83 | \$15.27 | \$15.73 | \$16.20 | \$16.69 | \$17.19 | \$17.71 | \$18.24 | \$18.79 | \$19.35 | \$19.93 | \$20.53 | \$21.14 | N/A | N/A |
| 3/14/2022 | 3.25% | \$14.87 | \$15.31 | \$15.77 | \$16.24 | \$16.73 | \$17.23 | \$17.75 | \$18.28 | \$18.83 | \$19.40 | \$19.98 | \$20.58 | \$21.20 | \$21.83 | N/A | N/A |
| 3/13/2023 | 2.75% | \$15.27 | \$15.73 | \$16.20 | \$16.69 | \$17.19 | \$17.71 | \$18.24 | \$18.79 | \$19.35 | \$19.93 | \$20.53 | \$21.14 | \$21.78 | \$22.43 | N/A | N/A |

(0955) Recep/Scheduling Secretary-Lead

| Date | Inc % | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 | Step 16 |
|---------------------|-------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Before Ratification | | N/A | N/A | \$14.37 | \$14.80 | \$15.25 | \$15.70 | \$16.18 | \$16.66 | \$17.16 | \$17.68 | \$18.21 | \$18.75 | \$19.31 | \$19.89 | \$20.49 | \$21.11 |
| 3/1/2021* | 5.25% | \$15.13 | \$15.58 | \$16.05 | \$16.53 | \$17.02 | \$17.54 | \$18.06 | \$18.60 | \$19.16 | \$19.74 | \$20.33 | \$20.94 | \$21.57 | \$22.21 | N/A | N/A |
| 3/14/2022 | 3.25% | \$15.62 | \$16.09 | \$16.57 | \$17.07 | \$17.58 | \$18.11 | \$18.65 | \$19.21 | \$19.78 | \$20.38 | \$20.99 | \$21.62 | \$22.27 | \$22.94 | N/A | N/A |
| 3/13/2023 | 2.75% | \$16.05 | \$16.53 | \$17.02 | \$17.54 | \$18.06 | \$18.60 | \$19.16 | \$19.74 | \$20.33 | \$20.94 | \$21.57 | \$22.21 | \$22.88 | \$23.57 | N/A | N/A |

(0332) Switchboard Operator

| Date | Inc % | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 | Step 16 |
|---------------------|-------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Before Ratification | | N/A | N/A | \$14.57 | \$15.01 | \$15.46 | \$15.92 | \$16.40 | \$16.89 | \$17.40 | \$17.92 | \$18.46 | \$19.02 | \$19.59 | \$20.17 | \$20.78 | \$21.40 |
| 3/1/2021* | 3.25% | \$15.05 | \$15.50 | \$15.96 | \$16.44 | \$16.94 | \$17.44 | \$17.97 | \$18.51 | \$19.06 | \$19.63 | \$20.22 | \$20.83 | \$21.45 | \$22.10 | N/A | N/A |
| 3/14/2022 | 3.25% | \$15.54 | \$16.00 | \$16.48 | \$16.98 | \$17.49 | \$18.01 | \$18.55 | \$19.11 | \$19.68 | \$20.27 | \$20.88 | \$21.51 | \$22.15 | \$22.82 | N/A | N/A |
| 3/13/2023 | 2.75% | \$15.96 | \$16.44 | \$16.94 | \$17.44 | \$17.97 | \$18.51 | \$19.06 | \$19.63 | \$20.22 | \$20.83 | \$21.45 | \$22.10 | \$22.76 | \$23.44 | N/A | N/A |

(0314) Transfer Specialist

| Date | Inc % | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 | Step 16 |
|---------------------|-------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Before Ratification | | N/A | N/A | \$17.08 | \$17.59 | \$18.12 | \$18.67 | \$19.23 | \$19.80 | \$20.40 | \$21.01 | \$21.64 | \$22.29 | \$22.96 | \$23.64 | \$24.35 | \$25.08 |
| 3/1/2021* | 3.25% | \$17.64 | \$18.17 | \$18.71 | \$19.27 | \$19.85 | \$20.45 | \$21.06 | \$21.69 | \$22.34 | \$23.01 | \$23.70 | \$24.41 | \$25.15 | \$25.90 | N/A | N/A |
| 3/14/2022 | 3.25% | \$18.21 | \$18.76 | \$19.32 | \$19.90 | \$20.50 | \$21.11 | \$21.74 | \$22.40 | \$23.07 | \$23.76 | \$24.47 | \$25.21 | \$25.96 | \$26.74 | N/A | N/A |
| 3/13/2023 | 2.75% | \$18.71 | \$19.27 | \$19.85 | \$20.45 | \$21.06 | \$21.69 | \$22.34 | \$23.01 | \$23.70 | \$24.41 | \$25.15 | \$25.90 | \$26.68 | \$27.48 | N/A | N/A |

(0224) Unit Clerk

| Date | Inc % | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 | Step 16 |
|---------------------|-------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Before Ratification | | N/A | N/A | \$12.92 | \$13.30 | \$13.70 | \$14.11 | \$14.54 | \$14.97 | \$15.42 | \$15.88 | \$16.36 | \$16.85 | \$17.36 | \$17.88 | \$18.41 | \$18.97 |
| 3/1/2021* | 4.25% | \$13.46 | \$13.87 | \$14.28 | \$14.71 | \$15.15 | \$15.61 | \$16.08 | \$16.56 | \$17.06 | \$17.57 | \$18.09 | \$18.64 | \$19.20 | \$19.77 | N/A | N/A |
| 3/14/2022 | 3.25% | \$13.90 | \$14.32 | \$14.75 | \$15.19 | \$15.65 | \$16.12 | \$16.60 | \$17.10 | \$17.61 | \$18.14 | \$18.68 | \$19.24 | \$19.82 | \$20.41 | N/A | N/A |
| 3/13/2023 | 2.75% | \$14.28 | \$14.71 | \$15.15 | \$15.61 | \$16.08 | \$16.56 | \$17.06 | \$17.57 | \$18.09 | \$18.64 | \$19.20 | \$19.77 | \$20.37 | \$20.98 | N/A | N/A |

(0337) Unit Secretary

| Date | Inc % | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 | Step 16 |
|---------------------|-------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Before Ratification | | N/A | N/A | \$16.61 | \$17.11 | \$17.62 | \$18.15 | \$18.70 | \$19.26 | \$19.84 | \$20.43 | \$21.04 | \$21.68 | \$22.33 | \$23.00 | \$23.69 | \$24.40 |
| 3/1/2021* | 3.25% | \$17.15 | \$17.67 | \$18.20 | \$18.74 | \$19.31 | \$19.88 | \$20.48 | \$21.10 | \$21.73 | \$22.38 | \$23.05 | \$23.74 | \$24.46 | \$25.19 | N/A | N/A |
| 3/14/2022 | 3.25% | \$17.71 | \$18.24 | \$18.79 | \$19.35 | \$19.93 | \$20.53 | \$21.15 | \$21.78 | \$22.44 | \$23.11 | \$23.80 | \$24.52 | \$25.25 | \$26.01 | N/A | N/A |
| 3/13/2023 | 2.75% | \$18.20 | \$18.74 | \$19.31 | \$19.88 | \$20.48 | \$21.10 | \$21.73 | \$22.38 | \$23.05 | \$23.74 | \$24.46 | \$25.19 | \$25.95 | \$26.72 | N/A | N/A |

Imaging / Physical Rehab / Cardiopulmonary**(3200) Ambulation Aide-CNA I**

| Date | % Inc. | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 | Step 16 |
|---------------------|--------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Before Ratification | | N/A | N/A | \$14.17 | \$14.59 | \$15.03 | \$15.48 | \$15.94 | \$16.42 | \$16.92 | \$17.42 | \$17.95 | \$18.48 | \$19.04 | \$19.61 | \$20.20 | \$20.80 |
| 3/1/2021* | 3.25% | \$14.63 | \$15.07 | \$15.52 | \$15.98 | \$16.46 | \$16.96 | \$17.47 | \$17.99 | \$18.53 | \$19.08 | \$19.66 | \$20.25 | \$20.85 | \$21.48 | N/A | N/A |
| 3/14/2022 | 3.25% | \$15.10 | \$15.56 | \$16.02 | \$16.50 | \$17.00 | \$17.51 | \$18.03 | \$18.57 | \$19.13 | \$19.71 | \$20.30 | \$20.91 | \$21.53 | \$22.18 | N/A | N/A |
| 3/13/2023 | 2.75% | \$15.52 | \$15.98 | \$16.46 | \$16.96 | \$17.47 | \$17.99 | \$18.53 | \$19.08 | \$19.66 | \$20.25 | \$20.85 | \$21.48 | \$22.12 | \$22.79 | N/A | N/A |

(3737) Ambulation Aide-CNA 2

| Date | % Inc. | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 | Step 16 |
|---------------------|--------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Before Ratification | | N/A | N/A | \$15.87 | \$16.35 | \$16.84 | \$17.34 | \$17.86 | \$18.40 | \$18.95 | \$19.52 | \$20.10 | \$20.71 | \$21.33 | \$21.97 | \$22.63 | \$23.30 |
| 3/1/2021* | 3.25% | \$16.39 | \$16.88 | \$17.38 | \$17.90 | \$18.44 | \$18.99 | \$19.56 | \$20.15 | \$20.76 | \$21.38 | \$22.02 | \$22.68 | \$23.36 | \$24.06 | N/A | N/A |
| 3/14/2022 | 3.25% | \$16.92 | \$17.43 | \$17.95 | \$18.49 | \$19.04 | \$19.61 | \$20.20 | \$20.81 | \$21.43 | \$22.07 | \$22.74 | \$23.42 | \$24.12 | \$24.84 | N/A | N/A |
| 3/13/2023 | 2.75% | \$17.38 | \$17.90 | \$18.44 | \$18.99 | \$19.56 | \$20.15 | \$20.76 | \$21.38 | \$22.02 | \$22.68 | \$23.36 | \$24.06 | \$24.78 | \$25.53 | N/A | N/A |

(0317) Cardiopulmonary Assistant

| Date | % Inc. | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 | Step 16 |
|---------------------|--------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Before Ratification | | N/A | N/A | \$13.88 | \$14.30 | \$14.73 | \$15.17 | \$15.62 | \$16.09 | \$16.58 | \$17.07 | \$17.58 | \$18.11 | \$18.66 | \$19.22 | \$19.79 | \$20.39 |
| 3/1/2021* | 3.25% | \$14.33 | \$14.76 | \$15.21 | \$15.66 | \$16.13 | \$16.62 | \$17.11 | \$17.63 | \$18.16 | \$18.70 | \$19.26 | \$19.84 | \$20.43 | \$21.05 | N/A | N/A |
| 3/14/2022 | 3.25% | \$14.80 | \$15.24 | \$15.70 | \$16.17 | \$16.66 | \$17.16 | \$17.67 | \$18.20 | \$18.75 | \$19.31 | \$19.89 | \$20.48 | \$21.10 | \$21.73 | N/A | N/A |
| 3/13/2023 | 2.75% | \$15.21 | \$15.66 | \$16.13 | \$16.62 | \$17.11 | \$17.63 | \$18.16 | \$18.70 | \$19.26 | \$19.84 | \$20.43 | \$21.05 | \$21.68 | \$22.33 | N/A | N/A |

(0300) Clinical Aide

| Date | % Inc. | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 | Step 16 |
|---------------------|--------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Before Ratification | | N/A | N/A | \$14.50 | \$14.94 | \$15.38 | \$15.85 | \$16.32 | \$16.81 | \$17.32 | \$17.83 | \$18.37 | \$18.92 | \$19.49 | \$20.07 | \$20.68 | \$21.30 |
| 3/1/2021* | 3.25% | \$14.97 | \$15.42 | \$15.88 | \$16.36 | \$16.85 | \$17.36 | \$17.88 | \$18.41 | \$18.97 | \$19.54 | \$20.12 | \$20.73 | \$21.35 | \$21.99 | N/A | N/A |
| 3/14/2022 | 3.25% | \$15.46 | \$15.92 | \$16.40 | \$16.89 | \$17.40 | \$17.92 | \$18.46 | \$19.01 | \$19.58 | \$20.17 | \$20.78 | \$21.40 | \$22.04 | \$22.70 | N/A | N/A |
| 3/13/2023 | 2.75% | \$15.88 | \$16.36 | \$16.85 | \$17.36 | \$17.88 | \$18.41 | \$18.97 | \$19.54 | \$20.12 | \$20.73 | \$21.35 | \$21.99 | \$22.65 | \$23.33 | N/A | N/A |

(0113) Clinical Aide-Lead

| Date | % Inc. | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 | Step 16 |
|---------------------|--------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Before Ratification | | N/A | N/A | \$15.22 | \$15.68 | \$16.15 | \$16.63 | \$17.13 | \$17.65 | \$18.18 | \$18.72 | \$19.28 | \$19.86 | \$20.46 | \$21.07 | \$21.70 | \$22.35 |
| 3/1/2021* | 3.25% | \$15.72 | \$16.19 | \$16.67 | \$17.17 | \$17.69 | \$18.22 | \$18.77 | \$19.33 | \$19.91 | \$20.51 | \$21.12 | \$21.76 | \$22.41 | \$23.08 | N/A | N/A |
| 3/14/2022 | 3.25% | \$16.23 | \$16.71 | \$17.22 | \$17.73 | \$18.26 | \$18.81 | \$19.38 | \$19.96 | \$20.56 | \$21.17 | \$21.81 | \$22.46 | \$23.14 | \$23.83 | N/A | N/A |
| 3/13/2023 | 2.75% | \$16.67 | \$17.17 | \$17.69 | \$18.22 | \$18.77 | \$19.33 | \$19.91 | \$20.51 | \$21.12 | \$21.76 | \$22.41 | \$23.08 | \$23.77 | \$24.49 | N/A | N/A |

(0214) EKG Tech

| Date | % Inc. | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 | Step 16 |
|---------------------|--------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Before Ratification | | N/A | N/A | \$17.95 | \$18.48 | \$19.04 | \$19.61 | \$20.20 | \$20.80 | \$21.43 | \$22.07 | \$22.73 | \$23.42 | \$24.12 | \$24.84 | \$25.59 | \$26.36 |
| 3/1/2021* | 7.80% | \$19.35 | \$19.93 | \$20.53 | \$21.15 | \$21.78 | \$22.43 | \$23.11 | \$23.80 | \$24.51 | \$25.25 | \$26.01 | \$26.79 | \$27.59 | \$28.42 | N/A | N/A |
| 3/14/2022 | 3.25% | \$19.98 | \$20.58 | \$21.20 | \$21.83 | \$22.49 | \$23.16 | \$23.86 | \$24.57 | \$25.31 | \$26.07 | \$26.85 | \$27.66 | \$28.49 | \$29.34 | N/A | N/A |
| 3/13/2023 | 2.75% | \$20.53 | \$21.15 | \$21.78 | \$22.43 | \$23.11 | \$23.80 | \$24.51 | \$25.25 | \$26.01 | \$26.79 | \$27.59 | \$28.42 | \$29.27 | \$30.15 | N/A | N/A |

(0384) Imaging Tech Aide

| Date | % Inc. | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 | Step 16 |
|---------------------|--------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Before Ratification | | N/A | N/A | \$13.70 | \$14.11 | \$14.53 | \$14.97 | \$15.42 | \$15.88 | \$16.35 | \$16.85 | \$17.35 | \$17.87 | \$18.41 | \$18.96 | \$19.53 | \$20.11 |
| 3/1/2021* | 5.25% | \$14.42 | \$14.85 | \$15.29 | \$15.75 | \$16.23 | \$16.71 | \$17.21 | \$17.73 | \$18.26 | \$18.81 | \$19.37 | \$19.96 | \$20.55 | \$21.17 | N/A | N/A |
| 3/14/2022 | 3.25% | \$14.88 | \$15.33 | \$15.79 | \$16.26 | \$16.75 | \$17.26 | \$17.77 | \$18.31 | \$18.86 | \$19.42 | \$20.00 | \$20.60 | \$21.22 | \$21.86 | N/A | N/A |
| 3/13/2023 | 2.75% | \$15.29 | \$15.75 | \$16.23 | \$16.71 | \$17.21 | \$17.73 | \$18.26 | \$18.81 | \$19.37 | \$19.96 | \$20.55 | \$21.17 | \$21.81 | \$22.46 | N/A | N/A |

(0392) Physical Rehab Aide I

| Date | % Inc. | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 | Step 16 |
|---------------------|--------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Before Ratification | | N/A | N/A | \$13.20 | \$13.60 | \$14.01 | \$14.43 | \$14.86 | \$15.31 | \$15.77 | \$16.24 | \$16.73 | \$17.23 | \$17.75 | \$18.28 | \$18.83 | \$19.39 |
| 3/1/2021* | 3.25% | \$13.63 | \$14.04 | \$14.46 | \$14.90 | \$15.34 | \$15.80 | \$16.28 | \$16.77 | \$17.27 | \$17.79 | \$18.32 | \$18.87 | \$19.44 | \$20.02 | N/A | N/A |
| 3/14/2022 | 3.25% | \$14.08 | \$14.50 | \$14.93 | \$15.38 | \$15.84 | \$16.32 | \$16.81 | \$17.31 | \$17.83 | \$18.37 | \$18.92 | \$19.48 | \$20.07 | \$20.67 | N/A | N/A |
| 3/13/2023 | 2.75% | \$14.46 | \$14.90 | \$15.34 | \$15.80 | \$16.28 | \$16.77 | \$17.27 | \$17.79 | \$18.32 | \$18.87 | \$19.44 | \$20.02 | \$20.62 | \$21.24 | N/A | N/A |

Laboratory**(0417) Lab Assistant**

| Date | % Inc. | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 | Step 16 |
|---------------------|--------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Before Ratification | | N/A | N/A | \$17.98 | \$18.52 | \$19.08 | \$19.65 | \$20.24 | \$20.84 | \$21.47 | \$22.11 | \$22.78 | \$23.46 | \$24.16 | \$24.89 | \$25.64 | \$26.40 |
| 3/1/2021* | 3.25% | \$18.56 | \$19.12 | \$19.70 | \$20.29 | \$20.89 | \$21.52 | \$22.17 | \$22.83 | \$23.52 | \$24.22 | \$24.95 | \$25.70 | \$26.47 | \$27.26 | N/A | N/A |
| 3/14/2022 | 3.25% | \$19.17 | \$19.74 | \$20.34 | \$20.95 | \$21.57 | \$22.22 | \$22.89 | \$23.57 | \$24.28 | \$25.01 | \$25.76 | \$26.53 | \$27.33 | \$28.15 | N/A | N/A |
| 3/13/2023 | 2.75% | \$19.69 | \$20.29 | \$20.89 | \$21.52 | \$22.17 | \$22.83 | \$23.52 | \$24.22 | \$24.95 | \$25.70 | \$26.47 | \$27.26 | \$28.08 | \$28.92 | N/A | N/A |

(0340) Lab Aide

| Date | % Inc. | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 | Step 16 |
|---------------------|--------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Before Ratification | | N/A | N/A | \$13.06 | \$13.45 | \$13.86 | \$14.27 | \$14.70 | \$15.14 | \$15.59 | \$16.06 | \$16.54 | \$17.04 | \$17.55 | \$18.08 | \$18.62 | \$19.18 |
| 3/1/2021* | 3.25% | \$13.48 | \$13.89 | \$14.31 | \$14.73 | \$15.18 | \$15.63 | \$16.10 | \$16.58 | \$17.08 | \$17.59 | \$18.12 | \$18.67 | \$19.23 | \$19.80 | N/A | N/A |
| 3/14/2022 | 3.25% | \$13.92 | \$14.34 | \$14.77 | \$15.21 | \$15.67 | \$16.14 | \$16.62 | \$17.12 | \$17.64 | \$18.17 | \$18.71 | \$19.27 | \$19.85 | \$20.45 | N/A | N/A |
| 3/13/2023 | 2.75% | \$14.31 | \$14.73 | \$15.18 | \$15.63 | \$16.10 | \$16.58 | \$17.08 | \$17.59 | \$18.12 | \$18.67 | \$19.23 | \$19.80 | \$20.40 | \$21.01 | N/A | N/A |

(0299) Phlebotomist

| Date | % Inc. | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 | Step 16 |
|---------------------|--------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Before Ratification | | N/A | N/A | \$15.86 | \$16.33 | \$16.82 | \$17.33 | \$17.85 | \$18.38 | \$18.93 | \$19.50 | \$20.09 | \$20.69 | \$21.31 | \$21.95 | \$22.61 | \$23.29 |
| 3/1/2021* | 4.25% | \$16.53 | \$17.03 | \$17.54 | \$18.06 | \$18.60 | \$19.16 | \$19.74 | \$20.33 | \$20.94 | \$21.57 | \$22.22 | \$22.88 | \$23.57 | \$24.28 | N/A | N/A |
| 3/14/2022 | 3.25% | \$17.07 | \$17.58 | \$18.11 | \$18.65 | \$19.21 | \$19.79 | \$20.38 | \$20.99 | \$21.62 | \$22.27 | \$22.94 | \$23.63 | \$24.33 | \$25.06 | N/A | N/A |
| 3/13/2023 | 2.75% | \$17.54 | \$18.06 | \$18.60 | \$19.16 | \$19.74 | \$20.33 | \$20.94 | \$21.57 | \$22.22 | \$22.88 | \$23.57 | \$24.28 | \$25.00 | \$25.75 | N/A | N/A |

(0349) Phlebotomist-Registered

| Date | % Inc. | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 | Step 16 |
|---------------------|--------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Before Ratification | | N/A | N/A | \$17.46 | \$17.98 | \$18.52 | \$19.08 | \$19.65 | \$20.24 | \$20.84 | \$21.47 | \$22.11 | \$22.78 | \$23.46 | \$24.16 | \$24.89 | \$25.64 |
| 3/1/2021* | 4.25% | \$18.20 | \$18.74 | \$19.31 | \$19.89 | \$20.48 | \$21.10 | \$21.73 | \$22.38 | \$23.05 | \$23.74 | \$24.46 | \$25.19 | \$25.95 | \$26.72 | N/A | N/A |
| 3/14/2022 | 3.25% | \$18.79 | \$19.35 | \$19.93 | \$20.53 | \$21.15 | \$21.78 | \$22.44 | \$23.11 | \$23.80 | \$24.52 | \$25.25 | \$26.01 | \$26.79 | \$27.59 | N/A | N/A |
| 3/13/2023 | 2.75% | \$19.31 | \$19.89 | \$20.48 | \$21.10 | \$21.73 | \$22.38 | \$23.05 | \$23.74 | \$24.46 | \$25.19 | \$25.95 | \$26.72 | \$27.53 | \$28.35 | N/A | N/A |

Materials / Grounds**(0212) Buyer**

| Date | % Inc. | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 | Step 16 |
|---------------------|--------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Before Ratification | | N/A | N/A | \$19.92 | \$20.52 | \$21.13 | \$21.77 | \$22.42 | \$23.09 | \$23.79 | \$24.50 | \$25.24 | \$25.99 | \$26.77 | \$27.58 | \$28.40 | \$29.26 |
| 3/1/2021* | 3.25% | \$20.57 | \$21.19 | \$21.82 | \$22.48 | \$23.15 | \$23.84 | \$24.56 | \$25.30 | \$26.06 | \$26.84 | \$27.64 | \$28.47 | \$29.33 | \$30.21 | N/A | N/A |
| 3/14/2022 | 3.25% | \$21.24 | \$21.87 | \$22.53 | \$23.21 | \$23.90 | \$24.62 | \$25.36 | \$26.12 | \$26.90 | \$27.71 | \$28.54 | \$29.40 | \$30.28 | \$31.19 | N/A | N/A |
| 3/13/2023 | 2.75% | \$21.82 | \$22.48 | \$23.15 | \$23.84 | \$24.56 | \$25.30 | \$26.06 | \$26.84 | \$27.64 | \$28.47 | \$29.33 | \$30.21 | \$31.11 | \$32.05 | N/A | N/A |

(0397) Courier

| Date | % Inc. | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 | Step 16 |
|---------------------|--------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Before Ratification | | N/A | N/A | \$13.68 | \$14.09 | \$14.51 | \$14.95 | \$15.40 | \$15.86 | \$16.33 | \$16.82 | \$17.33 | \$17.85 | \$18.38 | \$18.94 | \$19.50 | \$20.09 |
| 3/1/2021* | 3.25% | \$14.12 | \$14.55 | \$14.98 | \$15.43 | \$15.90 | \$16.37 | \$16.87 | \$17.37 | \$17.89 | \$18.43 | \$18.98 | \$19.55 | \$20.14 | \$20.74 | N/A | N/A |
| 3/14/2022 | 3.25% | \$14.58 | \$15.02 | \$15.47 | \$15.94 | \$16.41 | \$16.91 | \$17.41 | \$17.94 | \$18.47 | \$19.03 | \$19.60 | \$20.19 | \$20.79 | \$21.42 | N/A | N/A |
| 3/13/2023 | 2.75% | \$14.98 | \$15.43 | \$15.90 | \$16.37 | \$16.87 | \$17.37 | \$17.89 | \$18.43 | \$18.98 | \$19.55 | \$20.14 | \$20.74 | \$21.36 | \$22.01 | N/A | N/A |

(0181) Engineering Buyer

| Date | % Inc. | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 | Step 16 |
|---------------------|--------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Before Ratification | | N/A | N/A | \$19.92 | \$20.52 | \$21.13 | \$21.77 | \$22.42 | \$23.09 | \$23.79 | \$24.50 | \$25.24 | \$25.99 | \$26.77 | \$27.58 | \$28.40 | \$29.26 |
| 3/1/2021* | 3.25% | \$20.57 | \$21.19 | \$21.82 | \$22.48 | \$23.15 | \$23.84 | \$24.56 | \$25.30 | \$26.06 | \$26.84 | \$27.64 | \$28.47 | \$29.33 | \$30.21 | N/A | N/A |
| 3/14/2022 | 3.25% | \$21.24 | \$21.87 | \$22.53 | \$23.21 | \$23.90 | \$24.62 | \$25.36 | \$26.12 | \$26.90 | \$27.71 | \$28.54 | \$29.40 | \$30.28 | \$31.19 | N/A | N/A |
| 3/13/2023 | 2.75% | \$21.82 | \$22.48 | \$23.15 | \$23.84 | \$24.56 | \$25.30 | \$26.06 | \$26.84 | \$27.64 | \$28.47 | \$29.33 | \$30.21 | \$31.11 | \$32.05 | N/A | N/A |

(0242) Groundskeeper

| Date | % Inc. | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 | Step 16 |
|---------------------|--------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Before Ratification | | N/A | N/A | \$14.47 | \$14.91 | \$15.35 | \$15.81 | \$16.29 | \$16.78 | \$17.28 | \$17.80 | \$18.33 | \$18.88 | \$19.45 | \$20.03 | \$20.63 | \$21.25 |
| 3/1/2021* | 3.25% | \$14.94 | \$15.39 | \$15.85 | \$16.33 | \$16.82 | \$17.32 | \$17.84 | \$18.38 | \$18.93 | \$19.50 | \$20.08 | \$20.68 | \$21.31 | \$21.94 | N/A | N/A |
| 3/14/2022 | 3.25% | \$15.43 | \$15.89 | \$16.37 | \$16.86 | \$17.36 | \$17.89 | \$18.42 | \$18.98 | \$19.54 | \$20.13 | \$20.73 | \$21.36 | \$22.00 | \$22.66 | N/A | N/A |
| 3/13/2023 | 2.75% | \$15.85 | \$16.33 | \$16.82 | \$17.32 | \$17.84 | \$18.38 | \$18.93 | \$19.50 | \$20.08 | \$20.68 | \$21.30 | \$21.94 | \$22.60 | \$23.28 | N/A | N/A |

(0241) Groundskeeper-Lead

| Date | % Inc. | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 | Step 16 |
|---------------------|--------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Before Ratification | | N/A | N/A | \$15.21 | \$15.66 | \$16.13 | \$16.62 | \$17.12 | \$17.63 | \$18.16 | \$18.70 | \$19.26 | \$19.84 | \$20.44 | \$21.05 | \$21.68 | \$22.33 |
| 3/1/2021* | 3.25% | \$15.70 | \$16.17 | \$16.66 | \$17.16 | \$17.67 | \$18.20 | \$18.75 | \$19.31 | \$19.89 | \$20.49 | \$21.10 | \$21.74 | \$22.39 | \$23.06 | N/A | N/A |
| 3/14/2022 | 3.25% | \$16.21 | \$16.70 | \$17.20 | \$17.72 | \$18.25 | \$18.79 | \$19.36 | \$19.94 | \$20.54 | \$21.15 | \$21.79 | \$22.44 | \$23.11 | \$23.81 | N/A | N/A |
| 3/13/2023 | 2.75% | \$16.66 | \$17.16 | \$17.67 | \$18.20 | \$18.75 | \$19.31 | \$19.89 | \$20.49 | \$21.10 | \$21.74 | \$22.39 | \$23.06 | \$23.75 | \$24.46 | N/A | N/A |

(0243) Groundskeeper-Temp

| Date | % Inc. | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 | Step 16 |
|---------------------|--------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Before Ratification | | N/A | N/A | \$11.96 | \$12.32 | \$12.69 | \$13.07 | \$13.47 | \$13.87 | \$14.29 | \$14.71 | \$15.16 | \$15.61 | \$16.08 | \$16.56 | \$17.06 | \$17.57 |
| 3/1/2021* | 3.25% | \$12.35 | \$12.72 | \$13.11 | \$13.50 | \$13.90 | \$14.32 | \$14.75 | \$15.19 | \$15.65 | \$16.12 | \$16.60 | \$17.10 | \$17.61 | \$18.14 | N/A | N/A |
| 3/14/2022 | 3.25% | \$12.75 | \$13.14 | \$13.53 | \$13.94 | \$14.36 | \$14.79 | \$15.23 | \$15.69 | \$16.16 | \$16.64 | \$17.14 | \$17.66 | \$18.19 | \$18.73 | N/A | N/A |
| 3/13/2023 | 2.75% | \$13.11 | \$13.50 | \$13.90 | \$14.32 | \$14.75 | \$15.19 | \$15.65 | \$16.12 | \$16.60 | \$17.10 | \$17.61 | \$18.14 | \$18.69 | \$19.25 | N/A | N/A |

(3191) Inventory Control Specialist

| Date | % Inc. | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 | Step 16 |
|---------------------|--------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Before Ratification | | N/A | N/A | \$17.79 | \$18.32 | \$18.87 | \$19.44 | \$20.02 | \$20.62 | \$21.24 | \$21.88 | \$22.53 | \$23.21 | \$23.90 | \$24.62 | \$25.36 | \$26.12 |
| 3/1/2021* | 3.25% | \$18.37 | \$18.92 | \$19.48 | \$20.07 | \$20.67 | \$21.29 | \$21.93 | \$22.59 | \$23.26 | \$23.96 | \$24.68 | \$25.42 | \$26.18 | \$26.97 | N/A | N/A |
| 3/14/2022 | 3.25% | \$18.96 | \$19.53 | \$20.12 | \$20.72 | \$21.34 | \$21.98 | \$22.64 | \$23.32 | \$24.02 | \$24.74 | \$25.48 | \$26.25 | \$27.04 | \$27.85 | N/A | N/A |
| 3/13/2023 | 2.75% | \$19.48 | \$20.07 | \$20.67 | \$21.29 | \$21.93 | \$22.59 | \$23.26 | \$23.96 | \$24.68 | \$25.42 | \$26.18 | \$26.97 | \$27.78 | \$28.61 | N/A | N/A |

(0330) Storekeeper

| Date | % Inc. | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 | Step 16 |
|---------------------|--------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Before Ratification | | N/A | N/A | \$15.24 | \$15.69 | \$16.17 | \$16.65 | \$17.15 | \$17.66 | \$18.19 | \$18.74 | \$19.30 | \$19.88 | \$20.48 | \$21.09 | \$21.73 | \$22.38 |
| 3/1/2021* | 3.25% | \$15.73 | \$16.21 | \$16.69 | \$17.19 | \$17.71 | \$18.24 | \$18.79 | \$19.35 | \$19.93 | \$20.53 | \$21.14 | \$21.78 | \$22.43 | \$23.10 | N/A | N/A |
| 3/14/2022 | 3.25% | \$16.24 | \$16.73 | \$17.23 | \$17.75 | \$18.28 | \$18.83 | \$19.40 | \$19.98 | \$20.58 | \$21.20 | \$21.83 | \$22.49 | \$23.16 | \$23.86 | N/A | N/A |
| 3/13/2023 | 2.75% | \$16.69 | \$17.19 | \$17.71 | \$18.24 | \$18.79 | \$19.35 | \$19.93 | \$20.53 | \$21.14 | \$21.78 | \$22.43 | \$23.10 | \$23.80 | \$24.51 | N/A | N/A |

(0331) Storekeeper-Lead

| Date | % Inc. | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 | Step 16 |
|---------------------|--------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Before Ratification | | N/A | N/A | \$16.02 | \$16.50 | \$16.99 | \$17.50 | \$18.03 | \$18.57 | \$19.12 | \$19.70 | \$20.29 | \$20.90 | \$21.52 | \$22.17 | \$22.83 | \$23.52 |
| 3/1/2021* | 3.25% | \$16.54 | \$17.03 | \$17.54 | \$18.07 | \$18.61 | \$19.17 | \$19.74 | \$20.34 | \$20.95 | \$21.58 | \$22.22 | \$22.89 | \$23.58 | \$24.28 | N/A | N/A |
| 3/14/2022 | 3.25% | \$17.07 | \$17.59 | \$18.11 | \$18.66 | \$19.22 | \$19.79 | \$20.39 | \$21.00 | \$21.63 | \$22.28 | \$22.94 | \$23.63 | \$24.34 | \$25.07 | N/A | N/A |
| 3/13/2023 | 2.75% | \$17.54 | \$18.07 | \$18.61 | \$19.17 | \$19.74 | \$20.34 | \$20.95 | \$21.58 | \$22.22 | \$22.89 | \$23.58 | \$24.28 | \$25.01 | \$25.76 | N/A | N/A |

Nursing Departments**(0207) Anesthesia Aide-Tech**

| Date | Inc. | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 | Step 16 |
|---------------------|-------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Before Ratification | | N/A | N/A | \$18.68 | \$19.24 | \$19.82 | \$20.41 | \$21.03 | \$21.66 | \$22.31 | \$22.98 | \$23.67 | \$24.38 | \$25.11 | \$25.86 | \$26.64 | \$27.44 |
| 3/1/2021* | 6.25% | \$19.85 | \$20.45 | \$21.06 | \$21.69 | \$22.34 | \$23.01 | \$23.70 | \$24.41 | \$25.14 | \$25.90 | \$26.68 | \$27.48 | \$28.30 | \$29.15 | N/A | N/A |
| 3/14/2022 | 3.25% | \$20.49 | \$21.11 | \$21.74 | \$22.40 | \$23.07 | \$23.76 | \$24.47 | \$25.21 | \$25.96 | \$26.74 | \$27.54 | \$28.37 | \$29.22 | \$30.10 | N/A | N/A |
| 3/13/2023 | 2.75% | \$21.06 | \$21.69 | \$22.34 | \$23.01 | \$23.70 | \$24.41 | \$25.14 | \$25.90 | \$26.68 | \$27.48 | \$28.30 | \$29.15 | \$30.02 | \$30.92 | N/A | N/A |

(3137) Anesthesia Aide-Tech-Cert

| Date | Inc. | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 | Step 16 |
|---------------------|-------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Before Ratification | | N/A | N/A | \$19.14 | \$19.71 | \$20.30 | \$20.91 | \$21.54 | \$22.19 | \$22.85 | \$23.54 | \$24.24 | \$24.97 | \$25.72 | \$26.49 | \$27.29 | \$28.10 |
| 3/1/2021* | 6.25% | \$20.33 | \$20.94 | \$21.57 | \$22.22 | \$22.89 | \$23.57 | \$24.28 | \$25.01 | \$25.76 | \$26.53 | \$27.33 | \$28.15 | \$28.99 | \$29.86 | N/A | N/A |
| 3/14/2022 | 3.25% | \$20.99 | \$21.62 | \$22.27 | \$22.94 | \$23.63 | \$24.34 | \$25.07 | \$25.82 | \$26.60 | \$27.39 | \$28.21 | \$29.06 | \$29.93 | \$30.83 | N/A | N/A |
| 3/13/2023 | 2.75% | \$21.57 | \$22.22 | \$22.89 | \$23.57 | \$24.28 | \$25.01 | \$25.76 | \$26.53 | \$27.33 | \$28.15 | \$28.99 | \$29.86 | \$30.76 | \$31.68 | N/A | N/A |

(0206) Anesthesia Tech-Lead

| Date | Inc. | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 | Step 16 |
|---------------------|-------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Before Ratification | | N/A | N/A | \$20.30 | \$20.91 | \$21.54 | \$22.19 | \$22.85 | \$23.54 | \$24.24 | \$24.97 | \$25.72 | \$26.49 | \$27.29 | \$28.10 | \$28.95 | \$29.82 |
| 3/1/2021* | 6.25% | \$21.57 | \$22.22 | \$22.89 | \$23.57 | \$24.28 | \$25.01 | \$25.76 | \$26.53 | \$27.33 | \$28.15 | \$28.99 | \$29.86 | \$30.76 | \$31.68 | N/A | N/A |
| 3/14/2022 | 3.25% | \$22.27 | \$22.94 | \$23.63 | \$24.34 | \$25.07 | \$25.82 | \$26.60 | \$27.39 | \$28.21 | \$29.06 | \$29.93 | \$30.83 | \$31.76 | \$32.71 | N/A | N/A |
| 3/13/2023 | 2.75% | \$22.89 | \$23.57 | \$24.28 | \$25.01 | \$25.76 | \$26.53 | \$27.33 | \$28.15 | \$28.99 | \$29.86 | \$30.76 | \$31.68 | \$32.63 | \$33.61 | N/A | N/A |

(3122) CNA I

| Date | Inc. | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 | Step 16 |
|---------------------|-------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Before Ratification | | N/A | N/A | \$14.17 | \$14.59 | \$15.03 | \$15.48 | \$15.94 | \$16.42 | \$16.92 | \$17.42 | \$17.95 | \$18.48 | \$19.04 | \$19.61 | \$20.20 | \$20.80 |
| 3/1/2021* | 6.00% | \$15.02 | \$15.47 | \$15.93 | \$16.41 | \$16.91 | \$17.41 | \$17.93 | \$18.47 | \$19.03 | \$19.60 | \$20.19 | \$20.79 | \$21.41 | \$22.06 | N/A | N/A |
| 3/14/2022 | 3.25% | \$15.51 | \$15.97 | \$16.45 | \$16.95 | \$17.45 | \$17.98 | \$18.52 | \$19.07 | \$19.65 | \$20.23 | \$20.84 | \$21.47 | \$22.11 | \$22.77 | N/A | N/A |
| 3/13/2023 | 2.75% | \$15.93 | \$16.41 | \$16.91 | \$17.41 | \$17.93 | \$18.47 | \$19.03 | \$19.60 | \$20.19 | \$20.79 | \$21.41 | \$22.06 | \$22.72 | \$23.40 | N/A | N/A |

(0226) CNA 2

| Date | Inc. | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 | Step 16 |
|---------------------|--------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Before Ratification | | N/A | N/A | \$15.87 | \$16.35 | \$16.84 | \$17.34 | \$17.86 | \$18.40 | \$18.95 | \$19.52 | \$20.10 | \$20.71 | \$21.33 | \$21.97 | \$22.63 | \$23.30 |
| 3/1/2021* | 17.52% | \$18.65 | \$19.21 | \$19.79 | \$20.38 | \$20.99 | \$21.62 | \$22.27 | \$22.94 | \$23.63 | \$24.33 | \$25.06 | \$25.82 | \$26.59 | \$27.39 | N/A | N/A |
| 3/14/2022 | 3.25% | \$19.26 | \$19.83 | \$20.43 | \$21.04 | \$21.67 | \$22.32 | \$22.99 | \$23.68 | \$24.39 | \$25.12 | \$25.88 | \$26.65 | \$27.45 | \$28.28 | N/A | N/A |
| 3/13/2023 | 2.75% | \$19.79 | \$20.38 | \$20.99 | \$21.62 | \$22.27 | \$22.94 | \$23.63 | \$24.33 | \$25.06 | \$25.82 | \$26.59 | \$27.39 | \$28.21 | \$29.06 | N/A | N/A |

(3242) CNA 2-Lead

| Date | Inc. | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 | Step 16 |
|---------------------|--------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Before Ratification | | N/A | N/A | \$16.66 | \$17.16 | \$17.68 | \$18.21 | \$18.75 | \$19.32 | \$19.90 | \$20.49 | \$21.11 | \$21.74 | \$22.39 | \$23.07 | \$23.76 | \$24.47 |
| 3/1/2021* | 17.52% | \$19.58 | \$20.17 | \$20.78 | \$21.40 | \$22.04 | \$22.70 | \$23.38 | \$24.08 | \$24.81 | \$25.55 | \$26.32 | \$27.11 | \$27.92 | \$28.76 | N/A | N/A |
| 3/14/2022 | 3.25% | \$20.22 | \$20.83 | \$21.45 | \$22.09 | \$22.76 | \$23.44 | \$24.14 | \$24.87 | \$25.61 | \$26.38 | \$27.17 | \$27.99 | \$28.83 | \$29.69 | N/A | N/A |
| 3/13/2023 | 2.75% | \$20.77 | \$21.40 | \$22.04 | \$22.70 | \$23.38 | \$24.08 | \$24.81 | \$25.55 | \$26.32 | \$27.11 | \$27.92 | \$28.76 | \$29.62 | \$30.51 | N/A | N/A |

(0324) CNA 2-Unit Aide/Tech

| Date | Inc. | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 | Step 16 |
|---------------------|-------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Before Ratification | | N/A | N/A | \$17.60 | \$18.13 | \$18.67 | \$19.23 | \$19.81 | \$20.40 | \$21.01 | \$21.64 | \$22.29 | \$22.96 | \$23.65 | \$24.36 | \$25.09 | \$25.84 |
| 3/1/2021* | 6.00% | \$18.65 | \$19.21 | \$19.79 | \$20.38 | \$20.99 | \$21.62 | \$22.27 | \$22.94 | \$23.63 | \$24.33 | \$25.06 | \$25.82 | \$26.59 | \$27.39 | N/A | N/A |
| 3/14/2022 | 3.25% | \$19.26 | \$19.83 | \$20.43 | \$21.04 | \$21.67 | \$22.32 | \$22.99 | \$23.68 | \$24.39 | \$25.12 | \$25.88 | \$26.65 | \$27.45 | \$28.28 | N/A | N/A |
| 3/13/2023 | 2.75% | \$19.79 | \$20.38 | \$20.99 | \$21.62 | \$22.27 | \$22.94 | \$23.63 | \$24.33 | \$25.06 | \$25.82 | \$26.59 | \$27.39 | \$28.21 | \$29.06 | N/A | N/A |

(3244) CNA 2-Video Monitoring Tech

| Date | Inc. | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 | Step 16 |
|---------------------|-------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Before Ratification | | N/A | N/A | \$15.87 | \$16.35 | \$16.84 | \$17.34 | \$17.86 | \$18.40 | \$18.95 | \$19.52 | \$20.10 | \$20.71 | \$21.33 | \$21.97 | \$22.63 | \$23.30 |
| 3/1/2021* | 3.25% | \$16.39 | \$16.88 | \$17.38 | \$17.90 | \$18.44 | \$18.99 | \$19.56 | \$20.15 | \$20.76 | \$21.38 | \$22.02 | \$22.68 | \$23.36 | \$24.06 | N/A | N/A |
| 3/14/2022 | 3.25% | \$16.92 | \$17.43 | \$17.95 | \$18.49 | \$19.04 | \$19.61 | \$20.20 | \$20.81 | \$21.43 | \$22.07 | \$22.74 | \$23.42 | \$24.12 | \$24.84 | N/A | N/A |
| 3/13/2023 | 2.75% | \$17.38 | \$17.90 | \$18.44 | \$18.99 | \$19.56 | \$20.15 | \$20.76 | \$21.38 | \$22.02 | \$22.68 | \$23.36 | \$24.06 | \$24.78 | \$25.53 | N/A | N/A |

(0159) CNA-Trainee

| Date | Inc. | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 | Step 16 |
|-----------|-------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| 8/3/2021 | New | \$15.02 | \$15.47 | \$15.93 | \$16.41 | \$16.91 | \$17.41 | \$17.93 | \$18.47 | \$19.03 | \$19.60 | \$20.19 | \$20.79 | \$21.41 | \$22.06 | N/A | N/A |
| 3/14/2022 | 3.25% | \$15.51 | \$15.97 | \$16.45 | \$16.95 | \$17.45 | \$17.98 | \$18.52 | \$19.07 | \$19.65 | \$20.23 | \$20.84 | \$21.47 | \$22.11 | \$22.77 | N/A | N/A |
| 3/13/2023 | 2.75% | \$15.93 | \$16.41 | \$16.91 | \$17.41 | \$17.93 | \$18.47 | \$19.03 | \$19.60 | \$20.19 | \$20.79 | \$21.41 | \$22.06 | \$22.72 | \$23.40 | N/A | N/A |

(0486) Endoscopy Assistant

| Date | Inc. | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 | Step 16 |
|---------------------|-------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Before Ratification | | N/A | N/A | \$14.37 | \$14.80 | \$15.25 | \$15.70 | \$16.18 | \$16.66 | \$17.16 | \$17.68 | \$18.21 | \$18.75 | \$19.31 | \$19.89 | \$20.49 | \$21.11 |
| 3/1/2021* | 3.25% | \$14.84 | \$15.28 | \$15.74 | \$16.21 | \$16.70 | \$17.20 | \$17.72 | \$18.25 | \$18.80 | \$19.36 | \$19.94 | \$20.54 | \$21.16 | \$21.79 | N/A | N/A |
| 3/14/2022 | 3.25% | \$15.32 | \$15.78 | \$16.25 | \$16.74 | \$17.24 | \$17.76 | \$18.29 | \$18.84 | \$19.41 | \$19.99 | \$20.59 | \$21.21 | \$21.84 | \$22.50 | N/A | N/A |
| 3/13/2023 | 2.75% | \$15.74 | \$16.21 | \$16.70 | \$17.20 | \$17.72 | \$18.25 | \$18.80 | \$19.36 | \$19.94 | \$20.54 | \$21.16 | \$21.79 | \$22.44 | \$23.12 | N/A | N/A |

(0395) Endoscopy Tech

| Date | Inc. | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 | Step 16 |
|---------------------|-------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Before Ratification | | N/A | N/A | \$20.27 | \$20.88 | \$21.51 | \$22.15 | \$22.82 | \$23.50 | \$24.21 | \$24.94 | \$25.68 | \$26.45 | \$27.25 | \$28.07 | \$28.91 | \$29.77 |
| 3/1/2021* | 3.25% | \$20.93 | \$21.56 | \$22.21 | \$22.87 | \$23.56 | \$24.27 | \$25.00 | \$25.75 | \$26.52 | \$27.31 | \$28.13 | \$28.98 | \$29.85 | \$30.74 | N/A | N/A |
| 3/14/2022 | 3.25% | \$21.61 | \$22.26 | \$22.93 | \$23.62 | \$24.33 | \$25.06 | \$25.81 | \$26.58 | \$27.38 | \$28.20 | \$29.05 | \$29.92 | \$30.82 | \$31.74 | N/A | N/A |
| 3/13/2023 | 2.75% | \$22.21 | \$22.87 | \$23.56 | \$24.27 | \$25.00 | \$25.75 | \$26.52 | \$27.31 | \$28.13 | \$28.98 | \$29.85 | \$30.74 | \$31.66 | \$32.61 | N/A | N/A |

(0147) ER Tech I

| Date | Inc. | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 | Step 16 |
|---------------------|-------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Before Ratification | | N/A | N/A | \$18.13 | \$18.67 | \$19.23 | \$19.81 | \$20.40 | \$21.01 | \$21.64 | \$22.29 | \$22.96 | \$23.65 | \$24.36 | \$25.09 | \$25.84 | \$26.62 |
| 3/1/2021* | 4.00% | \$18.86 | \$19.43 | \$20.01 | \$20.61 | \$21.23 | \$21.86 | \$22.52 | \$23.20 | \$23.89 | \$24.61 | \$25.35 | \$26.11 | \$26.89 | \$27.70 | N/A | N/A |
| 3/14/2022 | 3.25% | \$19.47 | \$20.06 | \$20.66 | \$21.28 | \$21.92 | \$22.57 | \$23.25 | \$23.95 | \$24.67 | \$25.41 | \$26.17 | \$26.96 | \$27.76 | \$28.60 | N/A | N/A |
| 3/13/2023 | 2.75% | \$20.01 | \$20.61 | \$21.23 | \$21.86 | \$22.52 | \$23.20 | \$23.89 | \$24.61 | \$25.35 | \$26.11 | \$26.89 | \$27.70 | \$28.53 | \$29.38 | N/A | N/A |

(0279) Mental Health Assistant

| Date | Inc. | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 | Step 16 |
|---------------------|-------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Before Ratification | | N/A | N/A | \$18.81 | \$19.37 | \$19.95 | \$20.55 | \$21.17 | \$21.80 | \$22.46 | \$23.13 | \$23.82 | \$24.54 | \$25.27 | \$26.03 | \$26.81 | \$27.62 |
| 3/1/2021* | 3.25% | \$19.42 | \$20.00 | \$20.60 | \$21.22 | \$21.85 | \$22.51 | \$23.19 | \$23.88 | \$24.60 | \$25.34 | \$26.10 | \$26.88 | \$27.68 | \$28.52 | N/A | N/A |
| 3/14/2022 | 3.25% | \$20.05 | \$20.65 | \$21.27 | \$21.91 | \$22.56 | \$23.24 | \$23.94 | \$24.66 | \$25.40 | \$26.16 | \$26.94 | \$27.75 | \$28.58 | \$29.44 | N/A | N/A |
| 3/13/2023 | 2.75% | \$20.60 | \$21.22 | \$21.85 | \$22.51 | \$23.19 | \$23.88 | \$24.60 | \$25.34 | \$26.10 | \$26.88 | \$27.68 | \$28.52 | \$29.37 | \$30.25 | N/A | N/A |

(0287) OR Assistant

| Date | Inc. | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 | Step 16 |
|---------------------|-------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Before Ratification | | N/A | N/A | \$14.79 | \$15.23 | \$15.69 | \$16.16 | \$16.64 | \$17.14 | \$17.66 | \$18.19 | \$18.73 | \$19.30 | \$19.87 | \$20.47 | \$21.08 | \$21.72 |
| 3/1/2021* | 5.25% | \$15.56 | \$16.03 | \$16.51 | \$17.01 | \$17.52 | \$18.04 | \$18.59 | \$19.14 | \$19.72 | \$20.31 | \$20.92 | \$21.55 | \$22.19 | \$22.86 | N/A | N/A |
| 3/14/2022 | 3.25% | \$16.07 | \$16.55 | \$17.05 | \$17.56 | \$18.09 | \$18.63 | \$19.19 | \$19.76 | \$20.36 | \$20.97 | \$21.60 | \$22.25 | \$22.91 | \$23.60 | N/A | N/A |
| 3/13/2023 | 2.75% | \$16.51 | \$17.01 | \$17.52 | \$18.04 | \$18.59 | \$19.14 | \$19.72 | \$20.31 | \$20.92 | \$21.55 | \$22.19 | \$22.86 | \$23.54 | \$24.25 | N/A | N/A |

(0288) OR Assistant-Lead

| Date | Inc. | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 | Step 16 |
|---------------------|-------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Before Ratification | | N/A | N/A | \$16.97 | \$17.48 | \$18.00 | \$18.54 | \$19.10 | \$19.67 | \$20.26 | \$20.87 | \$21.49 | \$22.14 | \$22.80 | \$23.49 | \$24.19 | \$24.92 |
| 3/1/2021* | 3.25% | \$17.52 | \$18.04 | \$18.58 | \$19.14 | \$19.72 | \$20.31 | \$20.92 | \$21.54 | \$22.19 | \$22.86 | \$23.54 | \$24.25 | \$24.98 | \$25.73 | N/A | N/A |
| 3/14/2022 | 3.25% | \$18.09 | \$18.63 | \$19.19 | \$19.76 | \$20.36 | \$20.97 | \$21.60 | \$22.24 | \$22.91 | \$23.60 | \$24.31 | \$25.04 | \$25.79 | \$26.56 | N/A | N/A |
| 3/13/2023 | 2.75% | \$18.58 | \$19.14 | \$19.72 | \$20.31 | \$20.92 | \$21.54 | \$22.19 | \$22.86 | \$23.54 | \$24.25 | \$24.98 | \$25.73 | \$26.50 | \$27.29 | N/A | N/A |

(0960) Patient Safety Assistant

| Date | Inc. | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 | Step 16 |
|---------------------|-------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Before Ratification | | N/A | N/A | \$12.92 | \$13.30 | \$13.70 | \$14.11 | \$14.54 | \$14.97 | \$15.42 | \$15.88 | \$16.36 | \$16.85 | \$17.36 | \$17.88 | \$18.41 | \$18.97 |
| 3/1/2021* | 3.25% | \$13.33 | \$13.73 | \$14.15 | \$14.57 | \$15.01 | \$15.46 | \$15.92 | \$16.40 | \$16.89 | \$17.40 | \$17.92 | \$18.46 | \$19.01 | \$19.58 | N/A | N/A |
| 3/14/2022 | 3.25% | \$13.77 | \$14.18 | \$14.61 | \$15.04 | \$15.50 | \$15.96 | \$16.44 | \$16.93 | \$17.44 | \$17.96 | \$18.50 | \$19.06 | \$19.63 | \$20.22 | N/A | N/A |
| 3/13/2023 | 2.75% | \$14.15 | \$14.57 | \$15.01 | \$15.46 | \$15.92 | \$16.40 | \$16.89 | \$17.40 | \$17.92 | \$18.46 | \$19.01 | \$19.58 | \$20.17 | \$20.78 | N/A | N/A |

(3159) Telemetry Assistant

| Date | Inc. | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 | Step 16 |
|---------------------|-------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Before Ratification | | N/A | N/A | \$14.17 | \$14.59 | \$15.03 | \$15.48 | \$15.94 | \$16.42 | \$16.92 | \$17.42 | \$17.95 | \$18.48 | \$19.04 | \$19.61 | \$20.20 | \$20.80 |
| 3/1/2021* | 8.12% | \$15.32 | \$15.78 | \$16.26 | \$16.74 | \$17.25 | \$17.76 | \$18.30 | \$18.85 | \$19.41 | \$19.99 | \$20.59 | \$21.21 | \$21.85 | \$22.50 | N/A | N/A |
| 3/14/2022 | 3.25% | \$15.82 | \$16.30 | \$16.78 | \$17.29 | \$17.81 | \$18.34 | \$18.89 | \$19.46 | \$20.04 | \$20.64 | \$21.26 | \$21.90 | \$22.56 | \$23.23 | N/A | N/A |
| 3/13/2023 | 2.75% | \$16.26 | \$16.74 | \$17.25 | \$17.76 | \$18.30 | \$18.85 | \$19.41 | \$19.99 | \$20.59 | \$21.21 | \$21.85 | \$22.50 | \$23.18 | \$23.87 | N/A | N/A |

(3078) Unit Secretary-Mental Hlth Ast

| Date | Inc. | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 | Step 16 |
|---------------------|-------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Before Ratification | | N/A | N/A | \$17.66 | \$18.19 | \$18.74 | \$19.30 | \$19.88 | \$20.48 | \$21.09 | \$21.72 | \$22.38 | \$23.05 | \$23.74 | \$24.45 | \$25.19 | \$25.94 |
| 3/1/2021* | 3.25% | \$18.24 | \$18.79 | \$19.35 | \$19.93 | \$20.53 | \$21.14 | \$21.78 | \$22.43 | \$23.10 | \$23.80 | \$24.51 | \$25.25 | \$26.00 | \$26.78 | N/A | N/A |
| 3/14/2022 | 3.25% | \$18.83 | \$19.40 | \$19.98 | \$20.58 | \$21.19 | \$21.83 | \$22.49 | \$23.16 | \$23.85 | \$24.57 | \$25.31 | \$26.07 | \$26.85 | \$27.65 | N/A | N/A |
| 3/13/2023 | 2.75% | \$19.35 | \$19.93 | \$20.53 | \$21.14 | \$21.78 | \$22.43 | \$23.10 | \$23.80 | \$24.51 | \$25.25 | \$26.00 | \$26.78 | \$27.59 | \$28.41 | N/A | N/A |

(3780) Video Monitoring Tech

| Date | Inc. | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 | Step 16 |
|---------------------|-------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Before Ratification | | N/A | N/A | \$14.17 | \$14.59 | \$15.03 | \$15.48 | \$15.94 | \$16.42 | \$16.92 | \$17.42 | \$17.95 | \$18.48 | \$19.04 | \$19.61 | \$20.20 | \$20.80 |
| 3/1/2021* | 3.25% | \$14.63 | \$15.07 | \$15.52 | \$15.98 | \$16.46 | \$16.96 | \$17.47 | \$17.99 | \$18.53 | \$19.08 | \$19.66 | \$20.25 | \$20.85 | \$21.48 | N/A | N/A |
| 3/14/2022 | 3.25% | \$15.10 | \$15.56 | \$16.02 | \$16.50 | \$17.00 | \$17.51 | \$18.03 | \$18.57 | \$19.13 | \$19.71 | \$20.30 | \$20.91 | \$21.53 | \$22.18 | N/A | N/A |
| 3/13/2023 | 2.75% | \$15.52 | \$15.98 | \$16.46 | \$16.96 | \$17.47 | \$17.99 | \$18.53 | \$19.08 | \$19.66 | \$20.25 | \$20.85 | \$21.48 | \$22.12 | \$22.79 | N/A | N/A |

Sterile Processing**(0647) Sterile Processing Inventory Spec**

| Date | % Inc. | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 | Step 16 |
|---------------------|--------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Before Ratification | | N/A | N/A | \$18.86 | \$19.43 | \$20.01 | \$20.61 | \$21.23 | \$21.87 | \$22.52 | \$23.20 | \$23.89 | \$24.61 | \$25.35 | \$26.11 | \$26.89 | \$27.70 |
| 3/1/2021* | 3.25% | \$19.48 | \$20.06 | \$20.66 | \$21.28 | \$21.92 | \$22.58 | \$23.25 | \$23.95 | \$24.67 | \$25.41 | \$26.17 | \$26.96 | \$27.77 | \$28.60 | N/A | N/A |
| 3/14/2022 | 3.25% | \$20.11 | \$20.71 | \$21.33 | \$21.97 | \$22.63 | \$23.31 | \$24.01 | \$24.73 | \$25.47 | \$26.24 | \$27.02 | \$27.83 | \$28.67 | \$29.53 | N/A | N/A |
| 3/13/2023 | 2.75% | \$20.66 | \$21.28 | \$21.92 | \$22.58 | \$23.25 | \$23.95 | \$24.67 | \$25.41 | \$26.17 | \$26.96 | \$27.77 | \$28.60 | \$29.46 | \$30.34 | N/A | N/A |

(3007) Sterile Processing Support Spec

| Date | % Inc. | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 | Step 16 |
|---------------------|--------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Before Ratification | | N/A | N/A | \$14.52 | \$14.96 | \$15.40 | \$15.87 | \$16.34 | \$16.83 | \$17.34 | \$17.86 | \$18.39 | \$18.95 | \$19.51 | \$20.10 | \$20.70 | \$21.32 |
| 3/1/2021* | 3.25% | \$14.99 | \$15.44 | \$15.91 | \$16.38 | \$16.87 | \$17.38 | \$17.90 | \$18.44 | \$18.99 | \$19.56 | \$20.15 | \$20.75 | \$21.38 | \$22.02 | N/A | N/A |
| 3/14/2022 | 3.25% | \$15.48 | \$15.94 | \$16.42 | \$16.92 | \$17.42 | \$17.95 | \$18.48 | \$19.04 | \$19.61 | \$20.20 | \$20.80 | \$21.43 | \$22.07 | \$22.73 | N/A | N/A |
| 3/13/2023 | 2.75% | \$15.91 | \$16.38 | \$16.87 | \$17.38 | \$17.90 | \$18.44 | \$18.99 | \$19.56 | \$20.15 | \$20.75 | \$21.38 | \$22.02 | \$22.68 | \$23.36 | N/A | N/A |

(0219) Sterile Processing Tech/Reg

| Date | % Inc. | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 | Step 16 |
|---------------------|--------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Before Ratification | | N/A | N/A | \$17.98 | \$18.52 | \$19.08 | \$19.65 | \$20.24 | \$20.84 | \$21.47 | \$22.11 | \$22.78 | \$23.46 | \$24.16 | \$24.89 | \$25.64 | \$26.41 |
| 3/1/2021* | 3.25% | \$18.57 | \$19.12 | \$19.70 | \$20.29 | \$20.90 | \$21.52 | \$22.17 | \$22.83 | \$23.52 | \$24.22 | \$24.95 | \$25.70 | \$26.47 | \$27.26 | N/A | N/A |
| 3/14/2022 | 3.25% | \$19.17 | \$19.74 | \$20.34 | \$20.95 | \$21.57 | \$22.22 | \$22.89 | \$23.58 | \$24.28 | \$25.01 | \$25.76 | \$26.53 | \$27.33 | \$28.15 | N/A | N/A |
| 3/13/2023 | 2.75% | \$19.70 | \$20.29 | \$20.90 | \$21.52 | \$22.17 | \$22.83 | \$23.52 | \$24.22 | \$24.95 | \$25.70 | \$26.47 | \$27.26 | \$28.08 | \$28.92 | N/A | N/A |

(0220) Sterile Processing Tech/Reg-Lead

| Date | % Inc. | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 | Step 16 |
|---------------------|--------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Before Ratification | | N/A | N/A | \$18.86 | \$19.43 | \$20.01 | \$20.61 | \$21.23 | \$21.87 | \$22.52 | \$23.20 | \$23.89 | \$24.61 | \$25.35 | \$26.11 | \$26.89 | \$27.70 |
| 3/1/2021* | 3.25% | \$19.48 | \$20.06 | \$20.66 | \$21.28 | \$21.92 | \$22.58 | \$23.25 | \$23.95 | \$24.67 | \$25.41 | \$26.17 | \$26.96 | \$27.77 | \$28.60 | N/A | N/A |
| 3/14/2022 | 3.25% | \$20.11 | \$20.71 | \$21.33 | \$21.97 | \$22.63 | \$23.31 | \$24.01 | \$24.73 | \$25.47 | \$26.24 | \$27.02 | \$27.83 | \$28.67 | \$29.53 | N/A | N/A |
| 3/13/2023 | 2.75% | \$20.66 | \$21.28 | \$21.92 | \$22.58 | \$23.25 | \$23.95 | \$24.67 | \$25.41 | \$26.17 | \$26.96 | \$27.77 | \$28.60 | \$29.46 | \$30.34 | N/A | N/A |

(0221) Sterile Processing Tech/Unreg

| Date | % Inc. | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 | Step 16 |
|---------------------|--------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Before Ratification | | N/A | N/A | \$15.98 | \$16.46 | \$16.95 | \$17.46 | \$17.99 | \$18.53 | \$19.08 | \$19.66 | \$20.24 | \$20.85 | \$21.48 | \$22.12 | \$22.79 | \$23.47 |
| 3/1/2021* | 3.25% | \$16.50 | \$17.00 | \$17.51 | \$18.03 | \$18.57 | \$19.13 | \$19.70 | \$20.29 | \$20.90 | \$21.53 | \$22.18 | \$22.84 | \$23.53 | \$24.23 | N/A | N/A |
| 3/14/2022 | 3.25% | \$17.04 | \$17.55 | \$18.07 | \$18.62 | \$19.18 | \$19.75 | \$20.34 | \$20.95 | \$21.58 | \$22.23 | \$22.90 | \$23.58 | \$24.29 | \$25.02 | N/A | N/A |
| 3/13/2023 | 2.75% | \$17.51 | \$18.03 | \$18.57 | \$19.13 | \$19.70 | \$20.29 | \$20.90 | \$21.53 | \$22.18 | \$22.84 | \$23.53 | \$24.23 | \$24.96 | \$25.71 | N/A | N/A |

*3/1/21 reflects retroactive effective date. Contract ratified on 8/6/21 with increases and retroactive payments implemented on 9/6/21 pay checks.

APPENDIX B – LETTER OF AGREEMENT – UNION SECURITY MODIFICATIONS

**LETTER OF AGREEMENT
BETWEEN
GOOD SAMARITAN REGIONAL MEDICAL CENTER AND SEIU LOCAL 49**

Modifications to Union Security Provision (*Article 2*)

Union Security will apply as specified in the GSRMC collective bargaining agreement except as indicated below:

1. Bargaining unit members who were employed as of June 30, 2006, who are not current members and who have never joined SEIU Local 49 will be exempt from the Union Security provisions of Section 1 of this Article. All employees hired on or after July 1, 2006, or who transfer into the bargaining unit on or after July 1, 2006, will be required to pay membership dues or make fair share or in lieu of dues payments pursuant to Article 1 of the Union Rights—Union Security provisions of the contract or Section 2 of this Letter of Agreement.

Digitized by:

DC730643142346E
For GSRMC

12/13/2021 |

Date

13:52:04 PST

For SEIU

12/13/2021 | 17:02:31 EST

Date

APPENDIX C – LETTER OF AGREEMENT – UNION MERGER

LETTER OF AGREEMENT

The Medical Center agrees that should SEIU Local 49 merge, reorganize or consolidate with another SEIU Local (such as SEIU Local 1199NW or Local 503) during the term of this contract, the Medical Center will recognize the newly merged local as if it were Local 49.

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For GSRMC

Date

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For SEIU Local 49

Date

APPENDIX D – PTO ACCRUAL / RETIREMENT MATCH EXCEPTIONS

1. PTO Accrual

Anesthesia Aide Techs and EKG Techs hired on or before February 28, 2010:

| Months of Service | Accrual Rate | Appx FT Annual Accrual |
|---|-------------------------------------|-------------------------------|
| 1 st through 48 th | .1040 hours per Compensable hour | 27 |
| 49 th through 108 th | .1230 hours per Compensable hour | 32 |
| 109 th & each month of Service thereafter | .1420 hours per Compensable hour | 37 |

All other Service Unit Employees hired on or before April 13, 2012:

| Months of Service | Accrual Rate | Appx FT Annual Accrual |
|---|-------------------------------------|-------------------------------|
| 1 st through 48 th | .1077 hours per Compensable hour | 28 |
| 49 th through 108 th | .1269 hours per Compensable hour | 33 |
| 109 th & each month of Service thereafter | .1462 hours per Compensable hour | 38 |

2. Retirement Match

For employees hired on or before April 13, 2012 with the exception of Anesthesia Aide Techs and EKG techs, the Medical Center will contribute on a matched basis, up to three percent (3%) of the employee’s gross wage.

Designed by

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For GSRMC

12/13/2021 |

Date

13:52:04

Designed by

AF2714088402

For SEIU Local 49

12/13/2021 | 17:02:31

Date

**APPENDIX E – LETTER OF AGREEMENT
HEALTH AND SAFETY**

- A. The Employer shall provide a safe and healthy work environment whenever possible.
- B. The Employer shall work proactively with employees to prevent safety and health hazards, and to protect the Hospital's and employees financial resources by minimizing long-term costs of workplace injuries.
- C. The Employer shall guarantee a safe and healthy patient care environment whenever possible.
- D. If an employee considers a work assignment to be dangerous to the employee's health and safety, the employee shall report that condition to their supervisor.

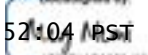
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For GSRMC

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For SEIU Local 49

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APPENDIX F- LETTER OF UNDERSTANDING- HEALTH INSURANCE ADVISORY COMMITTEE

Samaritan Health Services (SHS) will include one (1) GSRMC SEIU member on the Health Insurance Advisory Committee within three (3) months of ratification. The Union will appoint one (1) member from the bargaining unit to serve on the committee. If SHS has concerns about the Union appointed member of the committee, the parties will meet to discuss a resolution to the concern. The employee will be paid for time attending meetings. This time will not drive contractual overtime.

The purpose of the committee will be to review claims experience, utilization and trends in the insurance industry. The committee will be a forum to provide and share information, ask questions, address concerns and make recommendations regarding the insurance plan. The committee will meet at least annually or more often as decided by the committee.

Digitally signed by
Scott A. Russell
DN: cn=Scott A. Russell, o=GSRMC

For GSRMC

12/13/2021 | 13:52:04

Date

Digitally signed by
RST Mimi
DN: cn=RST Mimi, o=SEIU Local 49

For SEIU Local 49

12/13/2021 | 17:02:31 EST

Date

APPENDIX G- LETTER OF AGREEMENT – COVID 19

Novel Coronavirus disease (COVID-19) is a respiratory illness that can spread from person to person. The parties agree to the importance of employee health and safety and share a mutual interest in assuring the health and safety of patients, families, and the community while mitigating potential exposure and illnesses to all staff from the COVID-19.

1. Notice and Communication

Except under rare and extenuating circumstances, SHS shall provide notice to all employees who have been exposed by patients. It is the goal of SHS to discuss possible workplace exposure with employees. It is the employee's responsibility to respond to SHS messages.

2. Personal Protective Equipment

All employees working in positions with a likelihood of contact with the COVID -19 virus shall be provided adequate PPE and trained in the proper use of PPE. Employees are always required to wear appropriate PPE in accordance with SHS policies. SHS policy is based on guidelines and recommendations from Oregon Health Authority (OHA), Oregon Safety and Health (Oregon OSHA) and Center for Disease Control and Prevention (CDC). If information is contradictory from these agencies, SHS reserves the right to evaluate and decide which to follow.

3. Vulnerable Members

An employee who has a health condition they believe would endanger them if they were to work directly with COVID-19 positive or presumptive patients, may request an accommodation in accordance with SHS policy.

4. Worker Compensation

An employee who SHS does not permit to work due to a suspected or confirmed exposure to COVID-19 disease shall be excluded from work during any required quarantine period. If deemed a workplace exposure, the employee may file a Worker's Compensation claim.

5. PTO

Any Paid Time Off improvements regarding the replenishment of PTO that may be granted to all SHS employees shall also include SEIU members.

6. Resiliency Recognition

Any Resiliency recognition bonus provided to the majority of Samaritan Health Services employees related to COVID-19 will also include members of the GSRMC SEIU Service bargaining unit.

7. Termination/Modification

This agreement will remain in effect until the current Gubernatorial Emergency Declaration is lifted.

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For GSRMC

12/13/2021 | 13:52:04

Date

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RST
AF 171-10000000
For SEIU Local 49

Date

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Date

APPENDIX H- LETTER OF AGREEMENT - NURSE STAFFING COMMITTEE

The Service Employees International Union, Local 49 (the Union) and Good Samaritan Regional Medical Center (the Medical Center) agree to work together to promote and advance the delivery of quality patient care. Together, we commit to work towards improving the health and quality of life in our communities, we commit to compassionate, safe, and reliable practices for the care of all.

Nurse Staffing Committee. The Medical Center will comply with the provisions of the Oregon Law related to hospital Nurse Staffing Committee.

- a. **Union representation.** The union shall appoint up to two (2) direct care members (one (1) regular member and one (1) alternate member) to be representatives on the Nurse Staffing Committee.
- b. **Pay and release.** Time spent attending the Nurse Staffing Committee shall be compensated at their straight time rate of pay. Reasonable effort will be made to release the employees to attend the meeting.

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Att A Russell
DCF306414C3EE
For GSRMC

12/13/2021 |

Date

13:52:04

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Mel Mami
PST
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For SEIU Local 49

12/13/2021 |

Date

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APPENDIX I- LETTER OF AGREEMENT – FUTURE PANDEMIC

In the event a future pandemic emergency is declared by the Oregon Health Authority, which last for more than thirty (30) calendar days, the parties will agree to meet and discuss potential impacts. The purpose will be to allow employees to raise concerns and jointly discuss issues and possible solutions. This meeting will occur within 30 days of the OHA declaration.

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Scott A. Sumell
DCF3064314C34E5

12/13/2021 | 13:52:04

For GSRMC

Date

Digitized by:
Tracy Nemi
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AF2TY1AD055482

12/13/2021 | 17:02:31 EST

For SEIU Local 49

Date

Exhibit A- Medical/Rx Insurance Premium Proposal

| SCP WELLNESS PLAN | | 2022 Premium Rates | | 2023 Premium Rates | | 2024 Premium Rates | |
|---------------------------------------|--------------------|--------------------|------------------|--------------------|------------------|--------------------|------------------|
| MEDICAL & PHARMACY | Employee Bi-Weekly | Bi-Weekly Increase | Bi-Weekly Amount | Bi-Weekly Increase | Bi-Weekly Amount | Bi-Weekly Increase | Bi-Weekly Amount |
| EMPLOYEE - FT (0.8 to 1.0 FTE) | \$15.00 | \$0.50 | \$15.50 | \$0.60 | \$16.10 | \$0.70 | \$16.80 |
| EMPLOYEE - PT (0.5 to 0.79 FTE) | \$30.00 | \$1.00 | \$31.00 | \$1.20 | \$32.20 | \$1.40 | \$33.60 |
| EMP & SPOUSE - FT (0.8 to 1.0 FTE) | \$142.76 | \$5.00 | \$147.76 | \$5.50 | \$153.26 | \$6.00 | \$159.26 |
| EMP & SPOUSE - PT (0.5 to 0.79 FTE) | \$180.34 | \$6.00 | \$186.34 | \$6.50 | \$192.84 | \$7.00 | \$199.84 |
| EMP & CHILDREN - FT (0.8 to 1.0 FTE) | \$119.54 | \$4.00 | \$123.54 | \$4.25 | \$127.79 | \$4.50 | \$132.29 |
| EMP & CHILDREN - PT (0.5 to 0.79 FTE) | \$143.45 | \$5.25 | \$148.70 | \$5.75 | \$154.45 | \$6.25 | \$160.70 |
| FAMILY - FT (0.8 to 1.0 FTE) | \$196.01 | \$7.00 | \$203.01 | \$7.50 | \$210.51 | \$8.00 | \$218.51 |
| FAMILY - PT (0.5 to 0.79 FTE) | \$247.08 | \$8.50 | \$255.58 | \$9.00 | \$264.58 | \$9.50 | \$274.08 |

| SCP HIGH DEDUCTIBLE PLAN w/ HSA | | 2022 Premium Rates | | 2023 Premium Rates | | 2024 Premium Rates | |
|---------------------------------------|--------------------|--------------------|------------------|--------------------|------------------|--------------------|------------------|
| MEDICAL & PHARMACY | Employee Bi-Weekly | Bi-Weekly Increase | Bi-Weekly Amount | Bi-Weekly Increase | Bi-Weekly Amount | Bi-Weekly Increase | Bi-Weekly Amount |
| EMPLOYEE - FT (0.8 to 1.0 FTE) | \$15.00 | \$0.50 | \$15.50 | \$0.60 | \$16.10 | \$0.70 | \$16.80 |
| EMPLOYEE - PT (0.5 to 0.79 FTE) | \$30.00 | \$1.00 | \$31.00 | \$1.20 | \$32.20 | \$1.40 | \$33.60 |
| EMP & SPOUSE - FT (0.8 to 1.0 FTE) | \$130.10 | \$5.00 | \$135.10 | \$5.50 | \$140.60 | \$6.00 | \$146.60 |
| EMP & SPOUSE - PT (0.5 to 0.79 FTE) | \$199.50 | \$6.00 | \$205.50 | \$6.50 | \$212.00 | \$7.00 | \$219.00 |
| EMP & CHILDREN - FT (0.8 to 1.0 FTE) | \$108.24 | \$4.00 | \$112.24 | \$4.25 | \$116.49 | \$4.50 | \$120.99 |
| EMP & CHILDREN - PT (0.5 to 0.79 FTE) | \$164.19 | \$5.25 | \$169.44 | \$5.75 | \$175.19 | \$6.25 | \$181.44 |
| FAMILY - FT (0.8 to 1.0 FTE) | \$171.52 | \$7.00 | \$178.52 | \$7.50 | \$186.02 | \$8.00 | \$194.02 |
| FAMILY - PT (0.5 to 0.79 FTE) | \$265.25 | \$8.50 | \$273.75 | \$9.00 | \$282.75 | \$9.50 | \$292.25 |

| SCP WELLNESS PLAN w/ INCENTIVE | 2021 Premium Rates | 2022 Premium Rates | | 2023 Premium Rates | | 2024 Premium Rates | |
|---|-----------------------------------|---------------------------|---------------------|---------------------------|---------------------|---------------------------|---------------------|
| MEDICAL & PHARMACY | Employee Bi-Weekly | Bi-Weekly Increase | Bi-Weekly Amount | Bi-Weekly Increase | Bi-Weekly Amount | Bi-Weekly Increase | Bi-Weekly Amount |
| EMPLOYEE - FT (0.8 to 1.0 FTE) | \$15.00 | \$0.50 | \$15.50 | \$0.60 | \$16.10 | \$0.70 | \$16.80 |
| EMPLOYEE - PT (0.5 to 0.79 FTE) | \$30.00 | \$1.00 | \$31.00 | \$1.20 | \$32.20 | \$1.40 | \$33.60 |
| EMP & SPOUSE - FT (0.8 to 1.0 FTE) | \$133.68 | \$5.00 | \$138.68 | \$5.50 | \$144.18 | \$6.00 | \$150.18 |
| EMP & SPOUSE - PT (0.5 to 0.79 FTE) | \$168.84 | \$6.00 | \$174.84 | \$6.50 | \$181.34 | \$7.00 | \$188.34 |
| EMP & CHILDREN - FT (0.8 to 1.0 FTE) | \$111.41 | \$4.00 | \$115.41 | \$4.25 | \$119.66 | \$4.50 | \$124.16 |
| EMP & CHILDREN - PT (0.5 to 0.79 FTE) | \$133.69 | \$5.25 | \$138.94 | \$5.75 | \$144.69 | \$6.25 | \$150.94 |
| FAMILY - FT (0.8 to 1.0 FTE) | \$186.47 | \$7.00 | \$193.47 | \$7.50 | \$200.97 | \$8.00 | \$208.97 |
| FAMILY - PT (0.5 to 0.79 FTE) | \$235.05 | \$8.50 | \$243.55 | \$9.00 | \$252.55 | \$9.50 | \$262.05 |