



COLLECTIVE BARGAINING AGREEMENT

between

SAMARITAN REGIONAL MEDICAL CENTER
TECHNICAL EMPLOYEES



SERVICE EMPLOYEES INTERNATIONAL UNION
LOCAL 49

in effect from

APRIL 1, 2023

through

SEPTEMBER 30, 2026

3536 SE 26TH AVE PORTLAND, OR 97202



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www.SEIU49.org

This is **YOUR** union contract, it was negotiated by elected members and ratified by a vast majority of your co-workers. The victories in this contract did not come easily, members stood together across Samaritan to demand a fair deal and it was only when four groups of Samaritan members joined forces to demand real improvements that management agreed to this contract. By getting involved in your union you can help make Samaritan the best place possible to work and receive care.

SAMARITAN UNITED!

WHAT DID WE WIN BY STANDING TOGETHER?

ADDRESSING THE STAFFING CRISIS: Members set two priorities for addressing the staffing crisis—pass legislation to mandate better staffing and a stronger voice for workers AND win a contract that makes Samaritan a better place to work and receive care.

STAFFING LAW VICTORY! Workers from across Samaritan pushed for the new Oregon Hospital Staffing Law and went to Salem to make sure legislators knew about the staffing crisis and the need for the new law. The new law ensures Oregon will have CNA-to-patient ratios, forms committees to set staffing plans, and establishes fines for not providing breaks and for not following staffing plans. This victory was made possible by member activity and donations to the union political fund. **Contribute to COPE today to make more legislative victories possible!**

MAKING SAMARITAN A BETTER PLACE TO WORK AND RECEIVE CARE! The new contract makes major improvements in wages, education and training, and much more. Samaritan will be better able to attract and retain staff with the higher wage levels and other improvements.

COMPETITIVE WAGES:

- ★ **Best Ever Across-the-Board Increases! 9.5% raise retroactive to when the contract expired, 4.5% in 2024, and 3.75% in 2025.** Additional selective increases to bring many positions in line with the market or to the wage floor.
- ★ **Full retroactivity and front-loaded wage increases:** All wage increases are retroactive to contract expiration! The next raise will be in March 2024, meaning an increase of at least 14% for all Techs in the next six months. The final raise will take place in March 2025, and then Techs will be at the same wage for 18 months. By adjusting the raise dates, Techs will make more money sooner!

- ★ **Quicker Step Progression to Higher Wages:** The contracts also **eliminate the hours requirements for step increases** which will allow casual and part time workers to reach higher pay steps quicker and **eliminate the bottom step** to further increase starting wages and help with recruitment.

INCREASES TO DIFFERENTIALS:

- ★ On-call differential to \$5.25 an hour from \$3.75
- ★ Holiday call to \$5.50
- ★ Orphan call to \$9.50
- ★ Trainer differential to \$1.75

EDUCATION AND TRAINING: The contracts provide a \$25 increase in education funds available to each employee in year one and an expansion of education and training opportunities starting in 2025. Samaritan has agreed to join the SEIU Education Fund! Members will be able to access free CEU and relicensing, professional development and college classes, career counseling, and much more!

HEALTH INSURANCE: We did not succeed in stopping all healthcare cost increases, but we did make some steps forward.

- ★ No premium increases in 2024 and limited premium increases in 2025 and 2026. See premium charts for details for each plan.
- ★ Increased the healthcare subsidy amounts and the eligibility for the subsidy so more members will get a bigger discount on their premium.
- ★ All Samaritan bargaining groups now have a seat on the Samaritan Health Care Committee which reviews plan design and utilization.

SAMARITAN UNITED: All Samaritan members in Albany and Corvallis have a shared wage scale and shared contract expiration dates! When groups of Samaritan workers stand together, everyone wins more and this will make us stronger now and in the future.

YOUR 2023 Bargaining Team,

Andrew Barnes, SEIU Local 49
Chris Galer, Resp Diagnostic Therp - Reg Ld
Mark Rowland, Echocardiographer

Whitney Delude, Cardiac Surgery Tech Ld
Aric Steele, Surgical Technologist

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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

The Medical Center recognizes the Union as the exclusive bargaining representative for all full-time, regular part-time and per diem/casual technical employees of the Medical Center at its campus located in Corvallis, Oregon but excluding all other non-professional employees, employees represented by Valley Imaging Professionals, professional employees, physicians, RNs, business office clerical employees, skilled maintenance employees, managerial employees, confidential employees, and guards and supervisors as defined in the National Labor Relations Act. Of the classifications established as of the date of this Agreement, the classifications included in the bargaining unit are those classifications listed in Appendix A.

The Medical Center will notify the Union at least twenty-one (21) days before any new classification is established, providing a job description and proposed wage rate. Unless the Union waives its rights to bargain, the parties will meet during the twenty-one (21) day period to bargain the wage rate. Wage rates will be established that are appropriate given job requirements.

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. [See Letter of Agreement in Appendix B]
- 2.2 Employees who exercise their right of non-association, based on a bona fide religious tenet 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 Medical Center shall deduct from each employee's 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 Medical Center. The parties acknowledge and agree that the term "authorization" as provided in this Agreement includes authorizations created and maintained by 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 or payments for remittance to the Union, and authorization for voluntary deductions from wages or payments for remittance to COPE Funds, subject to the requirements of state and federal law. The Medical Center shall accept confirmations from the Union that the Union possesses electronic records of such membership and give full force and effect to such authorizations as "authorization" for purposes of this Agreement.
- 2.5 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 Medical Center 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 Medical Center no less than five (5) days prior to payroll to be included with the next payroll deduction.
- 2.6 The Union shall indemnify the Medical Center against any and all claims, demands, lawsuits or liabilities that arise out of any action taken by the Medical Center to comply with the provisions of this Article.

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. Additionally, Union Stewards will receive paid time when requested by management to attend a meeting, whether during the Steward's working hours or scheduled time off, if called back into work. 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.

Lists/New Employees. The Medical Center agrees to provide the Union with an electronic list of the name, home address, home telephone number, employee identification number, job classification, department, shift (at time of hire), wage rate, hire date, Medical Center email, and employee status for each bargaining unit member, on or around the first (1st) Monday of the month. Terminations from the previous month are also provided on or around the first (1st) Monday of the month. In addition to the monthly report, new hire and transfer information will be provided on or around the third (3rd) Monday of the month.

- 3.2 **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 provided to Human Resources and shall be appropriate for public display.
- 3.3 **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.
- 3.4 **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 HIPAA regulations. Union representatives shall inform Human Resources (HR) (or to the House Supervisor when HR is closed), and advise 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 members of the union 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.
- 3.5 **Unpaid Leave for Union Business.** Subject to the Medical Center's operating requirements, up to two (2) union members at a time 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 at the same time. 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.

New Employee Orientation. The Medical Center agrees to allow SEIU to hold an orientation meeting either in person or virtually for represented employees. The Medical Center will allow a period of up to thirty (30) minutes for a Union representative, 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. The Union shall be responsible for providing all material for any such meeting. If the SHS New Hire Orientation is in person, the Medical Center shall provide to the Union a list of all new bargaining unit members attending the SHS New Hire Orientation no less than one (1) day prior to the orientation date. Both parties agree that the Medical Center will be absent from the room unless mutually agreed upon. If the SHS New Hire Orientation is virtual, the Union will rely upon the list provided by the Medical Center on a monthly basis.

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, the parties agree to meet promptly to negotiate substitute provisions for such parts or portions rendered or declared illegal or invalid to conform such provision to state and/or federal law that as closely as legally possible mirrors their purpose(s). Such illegal or invalidated clause shall be enforced or performed except to the extent prohibited by law until the invalidated provision is renegotiated by the parties.

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, 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 **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.
- 7.2 **Regular Employee** - Those employees who have successfully completed the initial introductory period and who are not employed on a casual or temporary status. A temporary

employee is an employee who has no FTE status and is employed for a fixed duration not to exceed six (6) months.

- 7.3 **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 work week to forty hours (40) hours per week.
- 7.4 **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 0.8 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.
- 7.5 **Casual Employee** - An employee who is not assigned to an FTE but provides coverage on an intermittent, or as needed, basis. Casual employees do not have a regular work schedule but must be available to work per department policy. If a Casual employee fails to be available to work per department policy, the employee may be terminated. If a casual employee regularly works at least twenty (20) hours per week for six (6) consecutive months, the employee may request that the Medical Center evaluate the need to post these hours as a regular position.

Employees who, for the previous six (6) months, have on average worked forty (40) hours or more per pay period will upon request be granted benefits, appropriate to the number of hours worked. Employees must maintain the forty (40) hours per pay period average which will be reviewed on a bi-annual basis in order to remain eligible for benefits. Participating employees who do not maintain the forty (40) hour per pay period average shall be notified no less than thirty (30) days prior to loss of benefits.

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 their 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** – All disciplinary action must be recorded in writing at the time it is given to the employee. 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.

In any meeting that could potentially lead to corrective action or discharge of any employee, the employee shall have the right to Union representation if they so desire. In the event that the Medical Center is aware that a meeting will result in the implementation of such action, it shall advise the employee prior to attending same of their right to Union representation. The Medical Center will provide ample notice to the employee when scheduling investigatory meetings to allow for Weingarten Rights to be fully exercised. When the employee believes that a steward from their own classification or department is required and such a steward is available within a reasonable time, the meeting will be scheduled to accommodate that request.

- 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 twenty-four (24) months of the initial counseling.

ARTICLE 9 – NON-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.

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 (15) pages) the Medical Center may charge its usual and customary fee for such copies above fifteen (15) pages.
- 10.2 **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. The Medical Center agrees to meet, discuss and attempt to resolve any disagreements if requested by the employee; however, the evaluation is not subject to the grievance or arbitration process.

- 10.3 **Notice of Voluntary Termination** – All employees shall give two (2) weeks' notice in writing to their immediate supervisor and the HR Service Center via the electronic self-service form, 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.

Job Descriptions – The Medical Center will maintain current job descriptions for all bargaining unit jobs. The Medical Center will notify affected employees of any changes to their job description in writing. The Medical Center will provide a minimum two (2) week notice to the Union in writing prior to any substantial change in job requirements. Upon request, the Medical Center will meet with the Union to discuss such changes.

- 10.4 **Seniority**. 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.

- 10.5 **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 seven (7) calendar days. Internal applicants will be given priority over external applicants provided all knowledge, skills, abilities and experience are equal. 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 hire an employee to fill the vacated position of the selected employee within thirty (30) days. When filling a posted vacancy, the Hospital will select employees for job changes on the basis of knowledge, skills, abilities, experience in classification and bargaining unit seniority. When employees of equal qualifications are being considered, bargaining unit seniority will be used to determine the employee selected. Job applicants will be notified of the selection decision within a reasonable timeframe.

ARTICLE 11 – REDUCTIONS IN FORCE/LAYOFFS/RESTRUCTURE

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 on a unit because of Medical Center projections of the staff needed for that unit and shift.
- B. The Medical Center will maintain an MA rotation list by job classifications. MAs will be rotated among employees in the same classification in the same department and shift provided that the remaining employees are qualified to perform the work to be done on the relevant shift.
- C. MAs will be given in the following order:
 - 1. Agency employees
 - 2. Travelers
 - 3. Employees working overtime
 - 3. Volunteers
 - 4. Casual employees
 - 5. Employees working above their FTE paid at a regular rate
 - 4.
 - 5. employees working regularly scheduled hours at straight time (using the rotation list).

11.2 **Layoffs**.

- A. A layoff is defined as a staff reduction because of position elimination or long-term reduction in hours, or unit closure.
- B. In the event of a layoff, the Medical Center will give employees in the affected job classification the opportunity to be voluntarily laid off. The Medical Center will notify the affected employees and the Union four (4) weeks in advance of a layoff. 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.
- C. 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.

- D. 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).
- E. Recall from layoff 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 they are qualified.
 - (i) 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.
 - (ii) 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 or unit 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. When, in the interest of efficient operations, the Medical Center intends to restructure a department or unit, the Medical Center will notify the Union four (4) weeks in advance of the scheduled implementation of the change. The Medical Center will meet at the Union's request to discuss the implementation of the reorganization.
- 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:

(i) 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

(ii) 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 lunch period. Alternative workdays may include, six (6), nine (9), ten (10), or twelve (12) hour shifts, exclusive of a one-half (1/2) hour meal period. Any other shift lengths may occur upon mutual agreement of the Medical Center, Union, and the affected employee.

For eight (8) hour employees, the meal period must be started by the end of the fifth (5th) 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.** Overtime will be compensated at the rate of one and one half (1½) the employee's regular hourly rate of pay. Overtime will be based on work rule assigned at hire into a position and this Agreement. All overtime shall be properly authorized in advance unless there is a patient care emergency. 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 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. For six (6) hour shifts, overtime will begin once the employee has worked eight (8) hours and continue for the remainder of the shift.

C. Full time employees working on their regularly scheduled day or days off shall be paid at the overtime rate of pay except when there is a change of schedule agreed upon between the Medical Center and the employee. This section will apply only if the employee has worked all of the employee's normally scheduled shifts during the work week. Education will not drive this overtime provision.

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 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 **Open Shifts.** Each department will have a policy for signing up for and distributing opportunities for extra work. Any change in departmental policy will be communicated to staff prior to implementation.

12.6 **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 their corresponding shift.

12.7 **Breaks.** 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 lunch period of one-half (1/2) hour on the employee's own time, subject to paragraph C below.
- C. If an employee believes that they are unable to take the breaks or lunch periods described above, the employee should inform their supervisor as soon as possible. The employee's immediate supervisor will make reasonable efforts to provide the employee with such break(s) or lunch period.
- D. If an employee is not provided an uninterrupted meal period, the entire meal period is treated as work time and is paid (provided the employee informs their supervisor in the circumstance 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 (1) thirty (30) minute rest period.

- 12.8 **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.
- 12.9 **Cancellation/Reporting Pay**. If an employee reports to work without being notified at least one (1) hour in advance of the scheduled start time 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.
- 12.10 **Rest Between Shifts**. The Medical Center will make good faith reasonable efforts to provide employees with at least nine (9) hours rest between shifts. This provision shall not apply to on-call and callback assignments.

Surgical Services, Echocardiography, and Sleep Lab Techs only:

If an employee is called back to work between two regularly scheduled shifts of work such that ten (10) consecutive hours off duty are not afforded, the employee may request to not 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) consecutive hours off are afforded. This provision shall not apply to situations where callback 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 this agreement.

- 12.11 **Consecutive Days**. If the Medical Center has the need to schedule employees for consecutive days after the fifth (5th) day and the practice becomes ongoing for more than thirty (30) days, the matter shall be brought to department management. If resolution is not achieved, the matter may be brought to the Labor Management Cooperation Committee (LMCC) who will seek a solution. This does not apply to situations that are mutually agreed upon between the Medical Center and the employee.

ARTICLE 13 – COMPENSATION

13.1 The Medical Center and the Union have agreed upon a wage scale reflected in Appendix A. Employees progress through the steps on an annual basis up to and including Step 15.

13.2 **Wage Rates:**

A. Across-the-Board Wage Increases.

First Year Wage Scale Adjustments: Retroactive wage scale adjustments will be effective the first pay period following April 1, 2023.

Effective the first pay period following ratification, employees will receive nine and one half percent (9.5%) across the board increase.

Effective the first pay period following April 1, 2024, employees will receive four and one half percent (4.5%) across the board increase.

Effective the first pay period following April 1, 2025, employees will receive three and three quarter percent (3.75%) across the board increase.

B. Salary Selectives.

In addition to the across-the-board increases provided for above; the following classifications will receive across the board increases the first pay period following April 1, 2023:

	Job Title	Sel. Inc.
0489	Medical Laboratory Technician	1.00%
0318	Respiratory Therapist	8.75%
0344	Respiratory Therapist-Reg	8.75%
0371	Resp-Diagnostic Thrpst-Reg-Ld	8.75%
3068	Cardiac Surgery Technician	3.25%
3927	Cardiac Surgery Tech-Lead	3.25%
0290	Surgical Technologist	2.75%
3892	Surgical Technologist-Non-Cert	2.75%
0336	Echocardiographer	3.00%
0186	Echocardiographer-Lead	3.00%

13.3 **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.

13.4 **Step Progression Requirements.** To progress to a higher step up to and including Step 14 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.
- F. Must be in good standing. Good standing shall be defined as the absence of a work plan during the annual appraisal period.

In the event an employee does not meet the above conditions, they will have their step increase date adjusted by the length of the work plan. This will affect the date of any future increases.

Upon successful completion of the introductory period, the employee shall progress to the next step annually.

Effective the first pay period following ratification, current Step 1 will be eliminated, remaining steps 2-15 will be renumbered 1-14. Employees in Step 1 will remain in Step 1 but their wage will be 3% higher.

ARTICLE 14 – OTHER COMPENSATION

14.1 **Shift Differential.** Employees working on both evening and night shifts will be paid a shift differential in addition to their base hourly rate. 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 11:00 p.m.: 6% of their hourly rate of pay.

Majority of shift hours worked between 11:00 p.m. and 7:00 a.m.: 10% of their hourly rate of pay (12% of their hourly rate of pay for employees who have worked over four (4) consecutive years on night shift).

Shift differentials do not apply to on-call or call back.

- 14.2 **Weekend Differential.** Employees working hours on the weekend will be paid a differential of 5% of their hourly rate of pay. 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 is assigned as a trainer as described i below, they will receive an additional one dollar and seventy-five cents (\$1.75) on their base wage per hour for all hours spent training. The department manager will assist in the establishment of appropriate assignments.
- a. When an employee has met the following criteria and is assigned to train an employee new to the service line/department or a student doing a clinical rotation for an accredited program, they will receive the Trainer Differential. The department manager will assist in the establishment of appropriate assignments.
1. Be approved by the manager;
 2. Be assigned to train a specific trainee;
 3. Be an employee in good standing;
 4. Complete an approved initial and annual trainer education program;
 5. Be evaluated annually, when applicable, on trainer performance;
 6. Provide verbal or written feedback to trainees and managers on the progress of the trainee.
- 14.4 **Per Diem Differential.** Per diem or casual employees shall be paid one dollar and fifty-five cents (\$1.55) per hour differential for each hour worked plus shift differential, if applicable, in lieu of benefits.
- 14.5 **On Call Pay.** Employees placed on call by the Medical Center shall be paid five dollars and twenty-five cents (\$5.25) for each hour spent on-call, five dollars and fifty cents (\$5.50) on holidays for each hour spent on-call. 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 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.
- 14.6 **Short Notice Pay.** Employees who are not on call, but are called in to work on an unscheduled day with less than twelve (12) hours' notice, shall be paid two (2) hours pay in addition to time actually worked if they report to work at the agreed upon time and complete

the hours assigned. Overtime will be paid in accordance with the employees scheduled shift, if applicable.

- 14.7 **Orphan Shifts.** Orphan call is defined as previously scheduled on call which must be filled after the schedule is published. In lieu of the hourly on call pay rate specified above, Surgical Services and Echocardiographer employees will be paid nine dollars and fifty cents (\$9.50) for each hour of such on call. If there are no volunteers to take orphan on call, it will be assigned on a rotating basis.
- 14.8 **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.
- 14.9 **Certification Premium.** A certification premium of one dollar and twenty-five cents (\$1.25) per hour worked shall be paid to those employees who have achieved and maintain a current national certification beyond that which is required per their job description. This certification must be approved by the department manager. In order to acquire such premium, the employee covered by this Agreement must make a written application to the unit/department manager and provide appropriate documentation regarding the certification for which the premium pay is requested. An employee will only be compensated for one certification. Such information must be verified by Human Resources prior to compensation. The differential will commence the first day of the pay period following the date that written evidence of the passing test score or continuing certification is received by the HR Service Center. A copy of the certification must be submitted to the HR Service Center within the following three (3) months or the differential will be discontinued. This differential will be automatically discontinued if certification lapses.
- 14.10 **Advanced Education.** An advanced education differential of one dollar and twenty-five cents (\$1.25) per hour worked shall be added to the base pay of those Respiratory Therapists and Echocardiographers who have achieved a Bachelor of Arts or Science degree in a related field, applicable if not required per the job description. Diploma or transcripts must be received by the HR Service Center. Differential will begin the first day of the first pay period following receipt by the HR Service Center.
- 14.11 All economic increases will take effect the first pay period following ratification unless otherwise specified.

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 eligible 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:

Employees 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

Employees hired on or after March 1, 2010:

Months of Service	Accrual Rate	Appx FT Annual Accrual
1 st through 48 th	.0962 hours per Compensable hour	25
49 th through 108 th	.1154 hours per Compensable hour	30
109 th & each month of Service thereafter	.135 hours per Compensable hour	35

- 15.3 **PTO Use.** PTO shall accrue from date of hire and may be used as accrued. Employees may not have a negative balance in their PTO accounts.
- 15.4 **Cashing Out.** Cash out of PTO will be in accordance with SHS policy and applicable law. Employees may make cash out elections once per year in the month of November for actual cash out to take effect once per quarter in any or all of the four quarters of the following year. Employees may cash out a maximum of one hundred sixty (160) hours per year.
- 15.5 **Carrying Over.** Employees are required to take a minimum of two (2) weeks' time off using PTO each calendar year. Effective first pay period following July 1, 2024, an employee may accrue up to seven hundred (700) hours in their PTO bank. When the maximum number of hours is reached, no further PTO will accrue. Members may proactively lower their PTO bank by taking PTO time or cashing out per Article 15.4.
- 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.** Each department must have a system for requesting PTO to be taken as vacation, including times by which PTO requests must be made. Unless otherwise established in the department, requests are to be made no earlier than twelve (12) months in

advance of the date when the schedule containing the requested time off is published. Requests for PTO will be responded to in writing within two (2) weeks of the request. If the Medical Center does not grant or deny a request, the response shall state the reason the request is not granted and state the date by which the request will be revisited and responded to again. Each request shall be considered on a first-come, first-served basis except that at holidays and other times of peak demand, a rotation system will be used. If two or more requests are submitted on the same date for the same time off and granting both of them would result in a critical staffing shortage, the senior employee will be given the time off. PTO may be approved, provided that the employee seeking time off is expected to have sufficient accrued PTO to cover the requested time off, based on the employee's accrual level, when the requested time off would begin. Approval of a PTO request may not be revoked except that approved PTO will be denied if the employee has insufficient PTO accrued at the time of use. 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.
- 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 (for the evening shift, such New Year's holiday shall be observed on New Year's Eve), 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 times the employee's regular hourly rate of pay. An employee will be entitled to holiday pay if the majority of the employee's worked hours fall on the designated holiday.

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 no less than thirty (30) days' notice to the Union of any such changes.

Premiums for the 2024, 2025, 2026 and 2027 plan years, and the insurance premium credit are attached in Appendix J.

- 16.2 **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 2023 to 2026 collective bargaining agreement.
- 16.3 **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.
- 16.4 **Continuation of Benefits:** The hospital agrees that during the terms of the 2023 – 2026 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 this 2023 – 2026 agreement.
- 16.5 **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.
- 16.6 **Short-Term Disability.** Employees may participate in the short-term disability insurance plan offered by the Medical Center.

- 16.7 **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 according to federal law.

ARTICLE 17 – RETIREMENT

- 17.1 **SHS Retirement Plan (Defined Contribution Plan).** The Medical Center shall provide the Samaritan Health Services Retirement Plan (Defined Contribution Plan) to employees covered by this collective bargaining agreement. Under this plan, the Medical Center 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 Medical Center 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 another two percent (2%) of the employee’s gross wage. These contributions will be paid in accordance with the plan’s terms. If SHS increases non-contractual retirement match, GSRMC SEIU Tech employees would also be increased.
- 17.3 **Maintenance of Benefit/Plan Changes.** The Medical Center agrees to maintain the current level of benefit in the pension programs listed in this article for the duration of the contract. If the Medical Center 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.
- 18.2 **Family and Medical Leaves.** Family and medical leaves (including pregnancy and parental 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. Subject to the eligibility requirements of FMLA and/or OFLA, an employee may be granted a leave.
 - B. Employees who are eligible under FMLA and OFLA for pregnancy disability leave will be granted up to twelve weeks for the period of the pregnancy disability. In accordance with FMLA and OFLA, the employee may take an

additional twelve weeks after the baby is born for the purpose of parental leave.

- C. Upon expiration of an approved family and/or medical leave, employees will be reinstated in accordance with FMLA and OFLA.
- D. Employees must utilize any accrued but unused PTO that the employee is eligible to use, provided, however, that an employee may retain forty (40) hours in their PTO bank.

- 18.3 **Paid Leave Oregon.** Employees who are eligible for Paid Leave Oregon will be granted leave per the program requirements. Employees may choose to supplement Paid Leave Oregon with PTO, up to 100% of their regular wages.
- 18.4 **Military Leaves.** Leaves required in order for an employee to serve military duty shall be granted and enforced in accordance with state and federal law.
- 18.5 **Jury Duty.** All employees may attend jury duty in accordance with their legal obligations to do so. Employees will be granted a leave of absence for this purpose provided that they give SHS reasonable advance notice of their obligation to serve. It is the employee's responsibility to notify their supervisor and provide a copy of the juror's summons.

Benefits will be payable to employees for the time spent on jury duty only under the circumstances described below:

- a) In the event that an eligible employee cannot rearrange their working schedule to avoid a conflict, they will be paid their regular daily rate for each scheduled full day missed due to jury duty. Any of the jury duty pay (other than travel expenses) received by the employee from other sources should be submitted to a Medical Center cashier or Regional Business Office (RBO) Representative.
- b) Work Attendance. Evidence of jury duty attendance must be presented to SHS. The employee should continue to report for work on those days or parts of days when excused from jury duty or when jury duty does not conflict with their schedule.
- c) Return to Work. It is the employee's responsibility to report for employment at the end of an approved leave. Failure to do so may be considered a voluntary termination.
- d) Status of the Employee Benefits While on Jury Duty Leave. All employee benefits the employee is enrolled in will continue while the employee is on jury duty leave. However, the employee will be required to continue payment of any required contributions for insured benefits and retirement benefits during the jury duty leave if they want to keep them in effect.

- 18.6 **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 or otherwise grieve. “Immediate family” is defined as: mother, father, sister, brother, parents-in-law, step-parents, siblings in-law, grandparents, grandparent-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, step-children, foster children, or child. All family relationships identified will apply to domestic partners (with proper attestation), for the purpose of bereavement.

The Medical Center shall allow an employee a leave of absence without pay for employees that need to have more than three (3) or five (5) days in accordance with applicable Oregon law.

ARTICLE 19 – SUCCESSORSHIP

If the Medical Center, by merger, consolidation, sale of assets, lease, franchise, or any other means, enters into an agreement with another organization that in the whole or part affects the existing collective bargaining unit, the Medical Center will call the existence of the collective bargaining agreement to the attention of any organization with which it seeks to make an agreement and request that the organization affirm its intention to retain the Medical Centers workforce, and if notice is given and the request is made, the Medical Center will have no further obligations hereunder from date of take over.

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.
- 20.2 **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. Employees may utilize the Education Program Policy or the Education Reimbursement Policy as applicable to the majority of the Medical Center’s unrepresented employees.
- 20.3 **Professional credentials and continuing education.**
- A. Employees who are required to have a license or certification, to keep their position at the Medical Center shall be given the opportunity to get the continuing education

needed to maintain the credential. The Medical Center will provide an educational allowance of three hundred twenty-five dollars (\$325) per employee per year to be used for registration and expense reimbursement for job-related educational programs approved in advance by the Medical Center. For Sleep Techs or Echocardiographers, with supervisor's approval, may carry over one year's allowance in order to apply six hundred fifty dollars (\$650) the following year toward a specified educational program. Additionally, three (3) compensated educational days will be available for each employee each year.

- B. Employees may also request to attend educational programs which, while not required to maintain a credential, are related to their work at the Medical Center. Requests will not be unreasonably denied.

ARTICLE 21- INTENTIONALLY LEFT BLANK

ARTICLE 22 – HEALTH AND SAFETY

- 22.1 The Medical Center will continue in its effort to provide education and products to reduce occupational injuries. 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.
 - 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 provide a safe and healthy patient care environment whenever possible.
- 22.2 The Medical Center will provide, free of charge, annual flu shots to those employees who desire immunization. All employees working in a patient care areas will be provided PPD screening, Hepatitis B and TDaP vaccines if required for their positions.
- 22.3 The Medical Center will provide training necessary for employee safety.
- 22.4 Unless otherwise required, at the time of hire, and throughout employment, employees may request training regarding Management of Aggressive Behavior and training regarding Security Alerts. If training is approved by management, it may be done on work time.
- 22.5 **Safety Committee**

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 their 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 “nonproductive” pay 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 23 – LABOR-MANAGEMENT COOPERATION COMMITTEE

The Medical Center and the SEIU Service and Technical units 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.

The LMCC shall be composed of eight (8) members, four (4) from the Union and four (4) 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 four (4) members selected by the SEIU Local 49 Steward Council, preferably having had contract negotiation experience. 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.

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.

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. To meet at regularly established times, no less than every other month if there is at least one

agenda item.

4. To furnish written records on LMCC discussions to the Bargaining Unit and Managers.
5. Chairperson responsibilities will alternate every six (6) months between the union and management. A chair-designee will be selected from the non-chairing party for that quarter.
6. 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. 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.

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 Medical Center 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. By mutual agreement, the parties can agree to mediate the grievance through the Federal Mediation and Conciliation Service (FMCS). This notice of the desire to mediate the dispute or the notice of intent to arbitrate must be provided within fourteen (14) calendar days of the date of the Step 3 response.

Step 5 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 or Step 4 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 Medical Center 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, 2026 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.

For the Union:

DocuSigned by:
Meg Niemi
AF27F1AD9558482...
Meg Niemi, SEIU Local 49

Dated: 12/13/2023 | 16:25:25 EST

DocuSigned by:
Andrew Barnes
16913047DD9A4D1...
Andrew Barnes, SEIU Local 49

Chris Galer, Resp Diagnostic Therp- Reg Ld
Mark Rowland, Echocardiographer
Whitney Delude, Cardiac Surgery Tech Ld
Aric Steele, Surgical Technologist

For the Medical Center:

DocuSigned by:
Laura Hennem
C86C48934F7D412...
Laura Hennem, Chief Executive Officer

Dated: 12/7/2023 | 08:43:44 PST

DocuSigned by:
Olivia Moffett
1CB00654E791441...
Olivia Moffett, Labor Relations Business Partner

DocuSigned by:
Brandon Schmidgall
0BE26512201E477...
Brandon Schmidgall, VP-Chief Operating Officer

DocuSigned by:
Lindsay Fenner
82B6C7ADF15F466...
Lindsay Fenner, Sr. HR Business Partner

DocuSigned by:
Cathy Melero
D4EA12EB003D49C...
Cathy Melero, Manager Respiratory Therapy

DocuSigned by:
Jill Dealy
78FB9887CD4D472...
Jill Dealy, Assistant Manager Surgery/OR

APPENDIX A – WAGE SCALES

Samaritan Health Services

GSR SEIU Technical Unit Wage Table

Effective from 4/10/2023 through 3/31/2026

Laboratory

0489 - Medical Laboratory Technician

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
Current		\$24.98	\$25.73	\$26.51	\$27.30	\$28.12	\$28.96	\$29.83	\$30.73	\$31.65	\$32.60	\$33.58	\$34.58	\$35.62	\$36.69	\$37.79
4/10/2023*	10.5%	\$28.44	\$29.29	\$30.17	\$31.07	\$32.00	\$32.97	\$33.95	\$34.97	\$36.02	\$37.10	\$38.22	\$39.36	\$40.54	\$41.76	N/A
4/8/2024	4.5%	\$29.72	\$30.61	\$31.53	\$32.47	\$33.45	\$34.45	\$35.48	\$36.55	\$37.64	\$38.77	\$39.94	\$41.13	\$42.37	\$43.64	N/A
4/7/2025	3.75%	\$30.83	\$31.75	\$32.71	\$33.69	\$34.70	\$35.74	\$36.81	\$37.92	\$39.05	\$40.23	\$41.43	\$42.68	\$43.96	\$45.27	N/A

Neurodiagnostics

0190 - Sleep Study Tech-PSGT-RCP

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
Current		\$27.57	\$28.40	\$29.25	\$30.13	\$31.03	\$31.96	\$32.92	\$33.91	\$34.92	\$35.97	\$37.05	\$38.16	\$39.31	\$40.49	\$41.70
4/10/2023*	9.5%	\$31.09	\$32.03	\$32.99	\$33.98	\$35.00	\$36.05	\$37.13	\$38.24	\$39.39	\$40.57	\$41.79	\$43.04	\$44.33	\$45.66	N/A
4/8/2024	4.5%	\$32.49	\$33.47	\$34.47	\$35.51	\$36.57	\$37.67	\$38.80	\$39.96	\$41.16	\$42.40	\$43.67	\$44.98	\$46.33	\$47.72	N/A
4/7/2025	3.75%	\$33.71	\$34.72	\$35.76	\$36.84	\$37.94	\$39.08	\$40.25	\$41.46	\$42.70	\$43.99	\$45.30	\$46.66	\$48.06	\$49.51	N/A

0424 - Sleep Study Tech-PSGT

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
Current		\$26.77	\$27.57	\$28.40	\$29.25	\$30.13	\$31.03	\$31.96	\$32.92	\$33.91	\$34.92	\$35.97	\$37.05	\$38.16	\$39.31	\$40.49
4/10/2023*	9.5%	\$30.19	\$31.09	\$32.03	\$32.99	\$33.98	\$35.00	\$36.05	\$37.13	\$38.24	\$39.39	\$40.57	\$41.79	\$43.04	\$44.33	N/A
4/8/2024	4.5%	\$31.55	\$32.49	\$33.47	\$34.47	\$35.51	\$36.57	\$37.67	\$38.80	\$39.96	\$41.16	\$42.40	\$43.67	\$44.98	\$46.33	N/A

4/7/2025	3.75%	\$32.73	\$33.71	\$34.72	\$35.76	\$36.84	\$37.94	\$39.08	\$40.25	\$41.46	\$42.70	\$43.99	\$45.30	\$46.66	\$48.06	N/A
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0443 - Sleep Study Tech-RCP

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
Current		\$25.99	\$26.77	\$27.57	\$28.40	\$29.25	\$30.13	\$31.03	\$31.96	\$32.92	\$33.91	\$34.92	\$35.97	\$37.05	\$38.16	\$39.31
4/10/2023*	9.5%	\$29.31	\$30.19	\$31.09	\$32.03	\$32.99	\$33.98	\$35.00	\$36.05	\$37.13	\$38.24	\$39.39	\$40.57	\$41.79	\$43.04	N/A
4/8/2024	4.5%	\$30.63	\$31.55	\$32.49	\$33.47	\$34.47	\$35.51	\$36.57	\$37.67	\$38.80	\$39.96	\$41.16	\$42.40	\$43.67	\$44.98	N/A
4/7/2025	3.75%	\$31.78	\$32.73	\$33.71	\$34.72	\$35.76	\$36.84	\$37.94	\$39.08	\$40.25	\$41.46	\$42.70	\$43.99	\$45.30	\$46.66	N/A

0326 - Sleep Study 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
Current		\$29.25	\$30.13	\$31.03	\$31.96	\$32.92	\$33.91	\$34.92	\$35.97	\$37.05	\$38.16	\$39.31	\$40.49	\$41.70	\$42.95	\$44.24
4/10/2023*	9.5%	\$32.99	\$33.98	\$35.00	\$36.05	\$37.13	\$38.24	\$39.39	\$40.57	\$41.79	\$43.04	\$44.33	\$45.66	\$47.03	\$48.44	N/A
4/8/2024	4.5%	\$34.47	\$35.51	\$36.57	\$37.67	\$38.80	\$39.96	\$41.16	\$42.40	\$43.67	\$44.98	\$46.33	\$47.72	\$49.15	\$50.62	N/A
4/7/2025	3.75%	\$35.76	\$36.84	\$37.94	\$39.08	\$40.25	\$41.46	\$42.70	\$43.99	\$45.30	\$46.66	\$48.06	\$49.51	\$50.99	\$52.52	N/A

Respiratory

0318 - Respiratory Therapist

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
Current		\$26.07	\$26.85	\$27.66	\$28.49	\$29.34	\$30.22	\$31.13	\$32.06	\$33.03	\$34.02	\$35.04	\$36.09	\$37.17	\$38.29	\$39.44
4/10/2023*	18.25%	\$31.75	\$32.71	\$33.69	\$34.70	\$35.74	\$36.81	\$37.92	\$39.05	\$40.23	\$41.43	\$42.68	\$43.96	\$45.27	\$46.63	N/A
4/8/2024	4.5%	\$33.18	\$34.18	\$35.20	\$36.26	\$37.35	\$38.47	\$39.62	\$40.81	\$42.04	\$43.30	\$44.60	\$45.93	\$47.31	\$48.73	N/A
4/7/2025	3.75%	\$34.43	\$35.46	\$36.52	\$37.62	\$38.75	\$39.91	\$41.11	\$42.34	\$43.61	\$44.92	\$46.27	\$47.66	\$49.09	\$50.56	N/A

0344 - Respiratory Therapist-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
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Current		\$28.49	\$29.34	\$30.22	\$31.13	\$32.06	\$33.03	\$34.02	\$35.04	\$36.09	\$37.17	\$38.29	\$39.44	\$40.62	\$41.84	\$43.09
4/10/2023*	18.25 %	\$34.70	\$35.74	\$36.81	\$37.92	\$39.05	\$40.23	\$41.43	\$42.68	\$43.96	\$45.27	\$46.63	\$48.03	\$49.47	\$50.96	N/A
4/8/2024	4.5%	\$36.26	\$37.35	\$38.47	\$39.62	\$40.81	\$42.04	\$43.30	\$44.60	\$45.93	\$47.31	\$48.73	\$50.19	\$51.70	\$53.25	N/A
4/7/2025	3.75%	\$37.62	\$38.75	\$39.91	\$41.11	\$42.34	\$43.61	\$44.92	\$46.27	\$47.66	\$49.09	\$50.56	\$52.08	\$53.64	\$55.25	N/A

0371 - Resp-Diagnostic Thrpst-Reg-Ld

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
Current		\$30.22	\$31.13	\$32.06	\$33.03	\$34.02	\$35.04	\$36.09	\$37.17	\$38.29	\$39.44	\$40.62	\$41.84	\$43.09	\$44.39	\$45.72
4/10/2023*	18.25 %	\$36.81	\$37.92	\$39.05	\$40.23	\$41.43	\$42.68	\$43.96	\$45.27	\$46.63	\$48.03	\$49.47	\$50.96	\$52.49	\$54.06	N/A
4/8/2024	4.5%	\$38.47	\$39.62	\$40.81	\$42.04	\$43.30	\$44.60	\$45.93	\$47.31	\$48.73	\$50.19	\$51.70	\$53.25	\$54.85	\$56.49	N/A
4/7/2025	3.75%	\$39.91	\$41.11	\$42.34	\$43.61	\$44.92	\$46.27	\$47.66	\$49.09	\$50.56	\$52.08	\$53.64	\$55.25	\$56.90	\$58.61	N/A

Other Clinical / Technical

3068 - Cardiac Surgery Technician

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
Current		\$25.48	\$26.25	\$27.03	\$27.85	\$28.68	\$29.54	\$30.43	\$31.34	\$32.28	\$33.25	\$34.25	\$35.27	\$36.33	\$37.42	\$38.54
4/10/2023*	12.75 %	\$29.59	\$30.48	\$31.40	\$32.34	\$33.31	\$34.31	\$35.34	\$36.40	\$37.49	\$38.61	\$39.77	\$40.96	\$42.19	\$43.46	N/A
4/8/2024	4.5%	\$30.92	\$31.85	\$32.81	\$33.79	\$34.81	\$35.85	\$36.93	\$38.03	\$39.17	\$40.35	\$41.56	\$42.81	\$44.09	\$45.41	N/A
4/7/2025	3.75%	\$32.08	\$33.05	\$34.04	\$35.06	\$36.11	\$37.19	\$38.31	\$39.46	\$40.64	\$41.86	\$43.12	\$44.41	\$45.75	\$47.12	N/A

3927 - Cardiac Surgery 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
Current		\$27.01	\$27.82	\$28.66	\$29.52	\$30.40	\$31.31	\$32.25	\$33.22	\$34.22	\$35.24	\$36.30	\$37.39	\$38.51	\$39.67	\$40.86
4/10/2023*	12.75 %	\$31.37	\$32.31	\$33.28	\$34.28	\$35.31	\$36.37	\$37.46	\$38.58	\$39.74	\$40.93	\$42.16	\$43.42	\$44.72	\$46.07	N/A

4/8/2024	4.5%	\$32.78	\$33.76	\$34.78	\$35.82	\$36.89	\$38.00	\$39.14	\$40.32	\$41.53	\$42.77	\$44.05	\$45.38	\$46.74	\$48.14	N/A
4/7/2025	3.75%	\$34.01	\$35.03	\$36.08	\$37.16	\$38.28	\$39.43	\$40.61	\$41.83	\$43.08	\$44.37	\$45.71	\$47.08	\$48.49	\$49.94	N/A

0465 - Cardiac 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
Current		\$17.01	\$17.52	\$18.05	\$18.59	\$19.15	\$19.72	\$20.31	\$20.92	\$21.55	\$22.20	\$22.86	\$23.55	\$24.26	\$24.98	\$25.73
4/10/2023*	9.5%	\$19.19	\$19.76	\$20.36	\$20.97	\$21.60	\$22.24	\$22.91	\$23.60	\$24.31	\$25.04	\$25.79	\$26.56	\$27.36	\$28.18	N/A
4/8/2024	4.5%	\$20.05	\$20.65	\$21.27	\$21.91	\$22.57	\$23.25	\$23.94	\$24.66	\$25.40	\$26.16	\$26.95	\$27.76	\$28.59	\$29.45	N/A
4/7/2025	3.75%	\$20.80	\$21.43	\$22.07	\$22.73	\$23.41	\$24.12	\$24.84	\$25.59	\$26.35	\$27.14	\$27.96	\$28.80	\$29.66	\$30.55	N/A

0495 - Cardiac 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
Current		\$19.72	\$20.31	\$20.92	\$21.55	\$22.20	\$22.86	\$23.55	\$24.26	\$24.98	\$25.73	\$26.51	\$27.30	\$28.12	\$28.96	\$29.83
4/10/2023*	9.5%	\$22.24	\$22.91	\$23.60	\$24.31	\$25.04	\$25.79	\$26.56	\$27.36	\$28.18	\$29.02	\$29.89	\$30.79	\$31.72	\$32.67	N/A
4/8/2024	4.5%	\$23.25	\$23.94	\$24.66	\$25.40	\$26.16	\$26.95	\$27.76	\$28.59	\$29.45	\$30.33	\$31.24	\$32.18	\$33.14	\$34.14	N/A
4/7/2025	3.75%	\$24.12	\$24.84	\$25.59	\$26.35	\$27.14	\$27.96	\$28.80	\$29.66	\$30.55	\$31.47	\$32.41	\$33.38	\$34.39	\$35.42	N/A

0184-OB Tech-Surgical

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
Current		\$20.96	\$21.59	\$22.24	\$22.91	\$23.60	\$24.30	\$25.03	\$25.78	\$26.56	\$27.35	\$28.17	\$29.02	\$29.89	\$30.79	\$31.71
4/10/2023*	9.5%	\$23.64	\$24.35	\$25.08	\$25.84	\$26.61	\$27.41	\$28.23	\$29.08	\$29.95	\$30.85	\$31.78	\$32.73	\$33.71	\$34.72	N/A
4/8/2024	4.5%	\$24.71	\$25.45	\$26.21	\$27.00	\$27.81	\$28.64	\$29.50	\$30.39	\$31.30	\$32.24	\$33.21	\$34.20	\$35.23	\$36.29	N/A
4/7/2025	3.75%	\$25.64	\$26.40	\$27.20	\$28.01	\$28.85	\$29.72	\$30.61	\$31.53	\$32.47	\$33.45	\$34.45	\$35.49	\$36.55	\$37.65	N/A

3207-OB Tech-Surgical-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
Current		\$22.01	\$22.67	\$23.35	\$24.05	\$24.78	\$25.52	\$26.28	\$27.07	\$27.89	\$28.72	\$29.58	\$30.47	\$31.38	\$32.33	\$33.30

4/10/2023*	9.5%	\$24.83	\$25.57	\$26.34	\$27.13	\$27.94	\$28.78	\$29.64	\$30.53	\$31.45	\$32.39	\$33.37	\$34.37	\$35.40	\$36.46	N/A
4/8/2024	4.5%	\$25.94	\$26.72	\$27.52	\$28.35	\$29.20	\$30.08	\$30.98	\$31.91	\$32.87	\$33.85	\$34.87	\$35.91	\$36.99	\$38.10	N/A
4/7/2025	3.75%	\$26.92	\$27.72	\$28.56	\$29.41	\$30.30	\$31.20	\$32.14	\$33.10	\$34.10	\$35.12	\$36.17	\$37.26	\$38.38	\$39.53	N/A

0290 - Surgical Technologist

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
Current		\$24.86	\$25.61	\$26.37	\$27.17	\$27.98	\$28.82	\$29.68	\$30.57	\$31.49	\$32.44	\$33.41	\$34.41	\$35.44	\$36.51	\$37.60
4/10/2023*	12.25 %	\$28.74	\$29.61	\$30.49	\$31.41	\$32.35	\$33.32	\$34.32	\$35.35	\$36.41	\$37.50	\$38.63	\$39.79	\$40.98	\$42.21	N/A
4/8/2024	4.5%	\$30.04	\$30.94	\$31.87	\$32.82	\$33.81	\$34.82	\$35.86	\$36.94	\$38.05	\$39.19	\$40.37	\$41.58	\$42.82	\$44.11	N/A
4/7/2025	3.75%	\$31.16	\$32.10	\$33.06	\$34.05	\$35.07	\$36.13	\$37.21	\$38.33	\$39.48	\$40.66	\$41.88	\$43.14	\$44.43	\$45.76	N/A

3892 - Surgical Technologist-Non-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
Current		\$23.45	\$24.16	\$24.88	\$25.63	\$26.40	\$27.19	\$28.00	\$28.84	\$29.71	\$30.60	\$31.52	\$32.46	\$33.44	\$34.44	\$35.47
4/10/2023*	12.25 %	\$27.12	\$27.93	\$28.77	\$29.63	\$30.52	\$31.43	\$32.38	\$33.35	\$34.35	\$35.38	\$36.44	\$37.53	\$38.66	\$39.82	N/A
4/8/2024	4.5%	\$28.34	\$29.19	\$30.06	\$30.96	\$31.89	\$32.85	\$33.83	\$34.85	\$35.90	\$36.97	\$38.08	\$39.22	\$40.40	\$41.61	N/A
4/7/2025	3.75%	\$29.40	\$30.28	\$31.19	\$32.12	\$33.09	\$34.08	\$35.10	\$36.16	\$37.24	\$38.36	\$39.51	\$40.69	\$41.92	\$43.17	N/A

0336 - Echocardiographer

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
Current		\$35.97	\$37.05	\$38.16	\$39.31	\$40.49	\$41.70	\$42.95	\$44.24	\$45.57	\$46.93	\$48.34	\$49.79	\$51.29	\$52.82	\$54.41
4/10/2023*	12.5%	\$41.68	\$42.93	\$44.22	\$45.55	\$46.91	\$48.32	\$49.77	\$51.26	\$52.80	\$54.38	\$56.02	\$57.70	\$59.43	\$61.21	N/A
4/8/2024	4.5%	\$43.56	\$44.86	\$46.21	\$47.60	\$49.02	\$50.49	\$52.01	\$53.57	\$55.18	\$56.83	\$58.54	\$60.29	\$62.10	\$63.96	N/A
4/7/2025	3.75%	\$45.19	\$46.55	\$47.94	\$49.38	\$50.86	\$52.39	\$53.96	\$55.58	\$57.25	\$58.96	\$60.73	\$62.55	\$64.43	\$66.36	N/A

**0186 - Echocardiographer-
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
Current		\$38.16	\$39.31	\$40.49	\$41.70	\$42.95	\$44.24	\$45.57	\$46.93	\$48.34	\$49.79	\$51.29	\$52.82	\$54.41	\$56.04	\$57.72
4/10/2023*	12.5%	\$44.22	\$45.55	\$46.91	\$48.32	\$49.77	\$51.26	\$52.80	\$54.38	\$56.02	\$57.70	\$59.43	\$61.21	\$63.05	\$64.94	N/A
4/8/2024	4.5%	\$46.21	\$47.60	\$49.02	\$50.49	\$52.01	\$53.57	\$55.18	\$56.83	\$58.54	\$60.29	\$62.10	\$63.96	\$65.88	\$67.86	N/A
4/7/2025	3.75%	\$47.94	\$49.38	\$50.86	\$52.39	\$53.96	\$55.58	\$57.25	\$58.96	\$60.73	\$62.55	\$64.43	\$66.36	\$68.35	\$70.41	N/A

*Contract ratified on 11/7/2023 and increases implemented the following pay period, beginning on 11/20/2023. Retroactive payments from 4/10/2023 to 11/19/2023 implemented on 12/25/2023 pay checks.

APPENDIX B – LETTER OF AGREEMENT – UNION SECURITY MODIFICATIONS

LETTER OF AGREEMENT

Any employees, who were eligible voters at the time of the election and have remained non-members since, can opt to be grandfathered out of the Union Shop provisions by giving written notification via certified letter to the President of SEIU Local 49 within thirty (30) days of ratification.

DocuSigned by:

TCB00654E791441...
For GSRMC _____ **Date**

DocuSigned by:

AF27E1AD09558482
For SEIU Local 49 _____ **Date**


12/8/2023 | 08:52:18 PST

12/13/2023 | 16:25:25 EST

APPENDIX C – LETTER OF AGREEMENT – UNION MERGER

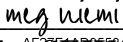
LETTER OF AGREEMENT

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
12/8/2023 | 08:52:18 PST

DocuSigned by:

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For SEIU Local 49


Date
12/13/2023 | 16:25:25 EST

APPENDIX D – LETTER OF UNDERSTANDING- HEALTH INSURANCE ADVISORY

COMMITTEE

Samaritan Health Services (SHS) will include one (1) GSRMC SEIU member from the Technical employees Bargaining Unit 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. The 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.

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For GSRMC

Date
12/8/2023 | 08:52:18 PST


DocuSigned by:

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For SEIU Local 49

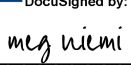
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APPENDIX E –LETTER OF AGREEMENT – FUTURE PANDEMIC

In the event a future pandemic emergency is declared by the Oregon Health Authority, which lasts 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 thirty days of the OHA declaration.

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For GSRMC
Date
12/8/2023 | 08:52:18 PST

DocuSigned by:

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For SEIU Local 49
Date
12/13/2023 | 16:25:25 EST

APPENDIX F– LETTER OF AGREEMENT – HOSPITAL STAFFING – HB2697

As a result of 2023 legislation “Hospital Staffing – HB2697”, the Hospital and the Union agree to meet to discuss implementation when it becomes law.

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For GSRMC

Date
12/8/2023 | 08:52:18 PST

DocuSigned by:

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For SEIU Local 49

Date
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APPENDIX G– LETTER OF UNDERSTANDING – CARDIO-VASCULAR SURGERY TEAM

Good Samaritan Regional Medical Center (Management) and Service Employees International Union Local 49 (Union) agree to continue to structure with the Cardio-Vascular Surgery team as outlined below. Check-ins may take place to make adjustments as agreed upon by Management and the Union.

1. The Cardio-Vascular Surgery Team will be a separate and closed department from the main operating room (OR). Cardio-Vascular (CV) Surgery Techs (Employees) will maintain a separate work and vacation schedule from the main OR. These Employees will not be scheduled in the Main OR but have the option of floating to the main OR when not needed for cardiac cases or call.
2. Any day that the Employees is not needed to be in the hospital for a surgery or assigned responsibilities on their regular scheduled work days, the employee will not be placed on-call or be entitled to call pay but must remain available to work if needed for the CV Surgery Team cases and within the thirty (30) minute response time. The Employee would report to work for such cases and would not be entitled to time and one half call-back during the Employee's regularly scheduled hours.
3. Call must be self-scheduled and completely covered by the CV surgery team or it will be mandatorily assigned to members of the team. The CV Coordinator or designee will make day to day assignments for the CV team.
4. Tiered Call Pay:
 - a. Staff will be compensated for call on a tiered system based on the number of additionally required on-call hours over the base per schedule period for all Cardiac Surgery Techs. This system will only apply to additional required hours over the base hours. Even trades are included in tiered call pay. Even trades must be within the same pay period and many up to two (2) hours. Uneven trades or voluntary acceptance of additional call will be exempt for the tiered on-call pay.
 - Tier 1: 1-59 hours on-call (base hours): Applicable call rate already paid – no tiered bonus.
 - Tier 2: 60 – 99 hours on-call (additional hours required). Applicable call rate already paid. Additional \$5.25 per hour tiered bonus.
 - Tier 3: 100+ hours on call (additional required hours). Applicable call rate already paid. Additional \$10.50 per hour tiered bonus.
5. All call hours of any type will be paid according to the appropriate tiers.
6. A guarantee of 95% of each Cardio-Vascular's Surgery Tech's regularly scheduled hours (FTE) will be paid every pay period if the Cardio-Vascular Surgery Tech works less than 95%. For example, if the Tech works 80%, they will get paid for 95% of their FTE. If the Tech works 97%, they get paid for 97% of their FTE. A Cardio-vascular Surgery Tech will

be paid their regular rate of pay when scheduled whether or not they work up to 95% of their regular hours (call back hours would apply towards the 95% but on-call hours would not).

7. Cardiac Surgery Techs are to be the OR team for any surgeries performed by the Cardio-Vascular surgeons. If there are no cases running, Cardio-vascular Surgery Techs may be assigned other CV surgery related duties.

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For GSRMC

Date
12/8/2023 | 08:52:18 PST

DocuSigned by:

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For SEIU Local 49

Date
12/13/2023 | 16:25:25 EST

APPENDIX H– LETTER OF UNDERSTANDING – MAIN OPERATING ROOM

Good Samaritan Regional Medical Center (Management) and SEIU Local 49 (Union) agree to the following structure for assigning and paying call hours with the Main OR team as outlined below.


1. Staff must sign up for call according to the Schedule of Schedules or it will be mandatorily assigned to members of the Main OR team.
 - a. The schedule period closes one (1) week prior to schedule posting. Staff who have not picked up their base hours of call will have it assigned at this time by the Staffing Office. This time will then be used for communication between the Staffing Office and the surgery staff.
 - b. Day 1 – The Staffing Office determines the number of shifts not staffed, after being posted, to be converted to on-call hours. The Staffing Office divides those hours evenly and proportionally to FTE employees and emails everyone in the surgery department regarding how many on-call hours will be additionally required.
 - c. Days 2 thru 4 – The staff is given the opportunity to select which additionally required on-call hours they are able to sign up for, allowing them to schedule around vacations and non-work plans. The staff will email the Staffing Office with preferences. The Staffing Office will track and assign the mandatory additionally required on-call hours on a first come first served basis.
 - d. Day 5 – The Staffing Office finalizes the schedule and assigns any mandatory on-call hours not picked up to staff who have not been assigned mandatory additional required call proportional to their FTE.

2. Tiered Call Pay:
 - a. Staff will be compensated for call on a tiered system based on the number of additionally required on-call hours over the base per schedule period for all staff excluding the CV surgery team. This system will only apply to additional required hours over the base hours for each area. Hours voluntarily self-scheduled above the required hours or uneven trades will be exempt from the tiered on-call pay. Required hours may be self-scheduled or assigned. Required hours may vary between staff based on length of call hour periods. Even trades are included in tiered call pay. Even trades must be within the same pay period and may vary up to 2 hours. Neuro Techs may also take additional call hours in the main OR which will be compensated at the rates outlined in their tiered structure.
 - b. Main OR Techs excluding Neuro and CV Surgery:
 - 1-32 hours on-call: (base hours) = applicable call rate already paid. No tiered call bonus.
 - 33-55 hours on-call (additional required hours) = Applicable call rate already paid + \$4.75/hr per tiered bonus.

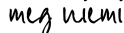
- 56+ hours on-call (additional required hours) = Applicable call rate already paid + \$9.50 /hr. per tiered bonus.

c. Neuro Techs:

- 1-49 hours on-call (base hours) = applicable call rate already paid. No tiered call bonus.
- 50-89 hours on-call (additional required hours) = Applicable call rate already paid + \$4.75/hr per tiered bonus.
- 90+ hours on-call (additional required hours) = Applicable call rate already paid + \$9.50 /hr. per tiered bonus.

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APPENDIX I– LETTER OF AGREEMENT – Joint Training and Education Trust Fund

Letter of Agreement
Between


SEIU Local 49 and GSRMC Service Employees, GSRMC Technical Employees, SPCH employees
and AGH Employees.

01/01/2025 – 12/31/2026

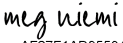
Joint Training and Education Trust Fund. Starting on January 1, 2025, SHS will contribute 0.22% (twenty-two hundredths of one percent) of the collective bargaining unit's annual payroll to the SEIU United Healthcare Workers West and Joint Employer Education Fund. Such contributions for 2025 shall be payable no later than February 15, 2025, and shall be due each February 15 thereafter, for the term of the Agreement. The collective bargaining unit's annual payroll shall mean the total wages reported in Box 1 of Form W-2, for all collective bargaining unit employees, for the prior calendar year. (For example, Form W-2, Box 1 wages from 2024 shall be used to calculate the required contribution for 2025.) Upon said payment each year, covered employees will be eligible for benefits during the current calendar year. The Employer further agrees to be bound by the terms of the Trust Agreement, the Plan Document, and the rules and regulations adopted by the Trustees of the Fund. The Education Trust Fund will provide an annual report on utilization by the Employer's employees. In the event that either party is dissatisfied with the level of utilization, the parties will meet to discuss options, which may include discontinuing participation in the next calendar year.

Employees will utilize Joint Training and Education Trust Fund programs prior to requesting other SHS education funds.

This agreement will sunset December 31, 2026, however the parties may agree to continue participation for an additional year at which time the agreed upon dates will be modified.

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APPENDIX G- Medical/Rx Insurance Premium Proposal

CHOICE PPO PLAN w/ INCENTIVE	2024 Premium Rates	2025 Premium Rates		2026 Premium Rates		2027 Premium Rates	
		Bi-Weekly Increase	Bi-Weekly Amount	Bi-Weekly Increase	Bi-Weekly Amount	Bi-Weekly Increase	Bi-Weekly Amount
MEDICAL & PHARMACY	Employee Bi-Weekly						
EMPLOYEE - FT (0.8 to 1.0 FTE)	\$17.47	\$0.75	\$18.22	\$0.85	\$19.07	\$0.95	\$20.02
EMPLOYEE - PT (0.5 to 0.79 FTE)	\$34.93	\$1.50	\$36.43	\$1.70	\$38.13	\$1.90	\$40.03
EMP & SPOUSE - FT (0.8 to 1.0 FTE)	\$156.66	\$7.00	\$163.66	\$7.75	\$171.41	\$8.50	\$179.91
EMP & SPOUSE - PT (0.5 to 0.79 FTE)	\$197.88	\$9.00	\$206.88	\$9.75	\$216.63	\$10.75	\$227.38
EMP & CHILDREN - FT (0.8 to 1.0 FTE)	\$130.59	\$6.00	\$136.59	\$6.50	\$143.09	\$7.00	\$150.09
EMP & CHILDREN - PT (0.5 to 0.79 FTE)	\$156.71	\$7.50	\$164.21	\$8.00	\$172.21	\$8.50	\$180.71
FAMILY - FT (0.8 to 1.0 FTE)	\$218.50	\$10.00	\$228.50	\$11.00	\$239.50	\$12.00	\$251.50
FAMILY - PT (0.5 to 0.79 FTE)	\$275.43	\$13.00	\$288.43	\$14.00	\$302.43	\$15.00	\$317.43

CHOICE PPO PLAN	2024 Premium Rates	2025 Premium Rates		2026 Premium Rates		2027 Premium Rates	
		Bi-Weekly Increase	Bi-Weekly Amount	Bi-Weekly Increase	Bi-Weekly Amount	Bi-Weekly Increase	Bi-Weekly Amount
MEDICAL & PHARMACY	Employee Bi-Weekly						
EMPLOYEE - FT (0.8 to 1.0 FTE)	\$17.47	\$0.75	\$18.22	\$0.85	\$19.07	\$0.95	\$20.02
EMPLOYEE - PT (0.5 to 0.79 FTE)	\$34.93	\$1.50	\$36.43	\$1.70	\$38.13	\$1.90	\$40.03
EMP & SPOUSE - FT (0.8 to 1.0 FTE)	\$166.74	\$7.00	\$173.74	\$7.75	\$181.49	\$8.50	\$189.99
EMP & SPOUSE - PT (0.5 to 0.79 FTE)	\$210.63	\$9.00	\$219.63	\$9.75	\$229.38	\$10.75	\$240.13
EMP & CHILDREN - FT (0.8 to 1.0 FTE)	\$139.55	\$6.00	\$145.55	\$6.50	\$152.05	\$7.00	\$159.05
EMP & CHILDREN - PT (0.5 to 0.79 FTE)	\$167.46	\$7.50	\$174.96	\$8.00	\$182.96	\$8.50	\$191.46
FAMILY - FT (0.8 to 1.0 FTE)	\$229.05	\$10.00	\$239.05	\$11.00	\$250.05	\$12.00	\$262.05
FAMILY - PT (0.5 to 0.79 FTE)	\$288.74	\$13.00	\$301.74	\$14.00	\$315.74	\$15.00	\$330.74

CHOICE HIGH-DEDUCTIBLE PLAN w/ HSA	2024 Premium Rates	2025 Premium Rates		2026 Premium Rates		2027 Premium Rates	
		Bi-Weekly Increase	Bi-Weekly Amount	Bi-Weekly Increase	Bi-Weekly Amount	Bi-Weekly Increase	Bi-Weekly Amount
MEDICAL & PHARMACY	Employee Bi-Weekly						
EMPLOYEE - FT (0.8 to 1.0 FTE)	\$17.47	\$0.75	\$18.22	\$0.85	\$19.07	\$0.95	\$20.02
EMPLOYEE - PT (0.5 to 0.79 FTE)	\$34.93	\$1.50	\$36.43	\$1.70	\$38.13	\$1.90	\$40.03
EMP & SPOUSE - FT (0.8 to 1.0 FTE)	\$159.28	\$7.00	\$166.28	\$7.75	\$174.03	\$8.50	\$182.53
EMP & SPOUSE - PT (0.5 to 0.79 FTE)	\$244.24	\$9.00	\$253.24	\$9.75	\$262.99	\$10.75	\$273.74
EMP & CHILDREN - FT (0.8 to 1.0 FTE)	\$132.45	\$6.00	\$138.45	\$6.50	\$144.95	\$7.00	\$151.95
EMP & CHILDREN - PT (0.5 to 0.79 FTE)	\$200.93	\$7.50	\$208.43	\$8.00	\$216.43	\$8.50	\$224.93
FAMILY - FT (0.8 to 1.0 FTE)	\$210.09	\$10.00	\$220.09	\$11.00	\$231.09	\$12.00	\$243.09
FAMILY - PT (0.5 to 0.79 FTE)	\$324.89	\$13.00	\$337.89	\$14.00	\$351.89	\$15.00	\$366.89

Medical Insurance Premium Credit

2024 Tiers <u>Hourly Rate (\$/hour)</u>	<u>Per Pay Period</u> <u>EE & SP/DO</u> <u>or EE &</u>	
	<u>Child</u>	<u>Family</u>
<\$18.00	\$30	\$55
\$18.00 - \$19.99	\$25	\$45
\$20.00 - \$22.49	\$10	\$35
\$22.50 - \$24.99	\$10	\$20