

Suzanne Hepner (admitted *pro hac vice*)
 Levy Ratner, P.C.
 80 Eighth Avenue, 8th Floor
 New York, New York 10011
 Telephone: (212) 627-8100
 E-mail: shepner@levyratner.com
Counsel to SEIU Healthcare 1199NW

Carson Flora, WSBA #37608
 SEIU Healthcare 1199NW
 15 S. Grady Way, Suite 200
 Renton, WA 98057
 E-mail: carsonf@seiu1199nw.org

**IN THE UNITED STATES BANKRUPTCY COURT
 EASTERN DISTRICT OF WASHINGTON AT YAKIMA**

In re:

ASTRIA HEALTH, et al.

Debtors.¹

Chapter 11

Lead Case No. 19-01189-11

(Jointly Administered)

**MOTION OF CREDITOR SEIU
 HEALTHCARE 1199NW FOR
 ALLOWANCE AND PAYMENT OF
 ADMINISTRATIVE EXPENSE CLAIMS**

SEIU Healthcare 1199NW (“SEIU” or the “**Union**”), by and through its undersigned counsel, hereby moves (the “**Motion**”) for allowance and payment of administrative expense claims pursuant to sections 503(a), 503(b)(1)(A), and 507 of Title 11 of the United States Code, 11 U.S.C. §§ 101-1532 (as amended, the

¹ The Debtors, along with their case numbers, are as follows: Astria Health (19- 01189-11), Glacier Canyon, LLC (19-01193-11), Kitchen and Bath Furnishings, LLC (19-01194-11), Oxbow Summit, LLC (19-01195 11), SHS Holdco, LLC (19-01196-11), SHC Medical Center-Toppenish (19-01190-11) SHC Medical Center – Yakima (19-01192-11), Sunnyside Community Hospital Association (19-01191-11) Sunnyside Community Hospital Home Medical Supply, LLC (19-01197-11), Sunnyside Home Health (19-01198-11), Sunnyside Professional Services, LLC (19-01199-11), Yakima Home Care Holdings, LLC (19-01201-11), and Yakima HMA Home Health, LLC (19-01200-11).



1 “**Bankruptcy Code**”). In support of this Motion, SEIU respectfully states as
2 follows:

3 **BACKGROUND**

4 1. The Union is a labor organization within the meaning of Section 2(5)
5 of the National Labor Relations Act, as amended, 29 U.S.C. § 153(5) (“**NLRA**”)
6 and maintains its principal place of business at 15 South Grady Way, Suite #200,
7 Renton, Washington 98057.

8 2. Pursuant to Section 9(a) of the NLRA, SEIU is the exclusive
9 representative of approximately 300 SEIU bargaining unit members, including
10 skilled maintenance, service and maintenance, clerical and technical job
11 classifications (the “**Former Employees**”) formerly employed by SHC Medical
12 Center – Yakima d/b/a Astria Regional Medical Center (“**Debtor**” or “**Astria**”).

13 3. The Union and Astria are parties to a collective bargaining agreement
14 establishing the terms and conditions of employment of the Former Employees for
15 the period April 11, 2019 through October 1, 2022. (“**CBA**,” attached hereto as
16 Exhibit A).

17 4. On May 6, 2019 (the “**Petition Date**”), Astria filed for bankruptcy
18 under Chapter 11 of the Bankruptcy Code.

19 5. On January 3, 2020 the Debtors filed a motion seeking to close Astria
20 on an emergency basis [Docket No. 867]. On January 8, 2020, the Court granted

1 that motion [Docket No. 874] and Astria closed and ceased providing medical care
2 as an operating hospital to patients. Also on January 8, Astria provided between
3 zero and sixteen days' notice of layoffs to almost every single member of the SEIU
4 bargaining unit.

5 **JURISDICTION AND VENUE**

6 6. The Court has jurisdiction over this matter pursuant to 28 U.S.C. §§
7 157 and 1334. This matter is a core proceeding within the meaning of 28 U.S.C. §
8 157(b)(2). Venue is proper pursuant to 28 U.S.C. §§ 1408 and 1409.

9 **RELIEF REQUESTED**

10 7. By this Motion, the Union seeks the entry of an order granting the
11 allowance and payment of administrative expense claims pursuant to sections
12 503(a), 503(b)(1)(A), and 507 of the Bankruptcy Code for: (i) terminal payout of
13 accrued but unused paid time off (“**PTO**”) relating to the Former Employees’ post-
14 petition employment pursuant to the CBA (ii) post-petition violations of the
15 Workers Adjustment and Retraining Notification Act of 1988, 29 U.S.C. §§ 2101
16 et seq. (“**WARN Act**”), (iii) contractual layoff notice pay pursuant to the CBA;
17 and (iv) retirement plan contributions.

BASIS FOR RELIEF REQUESTED

8. Section 503(b) of the Bankruptcy Code provides administrative expense status for the “actual, necessary costs and expenses of preserving the estate...” 11 U.S.C. § 503(b)(1)(A). These expenses are afforded priority under section 507(a)(1) of the Bankruptcy Code. 11 U.S.C. § 507(a)(1). Moreover, under section 503(a) of the Bankruptcy Code, “[a]n entity may timely file a request for payment of an administrative expense, or may tardily file such request if permitted by the court for cause.” The bar date for submission of administrative expense claims in this case is July 22, 2020 at 4:00 pm. See Order Fixing the First Interim Bar Date for Filing Certain Postpetition Administrative Expense Claims, Docket # 1416. The Former Employees rendered post-petition services to the Debtors that were vital to the Debtors’ ability to continue operations and to maximize value for the benefit of all constituents in these cases. Thus, the Former Employees’ services were “actual, necessary costs and expenses of preserving the estate” as required for administrative expense status under section 503(b)(1)(A).

9. Accordingly, SEIU submits an administrative expense claim based on Astria’s violation of the sixty-day notice requirement of the Warn Act when it notified the Former Employees on January 8, 2020, of layoffs that occurred between January 8, 2020 and January 24, 2020. At all relevant times, Astria was an “employer” under the WARN Act, which defines the term as “a business enterprise

1 that employs... 100 or more employees who in the aggregate work 4,000 hours or
2 more per week.” 29 U.S.C. § 2101(a)(1). An employer must give sixty days’ notice
3 to affected employees or their representatives prior to, a “plant closing,” 20 U.S.C.
4 § 2102(a)(1), which is defined by the Act as “the permanent or temporary
5 shutdown of a single site of employment...,” 29 U.S.C. § 2101(a)(2). “[A]n
6 employer who is *anticipating* carrying out a plant closing or mass layoff is required
7 to give notice...” 20 C.F.R. § 639.4 (emphasis added). “Any employer who orders
8 a plant closing or mass layoff in violation of section 2102 of this title shall be
9 liable to each aggrieved employee who suffers an employment loss as result of
10 such closing or layoff for — (A) back pay for each day of violation...and; (B)
11 benefits under an employee benefit plan...including the cost of medical expenses
12 incurred during the employment loss which would have been covered under an
13 employee benefit plan if the employment loss had not occurred.” 29 U.S.C.
14 2104(a)(1). “The employer bears the burden of proof that conditions for the
15 [statutory] exceptions have been met” that would allow for a reduced notice period.
16 20 C.F.R. § 639.9. Astria is liable to certain Employees for wages and Accrued
17 Benefits for each day of the violation. Accordingly, the Union submits a claim on
18 behalf of the Former Employees in the estimated amount of \$933,000.00 of wages
19 owed pursuant to the WARN Act. The Union does not know the precise amount of
20 unpaid WARN Act wages, nor the value of unpaid employee benefits associated

1 with the WARN Act notice period, but these amounts can be readily calculated
2 once the Debtor provides the necessary documents, and SEIU will amend its claim
3 once the amount is determined.

4 10. SEIU also submits the following administrative expense claims on
5 behalf of the Former Employees, based on Astria's post-petition violations of the
6 CBA:

7 a. Astria violated the CBA after the Petition Date by failing to pay the
8 Former Employees for accrued unused PTO relating to the
9 Employees' post-petition employment, in the estimated amount of
10 \$85,000.00. The Union does not know the precise amount of unpaid
11 post-petition PTO at this time, however, the amount can be readily
12 calculated once the Debtor provides the necessary documents, and
13 SEIU will amend its claim once the amount is determined.

14 b. Astria violated the CBA after the Petition Date by laying off certain of
15 the Former Employees without providing fourteen days of layoff
16 notice or pay in lieu thereof, as required by article 6, section 6.3 the
17 CBA. As such, in the event that the Claimant's WARN Act claims are
18 disallowed or reduced to less than 14 days' pay in lieu of required

1 notice,² Astria is liable to these Former Employees, laid off between
2 January 8, 2020 and January 21, 2020 for wages for each day of the
3 violation, in the estimated aggregate amount of \$157,000.00. The
4 Union does not know the precise amount of unpaid contractual layoff
5 notice pay, but the amount can be readily calculated once the Debtor
6 provides the necessary documents, and SEIU will amend its claim
7 once the amount is determined.

8 c. Astria was obligated under Article 13.6 of the CBA and the terms of
9 the Regional Health 401(k) Plan (the “**401(k) Plan**”) to pay required
10 matching post-petition contributions to the 401(k) Plan. See Exhibit
11 A; Summary Plan Description, attached hereto as Exhibit B. The
12 Union does not know the precise amount of unpaid required matching
13 contributions, if any, at this time, however, the amount can be readily
14 calculated once the Debtor provides the necessary documents, and
15 SEIU will amend its claim once the amount is determined.

² WARN Act rights and remedies are “in addition to, and not in lieu of, any other contractual or statutory rights and remedies of the employees, and are not intended to alter or affect such rights and remedies, except that the period of notification required by this chapter shall run concurrently with any period of notification required by contract or by any other statute.” 29 U.S.C. § 2015.

1 **RESERVATION OF RIGHTS**

2 11. The Union reserves the right to amend, modify or supplement this
3 claim.

4 **NOTICE OF MOTION**

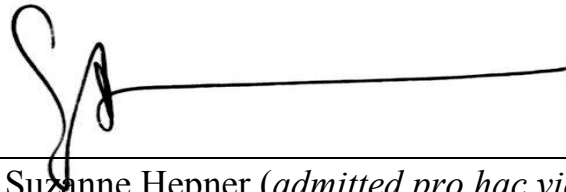
5 12. Notice of this Application has been provided to counsel for the
6 Debtors by ECF. Pursuant to the Debtors' Administrative Claim Bar Notice, no
7 other or further notice is required.

8 **CONCLUSION**

9 WHEREFORE, the Union respectfully requests that the Court enter an
10 order, granting the Union: (i) administrative expense claims pursuant to sections
11 503(a), 503(b)(1)(A), and 507 of the Bankruptcy Code as set forth herein and (ii)
12 such other and further relief as the Court deems just and proper.

13 Dated: July 22, 2020
14 Brooklyn, New York

15 **LEVY RATNER, P.C.**

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20
21 By: Suzanne Hepner (*admitted pro hac vice*)
22 80 Eighth Avenue, 8th Floor
23 New York, New York 10011
24 Telephone: (212) 627-8100
25 Facsimile: (212) 627-8182
26 shepner@levyratner.com
27 *Counsel to SEIU Healthcare 1199NW*

MOTION OF CREDITOR SEIU HEALTHCARE 1199NW
FOR ALLOWANCE AND PAYMENT OF
ADMINISTRATIVE EXPENSE CLAIMS - 8

1 -and-
2
3

4 Dated: July 22, 2020
5 Renton, Washington
6
7

8 /s/ Carson Flora

9 By: Carson Flora, WSBA #37608
10 SEIU Healthcare 1199NW
11 15 S. Grady Way, Suite 200
12 Renton, WA 98057
13 carsonf@seiu1199nw.org
14
15
16
17
18

MOTION OF CREDITOR SEIU HEALTHCARE 1199NW
FOR ALLOWANCE AND PAYMENT OF
ADMINISTRATIVE EXPENSE CLAIMS - 9

1 Suzanne Hepner (admitted *pro hac vice*)
2 Levy Ratner, P.C.
3 80 Eighth Avenue, 8th Floor
4 New York, New York 10011
5 Telephone: (212) 627-8100
6 E-mail: shepner@levyratner.com
7 *Counsel to SEIU Healthcare 1199NW*

Carson Flora, WSBA #37608
SEIU Healthcare 1199NW
15 S. Grady Way, Suite 200
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E-mail: carsonf@seiu1199nw.org

8 **IN THE UNITED STATES BANKRUPTCY COURT**
9 **EASTERN DISTRICT OF WASHINGTON AT YAKIMA**

10 In re:

11 ASTRIA HEALTH, *et al.*

12 Debtors.¹

Chapter 11

Lead Case No. 19-01189-11

(Jointly Administered)

**NOTICE OF CREDITOR SEIU
HEALTHCARE 1199NW'S MOTION
FOR ALLOWANCE AND PAYMENT
OF ADMINISTRATIVE EXPENSE
CLAIMS AND TIME TO OBJECT**

13 PLEASE TAKE NOTICE that Creditor SEIU Healthcare 1199NW ("SEIU")
14 is filing a Motion for Allowance and Payment of Administrative Expense Claims in
15 this Chapter 11 Bankruptcy Case. SEIU seeks an order (a) granting SEIU an allowed

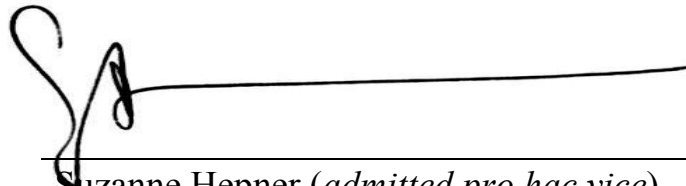
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1 administrative expense claim for amounts owed to members of its bargaining unit
2 for (i) unpaid accrued Paid Time Off; (ii) unpaid wages in lieu of required
3 contractual layoff notice; (iii) unpaid wages and benefits for each day of the Debtors'
4 violation of WARN Act's notice provisions; and (iv) unpaid retirement plan
5 contributions; and (b) granting SEIU such other and further relief as may be
6 warranted.

7 If you object to the entry of an Order approving the Motion, you must do so
8 by filing a written objection with the Court and serving a copy upon the undersigned
9 on or before Friday, August 21, 2020. Should you fail to timely and properly object
10 to the Motion, the Court may enter an Order approving the Motion without a hearing
11 and without further notice to you.

12
13 Dated: July 22, 2020
14 Brooklyn, New York
15

16 **LEVY RATNER, P.C.**

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23 By: Suzanne Hepner (*admitted pro hac vice*)
24 80 Eighth Avenue, 8th Floor
25 New York, New York 10011
26 Telephone: (212) 627-8100
27 Facsimile: (212) 627-8182
Counsel to SEIU Healthcare 1199NW

1 -and-
2
3

4 Dated: July 22, 2020
5 Renton, Washington
6
7

8 /s/ Carson Flora

9 By: Carson Flora, WSBA #37608
10 SEIU Healthcare 1199NW
11 15 S. Grady Way, Suite 200
12 Renton, WA 98057
13 carsonf@seiu1199nw.org
14
15
16
17
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NOTICE OF CREDITOR SEIU HEALTHCARE 1199NW'S
MOTION FOR ALLOWANCE AND PAYMENT OF
ADMINISTRATIVE EXPENSE CLAIMS - 3

1 **CERTIFICATE OF SERVICE**

2
3 Amanda Potamitis declares:


- 4
- 5 1. I am an employee of Levy Ratner, P.C. which represents SEIU Healthcare
- 6 1199NW. I am over the age of 18, and competent to make this Declaration.
- 7 2. On July 22, 2020, I caused to be filed with the Clerk of the Court (using the
- 8 CM/ECF System) the NOTICE OF CREDITOR SEIU HEALTHCARE
- 9 1199NW'S MOTION FOR ALLOWANCE AND PAYMENT OF
- 10 ADMINISTRATIVE EXPENSE CLAIMS and the MOTION OF
- 11 CREDITOR SEIU HEALTHCARE 1199NW FOR ALLOWANCE AND
- 12 PAYMENT OF ADMINISTRATIVE EXPENSE CLAIMS.
- 13 3. It is my understanding that the CM/ECF System will send notifications of
- 14 this filing to all parties listed in this case to receive notice electronically.

15 I declare under penalty of perjury under the laws of the United States that the

16 foregoing is true and correct.

17

18 DATED this 22nd day of July, 2020 at Queens, New York.

19 
20 _____

21 By: Amanda Potamitis

22 Levy Ratner, P.C.

23 80 Eighth Avenue, 8th Floor

24 New York, New York 10011

25 Telephone: (212) 627-8100

26 Facsimile: (212) 627-8182

27 apotamitis@levyratner.com

28

29

NOTICE OF CREDITOR SEIU HEALTHCARE 1199NW'S
MOTION FOR ALLOWANCE AND PAYMENT OF
ADMINISTRATIVE EXPENSE CLAIMS - 4

Exhibit A

AGREEMENT BETWEEN
Astria Regional Medical Center
And
SEIU Healthcare 1199NW
April 11, 2019 to October 1, 2022

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This Agreement is made and entered into by and between Astria Regional Medical Center (hereinafter referred to as the "Employer" or the "Medical Center") and SEIU Healthcare 1199NW (hereinafter referred to as 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.

ARTICLE 1 - RECOGNITION

1.1 Bargaining Unit. The Employer recognizes the Union as the sole and exclusive bargaining representative for all nonprofessional employees, including skilled maintenance employees, service and maintenance employees, business office clerical and technical employees, employed by the Employer at its 110 South 9th Avenue, Yakima, Washington, location; excluding all LPNs, RNs, professional employees, confidential employees, physicians, and guards and supervisors as defined in the Act.

1.2 New Positions. New job classifications established during the term of this Agreement within the bargaining unit as described in Section 1.1, above shall be covered by this Agreement unless they are bona fide supervisory or administrative/management positions. The Union shall be notified of any new classifications established by the Employer.

ARTICLE 2 - UNION MEMBERSHIP; DUES DEDUCTION

2.1 Membership. All employees covered by this Agreement who are members of the Union on the effective date of this Agreement or who become members of the Union shall, as a condition of employment, remain members in good standing in the Union or agree to pay the Union a fair share/representation fee for the term of this Agreement. "In good standing," for the purposes of the Agreement is defined as the tendering of Union dues on a timely basis. Employees who fail to comply with this requirement shall be discharged by the Employer within thirty (30) days after receipt of written notice to the Employer from the Union, unless the employee fulfills the obligations set forth in this Section.

Any employee may discontinue the obligation to remain a member in good standing in the Union or pay the Union a fair share/representation fee by giving written notice to the Union by certified mail with a copy to the Human Resources Department within fifteen (15) days before the expiration date of this Agreement, as stated in Article 23, and no later than the date a successor to this Agreement becomes effective.

2.2 Hold Harmless. The Union will indemnify and hold the Employer harmless from all claims, demands, suits, orders, judgments, or other forms of liability that may arise or be issued against the Employer for, on account of, or related to any action taken by the Employer to terminate an employee's employment pursuant to this Article.

2.3 Dues Deduction. During the term of this Agreement, the Employer shall deduct dues or representation fees each pay period not to exceed two (2) in any month from the pay of each member of the Union who voluntarily executes the wage assignment authorization form.

When filed by the Union with the Employer's Human Resources Department, the authorization form will be honored in accordance with its terms. A roster of all employees using payroll deduction, including name, employee identification number, gross wages and actual hours worked per pay period, dues deducted and year to date dues deducted will be promptly transmitted to the Union with a check payable to its order. Upon issuance and transmission of a check to the Union, the Employer's responsibility shall cease with respect to such deductions. The Union and each employee authorizing the assignment of wages for the payment of Union dues hereby undertakes to indemnify and hold the Employer harmless from all claims, demands, suits, orders, judgments, or other forms of liability that may arise or be issued against the Employer for, on account of, or related to any deduction made from the wages of such employee pursuant to this Article.

2.4 Bargaining Unit Roster. Upon the signing of this Agreement and monthly thereafter, the Employer shall provide the Union by email a list of all employees covered by this Agreement. The list shall include names, addresses, employee ID numbers, hire dates, FTE, shift, department/unit, job classification and hourly rates of pay for each employee, and actual hours paid during the month. Each month the Employer shall also send a list of new hires, employees returning to the bargaining unit, a list of those employees on the recall list, employees on a leave of absence, including on each list their FTE status, rate of pay, unit, shift, job classification, and their addresses and a list of all employees who have terminated, employees leaving the bargaining unit, and retired during the month.

2.5 Contract. Upon initial employment, employees shall be given a copy of the current Agreement and a copy of the employee's job description. This commitment is conditioned upon the Union providing sufficient copies of the Agreement to the Employer in advance.

2.6 Voluntary Political Action Fund Deduction. During the term of this Agreement, the Employer shall deduct the sum specified from the pay of each member of the Union who voluntarily executes an SEIU COPE political action contribution wage authorization form. When filed by the Union with the Employer's Human Resources Department, the authorization form will be honored in accordance with its terms. The authorization form will remain in effect until revoked in writing by the employee. The amount deducted and a roster of all employees using payroll deduction for voluntary political action contributions will be promptly transmitted to the Union by a separate check payable to its order. Upon issuance and transmission of a check to the union, the Employer's responsibility shall cease with respect to such deductions. The Union and each employee authorizing the assignment of wages for the payment of voluntary political action contributions hereby undertakes to indemnify and hold the Employer harmless from all claims, demands, suits, orders, judgments, or other forms of liability that may arise or be issued against the Employer for, on account of, or related to any deduction made from the wages of such employee. The parties recognize that the Union is obligated under the Federal Election Campaign Act (FECA) to reimburse the Employer for its reasonable cost of administering the COPE check-off in the parties' Collective Bargaining Agreement. The Employer and the Union agree that one-quarter of one percent (0.25%) of all amounts checked off is a reasonable amount to cover the Employer's costs of administering this check-off. Accordingly, the parties agree that the Employer will retain one-quarter of one percent (0.25%) of all amounts deducted pursuant to the COPE

check-off provision in the parties' Collective Bargaining Agreement to reimburse the Employer for its reasonable costs of administering the check-off.

ARTICLE 3 - UNION REPRESENTATIVES

3.1 Access to Premises. Duly authorized representatives of the Union may have access at reasonable times to those areas of the Employer's premises which are open to the general public for the purpose of investigating grievances and contract compliance. Union representatives shall not have access to employees' lounges, nursing units or other patient care areas unless advance approval has been obtained from the Director of Human Resources or designee. Access to the Employer's premises shall be subject to the same general rules applicable to other non-employees and shall not interfere with or disturb employees in the performance of their work during working hours and shall not interfere with patient care or the normal operation of the Hospital.

3.2 Officers/Delegates. The Union shall designate its officers, delegates and alternate delegates from among employees in the Unit. These officers and delegates shall not be recognized by the Employer until the Union has given the Employer written notice of the selection. Unless otherwise agreed to by the Employer, the investigation of grievances and other Union business shall be conducted only during non-working times, and shall not interfere with the work of other employees.

3.3 Bulletin Boards. Where there are internal department bulletin boards for employee notices, space shall be provided for Union announcements and notification of Union activity. The Union will provide a copy of posted materials to the Director of Human Resources (or designee) at the time of posting. All postings will be signed by a Union delegate. The Union agrees to limit the posting of Union materials to the bulletin boards designated by the Employer.

3.4 Meeting Rooms. In accordance with Medical Center policy, the Union may use designated meeting rooms of the Employer for meetings of the Union, provided sufficient advance request for meeting facilities is made in accordance with Medical Center policy and procedure and space is available.

3.5 Orientation. A delegate or designee/officer may meet with new employees at the end of the employee orientation or at a mutually agreed upon time during the orientation to introduce employees to the Union and Union contract. The Union shall provide a copy of the Collective Bargaining Agreement to the employee. The meeting shall not exceed one-quarter (1/4) hour in duration, shall be voluntary and shall be on unpaid time for the delegate/officer. Employer representatives shall not be present during the Union presentation. The Employer shall provide the Union delegate or designee/officer with advance notice of any scheduled employee orientation meeting as soon as practicable.

ARTICLE 4 - DEFINITIONS

4.1 Preceptor. A preceptor is an experienced employee proficient in clinical teaching who is assigned by the Employer the responsibility for planning, organizing, and evaluating the new skill development of an employee(s), enrolled in a defined program, the parameters of which

have been set forth in writing by the Employer. The preceptor is responsible for the specific, criteria-based and goal-directed training for an identified period of time. Management will determine the need for preceptor assignments. It is understood that employees in the ordinary course of their general duties will be expected to participate in the orientation process. These orientation responsibilities will include such things as providing informational assistance, support, and guidance to new employees. The Employer will provide preceptor training. Employees assigned preceptor responsibilities will have these additional responsibilities considered in their direct patient care assignments.

4.2 Full-Time Employee. An employee who works on a regularly scheduled basis at least forty (40) hours per week or eighty (80) hours in a fourteen (14) day period and who has successfully completed the required probationary period.

4.3 Part-Time Employee. An employee who is regularly scheduled to work on a continuing basis less than forty (40) hours per week, and who has successfully completed the required probationary period. Unless otherwise provided for herein, a part-time employee shall be compensated in the same manner as a full-time employee except that wages, paid time off and extended illness shall be based upon the employee's paid hours.

4.4 Per Diem Employee. An employee employed to work on an intermittent basis or during any period when additional work of any nature requires a temporarily augmented work force or in the event of an emergency or employee absenteeism. Per diem employees shall include employees scheduled on an "on-call" basis.

4.4.1 Per Diem Compensation. Per diem employees shall receive a twelve percent (12%) premium above the contract base rate of pay, plus shift differential, weekend premium and worked holiday premium, but shall not be eligible for any additional pay or benefits, with the exception of the 401(k) matching program and paid sick leave (PSL).

4.4.2 Per Diem Compensation After Implementation of the Employer Mandated Healthcare Provision of the Affordable Care Act.

4.4.2.1 Per diem employees who on average work less than thirty (30) hours per week each month shall continue to receive twelve percent (12%) premium above the contract base rate of pay, plus shift differential, weekend premium pay and worked holiday premium.

4.4.2.2 Per diem employees who on average work thirty (30) or more hours per week each month will be offered enrollment in health insurance coverage to the extent required by the Affordable Care Act and the Hospital's Plan guidelines then in effect. If such per diem employees elect coverage, she or he shall, in addition to such health insurance, receive a five percent (5%) premium above the contract base rate of pay, plus shift differential, weekend premium pay and worked holiday premium, but shall not be eligible for any additional pay or benefits, with the exception of the 401(k) matching program and PSL. If such per diem employee declines coverage, she or he shall receive a twelve percent (12%) premium above

the contract base rate of pay, plus shift differential, weekend premium pay and worked holiday premium.

4.4.3 Employees who convert from a regular full-time or regular part-time position to a per diem position shall retain the seniority the employee held at the time of conversion to per diem. However, seniority shall not be applicable during employment as a per diem employee. Per diem employees shall not accrue seniority. Employees who convert from a regular full-time or regular part-time position to a per diem position shall receive payment for any accrued and unused PTO at the employee's regular rate of pay and shall have any accrued and unused EIT suspended, with no access to such benefits or additional accrual during employment as a per diem employee. After return to or upon acquiring regular full-time or part-time status, any prior seniority will apply for benefit eligibility purposes and any suspended EIT accruals shall be reinstated. Per diem employees may be pre-scheduled for a shift.

4.5 Probationary Employee. An employee who has been hired by the Employer on a full-time or part-time basis and who has been continuously employed by the Employer for less than ninety (90) calendar days. After ninety (90) calendar days of continuous employment, the employee shall attain regular status unless specifically advised by the Employer in writing of an extended probationary period of up to an additional ninety (90) calendar days. During the probationary period, an employee may be terminated without notice and without recourse to the grievance procedure.

4.6 Regular Rate of Pay. The regular rate of pay shall be defined to include the employee's base hourly wage rate [Appendix A], including lead pay associated with lead positions (not lead assignments), shift differential when the employee is regularly scheduled to work an evening or night shift [Appendix A], and any applicable per diem premium.

4.7 Days. Time limits set forth in "days", shall be calendar days.

ARTICLE 5 - EMPLOYMENT PRACTICES

5.1 Equal Opportunity and Non Discrimination. The Employer and the Union agree that conditions of employment shall be consistent with applicable state and federal laws regarding nondiscrimination. There shall be no discrimination against any individual with respect to compensation or terms and conditions of employment based on race, color, national origin, religion, age, sex, sexual orientation, disability or any other basis prohibited by law. Discrimination that results from sexual harassment shall be considered discrimination under this Article.

5.2 Notice of Resignation. Employees shall be required to give at least twenty-one (21) days' written notice of resignation. This twenty-one (21) day notice period shall not include any paid time off (PTO) unless approved by the Department Director. Failure to give notice shall result in an employee not receiving compensation for unused paid time off (PTO) at the time of termination. The Employer will give consideration to situations that would make such notice by the employee impossible.

5.3 Discipline and Discharge. No full-time or part-time employee shall be disciplined or discharged except for just cause. "Just cause" shall be defined to include the concept of progressive discipline (such as verbal and written reprimands and the possibility of suspension without pay). A copy of all written disciplinary actions shall be given to the employee. Employees shall be required to sign the written disciplinary action for the purpose of acknowledging receipt thereof. Progressive discipline shall not be applied when the nature of the offense is just cause for immediate suspension or discharge. An employee may request the attendance of a Union representative during any disciplinary meeting or investigatory meeting which may lead to disciplinary action.

5.4 Personnel File. Personnel records will be maintained for each employee. Information contained in the personnel record will include among other information relevant to the employee's employment: employment application and supporting materials, performance appraisals, letters of commendation and recognition, and records of disciplinary action. By appointment, employees may inspect their personnel records. Records of payroll activity, licensure and training records will be kept in separate files. A Human Resources Representative may be in attendance. Employees will be given the opportunity to provide a written response to any written evaluations, disciplinary actions, or any other material to be included in the personnel file. Documentation regarding rate of pay, unit, shift, hours of work, reason for termination (whether quit, discharge, or retirement), change in employment status, and leaves of absence, shall be in writing with a copy given to the employee. Upon request, an employee will be given a copy of any material in the employee's personnel file which is relevant to the employee's concerns. Request for duplicate copies will be at the employee's expense.

5.5 Parking. To the extent consistent with compliance with legal requirements of the Employer, free parking will be provided at the facility's site to the extent it is available in designated employee parking areas.

5.6 Payroll Errors. The Employer shall correct any payroll errors as soon as practicable. Typically, payroll errors equivalent to one or more days' pay are corrected by issuance of a check as soon as possible. Errors equivalent to less than one days' pay are typically corrected in the next regularly scheduled paycheck. Employees are encouraged to immediately report payroll errors to their managers or designee.

5.7 Alcohol and/or Chemical Dependency.

5.7.1 Upon employment at the Hospital, employees covered by this Agreement shall be subject to the provisions of Policy B.4: Substance Abuse Testing/Fitness for Duty, which includes provisions for pre-employment testing, reasonable cause testing, and missing substance testing.

5.7.2 When an employee is informed that the employee is to be tested pursuant to the Substance Abuse Policy, the employee may request a union delegate be present during the testing, subject to the following: The union delegate must be of the same gender as the employee where the testing is performed on a urine sample. If in the Employer's judgment

obtaining a union delegate would unreasonably delay the testing in the circumstances, the Medical Center shall conduct the testing in the absence of a union delegate.

5.8 Floating. Employer retains the right to float employees on a shift by shift basis to meet patient care and Departmental needs. Floating is defined as the reassignment of an employee to work his or her scheduled shift or any portion thereof to a Department or work area other than the Department or work area to which the employee is scheduled.

Employees will be expected to perform all basic functions of their classifications but will not be required to perform tasks or procedures specifically applicable to the work unit which they are not qualified to perform. Employees required to float within the Hospital will receive orientation appropriate to the assignment. Orientation will be dependent upon the employee's previous experience and familiarity with the Work Unit to which such employee is assigned. Volunteers will be sought first when floating is necessary. Floating assignments by classification within a work unit will normally begin with per diem employees then rotated equitably with the least senior employee floated first, subject to skill, competence, ability, and other patient care or Departmental considerations, in the opinion of the Employer.

5.9 Evaluations. All employees will be formally evaluated in writing after ninety (90) days and annually thereafter. Interim evaluations may be conducted as may be required. The evaluation is a tool for assessing the skills of the employee and for improving and recognizing the employee's performance. The employee will be given a copy of the evaluation upon request. Employees will be required to sign the evaluation acknowledging their review of the evaluation. Employees will be given the opportunity to provide a written response to the evaluation which will be retained with the evaluation in the employee's personnel file. Peer evaluation, in addition to supervisory evaluation, may be utilized at the discretion of the Employer utilizing input from the staff. Current practices in providing for self-evaluations on paid time will be continued.

5.10 Communication. Employees who have concerns regarding their working conditions are encouraged to raise those concerns through the appropriate levels of supervision. Employees concerned about safety issues should report them to their Supervisor and the Safety Committee utilizing appropriate Medical Center reporting forms. However, employees whose concerns involve claims of harassment, discrimination, or retaliation, shall be routed to the Director of Human Resources or Chief Executive Officer.

5.11 Job Openings. When a regular status job opening occurs within the bargaining unit (including a change in shift for an existing position), seniority shall be the determining factor in filling such vacancy provided skill, competence, ability, and current job performance are considered equal in the opinion of the Employer based upon objective job relevant criteria. Job openings will be filled by a regular full-time or part-time employee from the same Department, unless the Employer determines no such qualified employee applies.

Notice of a position opening in any Department will be posted on the Employer's internet job posting site and in designated areas for at least five (5) business days. An opening shall not be filled until after the posting period is completed. The Department and Hospital-wide lists of all

job openings will be updated and posted weekly. To be considered for a job opening, an employee must apply for the opening following Employer procedures.

If the Employer is unable to transfer the employee who is awarded an open position due to patient care considerations, the position may be filled on a temporary basis and the employee will be notified in writing as to when the transfer will be expected to occur. All transfers will be made within ninety (90) days.

Employees transferring to a new position shall be subject to a ninety (90) day review period. If the employee does not successfully complete the review period in the opinion of the Employer, based on job relevant criteria, the employee will be returned to the employee's prior position, if vacant. If the position has been filled, the employee will be eligible for other available open positions for which the employee is qualified or shall be released from duty and will be placed on the reinstatement roster and provided with recall rights. This procedure shall be subject to the Employer's right to discipline and discharge for just cause.

5.12 Staffing Concerns. The Union and the Medical Center acknowledge that together the parties endeavor to provide a level of staffing consistent with safe patient care and the service the parties provide to the community. The parties are committed to the proposition that adequate staffing is necessary to meet the needs of our patients and to provide quality care.

Both parties acknowledge that changes in patient acuity, census, and staff availability and workload requirements can happen rapidly, requiring mutual understanding and communication and flexibility.

Employee(s) who have concerns about staffing or workloads are encouraged to address the issues directly with their Supervisor. Many staffing/workload issues, if addressed with the Supervisor at the time of occurrence, can be resolved through adjustments in assignments or through the use of other staffing resources by documenting the concerns on the appropriate form.

The employee(s) involved in the staffing concern may request the issue be presented to the Labor Management Committee when:

- (a) The Supervisor has not responded to a documented concern within fourteen (14) days, or
- (b) Persistent staffing concerns (e.g., 6 weeks) continue to exist and have been documented, with the documentation given to the Supervisor involved.

If the Labor Management Committee determines that there is a genuine staffing issue, the committee may request the Manager/Supervisor of the Department to convene a Departmental working group to review the issue and develop recommendation(s) to the Labor Management Committee. The departmental working group shall ensure that the employee(s) identifying concerns and the Manager/Supervisor of that Department are members of the working group, so that they may make presentations and present solutions to their concerns. Regular monthly staff

meetings of that Department may be utilized for the working group at the next meeting following notice of review.

An interdepartmental working group will be convened if the staffing concerns affect more than one department. The departmental working group or interdepartmental working group shall report to the Labor Management Committee on their results and recommendations for resolving the staffing concerns.

The Labor Management Committee shall review the report of the working group and make such recommendations as it deems advisable and submit a final report to Administration within thirty (30) days of receipt of the report of the working group. The parties recognize the final decision on staffing issues rest with Medical Center Administration whose responsibility it is to ensure that an appropriate level of care is provided. The determination of staffing (mix of employees, ratios, and numbers) shall not be subject to Grievance and Arbitration, Article 18.

5.13 Final Paycheck. Employees who terminate employment will receive their final paycheck for all wages due on the next regularly scheduled pay date.

ARTICLE 6 - SENIORITY

6.1 Definition. Seniority will mean an employee's continuous length of service as a regular full-time or regular part-time employee with the Employer from most recent date of hire, except as set forth in Section 6.4. Seniority will not apply to an employee until completion of the required probationary period. Upon satisfactory completion of this probationary period, the employee will be credited with seniority from most recent date of hire.

6.1.1 Seniority Rights of Non-Bargaining Unit Employees. Employees outside the bargaining unit will not use their seniority for job bidding or to displace (bump) a bargaining unit employee out of a position during a layoff.

6.1.2 New Hires from Other Astria Health System Employers. Employees hired by the Employer from a separate employer within the Astria Health System will, upon completion of the required probationary period, be credited with seniority as defined in Section 6.1 for eligible time worked as an employee at the other Astria Health System employer for the purpose of paid time off and benefit accruals.

6.2 Layoff Defined. A layoff is defined as a permanent or prolonged reduction in the number of employees employed by the Employer.

6.3 Layoff Notification. Prior to implementing this provision, the Employer will seek volunteers for layoff or voluntary leaves of absence from among those employees affected by the layoff.

Open (vacant) positions requiring comparable skills will not be filled during the period beginning with the notice of layoff through the completion of the layoff process.

The layoff will be communicated in writing to the Union and to employees in the affected job classification and department at least fourteen (14) days prior to the layoff except for unforeseeable conditions preventing such notice which are beyond the Employer's control.

For a list of the job classifications see Appendix A.

Any employee who will be laid off as a result of this process will receive at least fourteen (14) days advance notice of layoff (or pay in lieu thereof for scheduled work day missed) with a copy of notice given to the Union.

Subject to skill, competence and ability, and current performance being substantially equal in the opinion of the Employer based upon objective, job-relevant criteria, any temporaries, agency/travelers, or probationary employees affected will be the first to be laid off.

Upon request, the parties will meet for the purpose of reviewing the order of layoff.

6.4 Job Classification Layoff. If a layoff is determined by the Employer to be necessary for a given job classification in a specific Department, the employee(s) in the job classification who have held the job classification as their regular continuous assignment for the least time by calendar, i.e., job classification seniority, will be designated for layoff, provided that in performing the work required, skill, competence, ability, and current performance are considered substantially equal in the opinion of the Employer, based upon objective job-relevant criteria.

Employees who are laid off from their assigned Department may exercise their seniority to displace the least senior employee by job classification seniority in their classification in the other Departments, provided the displaced employee has less job classification seniority and that in performing the work required, skill, competence, ability, and current performance are considered substantially equal in the opinion of the Employer, based upon objective, job-relevant criteria.

If the layoff results in a restructuring of positions within the classification, then Section (6.5) will apply.

Employees who are laid off from their classification may, subject to Section 5.11, Job Openings, select for a position from a listing of vacant positions within the facility.

An employee may choose voluntary layoff rather than bid on a position.

If the number of employees choosing voluntary layoff exceeds the number of employees to be laid off, seniority will determine which employees will actually be laid off.

An employee may choose to remain on the recall list for up to twelve (12) months unless a job comparable to theirs in rate of pay, shift, job classification, FTE, and Department becomes available in the interim.

6.4.1 Reemployment Tuition Assistance. Tuition reimbursement of \$300 will be made available to laid off employees who require retraining in order to bid for a new position at the Hospital.

6.5 Restructuring. In the event of a restructure (i.e., changes to skill mix or hours per day, including as a result of expanding, combining or dividing Departments) of an existing job classification in one or more Departments, the Employer will determine the number of full-time and part-time positions required for the restructured job classification(s).

The Employer will give the Union and affected employees seventy-two (72) hours' advance written notice of restructure and during that notice period the Employer will meet with the affected employees, and the Union upon request, to discuss the intended changes.

A listing of the positions and/or schedules for the restructured job classification(s), including FTE, shift, and any qualification requirements, will be posted for at least seven (7) consecutive days. Employees in an affected job classification shall submit written preference lists (provided by the Employer) for the posted positions and/or schedules.

Other vacant positions within the facility will also be posted at that time.

Based upon these preference lists, the Employer will assign employees to positions in the restructured job classification(s) for which the employees are eligible based upon seniority, providing that skill, competence, ability, and current performance are considered substantially equal in the opinion of the Employer, based upon objective, job-relevant criteria. An employee will be eligible for a position if in the Employer's opinion, based upon current performance, the employee can become oriented to the position within one (1) week. If the employee does not achieve a satisfactory level of performance within four (4) weeks in the judgment of the Employer, the employee will be subject to layoff without further notice and will be placed on the reinstatement roster.

Employees who are not assigned a position in the restructured job classification may apply for a position from a listing of vacant positions within the Medical Center for which the employee is qualified or take layoff.

If the number of employees choosing voluntary layoff exceeds the number of employees to be laid off, seniority will determine who will actually be laid off.

6.6 Seniority Rosters. If a layoff is announced, a current seniority roster by job classification and seniority will be posted. A copy will be immediately provided to the Union, along with a listing of any vacant positions.

The listing of the Employer's vacant positions will include Department, job classification, hours of work, shift, and FTE.

6.7 Recall. Employees on layoff status will be placed on a reinstatement roster for period of twelve (12) months from the date of layoff. Subject to the rights of employees who have

not been laid off who have greater seniority, when vacancies occur, employees will be reinstated in the order of those with the most seniority, providing that skill, competency, and ability to perform the work required are considered substantially equal in the opinion of the Employer, based upon established job-relevant criteria. Any recall of employees out of seniority will be communicated to the Union at the time of recall. Acceptance of per diem status while on layoff will not affect an employee's recall rights.

Subject to the above qualifications and the requirements of Section 6.7.1, an employee on layoff will be offered reinstatement to vacant positions in that employee's job classification prior to any employee being newly hired, or bidding into the classification from another classification.

6.7.1 Notification to Employer. Employees on layoff must submit to the Employer a written statement expressing a continuing interest in employment with the facility.

These statements must be sent by certified mail to the Employer's Human Resources Department during the ten (10) day period following six (6) and nine (9) months of layoff respectively.

If the employee (a) fails to meet this notification requirement by the specified dates or (b) fails to keep the Employer notified of a current mailing address and home telephone number in writing, then the employee's name will be eliminated from the recall list. This will terminate the Employer's recall commitments.

6.8 Termination. Seniority shall terminate (a) upon cessation of the employment relationship (for example, discharge, resignation, retirement, refusal to accept a comparable job opening offered by the Employer while on layoff), (b) after twelve (12) consecutive months of layoff or (c) failure to comply with specified recall procedures (including the failure to comply with the written notification requirements during layoff (Section 6.7.1).

6.9 Low Census. Low census is when the Employer determines there is a need for a temporary staff decrease in a Department or classification. Prior to implementing the low census procedure within a job classification, the Employer will float the surplus staff to other areas of the Hospital where the employee is qualified to perform work, if the need exists. During temporary periods of low census, the Employer will first ask for volunteers within the job classification to take time off before determining and implementing the reduced staffing schedule required. In the event there are no volunteers, the Employer will endeavor to rotate low census equitably among all employees on the shift starting with the least senior employee first, providing skills, competence, ability and availability are considered equal as determined by the Employer.

6.9.1 During temporary periods of low census, employees within a job classification in the work area and shift will be released from work in the following order:

- (a) Overtime,
- (b) Agency, except travelers,

- (c) Volunteers,
- (d) Employees scheduled to work extra shifts above their FTE,
- (e) Per diem employees,
- (f) Regular full-time and part-time employees (including probationary employees) as defined in Article 4. Travelers will be released from work on the same terms as regular full-time and part-time employees. If a traveler is released, the traveler may be assigned to other work in a unit or work area unaffected by low census.

6.9.2 Low census hours shall count as hours worked for the purpose of benefit eligibility. The employee retains the right to take PTO or low census hours for any low census hours. An employee's election under this provision shall not affect previously scheduled vacation time approved by the Managers.

6.10 Change in FTE Status. If a reduction in FTE is determined by the Employer to be necessary, the Employer will first seek volunteers from the job classification in the Department affected to accomplish these changes. In the absence of an adequate number of volunteers, the least senior employee(s) in the targeted job classification/Department will receive the FTE reduction providing that skill, competence, ability, and current performance are considered equal in the opinion of the Employer based upon objective job-relevant criteria.

Employees subject to an involuntary reduction in their FTE will be given preference up to their previous FTE if the Employer seeks to expand the hours of an existing FTE in the employee's job classification and the employee can perform the additional shift(s) at straight time and it meets the operational needs of the Department.

Employees subject to an involuntary reduction in their FTE of greater than a .2 FTE, or any involuntary reduction resulting in a loss of employee or dependent medical insurance coverage, will, if they continue working, have the same job rights as employees on the Recall Roster.

6.11 Comparable Job. For the purpose of recall, 'comparable job' will be defined as within a .2 FTE of the employee's current position in the same Department, job classification, rate of pay, and shift.

ARTICLE 7 - HOURS OF WORK AND OVERTIME

7.1 Work Day. The normal workday shall consist of eight (8) hours work to be completed within eight and one-half (8 1/2) consecutive hours.

7.2 Work Period. The normal work period shall consist of forty (40) hours of work within a seven (7) day period or eighty (80) hours of work within a fourteen (14) day period.

7.3 Alternative Work Schedules. An alternative schedule is defined as a work schedule that requires a change, modification, or waiver of any provisions of this Agreement. Alternative work schedules may be established in writing by mutual agreement between the Medical Center and the employee involved. Prior to the implementation of a new alternative work schedule, the Employer will notify the Union in writing, and if requested in writing by the Union, meet to discuss the conditions of employment relating to that work schedule. Where alternative schedules are utilized by the Employer (including those alternative schedules set forth as addenda to this Agreement), the Employer retains the right to revert back to the eight (8) hour day schedule or the work schedule which was in effect immediately prior to the alternative work schedule, after at least a posting period advance notice to the employee.

7.4 Work Schedules. The Employer retains the right to adjust work schedules to maintain an efficient and orderly operation. Monthly work schedules shall be posted ten (10) days prior to the beginning of the scheduled work period. Except for emergency conditions involving patient care, low census conditions, or staff shortage, individual scheduled hours of work set forth on the posted work schedules may be changed only by mutual consent. Where volunteers are not available on a straight time basis, employees may be required to cover staff shortages on an equitable assignment basis.

7.5 Overtime. Overtime shall be compensated for at the rate of one and one-half (1-1/2) times the regular rate of pay for time worked beyond the employee's normal full-time workday but at least eight (8) hours or normal full-time work period, but at least forty (40) hours or eighty (80) hours in a fourteen (14) day period. Time paid for but not worked shall not count as time worked for purposes of computing overtime pay. When an employee works more than four (4) hours after completing their regular eight (8) hour shift, additional consecutive hours shall be paid at double time (2x). All overtime must be approved by supervision. The Employer and the Union agree that overtime should be minimized. If in the Employer's opinion overtime is necessary, volunteers will be sought first and if there are insufficient volunteers, reasonable overtime may be assigned equitably. There shall be no pyramiding or duplication of overtime pay or premium pay paid at the rate of time and one-half (1 1/2x) or double time (2x). When an employee is eligible for both time and one-half (1 1/2) and double time (2x) pay, the employee will receive the highest pay rate.

All time compensated at time and one-half (1 1/2) will be considered overtime whether designated as premium pay or overtime.

7.6 Meal/Rest Periods. Meal periods and rest periods shall be administered in accordance with state law (WAC 296-126-092). Employees shall be allowed an unpaid meal period of one-half (1/2) hour. Employees required by the Employer to remain on duty or in the Medical Center during their meal period shall be compensated for such time at the appropriate rate of pay provided the employee completes the Missed Meal Period Form. All employees shall be allowed a rest period of fifteen (15) minutes on the Employer's time, for each four (4) hours of working time. Subject to prior approval, meal and/or rest periods may be combined.

7.7 Report Pay. Employees who report to work for their scheduled shift and are released from duty because of low census shall receive pay for a minimum of two (2) hours of work at their regular rate. This commitment shall not apply when the Employer has made a good faith effort to notify the employee at least one and one-half (1 1/2) hours in advance of the scheduled shift not to report to work. Documented attempts to reach the employee will be recorded in their Department or Staffing Office. Employees who have signed up to work extra shifts must contact the Medical Center within one (1) hour prior to reporting to duty on the extra shift if they have not been available by telephone to be contacted to stay home. Employees who do not make such calls, and report for duty when not needed shall not be eligible for the two (2) hour minimum. This Article does not alter the low census rotation language in Section 6.9.1.

7.8 Weekends. The Employer will make a good faith effort to schedule all regular Full-time and part-time employees for every other weekend off. This Section shall not apply to per diem employees. Weekend off cycles may be altered with at least ten (10) days' notice prior to the start date of the next posted work schedule. Subject to advance approval, employees may request the trading of weekends, provided the schedule change does not place the Employer into an overtime pay condition. The availability of weekend work shall be determined by the Employer. The weekend shall be defined for first (day) and second (evening) shift employees as Saturday and Sunday. For third (night) shift employees, the weekend shall be defined as Friday night and Saturday night. This Section shall not apply to employees who request the trading of weekends, volunteer for more frequent weekend duty, or to employees filling more than one (1) position, or to employees whose regular schedule is for more frequent weekend days.

7.9 Rest Between Shifts. In scheduling work assignments, the Employer will make a good faith effort to provide each employee with at least ten (10) hours off duty between shifts. In the event an employee is required to work with less than ten (10) hours off duty between shifts, all time worked within this ten (10) hour period shall be paid at time and one-half (1 1/2). This Section shall not apply to time spent for educational purposes, committee meetings, staff meetings, to shift changes at the request of the employee, or time spent on standby and callback assignments performed pursuant to Article 9. If attendance at a staff meeting or in-service is required and there are no other options, with prior approval, the staff meeting or in-service will be considered time worked for purposes of this Section.

7.9.1 Surgery Techs. Surgery Techs required to work with less than ten (10) hours off duty between shifts shall be paid at 1-1/2 times the regular rate of pay for the first 8 hours of the shift starting during what would have been the 10-hour rest period. This provision does not apply when the shift change is at the request of the employee, employees have traded shifts, or for employees receiving on call/callback pay.

7.9.2 Use of EIT. O.R., Radiology, Nuclear Medicine, C.T., Ultrasound, Sterile Processing Department, and Cath Lab technicians who work four (4) or more hours of callback during the night shift (11:00 p.m. to 7:00 a.m.) and are scheduled to report for a regular shift before 12:00 p.m., shall be allowed to utilize EIT pay to cover an absence during the following shift.

7.10 Shift Rotation. Routine shift rotation is not an approach to staffing endorsed by the Employer. Except for emergency situations where it may be necessary to provide safe patient care, shift rotation will not be utilized without mutual consent. If such an occasion should ever occur, volunteers will be sought first. If no one volunteers, the Employer will rotate shifts on an inverse seniority basis in blocks of time of three (3) months until the staff vacancies are filled. The Employer agrees to make a good faith effort to fill such staff vacancies.

ARTICLE 8 - WAGES

8.1 Base Wage Rates. Effective upon ratification of this agreement, the base hourly wage rates for each job classification shall be as set forth in Appendix A – Wage Scales.

8.2 Implementation of Wage Changes. Any wage increase or other increase in compensation provided for by this Agreement shall become effective at the beginning of the payroll period after the date for the increase set forth in this Agreement.

8.3 Placement on the Wage Scale.

8.3.1 Current Employees. All current employees employed as of the ratification of this agreement will be placed at that wage rate on the Appendix A Wage Scale for the employee's job classification as provided for under Memorandum of Understanding Three – *Wage Scale Transition Process*.

Current employees whose wage rate as of the ratification of this agreement is higher than the wage rate at which the employee would be placed under Memorandum of Understanding Three – *Wage Scale Transition Process* will continue to receive the wage rate in effect as of the ratification of this agreement. Such employees will be considered to have been placed at the top step of the Appendix A Wage Scale for the employee's job classification, but will not be eligible to receive any fixed base wage increase, longevity step advancement increase, transition increase, or other wage increase until such time as the top step wage rate is equal to or greater than the employee's wage rate on the date of ratification. Any wage increase for which the employee would thereafter become eligible shall not raise the employee's wage rate above the top step wage rate.

For the years 2019, 2020, and 2021, any employee whose wage rate is higher than the top step of the Appendix A Wage Scale for the employee's job classification on December 31 of those years, and who is ineligible for other wage increases under this Section, shall on the regular pay date for the first full pay period of the new year receive a one-time, lump sum payment equivalent to 1% of their December 31 wage rate multiplied by 2080 for all employees with a 1.0 FTE, and by 2080 prorated by FTE for all employees with an FTE below 1.0 (for the purposes of this lump sum payment, per diem employees are deemed to have an FTE of .2). $([\text{Dec. 31 wage rate} \times .01] \times [2080 (1.0 \text{ FTE}) \text{ or } 2080 \times \text{FTE (below 1.0 FTE)}])$.

8.3.2 New Hires. New employees hired after the ratification of this agreement will be placed at a wage rate on the most current Appendix A Wage Scale for the

employee's job classification in the sole opinion of the Employer based on factors including verifiable years of recent experience relevant to the job classification, degree of skill, prior education and other relevant factors. A new hire may, within thirty (30) days following placement on the wage scale, request a one-time review of the placement by the HR Director. The HR Director or designee will undertake a review of the new hire's placement, including providing the new hire an opportunity to provide relevant information and discuss the placement. Should the employee not be satisfied with the result of the HR Director's review, the matter may be appealed in writing to the Chief Operating Officer or designee within seven (7) days. The decision of the HR Director, or Chief Operating Officer if appealed, shall be final and not subject to the grievance process.

8.3.3 Transfer Employees. Current employees hired into a new job classification after the ratification of this agreement will be placed at a wage rate on the most current Appendix A Wage Scale for the employee's new job classification following the same process for placement of New Hires, except that an employee who is hired into a new higher-rated position will be placed at either the base step wage rate of that position, or the step wage rate that is equal to or immediately greater than the employee's prior wage rate plus three percent (3%), whichever is greater. A higher rated position is a position with a base step wage rate that is greater than the base step wage rate of the employee's prior position. An employee hired into a permanent lead position in the employee's job classification will be placed at the same step on the lead position wage scale.

8.3.4 Temporary Assignment to a Higher Position. The assignment of an employee to any higher rated position for four (4) hours or half of their shift, whichever is greater, shall result in the employee being compensated at either the base step wage rate of that position, or the step wage rate that is equal to or immediately greater than the employee's prior wage rate plus three percent (3%), whichever is greater. A higher rated position is a position with a base step wage rate that is greater than the base step wage rate of the employee's prior position.

8.4 Longevity Step Advancement. Effective January 1, 2020, Employees shall receive a longevity step advancement to the next step on the Appendix A Wage Scale for the employee's job classification upon the anniversary of their date of hire, but in no case shall an employee receive a longevity step advancement sooner than one year after the employee's previous longevity step advancement or hire into a new job classification under Section 8.3.3.

8.5 Fixed Base Wage Increases. The following fixed base wage increases will apply:

8.5.1. Effective the first full pay period after January 1, 2020, a one percent (1%) market adjustment base wage rate increase will be applied to the base hourly wage rates of all job classifications, unless otherwise indicated in this Section 8.5.1 as follows:

Effective the first full pay period after January 1, 2020, a two percent (2%) market adjustment base wage rate increase will be applied to the base hourly wage rates of the following job classifications: Certified Nursing Assistant, Courier, Electroencephalography (EEG) Technician, Electrocardiography (EKG) Technician,

Environmental Services Associate II, Medical Laboratory Technician, Medical Office Assistant, Patient Nutrition Associate, Pharmacy Technician, Radiology Technician I, Radiology Technician II, Radiology Technician III, Respiratory Care Practitioner, Surgical Instrumentation Technician – Certified, Surgical Technologist – Certified, Surgical Technologist – Coordinator, Telemetry Monitor Technician, and Unit Secretary.

Effective the first full pay period after January 1, 2020, a three percent (3%) market adjustment wage rate increase will be applied to the base hourly wage rates of the following job classifications: Cook, Environmental Services Associate III, and Nurse Extender.

8.5.2 Effective the first full pay period after January 1, 2021, a one and seven-tenths (1.7%) base wage rate increase will be applied to the base hourly wage rates of all job classifications.

8.5.3 Minimum Wage. Effective the first full pay period after January 1, 2020, and continuing for the duration of this contract, if any Appendix A wage scale has a Base Step wage rate that is lower than the Washington State Minimum Wage, that Appendix A wage scale will be adjusted as follows: (1) The Base Step wage rate will be replaced with a rate that is equivalent to the Washington State minimum wage; (2) Subsequent steps will be replaced with a rate that is equivalent to one-half of one percent (0.5%) higher than the previous replacement step; (3) This replacement will stop when the Appendix A wage scale steps that would have applied without application of this Section are higher than a replacement rate.

8.6 Market Adjustments. The Hospital has the right to evaluate each job classification for purposes of determining the need for market pay adjustments and will, at management's discretion, raise the compensation level as determined necessary for those job classifications and/or incumbents. Fourteen (14) days prior to implementation of the needed market adjustment, management of the Hospital will notify the Union to advise it of the adjustments and the reasons for them. Adjustments may be based on demonstrated difficulty with recruitment, retention, and regional and national documented shortages of qualified competent personnel.

Adjustments may also be considered for job classifications with excessive turnover, prolonged vacancies, and when situations demonstrate an impact to effective operations, staffing, and providing safe patient care.

8.7 The parties agree that the annual wage increases set forth in this Article are not intended to repeat or extend beyond the expiration or termination of this Agreement. Upon expiration of this Agreement, an employee's base salary shall remain unchanged unless and until ratification of a successor Collective Bargaining Agreement.

ARTICLE 9 - OTHER COMPENSATION

9.1 Shift Differential. Employees with an equal amount or majority of their hours worked during evening duty (3-11 shift) shall receive an additional hourly amount of \$1.30 per hour or \$1.75 per hour, as listed in Appendix A for each job classification, over their base rate of

pay. Employees with a majority of hours worked during night duty (11-7 shift) shall receive an additional hourly amount of \$1.85 per hour or \$2.50 per hour, as listed in Appendix A for each job classification, over their base rate of pay.

9.2 Standby. Employees required to “standby” for possible call to duty shall be paid at three dollars (\$3.00) per hour for the hours the employee is scheduled to be on standby. Standby duty shall not be counted as hours worked for purposes of computing overtime or benefits.

9.3 Callback. Callback is time worked by an employee who has been called back to work from standby duty. For the purposes of this Section, when an employee is scheduled to begin standby duty following an assigned shift, employees will not be eligible to begin callback until the employee is released from the preceding shift. Any time actually worked in callback shall be compensated at the rate of time and one-half (1 1/2) the regular rate of pay, and shall be paid in addition to standby pay. Double time shall be paid after an employee works more than twelve (12) consecutive hours on callback time. When called back, the employee shall receive time and one-half (1 1/2) for a minimum of three (3) hours. Employees not on standby duty who are called to work to cover for an increase in census or an unexpected, unscheduled occurrence, shall receive a minimum of three (3) hours at the applicable rate.

9.4 Preceptor Pay. Employees, other than Lead employees, who are assigned by their Department Director as preceptors will receive a premium of eighty cents (\$.80) per hour.

9.5 Weekend Premium Pay. Any employee who works on a weekend shall receive the premium listed in Appendix A, for each hour worked on the weekend in addition to the employee’s regular rate of pay. The weekend premium will not be considered a part of the regular rate of pay for overtime calculations. For premium pay purposes, the weekend shall be defined as a forty-eight (48) hour period beginning on or after 11:00 p.m. Friday and ending on or before 11:00 p.m. Sunday. This premium shall not apply to PTO, paid sick leave, EIT, or other hours paid but not worked. Weekend premiums shall be \$1.40, \$2.40, or \$3.00, per hour, as listed in Appendix A for each job classification.

9.6 Certification Pay. Employees who have obtained one or two employer-approved national or Washington State recognized certification(s) in the practice area of their primary work assignment will receive certification pay in addition to the employee’s base rate of pay. Employees who obtain one such employer-approved certification will receive certification pay of fifty cents (\$.50) per hour. Employees who obtain two such employer-approved certifications will receive certification pay of one dollar (\$1.00) per hour. This certification pay will not increase if the employee obtains more than two approved certifications.

Certification pay will not be paid for certification(s) that are required for an employee’s position. The Medical Center will publish the list of approved certifications.

To receive certification pay, the certification(s) must be effective and maintained in good standing by the employee. To receive certification pay, employees must notify their Department Director in writing at the time certification is received and must provide a copy of the original

certification document to their Department Director. Proof of an effective and maintained certification may be required by the Medical Center at any time.

9.7 Work in Advance of Shift. When an employee is required to report for work in advance of the assigned shift and continues working the complete shift as scheduled, all hours worked prior to the scheduled shift shall be paid at the appropriate overtime rate of pay. Work performed during the scheduled shift will be paid at the regular rate of pay. An employee who reports to work in advance of the assigned shift will not be released from duty prior to the completion of that scheduled shift for the purpose of avoiding overtime pay unless there is mutual consent.

9.8 Work on Day Off. Full-time employees who work their scheduled hours for the pay period (1.0 FTE) who work on their regularly scheduled day off shall be paid at the rate of one and one-half (1 1/2) times the regular rate of pay for the hours worked. Part-time employees who work on a day not regularly scheduled shall be paid at the regular rate of pay unless the employee is eligible for overtime pay as provided for in Section 7.5 - Overtime.

9.9 Change in Classification. A change in classification shall not alter an employee's accrued seniority for purposes of accrual of benefits.

9.10 No regular full or part-time employee shall have their rate of pay, or premium – shift, lead or weekend – reduced as a result of signing this Agreement. Correction of provable errors will not be retroactive.

ARTICLE 10 - PAID TIME OFF

10.1 Method of Payment. Paid Time Off (PTO) is paid at the employee's regular rate of pay including shift differential for personnel permanently assigned to evening or night shifts, excluding overtime, standby pay, and/or other premium pay or allowances.

10.2 Eligibility. Regular full-time and part-time employees are eligible to use PTO, to the extent accrued and unused, on the employee's 90th day of employment.

10.3 Accrual. PTO is accrued by regular full-time employees from the beginning date of employment according to the following schedule for full-time employees.

Years of Service	Eight (8) Hour Days Per Year	Hours Per Year	Hours Per Pay Period	Accrual Rate Per Hour
0-4 yrs	23	184	7.0769	.0885
4+ - 10 yrs	28	224	8.6154	.1077
10+ - 11 yrs	33	264	10.1538	.1269
11+ - 13 yrs	34	272	10.4615	.1308
13+ - 15 yrs	35	280	10.7692	.1346
15+ - 17 yrs	36	288	11.0769	.1385
17+ - 19 yrs	37	296	11.3846	.1423
19+ yrs	38	300	11.6923	.1462

Regular full-time employees hired on or after August 1, 2016 will accrue PTO according to the following schedule for full-time employees:

Years of Service	Eight (8) Hour Days Per Year	Hours Per Year	Hours Per Pay Period	Accrual Rate Per Hour
0-4 yrs	20.7	165.6	6.36	.08
4+ - 10 yrs	25.2	201.6	7.75	.10
10+ - 11 yrs	29.7	237.6	9.14	.11
11+ - 13 yrs	30.6	244.8	9.42	.12
13+ - 15 yrs	31.5	252	9.69	.12
15+ - 17 yrs	32.4	259.2	9.97	.12
17+ - 19 yrs	33.3	266.4	10.25	.13
19+ yrs	34.2	273.6	10.52	.13

Regular part-time employees receive a share of the schedule based on actual hours worked (regular and overtime hours, but excluding standby) but not more than the full-time rate each pay period.

10.3.1 Maximum Accrual. Employees are expected to use at least eighty (80) hours of PTO per year. It is also recommended that employees reserve at least fifty-six (56) hours of PTO to cover emergencies. Effective September 1, 2016, employees may not accrue more than one times their annual PTO accrual level at any given time. Hours in excess of one year's accrual shall be removed from the employee's account.

10.3.2 PTO Cash Out During Continued Employment. After one year of continuous employment, employees may cash out PTO at eighty-five percent (85%) of the value, based on the employee's regular rate of pay.

10.4 Termination PTO Pay. The employee who resigns their employment with the Medical Center after at least one (1) year of continuous employment and after giving the required twenty-one (21) days' written notice, as identified in this Agreement, shall be entitled to payment for any accrued and unused PTO at the employee's regular rate of pay.

10.5 Request for Scheduled PTO. Requests for PTO are subject to prior supervisory approval and shall be granted according to the operating needs of the Medical Center and are subject to the projected availability of sufficient accrued PTO at the time the PTO time off will begin. Requests shall be made in writing or through the electronic scheduling system to the Staffing Office or appropriate Department Director. The request shall include the employee's name, latest date of hire, requested vacation dates, date of request, and signature. Except by mutual agreement, employees will be allowed to request only a maximum of two (2) weeks of PTO for vacation during prime time (June 1 through September 1). A one (1) week vacation request may include any seven (7) consecutive days, but must include within this seven (7) days all of the employee's regularly scheduled workdays for that period. Employees who request two (2) continuous weeks off may include one (1) regularly scheduled weekend. Employees who request three (3) or more continuous weeks off may include two (2) scheduled weekends. An employee's weekend schedule will not be changed based on vacation requests.

Vacation requests shall be made in accordance with the following procedure:

- (a) Employees may submit their requests for vacation for the dates falling between March 1 of the current year through February of the following year, between January 1 and January 31 in each calendar year. Vacation requests made during January will be awarded by greater seniority except that if the more senior employee requests the same week(s) off every year, preference will be rotated among those timely requesting that week(s) in order of seniority. Such requests will be granted or denied no later than February 28 each year. Specific reasons for denial will be given to the employee in writing.
- (b) Requests made after January 31 must be made at least one (1) month before the posting of the affected schedule and will be granted on a first-come-first-served-basis. The employee's manager shall respond in writing to a request for time off thirty (30) or more days in the future within fourteen (14) calendar days from the date of the request. Specific reasons for denial will be given to the employee in writing.

Accrued PTO will be paid to replace regularly scheduled shifts during the vacation period. All approved vacation requests are granted contingent on the employee having sufficient accrued and unused PTO available at the time of the vacation to replace all regularly scheduled shifts during the vacation period. If an employee does not have sufficient accrued and unused PTO available at the time of the vacation, the employee may be scheduled to work by the Employer up to the employee's regular FTE.

10.6 PTO Donations. If an employee of the Medical Center suffers a serious injury or illness, as determined by the Medical Center, employees may donate PTO time to the sick/injured employee.

Bargaining unit employees who are part of the bargaining team may receive accrued PTO time from bargaining unit members who choose to donate their accrued PTO to a designated team member. Donations must be received within two weeks of the negotiations.

10.7 Holiday Pay. Employees required to work on New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Day After Thanksgiving, or Christmas Day shall be paid at one and one-half (1 1/2) times their regular rate of pay for all hours worked on the holiday. Employees who are regularly scheduled to work on the holiday, and take time off, must use accrued PTO for the specified holiday. Night employees shall receive holiday premium pay for the shift when the majority of the hours worked on that shift fall on the holiday. In addition to holiday premium pay, regular employees and those employees on standby assignments (not to exceed budgeted FTE) may, at their option, claim pay from their accumulated PTO account in an amount equal to their regular scheduled hours.

10.8 Rotation of Major Holidays. Where there are competing requests for Christmas Eve, Christmas, New Year's Eve, New Year's Day, or Thanksgiving, an employee shall not take more than one (1) of the three (3) major holidays in any one (1) scheduling year; nor, if there are

competing requests, shall an employee take the same major holiday more than once every three (3) years unless permitted by the operational requirements of the Medical Center.

10.9 Holiday Posting. In keeping with current Medical Center procedure, schedules of calendar dates to be observed as holidays during the year shall be posted in the Human Resources Office on an annual basis.

10.10 Notification of Unscheduled Absence. Employees working the first (day) shift shall notify the Employer at least two (2) hours in advance of the employee's scheduled shift if the employee is unable to report for duty as scheduled. Employees working the second (evening) and third (night) shift shall notify the Employer at least three (3) hours in advance of the employee's scheduled shift if the employee is unable to report for duty as scheduled. The employee must notify the Employer each day of an absence if the employee is unable to work unless prior arrangements have been made with the Department Director.

10.11 Verification. Verification by a treating Health Care Provider (including Employee Health Nurse) may be required when taking PTO of three (3) consecutive work days or longer.

ARTICLE 11 - PAID SICK LEAVE

11.1 Paid Sick Leave (PSL). Paid Sick Leave (PSL) is that bank of time accrued to provide employees with paid sick leave coverage required by the Washington State Paid Sick Leave Law, RCW 49.46.200, et seq.

11.2 Effective Date. Paid Sick Leave will accrue beginning on the ratification date of this Agreement.

11.3 Paid Sick Leave (PSL) Accrual Rate. PSL is accrued by all employees at the hourly accrual rate of .025 hours for each hour worked. New employees will begin accruing PSL upon commencement of employment.

11.4 Paid Sick Leave (PSL) Rollover. PSL rollover is based on the calendar year. At the end of each calendar year an employee may roll over up to a maximum of 40 hours of accrued and unused PSL into the next calendar year. Hours not rolled over shall be removed from the employee's account.

11.5 Use of Paid Sick Leave (PSL). PSL may be used, to the extent accrued and unused, beginning on the 90th day of employment. PSL may be used for the purposes and in the manner set forth in the Employer's policy regarding paid sick leave, consistent with the provisions of the Washington State Paid Sick Leave Law, RCW 49.46.200 et seq., and for any purpose required by applicable law. When used, PSL is paid at the employee's regular rate of pay, excluding overtime, standby pay, and/or other premium pay or allowances. PSL hours will not be cashed out.

11.6 Notice. If the need for PSL is foreseeable, the employee must provide notice at least ten (10) days, or as early as practicable, in advance of the use of PSL.

If the need for PSL is unforeseeable, the employee must provide notice to his/her supervisor or designee as soon as possible before the scheduled start of the employee's shift, unless it is not practicable to do so or a different notice period is required by applicable law. Employees are expected to notify the Employer as set forth above each day of any unforeseeable absence.

11.7 Verification. The Employer may require an employee to provide medical verification and/or certification by a healthcare provider of the employee's use of PSL and/or EIT. Certification by a healthcare provider will generally be required for leave taken under any applicable law or regulation allowing for or requiring medical verification and/or certification, including the Family and Medical Leave Act and its regulations, applicable Washington State family and medical leave laws and regulations, and applicable law to administer workers' compensation. Verification of the employee's use of PSL and/or EIT may also be required after the employee has been absent from work for more than three required work days. Verification may be provided by the employee's doctor or other healthcare provider.

ARTICLE 12 - EXTENDED ILLNESS TIME

12.1 Extended Illness Time Accrual. Regular employees shall accrue Extended Illness Time (EIT) at the hourly accrual rate of .00962 hours for each paid hour.

12.2 Use of EIT. EIT may be used beginning on the 90th day of employment. EIT may be used following the first two (2) complete shifts missed due to illness, injury, or temporary disability of the employee or the employee's minor child, to care for qualified family members in accordance with and subject to the Washington Family Care Act (RCW 49.12.265-.295) and applicable regulations as they may be amended from time to time, or as required by other applicable law or regulation, provided that an employee must use all available PSL before accessing EIT for the employee's illness, injury, or temporary disability.

12.3 Verification. Verification and/or certification by a healthcare provider of the employee's use of EIT may be required by the Employer in accordance with Section 11.7.

12.4 Recurrent Illness. If an employee returns from EIT and must be absent again within ten (10) calendar days for the same condition which justified the taking of EIT under Section 12.2, the employee may access EIT as if the condition had resulted in consecutive absences.

12.5 Notice. It is an employee's responsibility to keep the Department Director apprised of the status, but not the specific nature, of the employee's condition and expected date of return.

12.6 Maximum Accrual. The maximum accrual of EIT shall be one thousand and forty (1040) hours.

12.7 Notification of Absence from Work. Employees working the first (day) shift shall notify the employer at least two (2) hours in advance of the employee's scheduled shift if the employee is unable to report for duty as scheduled. Employees working the second (evening) and third (night) shift shall notify the Employer at least three (3) hours in advance of the employee's scheduled shift if the employee is unable to report for duty as scheduled. The employee must

notify the Employer each day of absence if the employee is unable to work unless prior arrangements have been made with the Department Director.

ARTICLE 13 - MEDICAL AND INSURANCE BENEFITS

13.1 Health Benefits. Effective one (1) month after hire or date following change to benefits eligible, all full-time and part-time employees shall be eligible for coverage under the Medical Center's health benefit program providing medical, dental, and vision benefits, subject to plan eligibility requirements. For purposes of health benefits eligibility, employees who work .8 FTE and above will be treated as full-time. The health benefit program shall be the same health benefit program that is provided to all other employees at the Medical Center.

13.2 Plan Changes. In the event the Employer modifies its current plans or provides an alternative plan(s), the Employer will review the plan changes with the Union prior to implementation. The Employer shall notify the Union at least forty-five (45) days prior to the intended implementation date.

13.3 Health Tests. As required by law, the Employer shall provide a Tuberculin skin test and a rubella/rubeola titer at no cost to the employee. In the event of a positive reaction to the Tuberculin test, the Employer will provide a chest X-ray at no cost. In the event the results of the titer are negative, the Employer will provide a MMR immunization at no cost. Upon request of a physician, a routine blood examination and urinalysis will be provided at no cost to the employee once each year. Pre-employment lab work will also be provided at no cost to the employee.

13.4 Other Insurance. The Employer will provide Workers' Compensation Insurance and Unemployment Compensation Insurance in accordance with the laws of the State of Washington. After utilizing all paid leave, employees who were receiving Employer-paid medical insurance prior to the workplace injury shall continue to receive Employer-paid medical insurance for an additional three (3) months.

13.5 Coordination of Benefits. When an employee is eligible to receive payments under the Workers' Compensation Act, accrued PSL, EIT and/or PTO may be used to supplement such payments to make up the difference between compensation received under the Workers' Compensation Act and the employee's regular rate of pay, but not to exceed the net earnings the employee would have normally received during a normal workweek.

13.6 Retirement Plan. The Employer will provide a retirement plan for its employees. Retirement benefits and eligibility requirements for participation shall be defined by the Employer's plan.

13.7 Life Insurance and Disability Plan. Effective one (1) month after hire or date following change to benefits eligible, all full-time and part-time employees shall be eligible for coverage under the Medical Center's Life Insurance, Optional Life Insurance, Dependent Life Insurance, and Long-Term Disability Plan, subject to plan eligibility requirements. The Life Insurance and Disability Plan shall be the same as for all other employees at the Medical Center.

ARTICLE 14 - LEAVES OF ABSENCE

14.1 In General. All leaves of absence are to be requested from the Employer in writing as far in advance as possible, stating the reason for the leave and the amount of time requested. A written reply to grant or deny the request shall be given by the Employer within thirty (30) days. A leave of absence begins on the first day of absence from work.

14.2 Maternity Leave. A leave of absence shall be granted upon request of the employee for the period of disability or a period of up to six (6) months for maternity purposes, whichever is greater, without loss of benefits accrued to the date such leave commences. If the employee's absence from work for maternity reasons does not exceed the period of the employee's temporary physical disability, the employee shall return to work on the same Unit, shift and former full-time or part-time status. Thereafter for the duration of the six (6) month leave, upon requesting return to work, the employee shall be offered the first available opening for which the employee is qualified. The employee may use previously accrued PTO/PSL/EIT during the period of disability and PTO thereafter, to the extent accrued, during the maternity leave. The Employer may require a statement from a licensed medical practitioner verifying the period of physical disability and attesting to the employee's capability to perform the work required of the position.

14.3 Family Leave.

- (a) State Law. After completion of one (1) year of employment, a leave of absence without pay shall be granted upon request of the employee for a period of up to six (6) months for the care of a newborn or newly adopted child under the age of six (6) at the time of placement or adoption, or to care for a terminally ill child under the age of eighteen (18) years without loss of benefits accrued to the date such leave commences. Except in special circumstances, employees must give at least thirty (30) days' advance written notice of family leave. The Employer shall guarantee the employee's position if the employee returns from leave on or before the first day of the thirteenth week. If the employee elects not to return to work at that time, the employee when returning from the leave of absence will then be offered the first available opening for which she or he is qualified. Family leave shall be consistent with and subject to the conditions and limitations set forth by state law. An employee may guarantee her position (same Unit, shift, and FTE status) for a period of up to the period of temporary disability plus twelve (12) weeks by combining her maternity and family leave. The total amount of combined maternity and family leave cannot exceed the longer of six (6) months or the period of disability plus twelve (12) weeks.
- (b) Federal Law. Pursuant to the Family and Medical Leave Act of 1993, upon completion of one (1) year of employment, an employee who has worked at least 1250 hours during the previous twelve (12) months shall be granted up to twelve (12) weeks of unpaid leave to: (a) care for the employee's child after birth, or placement for adoption or foster care; or (b) to care for the employee's spouse, dependent child, or parent, who has a serious health condition; or (c) for a serious health condition that makes the employee unable to perform the employee's job.

The Employer shall maintain the employee's health benefits during this leave and shall reinstate the employee to the employee's former or equivalent position at the conclusion of the leave. The use of family leave shall not result in the loss of any employment benefit that accrued prior to the commencement of the leave. Under certain conditions, family leave may be taken intermittently or on a reduced work schedule. If a leave qualifies under both federal and state law, the leave shall run concurrently. Ordinarily, the employee must provide thirty (30) days' advance notice to the Employer when the leave is foreseeable. The Employer may require or the employee may elect to use accrued PSL, PTO, or EIT, for which the employee is eligible during family leave. Family leave shall be interpreted consistently with the conditions and provisions of the state and federal law.

14.4 Paid Leave to Care for Family Members. Pursuant to the Washington Family Care Act (RCW 49.12.265, *et seq.*) and applicable regulations, employees may use EIT, PSL or PTO time, in accordance with the access provisions set forth in this Agreement, to care for a dependent child with a health condition or a spouse, parent, parent-in-law or grandparent who has a serious health condition or an emergency health condition.

14.5 Child Care Leave. After one (1) year of continuous employment, an unpaid leave may be granted to an employee to care for a dependent child who resides with the employee for conditions other than those set forth in Section 14.3 (Family Leave) without loss of seniority or accrued benefits. An employee on child care leave shall be entitled to return to the same position (same unit, shift and FTE) the employee occupied prior to the leave if the employee returns within thirty (30) days. If the employee returns after thirty (30) days, the employee shall be eligible for the first available position for which the employee is qualified consistent with the process established in Section 5.11 of this Agreement. Such leave shall not exceed one (1) year.

14.6 Health Leave. A leave of absence shall be granted for health reasons upon the recommendation of a physician for a period of up to six (6) months, without loss of accrued benefits accrued to the date such leave commences. If the employee's absence from work for health reasons does not exceed twelve (12) weeks, the employee shall return to work on the same unit, shift, and former full-time or part-time status. Thereafter for the duration of the six (6) month leave, upon requesting return to work, the employee shall be offered the first available opening for which the employee is qualified. During this health leave of absence, the employee may use previously accrued PSL, EIT and PTO thereafter to the extent accrued. The Employer may require a statement from a licensed physician verifying the employee's health condition and attesting to the employee's capability to perform the work required of the position.

14.7 Military Leave. Leave required in order for an employee to fulfill active duty requirements in a military reserve of the United States shall be granted without pay, without loss of benefits accrued to the date such leave commences, and shall not be considered part of the employee's earned annual leave time. An employee who returns from military leave on a timely basis, as specified by federal and state laws, shall be reinstated to his or her former position, or to a position of like seniority, status, and pay.

14.8 Jury Duty. All full-time and part-time employees who are required to serve on jury duty on a regularly scheduled workday, or who are called to be a witness on behalf of the Employer in any judicial proceeding, shall be compensated by the Employer for the difference between their jury duty/witness fee pay and their regular rate of pay, up to a maximum of ten (10) days; provided that they notify the Employer immediately upon receipt of the jury summons to allow the Employer an opportunity to notify the Court if the jury duty imposes a hardship on the Employer. Employees who serve as jurors will be administratively assigned to a day shift for the duration of the jury duty. Employees subpoenaed for proceedings not involving the Employer will be given unpaid release time.

14.9 Bereavement Leave. Regular employees are eligible for up to three (3) paid shifts to replace scheduled hours of work at regular rate of pay for the death of the employee's spouse/domestic partner, parent, brother, sister, child, grandparent, grandparent of spouse, grandchild, any relative living in the employee's household, or parent of current spouse. An additional two shifts of funeral leave may be granted for extensive travel to attend a funeral more than a radius of 300 miles from Yakima, when approved by the Human Resources Director or designee.

14.10 Sabbatical Leave. The Employer will establish a sabbatical leave. The purpose of a sabbatical leave is to provide an extended period of unpaid leave from an employee's customary work to acquire new skills or training. The sabbatical makes available the necessary time to pursue significant professional development activities, e.g., full-time academic study, participation in research projects, foreign travel to examine alternative health care options, and providing health care in underserved areas and publishing. Employees are eligible for their first sabbatical after working a minimum of ten (10) calendar years of regular employment as a registered employee with the Employer. An employee who qualifies may request (1) sabbatical of up to six (6) months or (2) a sabbatical of up to one (1) year after working thirteen (13) years. Applications must be forwarded to the Employer at least ninety (90) days prior to the proposed starting date of the sabbatical leave. Employees granted a sabbatical will be able to participate in COBRA, subject to the eligibility for and availability of insurance coverage, and will retain their seniority. The total number of sabbatical leaves that may be granted during any one (1) calendar year will not exceed three (3). An employee granted a sabbatical agrees to return to regular employment with the Medical Center following sabbatical for at least one (1) year. Employees returning from sabbatical leave of no more than thirty (30) days shall be reinstated to their prior position, provided they have pursued the activities as outlined above. Thereafter, employees will be reinstated to the first available position for which they are qualified. Within forty-five (45) days of returning from a sabbatical leave, the employee will provide a report(s) regarding the knowledge gained while on leave to the Employer and/or the staff in a format mutually agreed upon. An employee is eligible to apply for another sabbatical only after seven (7) years have elapsed after the original sabbatical leave. The final decision to grant or deny a sabbatical will be made by the Employer.

14.11 Leave Without Pay. Leave without pay for a period of thirty (30) calendar days or less shall not alter an employee's anniversary date of employment or the amount of PTO or EIT credits which would otherwise be earned by the employees. Leave without pay for a period in excess of thirty (30) calendar days shall result in the employee's anniversary date of employment

being adjusted to reflect the period of leave, and no benefits shall accrue during such leave unless specifically approved by the Medical Center.

14.12 Leave With Pay. Leave with pay shall not affect an employee's compensation, accrued hours, benefits, or status with the Employer.

14.13 Return From Leave. Unless otherwise specified in this Article, employees who have a leave of absence of two (2) months or less shall return to their previous position and shift. Employees who return as scheduled from a leave in excess of two (2) months shall, when possible, be returned to the same, or substantially equivalent assignment. When this is not possible, the employee shall be given preference in filling other position vacancies in the Medical Center for which the employee is qualified.

14.14 Outside Employment While on Leave. An employee on Leave of Absence, including sabbatical leave, shall not accept outside employment with a competing Hospital in a position comparable to the duties performed at the Medical Center. Unauthorized outside employment, while on leave of absence, without the written approval of the Medical Center, will be subject to the disciplinary process.

ARTICLE 15 - COMMITTEES

15.1 Labor-Management Committee. The Employer, jointly with the Union selected representatives of the employees, shall establish a Labor-Management Committee to assist with personnel and other mutual problems. The function of the Labor-Management Committee shall be to discuss issues of mutual concern, to recommend solutions to problems identified by the Committee, and to make recommendations for the improvement of working conditions and patient and employee satisfaction. The Committee shall be established on a permanent basis and shall consist of five (5) representatives of the Employer and five (5) representatives of the employees appointed by the Union. All members of the Committee shall be employees of the Medical Center. Representatives on the Labor-Management Committee may request meetings of the Committee to discuss employee staffing concerns, to consider alternative solutions for Unit or institution-wide staffing problems, or to give constructive suggestions for utilization of personnel. The Committee will meet every other month or as often as is mutually agreed.

The parties shall submit agenda items by 4:00 p.m., five (5) days prior to the scheduled meeting to HR. If no agenda items are timely submitted, the meeting will be cancelled, unless the parties mutually agree to proceed based on agenda items submitted less than five (5) days prior to the scheduled meeting. Failure to place an item on the agenda shall not preclude the Committee from addressing an issue. Action of the Committee shall be advisory only and not binding.

15.2 Health and Safety. The Medical Center will maintain a safe and healthful work place in compliance with all federal, state, and local laws applicable to the safety and health of its employees. The Medical Center will continue its safety committee in accordance with all regulatory requirements including WAC 296-24-045.

The Union shall appoint a number of employee members proportional to its representation, which along with the other employees on the committee will equal or exceed the number of Employer selected members. The safety committee shall have an elected chairperson. The Topics of Health and Safety committee shall include (among others):

- Violence Prevention Plan
- Injury reports
- Needle stick protection

The Union shall have the right to designate one (1) employee member to the Hospital's Product Evaluation Committee.

15.3 Compensation. All time spent by employees in Committee meetings on Employer-established committees (including ad hoc or subcommittees) where attendance is required, and all time spent by members of committees established by contract (Article 15) in Committee meetings will be considered time worked and will be paid at the appropriate contract rate. Time spent in such meetings will not result in overtime or other premium pay.

ARTICLE 16 - HEALTH AND SAFETY

16.1 Hepatitis B Vaccine. The Employer follows CDC guidelines and provides a health screen to all new employees. At this screening, the Employee Health Nurse encourages employees to strongly consider Hepatitis B vaccine if they are routinely exposed to blood and body fluids or handling of sharps. Hepatitis B vaccine is available at no cost through the employee health office to current employees who are routinely exposed to blood and body fluids or handling of sharps.

16.2 Tuberculosis Exposure Control Program. All employees working in patient care areas will be provided annual PPD screenings. Employees in high risk areas may be screened more frequently. Any employee who is a PPD converter as a result of an occupational exposure will be referred to the Employee Health Service or appropriate medical specialist for follow up, including preventive therapy at no cost to the employee.

ARTICLE 17 - STAFF DEVELOPMENT

17.1 Orientation. The objectives of orientation shall be to familiarize newly hired employees with the objectives and philosophy of the Medical Center.

17.2 In-Service Education. A regular and ongoing in-service education program shall be maintained and made available to all shifts and to all personnel with programs posted in advance. The posting will indicate if attendance is mandatory.

17.3 Job Related Study. After one (1) year of continuous employment, permission may be granted for leave of absence without pay for job related study, without loss of accrued benefits, providing such leave does not jeopardize Hospital service.

17.4 Approved Expenses. When the Employer requires the employee to participate in an educational program (which shall exclude programs for maintaining licensure and specialty certification), the Employer will pay approved expenses that are directly related to the program.

17.5 Union Leave. All employees who are union officers, delegates, or labor management committee members, not to exceed twelve (12) persons in any calendar year, shall be allowed to attend a one (1) or two (2) day Union sponsored training program. Employees must make a request for the time off at least ten (10) days prior to the posting of their work schedule and the time off shall be subject to the scheduling requirements of their Department. Employees shall be compensated eight (8) hours for attending the program, once during the term of this Agreement.

17.6 Paid Professional Time. After one (1) year of continuous employment, full-time employees, who are required to complete continuing education credits as part of the certification required for their position shall be allowed up to sixteen (16) hours of paid educational leave per year. Such leave shall be subject to scheduling requirements of the Medical Center, approval by the Medical Center of the subject matter to be studied, and certification of attendance, and/or completion of the course. Such time may be used on an hourly basis. This benefit will be pro-rated for part-time employees by multiplying their FTE by sixteen (16) hours.

17.7 Continuing Education Reimbursement. After one year of continuous employment full-time employees who are required to complete job related continuing education credits for their position shall be eligible for education reimbursement for approved seminar and conference fees, travel and other expenses related to such seminars, online courses, and conferences. Such reimbursement shall be subject to prior approval by the Medical Center of the subject matter to be studied, and certification of attendance and/or completion of the course. The Employer will make \$10,000 available during each year of the contract. Eligibility will be based on a first-come, first-served basis. On October 1 of each year employees may reapply for any unused funds.

17.8 Tuition Reimbursement. Employees will be eligible for tuition reimbursement as defined in the Hospital's Tuition Reimbursement Policy.

ARTICLE 18 - GRIEVANCE PROCEDURE

18.1 Grievance Defined. A grievance is defined as an alleged breach of the terms and conditions of this Agreement. It is the desire of the parties to this Agreement that grievances be adjusted informally wherever possible and at the first level of supervision.

18.2 Time Limits. Time limits set forth in the following steps may only be extended by mutual written consent of the parties hereto. A time limit which ends on a Saturday, Sunday, or a holiday designated in Section 10.7 hereof shall be deemed to end at 4:30 p.m. on the next following business day. Failure of an employee to file a grievance on a timely basis or to timely advance a grievance in accordance with the time limits set forth below will constitute withdrawal of the grievance. Failure of the Employer to comply with the time limits set forth below shall result in the grievance being automatically elevated to the next step without any action necessary on the

part of the employee, provided that the Union must specifically request arbitration, as required by Section 18.3.

18.3 Grievance Procedure. A grievance shall be submitted to the following grievance procedure:

Step 1. Department Manager or Director.

If any employee has a grievance, the employee shall present the grievance in writing on a form to be provided by the Union to the employee's Department Manager or Director within eighteen (18) calendar days from the date the employee was or should have been aware that the grievance existed. If the employee has not sought to resolve the issue informally with the employee's immediate supervisor, the Supervisor shall participate in this step. A Union Delegate shall be present if requested by the employee. If the Union Delegate participates in the grievance meeting, the Human Resources Director or designee may also be present at this Step 1 meeting. Upon receipt of the written grievance, the Immediate Supervisor shall attempt to immediately resolve the problem and shall respond in writing to the employee within fourteen (14) calendar days following receipt of the written grievance.

Step 2. Administrative Team Leader.

If the matter is not resolved to the employee's satisfaction at Step 1, the employee shall present the grievance in writing to the Administrative Team Leader (and/or designated representative) within seven (7) calendar days of the Immediate Supervisor's decision. A conference between the employee (and the Union Delegate/Representative, if requested by the employee) and the Administrative Team Leader (and/or designated representative) shall be held within ten (10) days for the purpose of resolving the grievance. The Administrative Team Leader shall issue a written response within seven (7) calendar days following the meeting.

Step 3. Chief Executive Officer.

If the matter is not resolved at Step 2 to the employee's satisfaction, the grievance shall be referred in writing to the Chief Executive Officer (and/or designated representative) within seven (7) calendar days of the Step 2 decision. The Chief Executive Officer (and/or designee) shall meet with the employee and the Union Delegate/Representative within ten (10) calendar days of receipt of the Step 3 grievance for the purpose of resolving the grievance. The Chief Executive Officer (or designee) shall issue a written response within fourteen (14) calendar days following the meeting.

Step 4. Arbitration.

If the grievance is not settled on the basis of the foregoing procedures, and if the grievant and the Union have complied with the specific time limitations specified in Steps 1, 2, 3 and 4 herein, the Union may submit the issue in writing to arbitration within fourteen (14) calendar days following the receipt of the written reply from the Chief Executive Officer or designee. If the Medical Center and the Union fail to agree on an arbitrator, a list of eleven (11) arbitrators shall be requested from the Federal Mediation and Conciliation Service. The parties shall thereupon alternate in striking a name from the panel until one name remains. The person whose name remains shall be the arbitrator.

Each party shall have the right to reject one entire panel and request, at their expense, another panel.

Any arbitrator accepting an assignment under this Article agrees to issue an award within sixty (60) calendar days of the close of the hearing or the receipt of post-hearing briefs, whichever is later. The arbitrator's decision shall be final and binding on all parties. The arbitrator shall have no authority to add to, subtract from, or otherwise change or modify the provisions of this Agreement, but shall be authorized only to interpret existing provisions of this Agreement as they may apply to the specific facts of the issue in dispute. The Arbitrator shall have no authority to award punitive damages, nor shall the arbitrator be authorized to make a back pay award for any period earlier than the beginning of the pay period prior to the pay period in effect in which the grievance was first presented to the Employer at Step 1 of this grievance procedure. However, this limitation shall not apply for any period the employee was unaware and could not have known that the grievance existed. Each party shall bear one-half (1/2) of the fee of the arbitrator for an Award issued on a timely basis and any other expense jointly incurred incident to the arbitration hearing. All other expenses, including but not limited to legal fees, deposition costs, witness fees, and any and every other cost related to the presentation of a party's case in this or any other forum, shall be borne by the party incurring them, and neither party shall be responsible for the expenses of witnesses called by the other party.

18.4 Union Grievance. The Union may initiate a grievance if the grievance involves a group of employees and if the grievance is submitted in writing within fourteen (14) calendar days from the date the employees were or should have been aware that the grievance existed.

ARTICLE 19 - MANAGEMENT RIGHTS

The Union recognizes that the Employer has the obligation of serving the public with the highest quality of medical care, efficiently and economically, and/or meeting medical emergencies. The Union further recognizes the right of the Employer to operate and manage the hospital including but not limited to the right to require standards of performance and to maintain order and efficiency; to direct employees and to determine job assignments and working schedules; to determine the materials and equipment to be used; to implement improved operational methods and procedures; to determine staffing requirements; to determine the kind and location of facilities; to determine whether the whole or any part of the operation shall continue to operate; to select and hire employees; to promote and transfer employees; to discipline, demote or discharge employees for just cause, provided however, the Employer reserves the right to discharge any employee deemed to be incompetent based upon reasonably related established job criteria and exercised in good faith; to lay off employees for lack of work; to recall employees; to require reasonable overtime work of employees; and to promulgate rules, regulations and personnel policies, provided that such rights shall not be exercised so as to violate any of the specific provisions of this Agreement. The parties recognize that the above statement of management responsibilities is for illustrative purposes only and should not be construed as restrictive or interpreted so as to exclude those prerogatives not mentioned which are inherent to the management function. All matters not covered by the language of this Agreement shall be administered by the Medical Center on a unilateral basis in accordance with such policies and procedures as it from time to time shall determine.

ARTICLE 20 - UNINTERRUPTED HEALTHCARE SERVICE

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

ARTICLE 21 - GENERAL PROVISIONS

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

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

21.3 Past Practices. Any and all agreements, written and verbal, previously entered into between the parties hereto are mutually cancelled and superseded by this Agreement. Unless specifically provided herein to the contrary, past practices shall not be binding on the Employer. The Employer agrees that it will not make any changes in past practices that would have the effect of discriminating solely against members of the bargaining unit. The Employer will communicate any changes in past practices to the employees in advance of the change.

21.4 Complete Understanding. The parties acknowledge that during the negotiations which resulted in this Agreement, all had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the Employer and the Union, for the term of this Agreement, each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter not specifically discussed during negotiations or covered in this Agreement. The parties further agree, however, that this Agreement may be amended by the mutual consent of the parties in writing at any time during its term.

ARTICLE 22 - SUBCONTRACTING

22.1 The Hospital shall continue to have the right to subcontract bargaining unit work.

22.2 The Hospital shall provide the Union with written notice of any decision to subcontract bargaining unit work at least thirty (30) consecutive calendar days in advance of the effective date of the subcontracting, absent exigent circumstances.

22.3 The Union may, within ten (10) calendar days after its receipt of written notice of any decision to subcontract bargaining unit work, request to meet with the Medical Center and to discuss same with the Medical Center, in which case the Medical Center shall provide three (3) or more dates to the Union that are within five (5) days from its receipt of the Union's timely request, to meet with the Union.

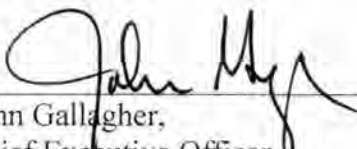
ARTICLE 23 - DURATION

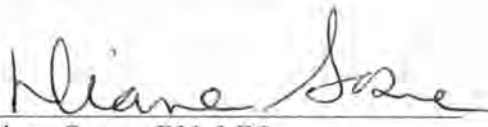
This Agreement is effective from upon ratification to and including October 1, 2022, and shall automatically extend from year to year thereafter unless either party gives to the other written notice of its desire to terminate this Agreement at least one hundred twenty (120) days prior to October 1, 2022, or any annual anniversary date thereafter.

This Agreement is executed this 9th day of May, 2019

Astria Regional Medical Center

SEIU Healthcare 1199NW


John Gallagher,
Chief Executive Officer


Diane Sosne, RN, MN
President


Monica Livingston,
Chief Negotiator

APPENDIX "A" – WAGE SCALES

Effective First Full Pay Period Following Ratification

Job Classification	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
Admitting Representative	\$13.43	\$13.70	\$13.98	\$14.26	\$14.54	\$14.83	\$15.13	\$15.43	\$15.66	\$15.90	\$16.14	\$16.38	\$16.62	\$16.87	\$17.13	\$17.13	\$17.38	\$17.38	\$17.64	\$17.64	\$17.91	\$18.17
Anesthesia Technician	\$16.31	\$16.64	\$16.97	\$17.31	\$17.65	\$18.01	\$18.37	\$18.73	\$19.02	\$19.30	\$19.59	\$19.88	\$20.18	\$20.49	\$20.79	\$20.79	\$21.10	\$21.10	\$21.42	\$21.42	\$21.74	\$22.01
Bio Medical Technician I	\$19.80	\$20.19	\$20.60	\$21.01	\$21.43	\$21.86	\$22.30	\$22.74	\$23.08	\$23.43	\$23.78	\$24.14	\$24.50	\$24.87	\$25.24	\$25.62	\$25.62	\$25.62	\$26.00	\$26.00	\$26.39	\$26.78
Bio Medical Technician II	\$21.82	\$22.25	\$22.70	\$23.15	\$23.62	\$24.09	\$24.57	\$25.06	\$25.44	\$25.82	\$26.21	\$26.60	\$27.00	\$27.40	\$27.81	\$28.23	\$28.23	\$28.66	\$28.66	\$29.09	\$29.52	\$29.95
Bio Medical Technician III	\$24.85	\$25.34	\$25.85	\$26.37	\$26.90	\$27.43	\$27.98	\$28.54	\$28.97	\$29.40	\$29.85	\$30.29	\$30.75	\$31.21	\$31.68	\$32.15	\$32.15	\$32.63	\$32.63	\$33.12	\$33.61	\$34.10
Buyer	\$15.38	\$15.69	\$16.00	\$16.32	\$16.65	\$16.98	\$17.32	\$17.67	\$17.93	\$18.20	\$18.48	\$18.75	\$19.03	\$19.32	\$19.61	\$19.61	\$19.90	\$19.90	\$20.20	\$20.20	\$20.51	\$20.82
Cardiovascular Invasive Technician	\$34.27	\$34.96	\$35.66	\$36.37	\$37.10	\$37.84	\$38.60	\$39.37	\$39.96	\$40.56	\$41.17	\$41.78	\$42.41	\$43.05	\$43.69	\$43.69	\$44.35	\$44.35	\$45.01	\$45.01	\$45.69	\$46.37
Cashier - Business Office	\$13.93	\$14.21	\$14.50	\$14.79	\$15.08	\$15.38	\$15.69	\$16.00	\$16.24	\$16.49	\$16.74	\$16.99	\$17.24	\$17.50	\$17.76	\$18.03	\$18.03	\$18.30	\$18.30	\$18.57	\$18.84	\$19.11
Certified Nursing Assistant	\$12.14	\$12.38	\$12.63	\$12.88	\$13.14	\$13.40	\$13.67	\$13.94	\$14.15	\$14.36	\$14.58	\$14.80	\$15.02	\$15.25	\$15.47	\$15.71	\$15.71	\$15.94	\$15.94	\$16.18	\$16.42	\$16.66
Certified Occupational Therapy Assistant (COTA)	\$23.94	\$24.42	\$24.91	\$25.40	\$25.91	\$26.43	\$26.96	\$27.50	\$27.91	\$28.33	\$28.75	\$29.19	\$29.62	\$30.07	\$30.52	\$30.52	\$30.98	\$30.98	\$31.44	\$31.44	\$31.91	\$32.38
Coder I - Certified	\$20.20	\$20.60	\$21.01	\$21.43	\$21.86	\$22.30	\$22.74	\$23.20	\$23.55	\$23.90	\$24.26	\$24.62	\$24.99	\$25.37	\$25.75	\$25.75	\$26.13	\$26.13	\$26.53	\$26.53	\$26.92	\$27.32
Coder I - Non-Certified	\$19.70	\$20.09	\$20.49	\$20.90	\$21.32	\$21.75	\$22.18	\$22.62	\$22.96	\$23.31	\$23.66	\$24.01	\$24.37	\$24.74	\$25.11	\$25.11	\$25.49	\$25.49	\$25.87	\$25.87	\$26.26	\$26.66
Coder II - Certified	\$20.97	\$21.39	\$21.82	\$22.25	\$22.70	\$23.15	\$23.62	\$24.09	\$24.45	\$24.82	\$25.19	\$25.57	\$25.95	\$26.34	\$26.74	\$27.14	\$27.14	\$27.54	\$27.54	\$27.94	\$28.34	\$28.74
Coder II - Non-Certified	\$20.47	\$20.88	\$21.30	\$21.72	\$22.16	\$22.60	\$23.05	\$23.52	\$23.87	\$24.23	\$24.59	\$24.96	\$25.33	\$25.71	\$26.10	\$26.10	\$26.49	\$26.49	\$26.89	\$26.89	\$27.29	\$27.69
Coder III - Certified	\$21.64	\$22.08	\$22.52	\$22.97	\$23.43	\$23.90	\$24.38	\$24.86	\$25.24	\$25.61	\$26.00	\$26.39	\$26.78	\$27.19	\$27.59	\$27.59	\$28.01	\$28.01	\$28.43	\$28.43	\$28.85	\$29.27
Coder III - Non-Certified	\$21.13	\$21.56	\$21.99	\$22.43	\$22.88	\$23.33	\$23.80	\$24.28	\$24.64	\$25.01	\$25.39	\$25.77	\$26.15	\$26.55	\$26.94	\$27.35	\$27.35	\$27.76	\$27.76	\$28.17	\$28.58	\$28.99
Cook	\$12.00	\$12.24	\$12.49	\$12.74	\$12.99	\$13.25	\$13.52	\$13.79	\$13.99	\$14.20	\$14.42	\$14.63	\$14.85	\$15.07	\$15.30	\$15.30	\$15.53	\$15.53	\$15.76	\$15.76	\$16.00	\$16.24
Courier	\$12.00	\$12.24	\$12.49	\$12.74	\$12.99	\$13.25	\$13.52	\$13.79	\$13.99	\$14.20	\$14.42	\$14.63	\$14.85	\$15.07	\$15.30	\$15.30	\$15.53	\$15.53	\$15.76	\$15.76	\$16.00	\$16.24
Echocardiography (ECHO) Technician	\$31.01	\$31.63	\$32.26	\$32.91	\$33.56	\$34.24	\$34.92	\$35.62	\$36.15	\$36.70	\$37.25	\$37.80	\$38.37	\$38.95	\$39.53	\$39.53	\$40.12	\$40.12	\$40.73	\$40.73	\$41.34	\$41.95
Electrocardiography (EKG) Technician	\$12.00	\$12.24	\$12.49	\$12.74	\$12.99	\$13.25	\$13.52	\$13.79	\$13.99	\$14.20	\$14.42	\$14.63	\$14.85	\$15.07	\$15.30	\$15.30	\$15.53	\$15.53	\$15.76	\$15.76	\$16.00	\$16.24
Electroencephalography (EEG) Technician	\$14.13	\$14.41	\$14.70	\$14.99	\$15.29	\$15.60	\$15.91	\$16.23	\$16.47	\$16.72	\$16.97	\$17.22	\$17.48	\$17.74	\$18.01	\$18.01	\$18.28	\$18.28	\$18.55	\$18.55	\$18.83	\$19.11
Electrophysiology (EP) Technician	\$35.99	\$36.71	\$37.44	\$38.19	\$38.95	\$39.73	\$40.53	\$41.34	\$41.96	\$42.59	\$43.22	\$43.87	\$44.53	\$45.20	\$45.88	\$45.88	\$46.56	\$46.56	\$47.26	\$47.26	\$47.97	\$48.68
Environmental Services Associate I	\$12.00	\$12.24	\$12.49	\$12.74	\$12.99	\$13.25	\$13.52	\$13.79	\$13.99	\$14.20	\$14.42	\$14.63	\$14.85	\$15.07	\$15.30	\$15.30	\$15.53	\$15.53	\$15.76	\$15.76	\$16.00	\$16.24
Environmental Services Associate II	\$12.12	\$12.36	\$12.61	\$12.86	\$13.12	\$13.38	\$13.65	\$13.92	\$14.13	\$14.34	\$14.55	\$14.77	\$14.99	\$15.22	\$15.45	\$15.45	\$15.68	\$15.68	\$15.91	\$15.91	\$16.15	\$16.39
Environmental Services Associate III	\$12.23	\$12.48	\$12.73	\$12.98	\$13.24	\$13.51	\$13.78	\$14.05	\$14.26	\$14.48	\$14.69	\$14.91	\$15.14	\$15.36	\$15.59	\$15.59	\$15.83	\$15.83	\$16.07	\$16.07	\$16.31	\$16.55
Financial Counselor	\$12.63	\$12.88	\$13.14	\$13.40	\$13.67	\$13.94	\$14.22	\$14.51	\$14.72	\$14.94	\$15.17	\$15.40	\$15.63	\$15.86	\$16.10	\$16.10	\$16.34	\$16.34	\$16.59	\$16.59	\$16.83	\$17.07
Food Services Worker	\$12.00	\$12.24	\$12.48	\$12.73	\$12.98	\$13.24	\$13.51	\$13.78	\$13.99	\$14.20	\$14.41	\$14.62	\$14.84	\$15.07	\$15.29	\$15.29	\$15.52	\$15.52	\$15.75	\$15.75	\$15.99	\$16.23
Inventory Coordinator	\$16.95	\$17.29	\$17.64	\$17.99	\$18.35	\$18.72	\$19.09	\$19.47	\$19.77	\$20.06	\$20.36	\$20.67	\$20.98	\$21.29	\$21.61	\$21.61	\$21.94	\$21.94	\$22.27	\$22.27	\$22.60	\$22.93
Laboratory Assistant	\$14.27	\$14.56	\$14.85	\$15.14	\$15.45	\$15.76	\$16.07	\$16.39	\$16.64	\$16.89	\$17.14	\$17.40	\$17.66	\$17.92	\$18.19	\$18.19	\$18.46	\$18.46	\$18.74	\$18.74	\$19.02	\$19.30
Magnetic Resonance Imaging (MRI) Technician	\$32.13	\$32.77	\$33.43	\$34.10	\$34.78	\$35.47	\$36.18	\$36.91	\$37.46	\$38.02	\$38.59	\$39.17	\$39.76	\$40.36	\$40.96	\$40.96	\$41.58	\$41.58	\$42.20	\$42.20	\$42.83	\$43.46
Mammography Coordinator	\$26.76	\$27.30	\$27.85	\$28.40	\$28.97	\$29.55	\$30.14	\$30.74	\$31.21	\$31.67	\$32.15	\$32.63	\$33.12	\$33.62	\$34.12	\$34.12	\$34.63	\$34.63	\$35.15	\$35.15	\$35.68	\$36.21
Massage Therapist	\$20.20	\$20.60	\$21.01	\$21.43	\$21.86	\$22.30	\$22.74	\$23.20	\$23.55	\$23.90	\$24.26	\$24.62	\$24.99	\$25.37	\$25.75	\$25.75	\$26.13	\$26.13	\$26.53	\$26.53	\$26.92	\$27.32
Materials Management Clerk	\$12.14	\$12.38	\$12.63	\$12.88	\$13.14	\$13.40	\$13.67	\$13.94	\$14.15	\$14.36	\$14.58	\$14.80	\$15.02	\$15.25	\$15.47	\$15.47	\$15.71	\$15.71	\$15.94	\$15.94	\$16.18	\$16.42
Medical Laboratory Technician	\$16.25	\$16.57	\$16.91	\$17.24	\$17.59	\$17.94	\$18.30	\$18.66	\$18.94	\$19.23	\$19.52	\$19.81	\$20.11	\$20.41	\$20.71	\$21.03	\$21.03	\$21.34	\$21.34	\$21.66	\$21.98	\$22.30
Medical Office Assistant	\$12.17	\$12.41	\$12.66	\$12.91	\$13.17	\$13.44	\$13.70	\$13.98	\$14.19	\$14.40	\$14.62	\$14.84	\$15.06	\$15.28	\$15.51	\$15.51	\$15.75	\$15.75	\$15.98	\$15.98	\$16.22	\$16.46
Medical Records Clerk I	\$12.24	\$12.48	\$12.73	\$12.99	\$13.25	\$13.51	\$13.78	\$14.06	\$14.27	\$14.48	\$14.70	\$14.92	\$15.15	\$15.37	\$15.60	\$15.60	\$15.84	\$15.84	\$16.08	\$16.08	\$16.32	\$16.56
Medical Records Clerk II	\$12.85	\$13.11	\$13.37	\$13.64	\$13.91	\$14.19	\$14.47	\$14.76	\$14.98	\$15.21	\$15.44	\$15.67	\$15.90	\$16.14	\$16.38	\$16.38	\$16.63	\$16.63	\$16.88	\$16.88	\$17.13	\$17.38
Nuclear Medicine Technologist	\$33.32	\$33.99	\$34.67	\$35.36	\$36.07	\$36.79	\$37.53	\$38.28	\$38.85	\$39.44	\$40.03	\$40.63	\$41.24	\$41.85	\$42.48	\$42.48	\$43.12	\$43.12	\$43.77	\$43.77	\$44.42	\$45.07
Nurse Extender	\$12.21	\$12.45	\$12.70	\$12.96	\$13.22	\$13.48	\$13.75	\$14.02	\$14.24	\$14.45	\$14.67	\$14.89	\$15.11	\$15.34	\$15.57	\$15.57	\$15.80	\$15.80	\$16.04	\$16.04	\$16.28	\$16.52
Nursing Assistant	\$12.00	\$12.24	\$12.49	\$12.74	\$12.99	\$13.25	\$13.52	\$13.79	\$13.99	\$14.20	\$14.42	\$14.63	\$14.85	\$15.07	\$15.30	\$15.30	\$15.53	\$15.53	\$15.76	\$15.76	\$16.00	\$16.24
Office Coordinator	\$14.14	\$14.42	\$14.71	\$15.00	\$15.30	\$15.61	\$15.92	\$16.24	\$16.48	\$16.73	\$16.98	\$17.24	\$17.49	\$17.76	\$18.02	\$18.02	\$18.29	\$18.29	\$18.57	\$18.57	\$18.85	\$19.13
Patient Nutrition Associate	\$12.09	\$12.33	\$12.58	\$12.83	\$13.08	\$13.35	\$13.61	\$13.88	\$14.09	\$14.30	\$14.52	\$14.74	\$14.96	\$15.18	\$15.41	\$15.41	\$15.64	\$15.64	\$15.88	\$15.88	\$16.11	\$16.35
Pharmacy Purchasing Assistant	\$19.11	\$19.50	\$19.89	\$20.28	\$20.69	\$21.10	\$21.53	\$21.96	\$22.29	\$22.62	\$22.96	\$23.30	\$23.65	\$24.01	\$24.37	\$24.37	\$24.73	\$24.73	\$25.11	\$25.11	\$25.48	\$25.86
Pharmacy Technician	\$15.66	\$15.97	\$16.29	\$16.62	\$16.95	\$17.29	\$17.63	\$17.98	\$18.25	\$18.53	\$18.81	\$19.09	\$19.37	\$19.67	\$19.96	\$19.96	\$20.26	\$20.26	\$20.56	\$20.56	\$20.87	\$21.18
Phlebotomist	\$13.50	\$13.77	\$14.05	\$14.33	\$14.62	\$14.91	\$15.21	\$15.51	\$15.75	\$15.98	\$16.22	\$16.46	\$16.71	\$16.96	\$17.22	\$17.22	\$17.48	\$17.48	\$17.74	\$17.74	\$18.00	\$18.26
Physical Therapy Aide	\$12.00	\$12.24	\$12.48	\$12.73	\$12.99	\$13.25	\$13.51	\$13.78	\$13.99	\$14.20	\$14.41	\$14.63	\$14.85	\$15.07	\$15.30	\$15.30	\$15.53	\$15.53	\$15.76	\$15.76	\$16.00	\$16.24
Physical Therapy Assistant	\$20.40	\$20.81	\$21.22	\$21.65	\$22.08	\$22.52	\$22.97	\$23.43	\$23.78	\$24.14	\$24.50	\$24.87	\$25.24	\$25.62	\$26.01	\$26.01	\$26.40	\$26.40	\$26.79	\$26.79	\$27.20	\$27.61
Picture Archiving and Communication System Coordinator (PACS)	\$33.22	\$33.89	\$34.56	\$35.25	\$35.96	\$36.68	\$37.41	\$38.16	\$38.73	\$39.31	\$39.90	\$40.50	\$41.11	\$41.73	\$42.35	\$42.35	\$42.99	\$42.99	\$43.63	\$43.63	\$44.29	\$44.94
Plant Services Associate	\$17.50	\$17.85	\$18.21	\$18.57	\$18.95	\$19.32	\$19.71	\$20.11	\$20.41	\$20.71	\$21.02	\$21.34	\$21.66	\$21.98	\$22.31	\$22.31	\$22.65	\$22.65	\$22.99	\$22.99	\$23.33	\$23.67
Purchasing Analyst	\$17.67	\$18.02	\$18.38	\$18.75	\$19.12	\$19.51	\$19.90	\$20.29	\$20.60	\$20.91	\$21.22	\$21.54	\$21.86	\$22.19	\$22.52	\$22.52	\$22.86	\$22.86	\$23.20	\$23.20	\$23.55	\$23.90
Radiology Technician I	\$19.95	\$20.35	\$20.76	\$21.17	\$21.60	\$22.03	\$22.47	\$22.92	\$23.26	\$23.61	\$23.96	\$24.32	\$24.69	\$25.06	\$25.43	\$25.43	\$25.82	\$25.82	\$26.20	\$26.20	\$26.60	\$27.00
Radiology Technician II	\$21.76	\$22.20	\$22.64	\$23.10	\$23.56	\$24.03	\$24.51	\$25.00	\$25.37	\$25.76	\$26.14											

APPENDIX "A" – WAGE SCALES

Effective First Full Pay Period Following January 1, 2020

Job Classification	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
Admitting Representative	\$13.57	\$13.84	\$14.12	\$14.40	\$14.69	\$14.98	\$15.28	\$15.59	\$15.82	\$16.06	\$16.30	\$16.54	\$16.79	\$17.04	\$17.30	\$17.30	\$17.56	\$17.56	\$17.82	\$17.82	\$18.09
Anesthesia Technician	\$16.47	\$16.80	\$17.14	\$17.48	\$17.83	\$18.19	\$18.55	\$18.92	\$19.21	\$19.49	\$19.79	\$20.08	\$20.38	\$20.69	\$21.00	\$21.00	\$21.32	\$21.32	\$21.64	\$21.64	\$21.96
Bio Medical Technician I	\$20.00	\$20.40	\$20.80	\$21.22	\$21.64	\$22.08	\$22.52	\$22.97	\$23.31	\$23.66	\$24.02	\$24.38	\$24.74	\$25.12	\$25.49	\$25.49	\$25.87	\$25.87	\$26.26	\$26.26	\$26.66
Bio Medical Technician II	\$22.04	\$22.48	\$22.93	\$23.38	\$23.85	\$24.33	\$24.82	\$25.31	\$25.69	\$26.08	\$26.47	\$26.87	\$27.27	\$27.68	\$28.09	\$28.09	\$28.51	\$28.51	\$28.94	\$28.94	\$29.38
Bio Medical Technician III	\$25.10	\$25.60	\$26.11	\$26.63	\$27.16	\$27.71	\$28.26	\$28.83	\$29.26	\$29.70	\$30.14	\$30.60	\$31.05	\$31.52	\$31.99	\$31.99	\$32.47	\$32.47	\$32.96	\$32.96	\$33.45
Buyer	\$15.54	\$15.85	\$16.16	\$16.49	\$16.82	\$17.15	\$17.50	\$17.85	\$18.11	\$18.38	\$18.66	\$18.94	\$19.22	\$19.51	\$19.81	\$19.81	\$20.10	\$20.10	\$20.40	\$20.40	\$20.71
Cardiovascular Invasive Technician	\$34.61	\$35.31	\$36.01	\$36.73	\$37.47	\$38.22	\$38.98	\$39.76	\$40.36	\$40.96	\$41.58	\$42.20	\$42.83	\$43.48	\$44.13	\$44.13	\$44.79	\$44.79	\$45.46	\$45.46	\$46.14
Cashier - Business Office	\$14.07	\$14.35	\$14.64	\$14.93	\$15.23	\$15.54	\$15.85	\$16.16	\$16.41	\$16.65	\$16.90	\$17.16	\$17.41	\$17.68	\$17.94	\$17.94	\$18.21	\$18.21	\$18.48	\$18.48	\$18.76
Certified Nursing Assistant	\$13.50	\$13.57	\$13.64	\$13.70	\$13.77	\$13.84	\$13.91	\$14.22	\$14.43	\$14.65	\$14.87	\$15.09	\$15.32	\$15.55	\$15.78	\$15.78	\$16.02	\$16.02	\$16.26	\$16.26	\$16.50
Certified Occupational Therapy Assistant (COTA)	\$24.18	\$24.66	\$25.16	\$25.66	\$26.17	\$26.70	\$27.23	\$27.77	\$28.19	\$28.61	\$29.04	\$29.48	\$29.92	\$30.37	\$30.82	\$30.82	\$31.29	\$31.29	\$31.76	\$31.76	\$32.23
Coder I - Certified	\$20.40	\$20.81	\$21.22	\$21.65	\$22.08	\$22.52	\$22.97	\$23.43	\$23.78	\$24.14	\$24.50	\$24.87	\$25.24	\$25.62	\$26.00	\$26.00	\$26.39	\$26.39	\$26.79	\$26.79	\$27.19
Coder I - Non-Certified	\$19.89	\$20.29	\$20.70	\$21.11	\$21.53	\$21.96	\$22.40	\$22.85	\$23.19	\$23.54	\$23.89	\$24.25	\$24.62	\$24.99	\$25.36	\$25.36	\$25.74	\$25.74	\$26.13	\$26.13	\$26.52
Coder II - Certified	\$21.18	\$21.60	\$22.04	\$22.48	\$22.93	\$23.39	\$23.85	\$24.33	\$24.70	\$25.07	\$25.44	\$25.82	\$26.21	\$26.60	\$27.00	\$27.00	\$27.41	\$27.41	\$27.82	\$27.82	\$28.24
Coder II - Non-Certified	\$20.68	\$21.09	\$21.51	\$21.94	\$22.38	\$22.83	\$23.28	\$23.75	\$24.11	\$24.47	\$24.84	\$25.21	\$25.59	\$25.97	\$26.36	\$26.36	\$26.75	\$26.75	\$27.16	\$27.16	\$27.56
Coder III - Certified	\$21.86	\$22.30	\$22.74	\$23.20	\$23.66	\$24.14	\$24.62	\$25.11	\$25.49	\$25.87	\$26.26	\$26.65	\$27.05	\$27.46	\$27.87	\$27.87	\$28.29	\$28.29	\$28.71	\$28.71	\$29.14
Coder III - Non-Certified	\$21.35	\$21.77	\$22.21	\$22.65	\$23.11	\$23.57	\$24.04	\$24.52	\$24.89	\$25.26	\$25.64	\$26.02	\$26.41	\$26.81	\$27.21	\$27.21	\$27.62	\$27.62	\$28.04	\$28.04	\$28.46
Cook	\$13.50	\$13.57	\$13.64	\$13.70	\$13.77	\$13.84	\$13.92	\$14.20	\$14.41	\$14.63	\$14.85	\$15.07	\$15.30	\$15.53	\$15.76	\$15.76	\$16.00	\$16.00	\$16.24	\$16.24	\$16.48
Courier	\$13.50	\$13.57	\$13.64	\$13.70	\$13.77	\$13.84	\$13.91	\$14.06	\$14.27	\$14.49	\$14.70	\$14.92	\$15.15	\$15.38	\$15.61	\$15.61	\$15.84	\$15.84	\$16.08	\$16.08	\$16.32
Echocardiography (ECHO) Technician	\$31.32	\$31.94	\$32.58	\$33.23	\$33.90	\$34.58	\$35.27	\$35.97	\$36.51	\$37.06	\$37.62	\$38.18	\$38.75	\$39.34	\$39.93	\$39.93	\$40.53	\$40.53	\$41.13	\$41.13	\$41.75
Electrocardiography (EKG) Technician	\$13.50	\$13.57	\$13.64	\$13.70	\$13.77	\$13.84	\$13.91	\$14.06	\$14.27	\$14.49	\$14.70	\$14.92	\$15.15	\$15.38	\$15.61	\$15.61	\$15.84	\$15.84	\$16.08	\$16.08	\$16.32
Electroencephalography (EEG) Technician	\$14.41	\$14.70	\$14.99	\$15.29	\$15.60	\$15.91	\$16.23	\$16.55	\$16.80	\$17.05	\$17.31	\$17.57	\$17.83	\$18.10	\$18.37	\$18.37	\$18.65	\$18.65	\$18.93	\$18.93	\$19.21
Electrophysiology (EP) Technician	\$36.35	\$37.07	\$37.81	\$38.57	\$39.34	\$40.13	\$40.93	\$41.75	\$42.38	\$43.01	\$43.66	\$44.31	\$44.98	\$45.65	\$46.34	\$46.34	\$47.03	\$47.03	\$47.74	\$47.74	\$48.45
Environmental Services Associate I	\$13.50	\$13.57	\$13.64	\$13.70	\$13.77	\$13.84	\$13.91	\$13.98	\$14.13	\$14.34	\$14.56	\$14.78	\$15.00	\$15.23	\$15.45	\$15.45	\$15.69	\$15.69	\$15.92	\$15.92	\$16.16
Environmental Services Associate II	\$13.50	\$13.57	\$13.64	\$13.70	\$13.77	\$13.84	\$13.92	\$14.20	\$14.41	\$14.63	\$14.85	\$15.07	\$15.29	\$15.52	\$15.76	\$15.76	\$15.99	\$15.99	\$16.23	\$16.23	\$16.48
Environmental Services Associate III	\$13.50	\$13.57	\$13.64	\$13.70	\$13.77	\$13.91	\$14.19	\$14.47	\$14.69	\$14.91	\$15.13	\$15.36	\$15.59	\$15.83	\$16.06	\$16.06	\$16.30	\$16.30	\$16.55	\$16.55	\$16.80
Financial Counselor	\$13.50	\$13.57	\$13.64	\$13.70	\$13.81	\$14.08	\$14.36	\$14.65	\$14.87	\$15.09	\$15.32	\$15.55	\$15.78	\$16.02	\$16.26	\$16.26	\$16.50	\$16.50	\$16.75	\$16.75	\$17.00
Food Services Worker	\$13.50	\$13.57	\$13.64	\$13.70	\$13.77	\$13.84	\$13.91	\$13.98	\$14.13	\$14.34	\$14.55	\$14.77	\$14.99	\$15.22	\$15.45	\$15.45	\$15.68	\$15.68	\$15.91	\$15.91	\$16.15
Inventory Coordinator	\$17.12	\$17.46	\$17.81	\$18.17	\$18.53	\$18.90	\$19.28	\$19.67	\$19.96	\$20.26	\$20.57	\$20.87	\$21.19	\$21.51	\$21.83	\$21.83	\$22.16	\$22.16	\$22.49	\$22.49	\$22.83
Laboratory Assistant	\$14.41	\$14.70	\$14.99	\$15.29	\$15.60	\$15.91	\$16.23	\$16.56	\$16.80	\$17.06	\$17.31	\$17.57	\$17.83	\$18.10	\$18.37	\$18.37	\$18.65	\$18.65	\$18.93	\$18.93	\$19.21
Magnetic Resonance Imaging (MRI) Technician	\$32.45	\$33.10	\$33.76	\$34.44	\$35.13	\$35.83	\$36.55	\$37.28	\$37.84	\$38.40	\$38.98	\$39.56	\$40.16	\$40.76	\$41.37	\$41.37	\$41.99	\$41.99	\$42.62	\$42.62	\$43.26
Mammography Coordinator	\$27.03	\$27.57	\$28.12	\$28.69	\$29.26	\$29.85	\$30.44	\$31.05	\$31.52	\$31.99	\$32.47	\$32.96	\$33.45	\$33.95	\$34.46	\$34.46	\$34.98	\$34.98	\$35.50	\$35.50	\$36.04
Massage Therapist	\$20.40	\$20.81	\$21.22	\$21.65	\$22.08	\$22.52	\$22.97	\$23.43	\$23.78	\$24.14	\$24.50	\$24.87	\$25.24	\$25.62	\$26.00	\$26.00	\$26.39	\$26.39	\$26.79	\$26.79	\$27.19
Materials Management Clerk	\$13.50	\$13.57	\$13.64	\$13.70	\$13.77	\$13.84	\$13.91	\$14.08	\$14.29	\$14.51	\$14.73	\$14.95	\$15.17	\$15.40	\$15.63	\$15.63	\$15.86	\$15.86	\$16.10	\$16.10	\$16.34
Medical Laboratory Technician	\$16.57	\$16.91	\$17.24	\$17.59	\$17.94	\$18.30	\$18.66	\$19.04	\$19.32	\$19.61	\$19.91	\$20.21	\$20.51	\$20.82	\$21.13	\$21.13	\$21.45	\$21.45	\$21.77	\$21.77	\$22.09
Medical Office Assistant	\$13.50	\$13.57	\$13.64	\$13.70	\$13.77	\$13.84	\$13.98	\$14.26	\$14.47	\$14.69	\$14.91	\$15.13	\$15.36	\$15.59	\$15.82	\$15.82	\$16.06	\$16.06	\$16.30	\$16.30	\$16.55
Medical Records Clerk I	\$13.50	\$13.57	\$13.64	\$13.70	\$13.77	\$13.84	\$13.92	\$14.20	\$14.41	\$14.63	\$14.85	\$15.07	\$15.30	\$15.53	\$15.76	\$15.76	\$16.00	\$16.00	\$16.24	\$16.24	\$16.48
Medical Records Clerk II	\$13.50	\$13.57	\$13.64	\$13.78	\$14.05	\$14.33	\$14.62	\$14.91	\$15.13	\$15.36	\$15.59	\$15.83	\$16.06	\$16.30	\$16.55	\$16.55	\$16.80	\$16.80	\$17.05	\$17.05	\$17.30
Nuclear Medicine Technologist	\$33.66	\$34.33	\$35.02	\$35.72	\$36.43	\$37.16	\$37.90	\$38.66	\$39.24	\$39.83	\$40.43	\$41.03	\$41.65	\$42.27	\$42.91	\$42.91	\$43.55	\$43.55	\$44.20	\$44.20	\$44.87
Nurse Extender	\$13.50	\$13.57	\$13.64	\$13.70	\$13.77	\$13.88	\$14.16	\$14.45	\$14.66	\$14.88	\$15.11	\$15.33	\$15.56	\$15.80	\$16.03	\$16.03	\$16.27	\$16.27	\$16.52	\$16.52	\$16.76
Nursing Assistant	\$13.50	\$13.57	\$13.64	\$13.70	\$13.77	\$13.84	\$13.91	\$13.98	\$14.13	\$14.34	\$14.56	\$14.78	\$15.00	\$15.23	\$15.45	\$15.45	\$15.69	\$15.69	\$15.92	\$15.92	\$16.16
Office Coordinator	\$14.28	\$14.56	\$14.86	\$15.15	\$15.46	\$15.76	\$16.08	\$16.40	\$16.65	\$16.90	\$17.15	\$17.41	\$17.67	\$17.93	\$18.20	\$18.20	\$18.48	\$18.48	\$18.75	\$18.75	\$19.03
Patient Nutrition Associate	\$13.50	\$13.57	\$13.64	\$13.70	\$13.77	\$13.84	\$13.91	\$14.16	\$14.37	\$14.59	\$14.81	\$15.03	\$15.26	\$15.49	\$15.72	\$15.72	\$15.95	\$15.95	\$16.19	\$16.19	\$16.44
Pharmacy Purchasing Assistant	\$19.31	\$19.69	\$20.09	\$20.49	\$20.90	\$21.32	\$21.74	\$22.18	\$22.51	\$22.85	\$23.19	\$23.54	\$23.89	\$24.25	\$24.61	\$24.61	\$24.98	\$24.98	\$25.36	\$25.36	\$25.74
Pharmacy Technician	\$15.97	\$16.29	\$16.62	\$16.95	\$17.29	\$17.63	\$17.98	\$18.34	\$18.62	\$18.90	\$19.18	\$19.47	\$19.76	\$20.06	\$20.36	\$20.36	\$20.67	\$20.67	\$20.98	\$20.98	\$21.29
Phlebotomist	\$13.64	\$13.91	\$14.19	\$14.47	\$14.76	\$15.06	\$15.36	\$15.67	\$15.90	\$16.14	\$16.38	\$16.63	\$16.88	\$17.13	\$17.39	\$17.39	\$17.65	\$17.65	\$17.91	\$17.91	\$18.18
Physical Therapy Aide	\$13.50	\$13.57	\$13.64	\$13.70	\$13.77	\$13.84	\$13.91	\$13.98	\$14.13	\$14.34	\$14.56	\$14.78	\$15.00	\$15.22	\$15.45	\$15.45	\$15.68	\$15.68	\$15.92	\$15.92	\$16.16
Physical Therapy Assistant	\$20.60	\$21.02	\$21.44	\$21.87	\$22.30	\$22.75	\$23.20	\$23.67	\$24.02	\$24.38	\$24.75	\$25.12	\$25.50	\$25.88	\$26.27	\$26.27	\$26.66	\$26.66	\$27.06	\$27.06	\$27.47
Picture Archiving and Communication System Coordinator (PACS)	\$33.55	\$34.22	\$34.91	\$35.61	\$36.32	\$37.05	\$37.79	\$38.54	\$39.12	\$39.71	\$40.30	\$40.91	\$41.52	\$42.14	\$42.78	\$42.78	\$43.42	\$43.42	\$44.07	\$44.07	\$44.73
Plant Services Associate	\$17.68	\$18.03	\$18.39	\$18.76	\$19.14	\$19.52	\$19.91	\$20.31	\$20.61	\$20.92	\$21.23	\$21.55	\$21.88	\$22.20	\$22.54	\$22.54	\$22.88	\$22.88	\$23.22	\$23.22	\$23.57
Purchasing Analyst	\$17.84	\$18.20	\$18.56	\$18.94	\$19.31	\$19.70	\$20.09	\$20.50	\$20.80	\$21.12	\$21.43	\$21.75	\$22.08	\$22.41	\$22.75	\$22.75	\$23.09	\$23.09	\$23.44	\$23.44	\$23.79
Radiology Technician I	\$20.35	\$20.76	\$21.17	\$21.60	\$22.03	\$22.47	\$22.92	\$23.38	\$23.73	\$24.08	\$24.44	\$24.81	\$25.18	\$25.56	\$25.94	\$25.94	\$26.33	\$26.33	\$26.73	\$26.73	\$27.13
Radiology Technician II	\$22.20	\$22.64	\$23.10	\$23.56	\$24.03	\$24.51	\$25.00	\$25.50	\$25.88	\$26.27	\$26.66	\$27.06	\$27.47	\$27.88	\$28.30	\$28.30	\$28.73	\$28.73	\$29.16	\$29.16	\$29.59
Radiology Technician III	\$24.11	\$24.59	\$25.09	\$25.59	\$26.10	\$26.62	\$27.15	\$27.70	\$28.11	\$28.53	\$28.96	\$29.40	\$29.84	\$30.28	\$30.74	\$30.74	\$31.20	\$31.20	\$31.67	\$31.67	\$32.14
Record Analyst	\$15.20	\$15.50	\$15.81	\$16.13	\$16.45	\$16.78	\$17.11	\$17.45	\$17.72	\$17.98	\$18.25	\$18.53	\$18.80	\$19.09	\$19.37	\$19.37	\$19.66	\$19.66	\$19.96	\$19.96	\$20.26
Respiratory Care Practitioner																					

APPENDIX "A" – WAGE SCALES

Effective First Full Pay Period Following January 1, 2021

Job Classification	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
Admitting Representative	\$13.80	\$14.07	\$14.36	\$14.64	\$14.94	\$15.23	\$15.54	\$15.85	\$16.09	\$16.33	\$16.57	\$16.82	\$17.07	\$17.33	\$17.59	\$17.59	\$17.85	\$17.85	\$18.12	\$18.12	\$18.39	\$18.39
Anesthesia Technician	\$16.75	\$17.09	\$17.43	\$17.78	\$18.13	\$18.50	\$18.87	\$19.24	\$19.53	\$19.83	\$20.12	\$20.42	\$20.73	\$21.04	\$21.36	\$21.36	\$21.68	\$21.68	\$22.00	\$22.00	\$22.33	\$22.33
Bio Medical Technician I	\$20.34	\$20.74	\$21.16	\$21.58	\$22.01	\$22.45	\$22.90	\$23.36	\$23.71	\$24.07	\$24.43	\$24.79	\$25.17	\$25.54	\$25.93	\$25.93	\$26.31	\$26.31	\$26.71	\$26.71	\$27.11	\$27.11
Bio Medical Technician II	\$22.41	\$22.86	\$23.32	\$23.78	\$24.26	\$24.74	\$25.24	\$25.74	\$26.13	\$26.52	\$26.92	\$27.32	\$27.73	\$28.15	\$28.57	\$28.57	\$29.00	\$29.00	\$29.43	\$29.43	\$29.88	\$29.88
Bio Medical Technician III	\$25.52	\$26.03	\$26.55	\$27.08	\$27.63	\$28.18	\$28.74	\$29.32	\$29.76	\$30.20	\$30.66	\$31.12	\$31.58	\$32.06	\$32.54	\$32.54	\$33.03	\$33.03	\$33.52	\$33.52	\$34.02	\$34.02
Buyer	\$15.80	\$16.12	\$16.44	\$16.77	\$17.10	\$17.44	\$17.79	\$18.15	\$18.42	\$18.70	\$18.98	\$19.26	\$19.55	\$19.84	\$20.14	\$20.14	\$20.44	\$20.44	\$20.75	\$20.75	\$21.06	\$21.06
Cardiovascular Invasive Technician	\$35.20	\$35.91	\$36.63	\$37.36	\$38.11	\$38.87	\$39.64	\$40.44	\$41.04	\$41.66	\$42.28	\$42.92	\$43.56	\$44.22	\$44.88	\$44.88	\$45.55	\$45.55	\$46.24	\$46.24	\$46.93	\$46.93
Cashier - Business Office	\$14.31	\$14.60	\$14.89	\$15.19	\$15.49	\$15.80	\$16.12	\$16.44	\$16.69	\$16.94	\$17.19	\$17.45	\$17.71	\$17.98	\$18.25	\$18.25	\$18.52	\$18.52	\$18.80	\$18.80	\$19.08	\$19.08
Certified Nursing Assistant	\$13.73	\$13.80	\$13.87	\$13.94	\$14.01	\$14.08	\$14.15	\$14.22	\$14.29	\$14.36	\$14.43	\$14.50	\$14.57	\$14.64	\$14.71	\$14.71	\$14.78	\$14.78	\$14.85	\$14.85	\$14.92	\$14.92
Certified Occupational Therapy Assistant (COTA)	\$24.59	\$25.08	\$25.58	\$26.09	\$26.62	\$27.15	\$27.69	\$28.25	\$28.67	\$29.10	\$29.54	\$29.98	\$30.43	\$30.89	\$31.35	\$31.35	\$31.82	\$31.82	\$32.30	\$32.30	\$32.78	\$32.78
Coder I - Certified	\$20.74	\$21.16	\$21.58	\$22.01	\$22.45	\$22.90	\$23.36	\$23.83	\$24.19	\$24.55	\$24.92	\$25.29	\$25.67	\$26.06	\$26.45	\$26.45	\$26.84	\$26.84	\$27.25	\$27.25	\$27.65	\$27.65
Coder I - Non-Certified	\$20.23	\$20.64	\$21.05	\$21.47	\$21.90	\$22.34	\$22.78	\$23.24	\$23.59	\$23.94	\$24.30	\$24.67	\$25.04	\$25.41	\$25.79	\$25.79	\$26.18	\$26.18	\$26.57	\$26.57	\$26.97	\$26.97
Coder II - Certified	\$21.54	\$21.97	\$22.41	\$22.86	\$23.32	\$23.78	\$24.26	\$24.74	\$25.11	\$25.49	\$25.87	\$26.26	\$26.66	\$27.06	\$27.46	\$27.46	\$27.87	\$27.87	\$28.29	\$28.29	\$28.72	\$28.72
Coder II - Non-Certified	\$21.03	\$21.45	\$21.88	\$22.31	\$22.76	\$23.22	\$23.68	\$24.15	\$24.52	\$24.88	\$25.26	\$25.64	\$26.02	\$26.41	\$26.81	\$26.81	\$27.21	\$27.21	\$27.62	\$27.62	\$28.03	\$28.03
Coder III - Certified	\$22.23	\$22.68	\$23.13	\$23.59	\$24.07	\$24.55	\$25.04	\$25.54	\$25.92	\$26.31	\$26.70	\$27.11	\$27.51	\$27.92	\$28.34	\$28.34	\$28.77	\$28.77	\$29.20	\$29.20	\$29.64	\$29.64
Coder III - Non-Certified	\$21.71	\$22.14	\$22.59	\$23.04	\$23.50	\$23.97	\$24.45	\$24.94	\$25.31	\$25.69	\$26.08	\$26.47	\$26.86	\$27.27	\$27.68	\$27.68	\$28.09	\$28.09	\$28.51	\$28.51	\$28.94	\$28.94
Cook	\$13.73	\$13.80	\$13.87	\$13.94	\$14.01	\$14.08	\$14.16	\$14.23	\$14.30	\$14.37	\$14.44	\$14.51	\$14.58	\$14.65	\$14.72	\$14.72	\$14.79	\$14.79	\$14.86	\$14.86	\$14.93	\$14.93
Courier	\$13.73	\$13.80	\$13.87	\$13.94	\$14.01	\$14.08	\$14.15	\$14.22	\$14.29	\$14.36	\$14.43	\$14.50	\$14.57	\$14.64	\$14.71	\$14.71	\$14.78	\$14.78	\$14.85	\$14.85	\$14.92	\$14.92
Echocardiography (ECHO) Technician	\$31.85	\$32.49	\$33.14	\$33.80	\$34.48	\$35.17	\$35.87	\$36.59	\$37.13	\$37.69	\$38.26	\$38.83	\$39.41	\$40.00	\$40.61	\$40.61	\$41.21	\$41.21	\$41.83	\$41.83	\$42.46	\$42.46
Electrocardiography (EKG) Technician	\$13.73	\$13.80	\$13.87	\$13.94	\$14.01	\$14.08	\$14.15	\$14.22	\$14.29	\$14.36	\$14.43	\$14.50	\$14.57	\$14.64	\$14.71	\$14.71	\$14.78	\$14.78	\$14.85	\$14.85	\$14.92	\$14.92
Electroencephalography (EEG) Technician	\$14.65	\$14.95	\$15.25	\$15.55	\$15.86	\$16.18	\$16.50	\$16.83	\$17.09	\$17.34	\$17.60	\$17.87	\$18.13	\$18.41	\$18.68	\$18.68	\$18.96	\$18.96	\$19.25	\$19.25	\$19.54	\$19.54
Electrophysiology (EP) Technician	\$36.96	\$37.70	\$38.46	\$39.23	\$40.01	\$40.81	\$41.63	\$42.46	\$43.10	\$43.74	\$44.40	\$45.06	\$45.74	\$46.43	\$47.12	\$47.12	\$47.83	\$47.83	\$48.55	\$48.55	\$49.28	\$49.28
Environmental Services Associate I	\$13.73	\$13.80	\$13.87	\$13.94	\$14.01	\$14.08	\$14.15	\$14.22	\$14.29	\$14.36	\$14.43	\$14.50	\$14.57	\$14.64	\$14.71	\$14.71	\$14.78	\$14.78	\$14.85	\$14.85	\$14.92	\$14.92
Environmental Services Associate II	\$13.73	\$13.80	\$13.87	\$13.94	\$14.01	\$14.08	\$14.15	\$14.22	\$14.29	\$14.36	\$14.43	\$14.50	\$14.57	\$14.64	\$14.71	\$14.71	\$14.78	\$14.78	\$14.85	\$14.85	\$14.92	\$14.92
Environmental Services Associate III	\$13.73	\$13.80	\$13.87	\$13.94	\$14.01	\$14.15	\$14.22	\$14.29	\$14.36	\$14.43	\$14.50	\$14.57	\$14.64	\$14.71	\$14.78	\$14.78	\$14.85	\$14.85	\$14.92	\$14.92	\$15.00	\$15.00
Financial Counselor	\$13.73	\$13.80	\$13.87	\$13.94	\$14.01	\$14.08	\$14.15	\$14.22	\$14.29	\$14.36	\$14.43	\$14.50	\$14.57	\$14.64	\$14.71	\$14.71	\$14.78	\$14.78	\$14.85	\$14.85	\$14.92	\$14.92
Food Services Worker	\$13.73	\$13.80	\$13.87	\$13.94	\$14.01	\$14.08	\$14.15	\$14.22	\$14.29	\$14.36	\$14.43	\$14.50	\$14.57	\$14.64	\$14.71	\$14.71	\$14.78	\$14.78	\$14.85	\$14.85	\$14.92	\$14.92
Inventory Coordinator	\$17.41	\$17.76	\$18.12	\$18.48	\$18.85	\$19.23	\$19.61	\$20.00	\$20.30	\$20.61	\$20.92	\$21.23	\$21.55	\$21.87	\$22.20	\$22.20	\$22.53	\$22.53	\$22.87	\$22.87	\$23.21	\$23.21
Laboratory Assistant	\$14.66	\$14.95	\$15.25	\$15.55	\$15.86	\$16.18	\$16.51	\$16.84	\$17.09	\$17.35	\$17.61	\$17.87	\$18.14	\$18.41	\$18.69	\$18.69	\$18.97	\$18.97	\$19.25	\$19.25	\$19.54	\$19.54
Magnetic Resonance Imaging (MRI) Technician	\$33.00	\$33.66	\$34.34	\$35.02	\$35.72	\$36.44	\$37.17	\$37.91	\$38.48	\$39.06	\$39.64	\$40.24	\$40.84	\$41.45	\$42.07	\$42.07	\$42.71	\$42.71	\$43.35	\$43.35	\$44.00	\$44.00
Mammography Coordinator	\$27.49	\$28.04	\$28.60	\$29.17	\$29.76	\$30.35	\$30.96	\$31.58	\$32.05	\$32.53	\$33.02	\$33.52	\$34.02	\$34.53	\$35.05	\$35.05	\$35.57	\$35.57	\$36.11	\$36.11	\$36.65	\$36.65
Massage Therapist	\$20.74	\$21.16	\$21.58	\$22.01	\$22.45	\$22.90	\$23.36	\$23.83	\$24.19	\$24.55	\$24.92	\$25.29	\$25.67	\$26.06	\$26.45	\$26.45	\$26.84	\$26.84	\$27.25	\$27.25	\$27.65	\$27.65
Materials Management Clerk	\$13.73	\$13.80	\$13.87	\$13.94	\$14.01	\$14.08	\$14.15	\$14.22	\$14.29	\$14.36	\$14.43	\$14.50	\$14.57	\$14.64	\$14.71	\$14.71	\$14.78	\$14.78	\$14.85	\$14.85	\$14.92	\$14.92
Medical Laboratory Technician	\$16.86	\$17.19	\$17.54	\$17.89	\$18.24	\$18.61	\$18.98	\$19.36	\$19.65	\$19.95	\$20.25	\$20.55	\$20.86	\$21.17	\$21.49	\$21.49	\$21.81	\$21.81	\$22.14	\$22.14	\$22.47	\$22.47
Medical Office Assistant	\$13.73	\$13.80	\$13.87	\$13.94	\$14.01	\$14.08	\$14.15	\$14.22	\$14.29	\$14.36	\$14.43	\$14.50	\$14.57	\$14.64	\$14.71	\$14.71	\$14.78	\$14.78	\$14.85	\$14.85	\$14.92	\$14.92
Medical Records Clerk I	\$13.73	\$13.80	\$13.87	\$13.94	\$14.01	\$14.08	\$14.15	\$14.22	\$14.29	\$14.36	\$14.43	\$14.50	\$14.57	\$14.64	\$14.71	\$14.71	\$14.78	\$14.78	\$14.85	\$14.85	\$14.92	\$14.92
Medical Records Clerk II	\$13.73	\$13.80	\$13.87	\$13.94	\$14.01	\$14.08	\$14.15	\$14.22	\$14.29	\$14.36	\$14.43	\$14.50	\$14.57	\$14.64	\$14.71	\$14.71	\$14.78	\$14.78	\$14.85	\$14.85	\$14.92	\$14.92
Nuclear Medicine Technologist	\$34.23	\$34.91	\$35.61	\$36.32	\$37.05	\$37.79	\$38.55	\$39.32	\$39.91	\$40.51	\$41.11	\$41.73	\$42.36	\$42.99	\$43.64	\$43.64	\$44.29	\$44.29	\$44.96	\$44.96	\$45.63	\$45.63
Nurse Extender	\$13.73	\$13.80	\$13.87	\$13.94	\$14.01	\$14.12	\$14.23	\$14.34	\$14.45	\$14.56	\$14.67	\$14.78	\$14.89	\$15.00	\$15.11	\$15.11	\$15.22	\$15.22	\$15.33	\$15.33	\$15.44	\$15.44
Nursing Assistant	\$13.73	\$13.80	\$13.87	\$13.94	\$14.01	\$14.08	\$14.15	\$14.22	\$14.29	\$14.36	\$14.43	\$14.50	\$14.57	\$14.64	\$14.71	\$14.71	\$14.78	\$14.78	\$14.85	\$14.85	\$14.92	\$14.92
Office Coordinator	\$14.52	\$14.81	\$15.11	\$15.41	\$15.72	\$16.03	\$16.35	\$16.68	\$16.93	\$17.18	\$17.44	\$17.70	\$17.97	\$18.24	\$18.51	\$18.51	\$18.79	\$18.79	\$19.07	\$19.07	\$19.36	\$19.36
Patient Nutrition Associate	\$13.73	\$13.80	\$13.87	\$13.94	\$14.01	\$14.08	\$14.15	\$14.22	\$14.29	\$14.36	\$14.43	\$14.50	\$14.57	\$14.64	\$14.71	\$14.71	\$14.78	\$14.78	\$14.85	\$14.85	\$14.92	\$14.92
Pharmacy Purchasing Assistant	\$19.63	\$20.03	\$20.43	\$20.84	\$21.25	\$21.68	\$22.11	\$22.55	\$22.89	\$23.24	\$23.58	\$23.94	\$24.30	\$24.66	\$25.03	\$25.03	\$25.41	\$25.41	\$25.79	\$25.79	\$26.17	\$26.17
Pharmacy Technician	\$16.24	\$16.57	\$16.90	\$17.24	\$17.58	\$17.93	\$18.29	\$18.66	\$18.94	\$19.22	\$19.51	\$19.80	\$20.10	\$20.40	\$20.71	\$20.71	\$21.02	\$21.02	\$21.33	\$21.33	\$21.65	\$21.65
Phlebotomist	\$13.87	\$14.15	\$14.43	\$14.72	\$15.02	\$15.32	\$15.62	\$15.93	\$16.17	\$16.42	\$16.66	\$16.91	\$17.17	\$17.42	\$17.68	\$17.68	\$17.95	\$17.95	\$18.22	\$18.22	\$18.49	\$18.49
Physical Therapy Aide	\$13.73	\$13.80	\$13.87	\$13.94	\$14.01	\$14.08	\$14.15	\$14.22	\$14.29	\$14.36	\$14.43	\$14.50	\$14.57	\$14.64	\$14.71	\$14.71	\$14.78	\$14.78	\$14.85	\$14.85	\$14.92	\$14.92
Physical Therapy Assistant	\$20.95	\$21.37	\$21.80	\$22.24	\$22.68	\$23.14	\$23.60	\$24.07	\$24.43	\$24.80	\$25.17	\$25.55	\$25.93	\$26.32	\$26.71	\$26.71	\$27.11	\$27.11	\$27.52	\$27.52	\$27.93	\$27.93
Picture Archiving and Communication System Coordinator (PACS)	\$34.12	\$34.81	\$35.50	\$36.21	\$36.94	\$37.68	\$38.43	\$39.20	\$39.79	\$40.38	\$40.99	\$41.60	\$42.23	\$42.86	\$43.50	\$43.50	\$44.16	\$44.16	\$44.82	\$44.82	\$45.49	\$45.49
Plant Services Associate	\$17.98	\$18.34	\$18.71	\$19.08	\$19.46	\$19.85	\$20.25	\$20.65	\$20.96	\$21.28	\$21.60	\$21.92	\$22.25	\$22.58	\$22.92	\$22.92	\$23.26	\$23.26	\$23.61	\$23.61	\$23.97	\$23.97
Purchasing Analyst	\$18.15	\$18.51	\$18.88	\$19.26	\$19.64	\$20.04	\$20.44	\$20.84	\$21.16	\$21.47	\$21.80	\$22.12	\$22.46	\$22.79	\$23.13	\$23.13	\$23.48	\$23.48	\$23.83	\$23.83	\$24.19	\$24.19
Radiology Technician I	\$20.70	\$21.11	\$21.53	\$21.96	\$22.40	\$22.85	\$23.31	\$23.77	\$24.13	\$24.49	\$24.86	\$25.23	\$25.61	\$25.99	\$26.38	\$26.38	\$26.78	\$26.78	\$27.18	\$27.18	\$27.59	\$27.59
Radiology Technician II	\$22.58	\$23.03	\$23.49	\$23.96	\$24.44	\$24.93	\$25.42	\$														

ADDENDUM A
TO THE AGREEMENT

between

ASTRIA REGIONAL MEDICAL CENTER

and

SEIU Healthcare 1199NW

Alternative Work Schedule

12-hour Schedule

This work schedule is established for employees in compliance with Section 7.3 of the Collective Bargaining Agreement between Astria Regional Medical Center and SEIU Healthcare 1199NW.

1. General Description. When mutually agreeable to the Medical Center and an individual employee, the employee may elect an alternative work schedule consisting of twelve (12) hour shifts.
2. Eligibility Requirements. The number of 12-hour positions established in any department will depend on patient care and other staffing considerations as determined by the Employer. Positions will be filled on the basis of seniority, provided that skill, competence, ability and current performance are considered equal, in the opinion of the Employer.
3. Normal Work Day. The normal workday will consist of twelve (12) hours of work to be completed within twelve and one-half (12 1/2) consecutive hours.
4. Normal Work Period. The normal work period will consist of forty (40) hours of work within a seven (7) day period. The seven (7) day period will commence at the beginning of the first shift on Sunday morning.
5. Weekend. The weekend will begin at 11 p.m. on Friday and will end at 11 p.m. on Sunday.
6. Pay Rate for Weekend Work. Employees electing this schedule will be paid the applicable premium per hour for all time worked during the weekend.
7. Regular Rate. The regular rate of pay will be the sum of the employee's base pay rate plus lead position pay and shift differential, if applicable.

8. Shift Differential. Applicable shift differential will be paid as provided in Article 9.1.

9. Paid Time Off. Paid time off will be accrued on the basis of hours paid. Annual leave will be paid at the employee's regular rate of pay.

10. EIT. EIT will be accrued on the basis of hours paid. Sick leave will be paid at the employee's regular rate of pay.

11. Holidays. Employees assigned to this work schedule will be required to work on holidays, in accordance with their department's rotation roster.

12. Meals and Rest Periods. Meal and rest periods will be administered in accordance with state law (WAC 296-126-092). Employees assigned to this work schedule will receive a one-half (1/2) hour unpaid meal period during each 12-hour work shift. Meal periods shall occur as near the middle of the shift as is practical. Employees required by their supervisors to remain in their working areas during their meal period shall be compensated for such time at the appropriate rate of pay. Employees will be allowed three (3) rest periods of fifteen (15) minutes each during each 12-hour shift.

13. Overtime. Employees who work in excess of twelve (12) hours in any day, or in excess of forty (40) hours during a seven (7) day work period, will be paid for the excess work hours at the rate of one and one-half (1 1/2) times their regular pay rate.

ADDENDUM B
TO THE AGREEMENT
between
ASTRIA REGIONAL MEDICAL CENTER
and
SEIU Healthcare 1199NW
Alternative Work Schedule
10-hour Schedule

This work schedule is established for employees in compliance with Section 7.3 of the Collective Bargaining Agreement between Astria Regional Medical Center and SEIU Healthcare 1199NW.

1. General Description. When mutually agreeable to the Medical Center and an individual employee, the employee may elect an alternative work schedule consisting of ten (10) hour shifts.
2. Eligibility Requirements. The number of 10-hour positions established in any department will depend on patient care and other staffing considerations as determined by the Employer. Positions will be filled on the basis of seniority, provided that skill, competence, ability and current performance are considered equal, in the opinion of the Employer.
3. Normal Work Day. The normal workday will consist of ten (10) hours of work to be completed within ten and one-half (10 1/2) consecutive hours.
4. Normal Work Period. The normal work period will consist of forty (40) hours of work within a seven (7) day period.
5. Weekend. The weekend will begin at 11 p.m. on Friday and will end at 11 p.m. on Sunday.
6. Pay Rate for Weekend Work. Employees electing this schedule will be paid the applicable premium per hour for all time worked during the weekend.
7. Regular Rate. The regular rate of pay will be the sum of the employee's base pay rate plus lead position pay and shift differential, if applicable.
8. Shift Differential. Applicable shift differential will be paid in accord with Article 9.1.

9. Paid Time Off. Paid time off will be accrued on the basis of hours paid. Annual leave will be paid at the employee's regular rate of pay.

10. EIT. EIT will be accrued on the basis of hours paid. Sick leave will be paid at the employee's regular rate of pay.

11. Holidays. Employees assigned to this work schedule will be required to work on holidays, in accordance with their department's rotation roster.

12. Meals and Rest Periods. Meal and rest periods will be administered in accordance with state law (WAC 296-126-092). Employees assigned to this work schedule will receive a one-half (1/2) hour unpaid meal period during each 10-hour work shift. Meal periods shall occur as near the middle of the shift as is practical. Employees required by their supervisors to remain in their working areas during their meal period shall be compensated for such time at the appropriate rate of pay. Employees will be allowed two (2) rest periods of fifteen (15) minutes each during each ten (10) hour shift.

13. Overtime. Employees who work in excess of ten (10) hours in any day, or in excess of forty (40) hours during a seven (7) day work period, will be paid for the excess work hours at the rate of one and one-half (1 1/2) times their regular pay rate.

ADDENDUM C
TO THE AGREEMENT

Between

ASTRIA REGIONAL MEDICAL CENTER

and

SEIU Healthcare 1199NW

16-hour Schedule

1. A "16-hour" work schedule shall refer to any employee who has voluntarily signed a 16-hour innovative schedule agreement and is regularly scheduled to work one (1) or more sixteen (16) hour shifts per week.

2. 16 hour employees required to work on a holiday shall be paid one and one-half (1 ½) times the regular rate of pay.

3. Sixteen (16) hour employees shall accumulate PTO, PSL and EIT based upon hours worked from date of hire. Eligibility for use of PTO, PSL and EIT shall commence on the 90th day of employment. For purposes of PTO, PSL and EIT, sixteen (16) hours constitutes one (1) workday.

4. Sixteen (16) hour employees shall be paid applicable shift differential based upon eight (8) hour segments.

5. Sixteen (16) hour employees who work in excess of sixteen (16) hours in any day, or in excess of forty (40) hours during a seven (7) day work period will be paid for the excess work hours at the rate of one and one-half (1 1/2) times their regular pay rate.

6. In scheduling work assignments, the Employer will make a good faith effort to provide each employee with eight (8) hours off duty between back-to-back sixteen (16) hour shifts. In the event an employee is required to work with less than six (6) hours off duty between shifts, all time work within this six (6) hour period shall be at double time (2X). The section shall not apply to standby and callback assignments performed pursuant to Article 9.

7. The Employer retains the right to discontinue this innovative schedule and to revert back to a normal eight (8) hour per day schedule or twelve (12) hour per day schedule after at least forty-five (45) days' advance notice to the employee. Sixteen (16) hour employees who would like to discontinue working an established sixteen (16) hour work schedule and whose performance has been satisfactory shall be guaranteed the first available eight (8) hour position for which the employee is qualified, provided that a more senior, qualified employee has not requested the position.

8. Meal and rest periods will be administered in accordance with state law (WAC 296-126-092).

9. Provisions of the Employment Agreement inconsistent with the foregoing are hereby superseded with respect to employees working the sixteen (16) hour work schedule. All other benefits and provisions not inconsistent with the foregoing shall apply to sixteen (16) hour employees.

MEMORANDUM OF UNDERSTANDING ONE

TIME CLOCKS

BETWEEN

ASTRIA REGIONAL MEDICAL CENTER (“Medical Center”)

AND

SEIU HEALTHCARE 1199NW (“Union”)

Employees who clock in within seven (7) minutes of their start time will be paid from their start time unless the time is approved in writing by their supervisors. Similarly employees who clock out within seven (7) minutes after their quit time will be paid only to their quit time, unless the extra time is approved in writing by their supervisor.

Employees who clock in up to seven (7) minutes after their start time will be paid from their start time. After seven (7) minutes, employees are paid based on the time they clocked in, rounded to the nearest quarter hour.


Forms for supervisor approval will be available to employees through their supervisor.

ASTRIA REGIONAL MEDICAL CENTER:



John Gallagher, CEO

SEIU HEALTHCARE 1199NW:



Diane Sosne, RN, MN, President

MEMORANDUM OF UNDERSTANDING TWO
INFLUENZA VACCINATION

BETWEEN

ASTRIA REGIONAL MEDICAL CENTER ("Medical Center")
AND
SEIU HEALTHCARE 1199NW ("Union")


The Employer will provide employees with an annual influenza vaccination through the employee health office at no cost. All employees who provide patient care or who work in patient care areas must obtain an annual influenza vaccination from the Employer, or provide proof of vaccination to the employee health office. The Employer will provide notice to employees each year of the availability of influenza vaccinations and the date by which vaccination must be obtained. Employees who do not obtain an annual influenza vaccination must wear a breathing mask when providing patient care or working in patient care areas for the duration of the flu season as determined by the Employer.

The parties agree that the Labor-Management Committee will meet to discuss measures to increase the rate of employee influenza vaccination in 2019. The Labor-Management Committee may consider and recommend such measures including, but not limited to, developing an influenza vaccination education campaign, developing incentives for employee vaccination, and reporting vaccination outcomes.

ASTRIA REGIONAL MEDICAL CENTER:


John Gallagher, CEO

SEIU HEALTHCARE 1199NW:


Diane Sosne, RN, MN, President

MEMORANDUM OF UNDERSTANDING THREE
WAGE SCALE TRANSITION PROCESS

BETWEEN

ASTRIA REGIONAL MEDICAL CENTER (“Medical Center”)
AND
SEIU HEALTHCARE 1199NW (“Union”)

The parties agree that the following process will be used to create a new Wage Scale and place employees who are employed as of the ratification of this agreement onto that new Wage Scale.

1. Upon ratification of this agreement all employees will be placed on the Transition Wage Scale for their job classification at that step which is closest to but not less than their current base wage rate. Employees whose current base wage rate is greater than the top step of the Transition Wage Scale will retain their current base wage rate as provided for in Section 8.3.1. The Transition Wage Scales to be used for purposes of this transition process are included with this MOU as Exhibit 1.

2. A two percent (2%) market adjustment wage rate increase will be applied to the Transition Wage Scales of all job classifications, unless otherwise indicated in this Section 2 as follows:

2.2 A three percent (3%) increase will be applied to the Wage Scales for the following job classifications: Physical Therapy Aide, Radiology Technician I, Radiology Technician II, Radiology Technician III, and Surgical Instrumentation Technician – Certified.

2.3 A four percent (4%) increase will be applied to the Wage Scales for the following job classifications: Cook, Courier, Electrocardiography (EKG) Technician, Environmental Services Associate I, Nurse Extender, and Nursing Assistant.

2.4 A five percent (5%) increase will be applied to the Wage Scales for the following job classifications: Environmental Services Associate II.

2.5 A six percent (6%) increase will be applied to the Wage Scales for the following job classifications: Environmental Services Associate III.

3. After taking the above steps, the resulting Wage Scales will become the Appendix A Wage Scales, to be applied in accordance with the terms of Article 8 – Wages.

4. After the steps above are completed, there will be a one-time, exclusive process for individual employees to request an adjustment of their Wage Scale step placement (“Step Adjustment Process”).

4.1 Employees are eligible to participate in the Step Adjustment Process if they were hired on or before October 1, 2016 and have a good faith belief that their step placement is lower than the number of verifiable complete full years of recent full-time or part-time experience relevant to the job classification by three or more years ("Eligible Employees").

4.2 Within thirty (30) days of the ratification of this agreement, whichever occurs later, the Employer will identify for each employee the employee's eligibility for the Step Adjustment Process, number of complete full years of seniority with the Employer in a bargaining unit position, and the adjustment, if any, to each employee's Wage Scale step placement that would result from the Step Adjustment Process based solely on consideration of the employee's identified number of complete full years of seniority with the Employer in a bargaining unit position. If an employee does not request a review under Section 4.3, all opportunity to request a review of the employee's step placement, step placement adjustment, complete full years of seniority with the Employer in a bargaining unit position, and/or complete full years of recent relevant experience will expire and the identified step placement adjustment will be applied in accordance with the terms of Section 4.5

4.3 Beginning on May 15, 2019, and within thirty (30) days of that date, Eligible Employees may request a review by the Employer of the number of complete full years of seniority with the Employer in a bargaining unit position and/or the number of complete full years of recent experience relevant to the employees' job classification that can be verified from documentation in the employee's personnel records. Eligible employees must complete a request form made available in the HR office and return it to the HR office within the thirty (30) day request period. Submitted forms must be signed by the employee and must be signed and dated by HR personnel to establish the timeliness of the request. After the thirty (30) day request period expires, all opportunity to request a review of the employee's step placement, step placement adjustment, complete full years of seniority with the Employer in a bargaining unit position, and/or recent relevant experience will expire.

4.4 The Employer will review the personnel records of each Eligible Employee who submits a timely request and will determine in its sole opinion the number of complete full years of seniority with the Employer in a bargaining unit position and/or the number of verifiable complete full years of recent experience relevant to the employee's job classification ("Verified Experience").

4.5 If the Employer determines that an Eligible Employee's step placement is lower than their Verified Experience by three or more full years, the employee will receive a step advancement for each full year of Verified Experience in excess of the employee's step placement, except that no Eligible Employee may receive more than four (4) total step advancements unless the Eligible Employee's step placement is lower than their Verified Experience by ten or more full years, in which case the Eligible Employee will not receive

more than six (6) total step advancements. Step advancements will be made on the following schedule:

4.5.1 An Eligible Employee receiving one or more step advancements will receive the first step advancement effective the first payroll period following August 1, 2019.

4.5.2 An Eligible Employee receiving two or more step advancements will receive an additional step advancement for which they are eligible on the date that the Employee receives a longevity step advancement under Section 8.4 of this agreement.

4.6 Upon request, an Eligible Employee may meet with the Human Resources Manager or designee to discuss the Employer's determination of the employee's years of seniority, years of recent relevant experience, or Verified Experience. Employees may be accompanied by a union delegate or representative.

4.7 The Employer's decisions and determinations under this Step Adjustment Process, including but not limited to review of Eligible Employees' seniority, experience, determination of Verified Experience, determination of any step advancements, and the Employer's placement of employees at steps and wage rates on the Wage Scales are not subject to any appeal or the grievance process.

ASTRIA REGIONAL MEDICAL CENTER:


John Gallagher, CEO

SEIU HEALTHCARE 1199NW:



Diane Sosne, RN, MN, President

Exhibit 1 to Memorandum of Understanding Three

Transition Wage Scales

The following Transition Wage Scale will be used for the Admitting Representative job classification:

B	1	2	3	4	5	6	7	8	9	10		
\$13.17	\$13.43	\$13.70	\$13.98	\$14.26	\$14.54	\$14.83	\$15.13	\$15.36	\$15.59	\$15.82		
11	12	13	14	15	16	17	18	19	20	21	22	
\$16.06	\$16.30	\$16.54	\$16.79	\$16.79	\$17.04	\$17.04	\$17.30	\$17.30	\$17.56	\$17.56	\$17.82	

The following Transition Wage Scale will be used for the Anesthesia Technician job classification:

B	1	2	3	4	5	6	7	8	9	10	
\$15.99	\$16.31	\$16.64	\$16.97	\$17.31	\$17.65	\$18.01	\$18.37	\$18.64	\$18.92	\$19.21	
11	12	13	14	15	16	17	18	19	20	21	22
\$19.49	\$19.79	\$20.08	\$20.39	\$20.39	\$20.69	\$20.69	\$21.00	\$21.00	\$21.32	\$21.32	\$21.64

The following Transition Wage Scale will be used for the Bio Medical Technician I job classification:

B	1	2	3	4	5	6	7	8	9	10	
\$19.41	\$19.80	\$20.19	\$20.60	\$21.01	\$21.43	\$21.86	\$22.30	\$22.63	\$22.97	\$23.31	
11	12	13	14	15	16	17	18	19	20	21	22
\$23.66	\$24.02	\$24.38	\$24.75	\$24.75	\$25.12	\$25.12	\$25.49	\$25.49	\$25.88	\$25.88	\$26.26

The following Transition Wage Scale will be used for the Bio Medical Technician II job classification:

B	1	2	3	4	5	6	7	8	9	10	
\$21.39	\$21.82	\$22.25	\$22.70	\$23.15	\$23.62	\$24.09	\$24.57	\$24.94	\$25.31	\$25.69	
11	12	13	14	15	16	17	18	19	20	21	22
\$26.08	\$26.47	\$26.87	\$27.27	\$27.27	\$27.68	\$27.68	\$28.09	\$28.09	\$28.51	\$28.51	\$28.94

The following Transition Wage Scale will be used for the Bio Medical Technician III job classification:

B	1	2	3	4	5	6	7	8	9	10	
\$24.36	\$24.85	\$25.34	\$25.85	\$26.37	\$26.90	\$27.43	\$27.98	\$28.40	\$28.83	\$29.26	
11	12	13	14	15	16	17	18	19	20	21	22
\$29.70	\$30.14	\$30.60	\$31.06	\$31.06	\$31.52	\$31.52	\$31.99	\$31.99	\$32.47	\$32.47	\$32.96

The following Transition Wage Scale will be used for the Buyer job classification:

B	1	2	3	4	5	6	7	8	9	10	
\$15.08	\$15.38	\$15.69	\$16.00	\$16.32	\$16.65	\$16.98	\$17.32	\$17.58	\$17.85	\$18.11	
11	12	13	14	15	16	17	18	19	20	21	22
\$18.39	\$18.66	\$18.94	\$19.22	\$19.22	\$19.51	\$19.51	\$19.81	\$19.81	\$20.10	\$20.10	\$20.40

The following Transition Wage Scale will be used for the Cardiovascular Invasive Technician job classification:

B	1	2	3	4	5	6	7	8	9	10	
\$33.60	\$34.27	\$34.96	\$35.66	\$36.37	\$37.10	\$37.84	\$38.60	\$39.17	\$39.76	\$40.36	
11	12	13	14	15	16	17	18	19	20	21	22
\$40.96	\$41.58	\$42.20	\$42.84	\$42.84	\$43.48	\$43.48	\$44.13	\$44.13	\$44.79	\$44.79	\$45.46

The following Transition Wage Scale will be used for the Cashier – Business Office job classification:

B	1	2	3	4	5	6	7	8	9	10	
\$13.66	\$13.93	\$14.21	\$14.50	\$14.79	\$15.08	\$15.38	\$15.69	\$15.93	\$16.17	\$16.41	
11	12	13	14	15	16	17	18	19	20	21	22
\$16.65	\$16.90	\$17.16	\$17.41	\$17.41	\$17.68	\$17.68	\$17.94	\$17.94	\$18.21	\$18.21	\$18.48

The following Transition Wage Scale will be used for the Certified Nursing Assistant job classification:

B	1	2	3	4	5	6	7	8	9	10	
\$11.90	\$12.14	\$12.38	\$12.63	\$12.88	\$13.14	\$13.40	\$13.67	\$13.87	\$14.08	\$14.29	
11	12	13	14	15	16	17	18	19	20	21	22
\$14.51	\$14.73	\$14.95	\$15.17	\$15.17	\$15.40	\$15.40	\$15.63	\$15.63	\$15.86	\$15.86	\$16.10

The following Transition Wage Scale will be used for the Certified Occupational Therapy Assistant (COTA) job classification:

B	1	2	3	4	5	6	7	8	9	10	
\$23.47	\$23.94	\$24.42	\$24.91	\$25.40	\$25.91	\$26.43	\$26.96	\$27.36	\$27.77	\$28.19	
11	12	13	14	15	16	17	18	19	20	21	22
\$28.61	\$29.04	\$29.48	\$29.92	\$29.92	\$30.37	\$30.37	\$30.83	\$30.83	\$31.29	\$31.29	\$31.76

The following Transition Wage Scale will be used for the Coder I - Certified job classification:

B	1	2	3	4	5	6	7	8	9	10	
\$19.80	\$20.20	\$20.60	\$21.01	\$21.43	\$21.86	\$22.30	\$22.74	\$23.09	\$23.43	\$23.78	
11	12	13	14	15	16	17	18	19	20	21	22

\$24.14	\$24.50	\$24.87	\$25.24	\$25.24	\$25.62	\$25.62	\$26.01	\$26.01	\$26.40	\$26.40	\$26.79
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The following Transition Wage Scale will be used for the Coder I – Non-Certified job classification:

B	1	2	3	4	5	6	7	8	9	10	
\$19.31	\$19.70	\$20.09	\$20.49	\$20.90	\$21.32	\$21.75	\$22.18	\$22.51	\$22.85	\$23.19	
11	12	13	14	15	16	17	18	19	20	21	22
\$23.54	\$23.90	\$24.25	\$24.62	\$24.62	\$24.99	\$24.99	\$25.36	\$25.36	\$25.74	\$25.74	\$26.13

The following Transition Wage Scale will be used for the Coder II - Certified job classification:

B	1	2	3	4	5	6	7	8	9	10	
\$20.56	\$20.97	\$21.39	\$21.82	\$22.25	\$22.70	\$23.15	\$23.62	\$23.97	\$24.33	\$24.70	
11	12	13	14	15	16	17	18	19	20	21	22
\$25.07	\$25.44	\$25.82	\$26.21	\$26.21	\$26.60	\$26.60	\$27.00	\$27.00	\$27.41	\$27.41	\$27.82

The following Transition Wage Scale will be used for the Coder II - Non-Certified job classification:

B	1	2	3	4	5	6	7	8	9	10	
\$20.07	\$20.47	\$20.88	\$21.30	\$21.72	\$22.16	\$22.60	\$23.05	\$23.40	\$23.75	\$24.11	
11	12	13	14	15	16	17	18	19	20	21	22
\$24.47	\$24.84	\$25.21	\$25.59	\$25.59	\$25.97	\$25.97	\$26.36	\$26.36	\$26.76	\$26.76	\$27.16

The following Transition Wage Scale will be used for the Coder III - Certified job classification:

B	1	2	3	4	5	6	7	8	9	10	
\$21.22	\$21.64	\$22.08	\$22.52	\$22.97	\$23.43	\$23.90	\$24.38	\$24.74	\$25.11	\$25.49	
11	12	13	14	15	16	17	18	19	20	21	22
\$25.87	\$26.26	\$26.65	\$27.05	\$27.05	\$27.46	\$27.46	\$27.87	\$27.87	\$28.29	\$28.29	\$28.71

The following Transition Wage Scale will be used for the Coder III - Non-Certified job classification:

B	1	2	3	4	5	6	7	8	9	10	
\$20.72	\$21.13	\$21.56	\$21.99	\$22.43	\$22.88	\$23.33	\$23.80	\$24.16	\$24.52	\$24.89	
11	12	13	14	15	16	17	18	19	20	21	22
\$25.26	\$25.64	\$26.02	\$26.42	\$26.42	\$26.81	\$26.81	\$27.21	\$27.21	\$27.62	\$27.62	\$28.04

The following Transition Wage Scale will be used for the Cook job classification:

B	1	2	3	4	5	6	7	8	9	10	
\$11.54	\$11.77	\$12.01	\$12.25	\$12.49	\$12.74	\$13.00	\$13.26	\$13.45	\$13.66	\$13.86	
11	12	13	14	15	16	17	18	19	20	21	22
\$14.07	\$14.28	\$14.49	\$14.71	\$14.71	\$14.93	\$14.93	\$15.16	\$15.16	\$15.38	\$15.38	\$15.61

The following Transition Wage Scale will be used for the Courier job classification:

B	1	2	3	4	5	6	7	8	9	10	
\$11.54	\$11.77	\$12.01	\$12.25	\$12.49	\$12.74	\$13.00	\$13.26	\$13.45	\$13.66	\$13.86	
11	12	13	14	15	16	17	18	19	20	21	22
\$14.07	\$14.28	\$14.49	\$14.71	\$14.71	\$14.93	\$14.93	\$15.16	\$15.16	\$15.38	\$15.38	\$15.61

The following Transition Wage Scale will be used for the Echocardiography (ECHO) Technician job classification:

B	1	2	3	4	5	6	7	8	9	10	
\$30.40	\$31.01	\$31.63	\$32.26	\$32.91	\$33.56	\$34.24	\$34.92	\$35.44	\$35.98	\$36.52	
11	12	13	14	15	16	17	18	19	20	21	22
\$37.06	\$37.62	\$38.18	\$38.76	\$38.76	\$39.34	\$39.34	\$39.93	\$39.93	\$40.53	\$40.53	\$41.13

The following Transition Wage Scale will be used for the Electrocardiography (EKG) Technician job classification:

B	1	2	3	4	5	6	7	8	9	10	
\$11.54	\$11.77	\$12.01	\$12.25	\$12.49	\$12.74	\$13.00	\$13.26	\$13.45	\$13.66	\$13.86	
11	12	13	14	15	16	17	18	19	20	21	22
\$14.07	\$14.28	\$14.49	\$14.71	\$14.71	\$14.93	\$14.93	\$15.16	\$15.16	\$15.38	\$15.38	\$15.61

The following Transition Wage Scale will be used for the Electroencephalography (EEG) Technician job classification:

B	1	2	3	4	5	6	7	8	9	10	
\$13.85	\$14.13	\$14.41	\$14.70	\$14.99	\$15.29	\$15.60	\$15.91	\$16.15	\$16.39	\$16.64	
11	12	13	14	15	16	17	18	19	20	21	22
\$16.89	\$17.14	\$17.40	\$17.66	\$17.66	\$17.92	\$17.92	\$18.19	\$18.19	\$18.46	\$18.46	\$18.74

The following Transition Wage Scale will be used for the Electrophysiology (EP) Technician job classification:

B	1	2	3	4	5	6	7	8	9	10	
\$35.28	\$35.99	\$36.71	\$37.44	\$38.19	\$38.95	\$39.73	\$40.53	\$41.13	\$41.75	\$42.38	
11	12	13	14	15	16	17	18	19	20	21	22
\$43.01	\$43.66	\$44.31	\$44.98	\$44.98	\$45.65	\$45.65	\$46.34	\$46.34	\$47.03	\$47.03	\$47.74

The following Transition Wage Scale will be used for the Environmental Services Associate I job classification:

B	1	2	3	4	5	6	7	8	9	10	
\$11.54	\$11.77	\$12.01	\$12.25	\$12.49	\$12.74	\$13.00	\$13.26	\$13.45	\$13.66	\$13.86	
11	12	13	14	15	16	17	18	19	20	21	22
\$14.07	\$14.28	\$14.49	\$14.71	\$14.71	\$14.93	\$14.93	\$15.16	\$15.16	\$15.38	\$15.38	\$15.61

The following Transition Wage Scale will be used for the Environmental Services Associate II job classification:

B	1	2	3	4	5	6	7	8	9	10	
\$11.54	\$11.77	\$12.01	\$12.25	\$12.49	\$12.74	\$13.00	\$13.26	\$13.45	\$13.66	\$13.86	
11	12	13	14	15	16	17	18	19	20	21	22
\$14.07	\$14.28	\$14.49	\$14.71	\$14.71	\$14.93	\$14.93	\$15.16	\$15.16	\$15.38	\$15.38	\$15.61

The following Transition Wage Scale will be used for the Environmental Services Associate III job classification:

B	1	2	3	4	5	6	7	8	9	10	
\$11.54	\$11.77	\$12.01	\$12.25	\$12.49	\$12.74	\$13.00	\$13.26	\$13.45	\$13.66	\$13.86	
11	12	13	14	15	16	17	18	19	20	21	22
\$14.07	\$14.28	\$14.49	\$14.71	\$14.71	\$14.93	\$14.93	\$15.16	\$15.16	\$15.38	\$15.38	\$15.61

The following Transition Wage Scale will be used for the Financial Counselor job classification:

B	1	2	3	4	5	6	7	8	9	10	
\$12.38	\$12.63	\$12.88	\$13.14	\$13.40	\$13.67	\$13.94	\$14.22	\$14.43	\$14.65	\$14.87	
11	12	13	14	15	16	17	18	19	20	21	22
\$15.09	\$15.32	\$15.55	\$15.78	\$15.78	\$16.02	\$16.02	\$16.26	\$16.26	\$16.50	\$16.50	\$16.75

The following Transition Wage Scale will be used for the Food Services Worker job classification:

B	1	2	3	4	5	6	7	8	9	10	
\$11.76	\$12.00	\$12.24	\$12.48	\$12.73	\$12.98	\$13.24	\$13.51	\$13.71	\$13.92	\$14.13	
11	12	13	14	15	16	17	18	19	20	21	22
\$14.34	\$14.55	\$14.77	\$14.99	\$14.99	\$15.22	\$15.22	\$15.45	\$15.45	\$15.68	\$15.68	\$15.91

The following Transition Wage Scale will be used for the Inventory Coordinator job classification:

B	1	2	3	4	5	6	7	8	9	10	
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\$16.62	\$16.95	\$17.29	\$17.64	\$17.99	\$18.35	\$18.72	\$19.09	\$19.38	\$19.67	\$19.96	
11	12	13	14	15	16	17	18	19	20	21	22
\$20.26	\$20.57	\$20.88	\$21.19	\$21.19	\$21.51	\$21.51	\$21.83	\$21.83	\$22.16	\$22.16	\$22.49

The following Transition Wage Scale will be used for the Laboratory Assistant job classification:

B	1	2	3	4	5	6	7	8	9	10	
\$13.99	\$14.27	\$14.56	\$14.85	\$15.14	\$15.45	\$15.76	\$16.07	\$16.31	\$16.56	\$16.80	
11	12	13	14	15	16	17	18	19	20	21	22
\$17.06	\$17.31	\$17.57	\$17.84	\$17.84	\$18.10	\$18.10	\$18.37	\$18.37	\$18.65	\$18.65	\$18.93

The following Transition Wage Scale will be used for the Magnetic Resonance Imaging (MRI) Technician job classification:

B	1	2	3	4	5	6	7	8	9	10	
\$31.50	\$32.13	\$32.77	\$33.43	\$34.10	\$34.78	\$35.47	\$36.18	\$36.73	\$37.28	\$37.84	
11	12	13	14	15	16	17	18	19	20	21	22
\$38.40	\$38.98	\$39.56	\$40.16	\$40.16	\$40.76	\$40.76	\$41.37	\$41.37	\$41.99	\$41.99	\$42.62

The following Transition Wage Scale will be used for the Mammography Coordinator job classification:

B	1	2	3	4	5	6	7	8	9	10	
\$26.24	\$26.76	\$27.30	\$27.85	\$28.40	\$28.97	\$29.55	\$30.14	\$30.59	\$31.05	\$31.52	
11	12	13	14	15	16	17	18	19	20	21	22
\$31.99	\$32.47	\$32.96	\$33.45	\$33.45	\$33.95	\$33.95	\$34.46	\$34.46	\$34.98	\$34.98	\$35.51

The following Transition Wage Scale will be used for the Massage Therapist job classification:

B	1	2	3	4	5	6	7	8	9	10	
\$19.80	\$20.20	\$20.60	\$21.01	\$21.43	\$21.86	\$22.30	\$22.74	\$23.09	\$23.43	\$23.78	
11	12	13	14	15	16	17	18	19	20	21	22
\$24.14	\$24.50	\$24.87	\$25.24	\$25.24	\$25.62	\$25.62	\$26.01	\$26.01	\$26.40	\$26.40	\$26.79

The following Transition Wage Scale will be used for the Materials Management Clerk job classification:

B	1	2	3	4	5	6	7	8	9	10	
\$11.90	\$12.14	\$12.38	\$12.63	\$12.88	\$13.14	\$13.40	\$13.67	\$13.87	\$14.08	\$14.29	
11	12	13	14	15	16	17	18	19	20	21	22
\$14.51	\$14.73	\$14.95	\$15.17	\$15.17	\$15.40	\$15.40	\$15.63	\$15.63	\$15.86	\$15.86	\$16.10

The following Transition Wage Scale will be used for the Medical Laboratory Technician job classification:

B	1	2	3	4	5	6	7	8	9	10	
\$15.93	\$16.25	\$16.57	\$16.91	\$17.24	\$17.59	\$17.94	\$18.30	\$18.57	\$18.85	\$19.13	
11	12	13	14	15	16	17	18	19	20	21	22
\$19.42	\$19.71	\$20.01	\$20.31	\$20.31	\$20.61	\$20.61	\$20.92	\$20.92	\$21.24	\$21.24	\$21.55

The following Transition Wage Scale will be used for the Medical Office Assistant job classification:

B	1	2	3	4	5	6	7	8	9	10	
\$11.93	\$12.17	\$12.41	\$12.66	\$12.91	\$13.17	\$13.44	\$13.70	\$13.91	\$14.12	\$14.33	
11	12	13	14	15	16	17	18	19	20	21	22
\$14.54	\$14.76	\$14.98	\$15.21	\$15.21	\$15.44	\$15.44	\$15.67	\$15.67	\$15.90	\$15.90	\$16.14

The following Transition Wage Scale will be used for the Medical Records Clerk I job classification:

B	1	2	3	4	5	6	7	8	9	10	
\$12.00	\$12.24	\$12.48	\$12.73	\$12.99	\$13.25	\$13.51	\$13.78	\$13.99	\$14.20	\$14.41	
11	12	13	14	15	16	17	18	19	20	21	22
\$14.63	\$14.85	\$15.07	\$15.30	\$15.30	\$15.53	\$15.53	\$15.76	\$15.76	\$16.00	\$16.00	\$16.24

The following Transition Wage Scale will be used for the Medical Records Clerk II job classification:

B	1	2	3	4	5	6	7	8	9	10	
\$12.60	\$12.85	\$13.11	\$13.37	\$13.64	\$13.91	\$14.19	\$14.47	\$14.69	\$14.91	\$15.13	
11	12	13	14	15	16	17	18	19	20	21	22
\$15.36	\$15.59	\$15.83	\$16.06	\$16.06	\$16.30	\$16.30	\$16.55	\$16.55	\$16.80	\$16.80	\$17.05

The following Transition Wage Scale will be used for the Nuclear Medicine Technologist job classification:

B	1	2	3	4	5	6	7	8	9	10	
\$32.67	\$33.32	\$33.99	\$34.67	\$35.36	\$36.07	\$36.79	\$37.53	\$38.09	\$38.66	\$39.24	
11	12	13	14	15	16	17	18	19	20	21	22
\$39.83	\$40.43	\$41.03	\$41.65	\$41.65	\$42.27	\$42.27	\$42.91	\$42.91	\$43.55	\$43.55	\$44.21

The following Transition Wage Scale will be used for the Nurse Extender job classification:

B	1	2	3	4	5	6	7	8	9	10	
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\$11.74	\$11.97	\$12.21	\$12.46	\$12.71	\$12.96	\$13.22	\$13.49	\$13.69	\$13.89	\$14.10	
11	12	13	14	15	16	17	18	19	20	21	22
\$14.31	\$14.53	\$14.75	\$14.97	\$14.97	\$15.19	\$15.19	\$15.42	\$15.42	\$15.65	\$15.65	\$15.89

The following Transition Wage Scale will be used for the Nursing Assistant job classification:

B	1	2	3	4	5	6	7	8	9	10	
\$11.54	\$11.77	\$12.01	\$12.25	\$12.49	\$12.74	\$13.00	\$13.26	\$13.45	\$13.66	\$13.86	
11	12	13	14	15	16	17	18	19	20	21	22
\$14.07	\$14.28	\$14.49	\$14.71	\$14.71	\$14.93	\$14.93	\$15.16	\$15.16	\$15.38	\$15.38	\$15.61

The following Transition Wage Scale will be used for the Office Coordinator job classification:

B	1	2	3	4	5	6	7	8	9	10	
\$13.86	\$14.14	\$14.42	\$14.71	\$15.00	\$15.30	\$15.61	\$15.92	\$16.16	\$16.40	\$16.65	
11	12	13	14	15	16	17	18	19	20	21	22
\$16.90	\$17.15	\$17.41	\$17.67	\$17.67	\$17.93	\$17.93	\$18.20	\$18.20	\$18.48	\$18.48	\$18.75

The following Transition Wage Scale will be used for the Patient Nutrition Associate job classification:

B	1	2	3	4	5	6	7	8	9	10	
\$11.85	\$12.09	\$12.33	\$12.58	\$12.83	\$13.08	\$13.35	\$13.61	\$13.82	\$14.02	\$14.23	
11	12	13	14	15	16	17	18	19	20	21	22
\$14.45	\$14.66	\$14.88	\$15.11	\$15.11	\$15.33	\$15.33	\$15.56	\$15.56	\$15.80	\$15.80	\$16.03

The following Transition Wage Scale will be used for the Pharmacy Purchasing Assistant job classification:

B	1	2	3	4	5	6	7	8	9	10	
\$18.74	\$19.11	\$19.50	\$19.89	\$20.28	\$20.69	\$21.10	\$21.53	\$21.85	\$22.18	\$22.51	
11	12	13	14	15	16	17	18	19	20	21	22
\$22.85	\$23.19	\$23.54	\$23.89	\$23.89	\$24.25	\$24.25	\$24.61	\$24.61	\$24.98	\$24.98	\$25.36

The following Transition Wage Scale will be used for the Pharmacy Technician job classification:

B	1	2	3	4	5	6	7	8	9	10	
\$15.35	\$15.66	\$15.97	\$16.29	\$16.62	\$16.95	\$17.29	\$17.63	\$17.90	\$18.17	\$18.44	
11	12	13	14	15	16	17	18	19	20	21	22
\$18.71	\$19.00	\$19.28	\$19.57	\$19.57	\$19.86	\$19.86	\$20.16	\$20.16	\$20.46	\$20.46	\$20.77

The following Transition Wage Scale will be used for the Phlebotomist job classification:

B	1	2	3	4	5	6	7	8	9	10	
\$13.24	\$13.50	\$13.77	\$14.05	\$14.33	\$14.62	\$14.91	\$15.21	\$15.44	\$15.67	\$15.90	
11	12	13	14	15	16	17	18	19	20	21	22
\$16.14	\$16.38	\$16.63	\$16.88	\$16.88	\$17.13	\$17.13	\$17.39	\$17.39	\$17.65	\$17.65	\$17.91

The following Transition Wage Scale will be used for the Physical Therapy Aide job classification:

B	1	2	3	4	5	6	7	8	9	10	
\$11.65	\$11.88	\$12.12	\$12.36	\$12.61	\$12.86	\$13.12	\$13.38	\$13.58	\$13.79	\$13.99	
11	12	13	14	15	16	17	18	19	20	21	22
\$14.20	\$14.42	\$14.63	\$14.85	\$14.85	\$15.07	\$15.07	\$15.30	\$15.30	\$15.53	\$15.53	\$15.76

The following Transition Wage Scale will be used for the Physical Therapy Assistant job classification:

B	1	2	3	4	5	6	7	8	9	10	
\$20.00	\$20.40	\$20.81	\$21.22	\$21.65	\$22.08	\$22.52	\$22.97	\$23.32	\$23.67	\$24.02	
11	12	13	14	15	16	17	18	19	20	21	22
\$24.38	\$24.75	\$25.12	\$25.50	\$25.50	\$25.88	\$25.88	\$26.27	\$26.27	\$26.66	\$26.66	\$27.06

The following Transition Wage Scale will be used for the Picture Archiving and Communication System Coordinator (PACS) job classification:

B	1	2	3	4	5	6	7	8	9	10	
\$32.57	\$33.22	\$33.89	\$34.56	\$35.25	\$35.96	\$36.68	\$37.41	\$37.97	\$38.54	\$39.12	
11	12	13	14	15	16	17	18	19	20	21	22
\$39.71	\$40.30	\$40.91	\$41.52	\$41.52	\$42.15	\$42.15	\$42.78	\$42.78	\$43.42	\$43.42	\$44.07

The following Transition Wage Scale will be used for the Plant Services Associate job classification:

B	1	2	3	4	5	6	7	8	9	10	
\$17.16	\$17.50	\$17.85	\$18.21	\$18.57	\$18.95	\$19.32	\$19.71	\$20.01	\$20.31	\$20.61	
11	12	13	14	15	16	17	18	19	20	21	22
\$20.92	\$21.23	\$21.55	\$21.88	\$21.88	\$22.20	\$22.20	\$22.54	\$22.54	\$22.88	\$22.88	\$23.22

The following Transition Wage Scale will be used for the Purchasing Analyst job classification:

B	1	2	3	4	5	6	7	8	9	10	
\$17.32	\$17.67	\$18.02	\$18.38	\$18.75	\$19.12	\$19.51	\$19.90	\$20.19	\$20.50	\$20.80	

11	12	13	14	15	16	17	18	19	20	21	22
\$21.12	\$21.43	\$21.75	\$22.08	\$22.08	\$22.41	\$22.41	\$22.75	\$22.75	\$23.09	\$23.09	\$23.44

The following Transition Wage Scale will be used for the Radiology Technician I job classification:

B	1	2	3	4	5	6	7	8	9	10	
\$19.37	\$19.76	\$20.15	\$20.56	\$20.97	\$21.39	\$21.81	\$22.25	\$22.58	\$22.92	\$23.27	
11	12	13	14	15	16	17	18	19	20	21	22
\$23.62	\$23.97	\$24.33	\$24.69	\$24.69	\$25.06	\$25.06	\$25.44	\$25.44	\$25.82	\$25.82	\$26.21

The following Transition Wage Scale will be used for the Radiology Technician II job classification:

B	1	2	3	4	5	6	7	8	9	10	
\$21.13	\$21.55	\$21.98	\$22.42	\$22.87	\$23.33	\$23.80	\$24.27	\$24.64	\$25.01	\$25.38	
11	12	13	14	15	16	17	18	19	20	21	22
\$25.76	\$26.15	\$26.54	\$26.94	\$26.94	\$27.34	\$27.34	\$27.75	\$27.75	\$28.17	\$28.17	\$28.59

The following Transition Wage Scale will be used for the Radiology Technician III job classification:

B	1	2	3	4	5	6	7	8	9	10	
\$22.95	\$23.41	\$23.88	\$24.35	\$24.84	\$25.34	\$25.85	\$26.36	\$26.76	\$27.16	\$27.57	
11	12	13	14	15	16	17	18	19	20	21	22
\$27.98	\$28.40	\$28.83	\$29.26	\$29.26	\$29.70	\$29.70	\$30.14	\$30.14	\$30.59	\$30.59	\$31.05

The following Transition Wage Scale will be used for the Record Analyst job classification:

B	1	2	3	4	5	6	7	8	9	10	
\$14.75	\$15.05	\$15.35	\$15.65	\$15.97	\$16.29	\$16.61	\$16.94	\$17.20	\$17.46	\$17.72	
11	12	13	14	15	16	17	18	19	20	21	22
\$17.98	\$18.25	\$18.53	\$18.80	\$18.80	\$19.09	\$19.09	\$19.37	\$19.37	\$19.66	\$19.66	\$19.96

The following Transition Wage Scale will be used for the Respiratory Care Practitioner job classification:

B	1	2	3	4	5	6	7	8	9	10	
\$22.86	\$23.32	\$23.78	\$24.26	\$24.74	\$25.24	\$25.74	\$26.26	\$26.65	\$27.05	\$27.46	
11	12	13	14	15	16	17	18	19	20	21	22
\$27.87	\$28.29	\$28.71	\$29.14	\$29.14	\$29.58	\$29.58	\$30.02	\$30.02	\$30.47	\$30.47	\$30.93

The following Transition Wage Scale will be used for the Scheduler job classification:

B	1	2	3	4	5	6	7	8	9	10	
\$13.53	\$13.80	\$14.08	\$14.36	\$14.65	\$14.94	\$15.24	\$15.54	\$15.77	\$16.01	\$16.25	
11	12	13	14	15	16	17	18	19	20	21	22
\$16.50	\$16.74	\$16.99	\$17.25	\$17.25	\$17.51	\$17.51	\$17.77	\$17.77	\$18.04	\$18.04	\$18.31

The following Transition Wage Scale will be used for the Surgical Instrumentation Technician job classification:

B	1	2	3	4	5	6	7	8	9	10	
\$12.10	\$12.34	\$12.59	\$12.84	\$13.10	\$13.36	\$13.63	\$13.90	\$14.11	\$14.32	\$14.53	
11	12	13	14	15	16	17	18	19	20	21	22
\$14.75	\$14.97	\$15.20	\$15.43	\$15.43	\$15.66	\$15.66	\$15.89	\$15.89	\$16.13	\$16.13	\$16.37

The following Transition Wage Scale will be used for the Surgical Instrumentation Technician - Certified job classification:

B	1	2	3	4	5	6	7	8	9	10	
\$12.34	\$12.59	\$12.84	\$13.10	\$13.36	\$13.62	\$13.90	\$14.17	\$14.39	\$14.60	\$14.82	
11	12	13	14	15	16	17	18	19	20	21	22
\$15.04	\$15.27	\$15.50	\$15.73	\$15.73	\$15.97	\$15.97	\$16.21	\$16.21	\$16.45	\$16.45	\$16.70

The following Transition Wage Scale will be used for the Surgical Technologist job classification:

B	1	2	3	4	5	6	7	8	9	10	
\$17.65	\$18.00	\$18.36	\$18.73	\$19.10	\$19.49	\$19.88	\$20.27	\$20.58	\$20.89	\$21.20	
11	12	13	14	15	16	17	18	19	20	21	22
\$21.52	\$21.84	\$22.17	\$22.50	\$22.50	\$22.84	\$22.84	\$23.18	\$23.18	\$23.53	\$23.53	\$23.88

The following Transition Wage Scale will be used for the Surgical Technologist - Certified job classification:

B	1	2	3	4	5	6	7	8	9	10	
\$18.14	\$18.50	\$18.87	\$19.25	\$19.64	\$20.03	\$20.43	\$20.84	\$21.15	\$21.47	\$21.79	
11	12	13	14	15	16	17	18	19	20	21	22
\$22.12	\$22.45	\$22.78	\$23.13	\$23.13	\$23.47	\$23.47	\$23.82	\$23.82	\$24.18	\$24.18	\$24.55

The following Transition Wage Scale will be used for the Surgical Technologist – Coordinator job classification:

B	1	2	3	4	5	6	7	8	9	10	
\$20.56	\$20.97	\$21.39	\$21.82	\$22.25	\$22.70	\$23.15	\$23.62	\$23.97	\$24.33	\$24.70	
11	12	13	14	15	16	17	18	19	20	21	22

\$25.07	\$25.44	\$25.82	\$26.21	\$26.21	\$26.60	\$26.60	\$27.00	\$27.00	\$27.41	\$27.41	\$27.82
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The following Transition Wage Scale will be used for the Telemetry Monitor Technician job classification:

B	1	2	3	4	5	6	7	8	9	10	
\$12.44	\$12.69	\$12.94	\$13.20	\$13.47	\$13.73	\$14.01	\$14.29	\$14.50	\$14.72	\$14.94	
11	12	13	14	15	16	17	18	19	20	21	22
\$15.17	\$15.39	\$15.62	\$15.86	\$15.86	\$16.10	\$16.10	\$16.34	\$16.34	\$16.58	\$16.58	\$16.83

The following Transition Wage Scale will be used for the Ultrasound Technician job classification:

B	1	2	3	4	5	6	7	8	9	10	
\$29.65	\$30.24	\$30.85	\$31.46	\$32.09	\$32.74	\$33.39	\$34.06	\$34.57	\$35.09	\$35.61	
11	12	13	14	15	16	17	18	19	20	21	22
\$36.15	\$36.69	\$37.24	\$37.80	\$37.80	\$38.37	\$38.37	\$38.94	\$38.94	\$39.53	\$39.53	\$40.12

The following Transition Wage Scale will be used for the Unit Secretary job classification:

B	1	2	3	4	5	6	7	8	9	10	
\$11.93	\$12.17	\$12.41	\$12.66	\$12.91	\$13.17	\$13.44	\$13.70	\$13.91	\$14.12	\$14.33	
11	12	13	14	15	16	17	18	19	20	21	22
\$14.54	\$14.76	\$14.98	\$15.21	\$15.21	\$15.44	\$15.44	\$15.67	\$15.67	\$15.90	\$15.90	\$16.14

Exhibit B

REGIONAL HEALTH 401(K) PLAN

SUMMARY PLAN DESCRIPTION

January 2016

ARMC00045

REGIONAL HEALTH 401(K) PLAN

SUMMARY PLAN DESCRIPTION

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INTRODUCTION

Regional Health (the "Company") established the Regional Health 401(k) Plan (the "Plan") effective January 1, 2013. This Summary Plan Description describes the Plan as restated effective January 1, 2016.

This revised Summary Plan Description supersedes all previous Summary Plan Descriptions. Although the purpose of this document is to summarize the more significant provisions of the Plan, the Plan document will prevail in the event of any inconsistency. In addition, the terms of the Plan cannot be modified by written or oral statements made to you by the Plan Administrator or other personnel.

The following special effective dates apply to some features of the Plan: Roth Elective Deferrals are permitted July 1, 2013.

ELIGIBILITY FOR PARTICIPATION

Eligible Employee

You are an "Eligible Employee" if you are employed by Regional Health or any affiliate who has adopted the Plan. For Safe Harbor Contributions, the term "Eligible Employee" for the exclusion of classes of employees shall have the same meaning as Elective Deferrals. However, you are not an "Eligible Employee" if you are a member of any of the following classes of employees:

For purposes of Elective Deferral Contributions, Non-Safe Harbor Matching Contributions, Safe Harbor Matching Contributions and Profit Sharing Contributions, any employee who is included in a unit of employees covered by a collective bargaining agreement, if retirement benefits were the subject of good faith bargaining, and if the collective bargaining agreement does not provide for participation in this Plan.

For purposes of Elective Deferral Contributions, Non-Safe Harbor Matching Contributions, Safe Harbor Matching Contributions and Profit Sharing Contributions, any leased employee.

For purposes of Elective Deferral Contributions, Non-Safe Harbor Matching Contributions, Safe Harbor Matching Contributions and Profit Sharing Contributions, any employee who is a non-resident alien who received no earned income which constitutes income from services performed within the United States.

Elective Deferral Contributions, Non-Safe Harbor Matching Contributions, Safe Harbor Matching Contributions and Profit Sharing Contributions

You will become eligible to make Elective Deferral Contributions and receive Non-Safe Harbor Matching Contributions, Safe Harbor Matching Contributions and Profit Sharing Contributions on the first day of the calendar month, coincident with or next following the date you complete 3 months of service, measured from your date of hire, provided that you are an Eligible Employee at the end of that period.

Computing Service

With respect to eligibility to make Elective Deferral Contributions and to receive Matching Contributions, safe harbor Matching Contributions, Profit Sharing Contributions, Non-Elective Contributions and Non-Elective Contributions only, "Year of Eligibility Service" means a 12-month period

ELIGIBILITY FOR PARTICIPATION

of time beginning on your employment commencement date. In order to determine the number of whole Years of Eligibility Service, nonsuccessive periods of service and less than whole year periods of service will be aggregated on the basis that 12 months of service (30 days are deemed to be a month in the case of the aggregation of fractional months) or 365 days of service are equal to a whole year of service. You will also receive credit for any period of severance of less than 12 consecutive months. If less than one Year of Eligibility Service is required, such service will be determined by substituting such period for "12 months" and "Year" where they appear in this paragraph. To illustrate how to determine eligibility using this elapsed time method, where service is determined from date of hire, please follow this example:

ABC Company requires employees to have one year of service under the elapsed time method. Mr. Brown is hired on April 1. He terminates employment with ABC Company on June 15 of the same year and is subsequently rehired on November 30. His first year of service is determined by looking at the 12-month period beginning on April 1, his original hire date, and ending on the following March 31. Even though he was not continuously employed with ABC Company during this period, he was employed as of the beginning and end of the Eligibility Computation Period so he has a satisfied the one year service requirement under the elapsed time method.

All eligibility service with the Company is taken into account.

Years of service will be treated as service with the Company for eligibility purposes for the following Company(s) subject to any listed limitations: Yakima Valley Hearing & Speech.

If you make or receive eligible contributions you will be a "Participant" in the Plan.

CONTRIBUTIONS TO THE PLAN

Account

"Account" means all of the contributions, of whatever type, made to the Plan for a Participant, including the earnings and losses on those contributions.

Elective Deferral Contributions

You may elect to reduce your Compensation (defined below) and make a contribution to the Plan on a pre-tax basis. These pre-tax contributions are known as Elective Deferral Contributions. You may elect to defer up to 100% of your Compensation on a pre-tax basis. Federal law also limits the amount you may elect to defer under this Plan and any other retirement plan permitting Elective Deferral Contributions during any calendar year (\$18,000 in 2017). However, if you are age 50 or over, you may defer an additional amount, called a "Catch-up Contribution", of up to \$6,000 (in 2017). The Internal Revenue Code may further restrict Elective Deferral Contribution elections by "highly compensated" Participants.

You may elect to start, increase, reduce or totally suspend your elections to contribute to the Plan effective as of each pay period.

The Plan Administrator may establish rules regarding the manner in which your elections are made. The rules may also require that certain advance notice be given of any election. Your election regarding Elective Deferral Contributions is only effective for Compensation you will receive in the future. The Plan Administrator may also reduce or totally suspend your election if the Plan Administrator

determines that your election may cause the Plan to fail to satisfy any of the requirements of the Internal Revenue Code.

Roth Contributions

The Plan allows Elective Deferral Contributions to be made as Roth Contributions. Roth Contributions are Elective Deferral Contributions that are made in the same manner as your pre-tax Elective Deferral Contributions except that Roth Contributions are made to the Plan on an after-tax basis. If certain requirements are met, a "qualified distribution" from your Roth Contribution Account in the Plan will not be taxed. Please note that Roth Contributions are "Matched Employee Contribution". The Company will match contributions you make as Roth Elective Deferral Contributions.

You must designate how much you would like to contribute on a pre-tax basis (normal Elective Deferral Contribution) and how much you would like to contribute as an after-tax Roth Contribution. You are not required to make any Roth Contributions. You may continue to designate all of your Elective Deferral Contribution elections as normal pre-tax contributions.

The sum of your Roth Contributions and regular Elective Deferral Contributions may not exceed the annual limit on regular Elective Deferral Contributions mentioned above.

As was mentioned above, a "qualified distribution" of your Roth Contributions (and earnings) is not taxable. A "qualified distribution" must be made more than five years after the first Roth Contribution is made and must meet at least one of the following requirements:

- (i) the distribution must be made after you attain age 59-1/2;
- (ii) the distribution must be made to your beneficiary after your death; or
- (iii) the distribution must be made on account of your disability.

Please note that Roth Contributions are not suitable for everyone. Please consult with your tax advisor before making any Roth Contributions to the Plan.

Amount of Safe Harbor and Non-Safe Harbor Matching Contributions

The Company will make a Matching Contribution on your behalf if you make a "Matched Employee Contribution" during the Plan Year. A "Matched Employee Contribution" is any Elective Deferral Contribution or Catch-up Contribution that you may make.

If you make a "Matched Employee Contribution" the Company will contribute a safe harbor Matching Contribution to your Matching Contribution Account in an amount equal to: (i) 100% of the Matched Employee Contributions that are not in excess of 3% of your Compensation, plus (ii) 50% of the amount of the Matched Employee Contributions that exceed 3% of your Compensation but that do not exceed 5% of your Compensation. The Company may make safe harbor Matching Contributions in addition to the preceding.

The Company may make Matching Contributions in addition to the above.

Allocation of Matching Contributions

Matching Contributions will be made to the Plan and allocated to the Matching Contribution Accounts of Participants after the end of the Plan Year.

The Internal Revenue Code may also further restrict Matching Contributions for highly compensated employees.

Profit Sharing Contributions

The Company may, in its sole discretion, make a Profit Sharing Contribution to the Plan on your behalf. You will be eligible to receive an allocation if you have completed at least 1,000 hours of service during the Plan Year and are employed by the Company on the last day of the Plan Year.

Please note that if you are an Eligible Employee and terminate employment with the Company due to death, disability or attainment of Normal Retirement Age you will be eligible to receive a Profit Sharing Contribution regardless of whether you meet any service requirement and/or last day requirement described in this Section.

Profit Sharing Contributions will be allocated to the Profit Sharing Contribution Accounts of each Participant eligible to share in such allocations after the end of the Plan Year. Such contributions will be allocated to the Profit Sharing Contribution Account of each Participant eligible in pro rata shares.

Qualified Non-Elective Contributions

In addition to the contributions described above, the Company may make additional Qualified Non-Elective Contributions for the benefit of such Participants determined at the discretion of the Company.

Rollovers

The Plan may accept a Rollover Contribution made on behalf of any Eligible Employee, regardless of whether such employee has met the age and service requirements of the Plan. An Eligible Employee who has not yet met any of the eligibility requirements of the Plan will be deemed a Participant only with respect to amounts, if any, in his Rollover Contribution Account. In general, a rollover from a plan qualified under Code section 401(a) or 403(a) if the contribution qualifies as a tax-free rollover as defined in Code section 402(c) will be accepted by the Plan. If it is later determined that the amount received does not qualify as a tax-free rollover, the amount shall be refunded to the Eligible Employee. A rollover from a "Conduit Individual Retirement Account", as determined in accordance with procedures established by the Plan Administrator and only if the contribution qualifies as a tax-free rollover as defined in Code section 402(c) will be accepted by the Plan. If it is later determined that the amount received does not qualify as a tax-free rollover, the amount shall be refunded to the Eligible Employee. Any rollover of an eligible rollover distribution from an eligible plan under Code section 457(b) which is maintained by a state, political subdivision of a state, or any agency or instrumentality of a state or political subdivision of a state will be accepted by the Plan. Any rollover contribution of the portion of a distribution from an individual retirement account or annuity described in Code sections 408(a) or 408(b) that is eligible to be rolled over and would otherwise be includible in gross income will be accepted by the Plan. If the Plan permits Roth Elective Deferrals, a direct rollover contribution to a Roth Elective Deferral Account from another Roth elective deferral account under an applicable retirement plan described in Code section 402A(e)(1), to the extent the rollover is permitted under the rules of Code section 402(c), will be accepted

by the Plan will be accepted by the Plan; however, the Plan Administrator may establish procedures that regulate the method by which Rollover Contributions will be accepted.

Military Service

If you serve in the United States armed forces and must miss work as a result of such service, you may be eligible to receive contributions, benefits and service credit with respect to any qualified military service. In addition, your survivors may be eligible to receive benefits or service credit if you die while performing qualified military service.

Limits on Contributions

The amount that may be contributed to the Plan on your behalf in any year is limited to a fixed dollar amount (\$54,000 in 2017). In addition, contributions cannot exceed 100% of your total Compensation.

Compensation

"Compensation" means wages that are shown as taxable wages on your IRS Form W-2. For any self-employed individual, Compensation will mean earned income. Compensation will include wages paid during any period in which you are performing service in the uniformed services while on active duty for a period of more than 30 days that represents all or a portion of the wages you would have received if you were performing service for the Company. Compensation will include any amounts not available to you in cash in lieu of group health coverage because you are unable to certify that you have other health coverage. For purposes of Elective Deferral Contributions, Non-Safe Harbor Matching Contributions, Safe Harbor Matching Contributions and Profit Sharing Contributions, Compensation will also include any amount you elect to defer on a tax-preferred basis to any Company benefit plan. For purposes of Elective Deferral Contributions, Non-Safe Harbor Matching Contributions, Safe Harbor Matching Contributions and Profit Sharing Contributions, Compensation will exclude all of the following items (even if includible in your income): reimbursements or other expense allowances, fringe benefits (cash and noncash), moving expenses, deferred compensation, and welfare benefits.

No more than \$270,000 (in 2017) of Compensation may be taken into account in determining your benefits under the Plan.

For purposes of Elective Deferral Contributions, Non-Safe Harbor Matching Contributions, Safe Harbor Matching Contributions and Profit Sharing Contributions, Compensation will include payments of unused accrued bona fide sick, vacation, or certain other leave that are paid to you after you terminate employment.

VESTING

Elective Deferral Account, Rollover Contribution Account, Qualified Non-Elective Contribution Account, Safe Harbor Matching Contribution Account, Discretionary Non-Safe Harbor Matching Contribution Account and Profit Sharing Contribution Account

You are always fully (100%) vested in your Elective Deferral Account, Rollover Contribution Account, Qualified Non-Elective Contribution Account, Safe Harbor Matching Contribution Account, Discretionary Non-Safe Harbor Matching Contribution Account and Profit Sharing Contribution Account.

DISTRIBUTIONS

Commencement of Distributions

Termination of Employment. You are entitled to receive a distribution from your Account after you terminate employment. This includes termination due to Disability. The distribution will start at the time specified in the section titled "Timing and Form of Payment" below.

Late Retirement. If you continue working for the Company after your Normal Retirement Age, your participation under the Plan will continue, and your benefits will begin following the date you terminate employment. You generally may not begin distributions until the time specified in the section titled "Timing and Form of Payment" below.

Death. If you die, your beneficiary will become entitled to receive your vested Account balance. The distribution will start at the time specified in the section titled "Timing and Form of Payment" below. Your spouse will be beneficiary of at least 100% of your Account balance unless they agree in writing to waive their benefit.

Normal Retirement Age

"Normal Retirement Age" means the date you reach age 65.

Timing and Form of Payment

Distribution for Reasons Other Than Death. If you become entitled to receive your benefit for any reason other than death and your Account is not required to be distributed in the form of a "Qualified Joint and Survivor Annuity" (defined below) your Account will be distributed in a lump sum payment. This is your normal form of payment. Payment of your vested Account may start as soon as administratively feasible with a final payment made consisting of any allocations occurring after your termination of employment. Your Account is payable in cash. If you do not choose a form of payment, the payment will be made in the form of a lump sum distribution unless payment must be made in the form of a Qualified Joint and Survivor Annuity.

To the extent applicable, if any or all of your distribution is being made from your Transfer Account (or your Transfer Account is not separately tracked), your spouse must also consent to the distribution.

Distribution on Account of Death. If you die before distribution of your Account begins and such amount is not required to be distributed in the form of a "Qualified Preretirement Survivor Annuity" (defined below), distribution of your entire Account must be completed by December 31 of the calendar year containing the fifth anniversary of your death unless an election is made by your beneficiary to receive distributions in accordance with (1) and (2) below:

- (1) Distributions may be made over the life or over a period certain not greater than the life expectancy of the beneficiary commencing on or before December 31 of the calendar year immediately following the calendar year in which you die;
- (2) If the beneficiary is your surviving spouse, the date distributions are required to begin in accordance with item (1) above will not be earlier than the later of (A) December 31 of

the calendar year immediately following the calendar year in which you die, or (B) December 31 of the calendar year in which you would have attained age 70-1/2.

If the Qualified Preretirement Survivor Annuity has been waived or is not required, as specified below, your beneficiary will be entitled to a distribution in any form that is available to you prior to your death.

If you die after distribution of your Account has begun, the remaining portion of your Account will continue to be distributed under the method of distribution being used prior to your death. If your Account was not being distributed in the form of an annuity at the time of your death, your beneficiary may elect to receive your remaining vested Account balance in a lump sum distribution.

Cash Out

After your termination of employment from the Company, if the vested amount of your Account does not exceed \$1,000 (or such lesser amount as determined by the Plan Administrator), your vested Account balance will be distributed directly to you in cash. If the vested amount of your Account balance is more than \$1,000 (or such lesser amount as determined by the Plan Administrator) but less than \$5,000, your vested Account will be distributed from the Plan. You may either elect to receive this distribution in cash or to roll over the distribution to an individual retirement account (IRA) or the qualified plan of your new employer (but only if your new employer's plan allows such rollovers). However, if you do not timely return your election forms, the Plan Administrator will transfer your vested Account to an IRA established in your name; unless the distribution occurs after Required Beginning Date - Participant may elect payment in lump sum, installments or under a continuous right of withdrawal pursuant to which a Participant may withdraw such amounts at such times as he/she shall elect (complies with Code section 411(a)(11), Section 7.03 and other requirements of Article 7). This mandatory distribution will be invested in an IRA designed to preserve principal and provide a reasonable rate of return and liquidity. The IRA provider will charge your IRA account for the expenses associated with establishing and maintaining the IRA and IRA investments. For further information concerning the Plan's automatic rollover provisions, the IRA provider and the fees and expenses attendant to the individual retirement plan please contact the Plan Administrator at the phone number found in the "ADMINISTRATIVE INFORMATION" section at the end of this Summary Plan Description.

If the vested amount of your Account exceeds \$5,000, you must consent to any distribution of your Account. However, the Plan Administrator will distribute your vested Account balance in a lump sum without your consent at the following time: Required Beginning Date - Participant may elect payment in lump sum, installments or under a continuous right of withdrawal pursuant to which a Participant may withdraw such amounts at such times as he/she shall elect (complies with Code section 411(a)(11), Section 7.03 and other requirements of Article 7).

If the vested amount of your Account exceeds \$5,000, you must consent to any distribution of your Account. However, the Plan Administrator will commence distribution of your vested Account balance without your consent at the time that payments must begin under applicable federal law

Beneficiary

You have the right to designate, in a written form acceptable to the Plan Administrator, one or more primary and one or more secondary beneficiaries to receive any benefit becoming payable upon your death. Your spouse must be your sole beneficiary unless he or she consents to the designation of another beneficiary. You may change your beneficiaries at any time and from time to time by filing written notice of such change with the Plan Administrator.

If you fail to designate a beneficiary, or in the event that all designated primary and secondary beneficiaries die before you, the death benefit will be payable to your spouse, or if there is no spouse, to your children in equal shares, or if there are no children to your estate.

Qualified Joint and Survivor Annuity

The Plan generally provides that if you are married, your Account balance in the Transfer Account will be paid in the form of a Qualified Joint and Survivor Annuity in which the benefit payable to your spouse for life after your death will be 50% of the monthly retirement income paid during your life. In addition, there is a qualified optional survivor annuity available in which the benefit payable to your spouse for life after your death will be 75% of the monthly retirement income paid during your life. However, if you obtain the written consent of your spouse or your Account balance does not exceed \$5,000, your Account balance may be paid in a form other than a Qualified Joint and Survivor Annuity.

For a single Participant, a Qualified Joint and Survivor Annuity means an immediate annuity for the life of the Participant and which is the amount of benefit which can be purchased with the Participant's vested Account balance.

Qualified Preretirement Survivor Annuity

If you die before the commencement of your benefits under the Plan, at least 50% of your Account balance in the Transfer Account will automatically be applied to the purchase of a survivor annuity for your spouse (the Qualified Preretirement Survivor Annuity) unless (1) your Account balance does not exceed \$5,000, (2) you, with the written consent of your spouse, waive the survivor annuity for a non-spousal beneficiary, or (3) your surviving spouse waives such survivor annuity.

IN-SERVICE DISTRIBUTIONS AND LOANS

Hardship Withdrawals

General Rule. You may receive a distribution on account of hardship from the following Accounts but only if you are fully vested in such Account. Because the Plan is a safe harbor plan, you may not receive a distribution on account of hardship from your Matching Contribution Account to the extent it was used to help satisfy the requirements for a safe harbor plan.

Elective Deferral Account, except certain earnings of your Elective Deferral Account may not be eligible for hardship withdrawal.

Your Roth Contributions may be withdrawn on account of financial hardship in the same manner as your regular Elective Deferral Contributions. Please note however, that the income on the Roth Contributions may be taxable (and subject to penalties for early withdrawal) if the withdrawal is not a "qualified distribution."

Matching Contribution Account.

Profit Sharing Contribution Account.

Rollover Contribution Account.

IN-SERVICE DISTRIBUTIONS AND LOANS

Immediate and Heavy Financial Need. You may receive a hardship distribution only if the Plan Administrator finds that you have an immediate and heavy financial need where you lack other available resources. The following are the only financial needs considered immediate and heavy:

- (1) Expenses incurred or necessary for medical care, described in Code section 213(d), for you or your spouse, children, or dependents;
- (2) The purchase (excluding mortgage payments) of a principal residence for the Participant;
- (3) Payment of tuition and related educational fees for the next 12 months of post-secondary education for you or your spouse, children or dependents;
- (4) The need to prevent the eviction of you from your principal residence (or a foreclosure on the mortgage on your principal residence);
- (5) Payments for burial or funeral expenses for your deceased parent, spouse, children or dependents; or
- (6) Expenses for the repair of damage to your principal residence that would qualify for the casualty deduction.

Amount Necessary to Satisfy Need. A distribution will be considered as necessary to satisfy your immediate and heavy financial need only if:

- (1) You have obtained all distributions, other than hardship distributions, and all nontaxable loans under all plans maintained by the Company;
- (2) Your Elective Deferral Contributions, if applicable, will be suspended for 6 months after the receipt of the hardship distribution; and
- (3) The distribution is not in excess of the amount of an immediate and heavy financial need (including amounts necessary to pay any federal, state or local income taxes or penalties reasonably anticipated to result from the distribution).

Attainment of Age 62

You may receive a distribution after you reach age 62 if you have not separated from employment from the vested portion of your Transfer Account.

Attainment of Age 59-1/2

You may receive a distribution after attainment of age 59-1/2 from the following Accounts but only if you are fully vested in such Account:

Elective Deferral Account. Your Roth Contributions may be withdrawn on account of attainment of age 59-1/2 in the same manner as your regular Elective Deferral Contributions. Please note however, that the income on the Roth Contributions may be taxable (and subject to penalties for early withdrawal) if the withdrawal is not a "qualified distribution."

Non-Safe Harbor Matching Contribution Account.

Profit Sharing Contribution Account.

Qualified Non-Elective Contribution Account.

Safe Harbor Contribution Account.

Rollover Contribution Account.

Withdrawals at Any Time

You may receive a distribution from your Rollover Contribution Account at any time.

In-Plan Roth Rollovers of Distributable Amounts

If you have money in a fully vested non-Roth Account that is eligible for a distribution you may roll over the Account balance to a Roth (after-tax) Account under this Plan. In-Plan Roth Rollovers are permitted at the following times:

- (1) Once you attain age None except Elective Deferral Contributions, Qualified Non-elective Contributions, Qualified Matching Contributions and the portion of any Account that is a safe harbor contribution (if applicable) may not be eligible for withdrawal until you attain age 59-1/2.
- (2) After-tax, Rollover and Voluntary Accounts (to the extent applicable) can be converted to an In-Plan Roth Rollover Account at any time.
- (3) From your Matching Contribution Account and/or Profit Sharing Contribution Account (if applicable) after 5 years of participation and/or funds held in your Matching Contribution Account and/or Profit Sharing Contribution Account for at least 2 years. These withdrawals are only permitted from Accounts to the extent such Account is not a safe harbor contribution and to the extent such contributions are not Qualified Matching Contributions or Qualified Non-elective Contributions (to the extent applicable).
- (4) Immediately after Termination of Employment.

If you roll over the payment to a designated Roth account in this Plan, the amount of the payment rolled over (reduced by any after-tax amounts directly rolled over) will be taxed. However, the 10% additional tax on early distributions will not apply (unless you take the amount rolled over out of the designated Roth account within the 5-year period that begins on January 1 of the year of the rollover). Any amount you rollover can be distributed under the rules applicable to the Account immediately prior to the rollover.

You may complete the transfer of the Account balance to a Roth account under this Plan beginning on July 1, 2013.

Rules Regarding In-service Distributions

Distributions from the transfer account made to a Participant who has attained age 62 and who has not separated from employment are effective January 1, 2017

IN-SERVICE DISTRIBUTIONS AND LOANS

The Plan Administrator may establish uniform procedures that include, but are not limited to, prescribing limitations on the frequency and minimum amount of withdrawals. All distributions will be made in the form of a single sum as soon as practicable following the valuation date as of which such withdrawal is made. Such distributions will be paid in cash or in kind. Only Employees are eligible to receive in-service distributions.

To the extent applicable, if any or all of your in-service distribution is being made from your Transfer Account (or your Transfer Account is not separately tracked), your spouse must also consent to the distribution.

Loans

If you are an active employee you may apply for a loan from the Plan. Loans will only be made to persons who the Plan Administrator determines have the ability to repay the loan. You may not receive a loan if the sum of your new loan and the outstanding balance of all of your other loans would exceed the lesser of:

- (1) \$50,000 minus the difference between the highest outstanding balance of loans in the past 12 months and the outstanding balance of loans from the Plan on the date the loan is made, or
- (2) one-half the present value of your vested Account balance.

Loans must be repaid over a period not extending beyond five years from the date of the loan, unless such loan is used to acquire a dwelling unit that, within a reasonable time (determined at the time the loan is made), will be used as your principal residence. The maximum loan term for a principal residence loan is 15 years.

The Plan Administrator will determine whether you may receive a loan from your Roth Contribution Account. If the Plan Administrator allows loans from your Roth Contribution Account, the Plan Administrator may specify an ordering rule for loans. The ordering rule will determine whether loans will be made first or last from your Roth Contribution Account or in any combination of your Roth Contribution Account and any other Account.

You must repay a loan in accordance with the repayment schedule or you may make a full or partial prepayment. You may not refinance your loan. The loan will become payable in full on your termination of employment. The maximum number of loans outstanding at any one time is one (1). The minimum loan amount is \$1,000. If you are married, you must obtain the consent of your spouse before obtaining a loan from the Plan. Payments will be made through payroll deduction from each regular paycheck.

Loan fees may be charged against the Account of the Participant to whom the loan is granted and the Plan Administrator may adopt any administrative rules or procedures that it deems necessary or appropriate with respect to the granting and administering of loans. Please contact the Plan Administrator if you would like more information regarding taking a loan from the Plan.

INVESTMENTS

Participant Self Direction

In General. The Plan Administrator allows you to direct the investment of all of your Accounts. The Plan Administrator may establish uniform guidelines and procedures relating to Participant self-direction.

Investment Elections. You may direct the percentage of your Accounts to be invested in one or more of the available investment funds. Your elections will be subject to such rules and limitations as the Plan Administrator may prescribe. After your death, your beneficiary may make investment elections as if the beneficiary were the Participant. However, the Plan Administrator may restrict investment transfers to the extent required to comply with applicable law.

Investment Decisions. The Plan is intended to constitute a plan described in section 404(c) of ERISA. This means that Plan fiduciaries may be relieved of liability for any of your losses that are the result of your investment elections.

Qualifying Employer Securities

The Trustee may not invest the assets of the trust fund in "qualifying employer securities" or "qualifying employer real property".

Voting Rights

You may direct the Trustee as to the exercise of voting rights with respect to your allocable share of any investment in the Trust Fund that allows or requires voting. The Trustee will provide or direct you to where you can find notices, prospectuses, financial statements, proxies and proxy soliciting material relating to such investment. The Plan Administrator will provide you with voting forms and instructions. Your instructions will remain in the strict confidence of the Trustee. Any investments for which no instructions are received by the Trustee within such time specified by notice and, unless otherwise required by applicable law, any shares which are not allocated to Participants' Accounts are voted by the Trustee in the same proportion that the shares for which instructions are received are voted.

Valuation Dates

Accounts are valued each business day.

SPECIAL TOP-HEAVY RULES

Minimum Allocations

If the Plan is Top-Heavy, the Company will generally allocate a minimum of 3% of your Compensation to the Plan if you are a Participant who is (i) employed by the Company on the last day of the Plan Year and (ii) not a key employee.

Note that if you are covered by a collective bargaining agreement you will not share in Top-Heavy minimum allocations, provided retirement benefits were the subject of good faith bargaining.

Minimum Vesting

If you complete an hour of service while this Plan is Top-Heavy, all of your Accounts will be 100% vested and nonforfeitable.

CLAIM PROCEDURES

Application for Benefits. You or any other person entitled to benefits from the Plan (a "Claimant") may apply for such benefits by completing and filing a claim with the Plan Administrator. Any such claim must be in writing and must include all information and evidence that the Plan Administrator deems necessary to properly evaluate the merit of and to make any necessary determinations on a claim for benefits. The Plan Administrator may request any additional information necessary to evaluate the claim.

Timing of Notice of Denied Claim. The Plan Administrator will notify the Claimant of any adverse benefit determination within a reasonable period of time, but not later than 90 days (45 days if the claim relates to a disability determination) after receipt of the claim. This period may be extended one time by the Plan for up to 90 days (30 additional days if the claim relates to a disability determination), provided that the Plan Administrator both determines that such an extension is necessary due to matters beyond the control of the Plan and notifies the Claimant, prior to the expiration of the initial review period, of the circumstances requiring the extension of time and the date by which the Plan expects to render a decision. If the claim relates to a disability determination, the period for making the determination may be extended for up to an additional 30 days if the Plan Administrator notifies the Claimant prior to the expiration of the first 30-day extension period.

Content of Notice of Denied Claim. If a claim is wholly or partially denied, the Plan Administrator will provide the Claimant with a written notice identifying (1) the reason or reasons for such denial, (2) the pertinent Plan provisions on which the denial is based, (3) any material or information needed to grant the claim and an explanation of why the additional information is necessary, and (4) an explanation of the steps that the Claimant must take if he wishes to appeal the denial including a statement that the Claimant may bring a civil action under ERISA.

Appeals of Denied Claim. If a Claimant wishes to appeal the denial of a claim, he must file a written appeal with the Plan Administrator on or before the 60th day (180th day if the claim relates to a disability determination) after he receives the Plan Administrator's written notice that the claim has been wholly or partially denied. The written appeal must identify both the grounds and specific Plan provisions upon which the appeal is based. The Claimant will be provided, upon request and free of charge, documents and other information relevant to his claim. A written appeal may also include any comments, statements or documents that the Claimant may desire to provide. The Plan Administrator will consider the merits of the Claimant's written presentations, the merits of any facts or evidence in support of the denial of benefits, and such other facts and circumstances as the Plan Administrator may deem relevant. The Claimant will lose the right to appeal if the appeal is not timely made. The Plan Administrator will ordinarily rule on an appeal within 60 days (45 days if the claim relates to a disability determination). However, if special circumstances require an extension and the Plan Administrator furnishes the Claimant with a written extension notice during the initial period, the Plan Administrator may take up to 120 days (90 days if the claim relates to a disability determination) to rule on an appeal.

Denial of Appeal. If an appeal is wholly or partially denied, the Plan Administrator will provide the Claimant with a notice identifying (1) the reason or reasons for such denial, (2) the pertinent Plan provisions on which the denial is based, (3) a statement that the Claimant is entitled to receive, upon request and free of charge, reasonable access to, and copies of, all documents, records, and other information relevant to the Claimant's claim for benefits, and (4) a statement describing the Claimant's right to bring an action under section 502(a) of ERISA. The determination rendered by the Plan Administrator will be binding upon all parties.

Determinations of Disability. If the claim relates to a disability determination, determinations of the Plan Administrator will include the information required under applicable United States Department of Labor regulations.

Statute of Limitations

The Plan has a contractual statute of limitations as follows: Three Years.

YOUR RIGHTS UNDER ERISA

As a participant, you are entitled to certain rights and protections under the Employee Retirement Income Security Act of 1974 (ERISA). This federal law provides that you have the right to:

Examine, without charge, at the Plan Administrator's office and at other specified locations, such as worksites and union halls, all documents governing the Plan, including insurance contracts and collective bargaining agreements, and a copy of the latest annual report (Form 5500 Series) filed by the Plan with the U.S. Department of Labor and available at the Public Disclosure Room of the Employee Benefits Security Administration.

Obtain, upon written request to the Plan Administrator, copies of documents governing the operation of the Plan, including insurance contracts and collective bargaining agreements, and copies of the latest annual report (Form 5500 Series) and updated Summary Plan Description. The Plan Administrator may make a reasonable charge for the copies.

Receive a summary of the Plan's annual financial report. The Plan Administrator is required by law to furnish each participant with a copy of this summary annual report.

Obtain, once a year, a statement from the Plan Administrator regarding your Accrued Benefit under the Plan and the nonforfeitable (vested) portion of your Accrued Benefit, if any. This statement must be requested in writing and is not required to be given more than once every 12 months. The Plan must provide the statement free of charge.

In addition, ERISA imposes duties upon the people who are responsible for the operation of the Plan. The people who operate the Plan, called "fiduciaries" of the Plan, have a duty to do so prudently and in the interest of you and other Plan participants and beneficiaries. No one, including your employer, your union, or any other person, may fire you or otherwise discriminate against you in any way to prevent you from obtaining your benefits or exercising your rights under ERISA.

If your claim for a benefit is denied or ignored, in whole or in part, you have a right to know why this was done, to obtain copies of documents relating to the decision without charge, and to appeal any denial, all within certain time schedules. Under ERISA, there are steps you can take to enforce the above rights. For instance, if you request a copy of Plan documents or the latest annual report from the Plan and do not receive them within 30 days, you may file suit in a Federal court. In such a case, the court may require the Plan Administrator to provide the materials and pay you up to \$110 a day until you receive the materials, unless the materials were not sent because of reasons beyond the control of the Plan Administrator.

If you have a claim for benefits which is denied or ignored, in whole or in part, you may file suit in a state or Federal court. In addition, if you disagree with the Plan's decision or lack thereof

concerning the qualified status of a domestic relations order, you may file suit in Federal court. If it should happen that Plan fiduciaries misuse the Plan's money, or if you are discriminated against for asserting your rights, you may seek assistance from the U.S. Department of Labor, or you may file suit in a Federal court. The court will decide who should pay court costs and legal fees. If you are successful the court may order the person you have sued to pay these costs and fees. If you lose, the court may order you to pay these costs and fees, for example, if it finds your claim is frivolous.

If you have any questions about the Plan, you should contact the Plan Administrator. If you have any questions about this statement or about your rights under ERISA, or if you need assistance in obtaining documents from the Plan Administrator, you should contact the nearest office of the Employee Benefits Security Administration, U.S. Department of Labor, listed in your telephone directory or the Division of Technical Assistance and Inquiries, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue N.W., Washington, D.C. 20210. You may also obtain certain publications about your rights and responsibilities under ERISA by calling the publications hotline of the Employee Benefits Security Administration.

MISCELLANEOUS

Domestic Relations Orders

Under certain circumstances, a court may issue a domestic relations order assigning a portion of your benefits under the Plan to a spouse, former spouse, child or other dependent. The Plan Administrator will determine whether the order is a qualified domestic relations order ("QDRO"). If the Plan Administrator determines that the order is a QDRO, it will implement the terms of the QDRO and divide your Account accordingly. You may obtain, without charge, a copy of the Plan's QDRO procedures from the Plan Administrator.

Disability

Under this Plan, you are disabled if you suffer from a physical or mental impairment that results in the inability to engage in any occupation comparable to that in which you were engaged at the time of your disability. The permanence and degree of your impairment must be supported by medical evidence.

Assignment and Alienation of Benefits

Except as provided below, your Account is held in trust and cannot be assigned and, to the extent permitted by law, is not subject to any form of attachment, garnishment, sequestration or other actions of collection. You may not alienate, anticipate, commute, pledge, encumber or assign any of the benefits or payments which you may expect to receive, contingently or otherwise, under the Plan, except that you may designate a beneficiary.

However, you may lose all or part of your balance:

- pursuant to the terms of a QDRO;
- to comply with any federal tax levy; or
- to comply with the provisions and conditions of a judgment, order, decree or settlement agreement between you and the Secretary of Labor or the Pension

Benefit Guaranty Corporation relating to your violation (or alleged violation) of ERISA fiduciary responsibilities.

Amendment and Termination

Although the Company intends to maintain the Plan indefinitely, the Company may amend or terminate the Plan at any time in its sole discretion. If any of these actions is taken, you will be notified. However, no such action may permit any part of Plan assets to be used for any purpose other than the exclusive benefit of participants and beneficiaries or cause any reduction in your vested Account balance as of the date of the amendment or termination. If the Plan is terminated, all amounts credited to your Account will become 100% vested.

Insurance

The Plan is not insured by the Pension Benefit Guaranty Corporation (PBGC) because it is not a defined benefit pension plan.

Administrator Discretion

The Plan Administrator has the authority to make factual determinations, to construe and interpret the provisions of the Plan, to correct defects and resolve ambiguities in the Plan and to supply omissions to the Plan. Any construction, interpretation or application of the Plan by the Plan Administrator is final, conclusive and binding.

Plan Not a Contract of Employment

The Plan does not constitute, and is not to be deemed to constitute, an employment contract between the Company and any employee or an inducement or condition of employment of any employee. Nothing in the Plan is to be deemed to give any employee the right to be retained in the Company's service or to interfere with the Company's right to discharge any employee at any time.

Waiver

Any failure by the Plan or the Plan Administrator to insist upon compliance with any of the Plan's provisions at any time or under any set of circumstances does not operate to waive or modify the provision or in any other manner render it unenforceable as to any other time or as to any other occurrence, whether the circumstances are the same or different. No waiver of any term or condition of the Plan is valid or of any force or effect unless it is expressed in writing and signed by a person authorized by the Plan Administrator to grant a waiver.

Errors

Any clerical or similar error by the Plan Administrator cannot give coverage under the Plan to any individual who otherwise does not qualify for coverage under the Plan. An error cannot give a benefit to an individual who is not actually entitled to the benefit.

ADMINISTRATIVE INFORMATION

1. The Plan Sponsor and Plan Administrator is Regional Health.

ADMINISTRATIVE INFORMATION

Address: 1016 Tacoma Avenue, PO Box 719, Sunnyside, WA 98944-0719

Phone number: 509-837-1500

Employer Identification Number: 81-3973675

2. The Plan is a 401(k) profit-sharing plan. The Plan number is 004.
3. The Plan's designated agent for service of legal process is the Executive Director of the organization named in item 1. Any legal papers should be delivered to such person at the address listed in item 1. However, service may also be made upon the Plan Administrator or a Trustee.
4. The Plan's assets are held in a trust created under the terms of the Plan. The Trustees are John Gallagher and Cary Rowan. Their principal place of business is the address listed in item 1.
5. The Company's fiscal year ends on December 31 and the Plan Year ends on December 31.
6. If the Plan is established or maintained by two or more employers, you can obtain a complete list of the employers sponsoring the Plan upon written request to the Plan Administrator (this list is also available for examination by participants and beneficiaries); you may also receive from the Plan Administrator, upon written request, information as to whether a particular employer is a sponsor of the Plan and, if the employer is a plan sponsor, the sponsor's address.

Fees Addendum

Your Account may be charged for some or all of the costs and expenses of operating the Plan. Such expenses include the following:

The Plan may charge all Participants for the expenses of receiving a distribution following termination of employment (if applicable to the Participant) in the following manner: Please refer to the Participant Fee Disclosures that are provided at least annually, or contact the Plan Administrator.

The Plan may charge all Participants for the expenses of determining required minimum distributions (if applicable to the Participant) in the following manner: Please refer to the Participant Fee Disclosures that are provided at least annually, or contact the Plan Administrator.

The Plan may charge all Participants for the expenses of receiving a hardship withdrawal (if applicable to the Participant) in the following manner: Please refer to the Participant Fee Disclosures that are provided at least annually, or contact the Plan Administrator.

The Plan may charge all Participants for the expenses of receiving an in-service withdrawal other than hardship (if applicable to the Participant) in the following manner: Please refer to the Participant Fee Disclosures that are provided at least annually, or contact the Plan Administrator.

The Plan may charge all Participants for the expenses of all distributions (if applicable to the Participant) in the following manner: Please refer to the Participant Fee Disclosures that are provided at least annually, or contact the Plan Administrator for ACH fee, Wire fee and Check fee.

If you obtain a loan, the Plan may charge an initial loan processing fee of an amount reported in the Participant Fee Disclosure, provided to you at least annually and an ongoing loan maintenance fee of an amount also reported in the Participant Fee Disclosure. The most recent Participant Fee Disclosure is available from the Plan Administrator.

Fees listed above are subject to change. Please check with the Plan Administrator to be sure you have a current fee listing.