

Agreement by and between  
**UFCW 3000**  
and  
**The Doctors Clinic**

**The Doctors Clinic**

Effective: 8-23-2020 – 6-30-2023

**UFCW3000**

Faye Guenther, President • Joe Mizrahi, Secretary-Treasurer





# WEINGARTEN RIGHTS

## Your Right to Union Representation

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

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

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

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

## Discipline? Contract violations?

## Call the Member Resource Center

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

**Call the Member Resource Center at: 206-436-6570**

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This Agreement is entered into by and between The Doctors Clinic (hereinafter referred to as the "Employer" or the "Clinic") and the United Food and Commercial Workers International Union, Local 21, (hereinafter referred to as the "Union"). It is the intent and purpose of the Employer and the Union to promote and improve labor management relations and to set forth the agreement reached between the parties with respect to wages, hours of work and conditions of employment. In consideration of the mutual promises and agreements between the parties hereto, and in consideration of their mutual desire in promoting the efficient conduct of business and in providing for the orderly settlement of disputes between them, the parties to this Agreement agree as follows:

#### ARTICLE 1 - RECOGNITION

1.1 Bargaining Unit. The Employer recognizes the Union as the exclusive bargaining agent for all employees in the units found appropriate by the National Labor Relations Board in Case No. 19-RC-13524, including all regular full-time, regular part-time and per diem registered nurses and medical technologists; in Case No. 19-RC-13523, all regular full-time, regular part-time and per diem LPNs, certified and non-certified medical laboratory technicians, mammography technicians, medical assistants, orthopedic technicians, certified medical assistants, ophthalmic technicians, radiology technicians, special testing technicians, sonographers, and vascular technicians employed by The Doctors Clinic, a Professional Corporation, at all its Kitsap and Mason County facilities; excluding all managers, confidential employees, casual employees, represented employees, and guards and supervisors as defined in the Act.

1.2 New Positions. The Employer will advise the Union if it establishes any new job classifications appropriate to this bargaining unit and, upon request, will provide job descriptions and wage rates for those positions.

## ARTICLE 2 - MANAGEMENT RIGHTS

All of management's inherent rights, powers, authority and functions, whether heretofore or hereafter exercised, and regardless of the frequency or infrequency of their exercise, shall remain vested exclusively in the Employer. Such rights, powers, authority and functions shall be limited only insofar as the terms of this Agreement specifically and expressly state. Management rights, powers, authority and functions shall include but shall not be limited to the determination of the size and composition of the work force; the selection, retention, layoff, discipline, demotion or discharge of employees; the direction of the work force, including the maintenance of discipline, efficiency and productivity of its employees, the assignment of work, and the allocation of those work assignments among all of its employees including supervisors, management personnel and temporary/agency personnel; the right to establish, modify or change work schedules and hours of work (including overtime requirements) as business conditions dictate; the right to establish, modify or rescind Company work rules and personnel policies; the right to determine the location of any job function to be performed, which services are to be provided, and the discontinuation thereof; the right to determine the equipment to be utilized and the methods to be used in the discharge of work functions; the right to determine standards of productivity and work performance; and the right to contract out work either in whole or in part. The parties recognize that the above statement of management rights is for illustrative purposes only and should not be construed as restrictive or interpreted so as to exclude those prerogatives not mentioned which are inherent to the management function. All matters not covered by this Agreement shall be administered by the Employer on a unilateral basis in accordance with such policies and procedures as it from time to time shall determine.

## ARTICLE 3 - UNION MEMBERSHIP—DUES DEDUCTION

3.1 Union Membership. All employees covered by this Agreement on its effective date or subsequently hired will, no later than thirty-one (31) days following the beginning of their employment or the signing of this Agreement, whichever is later, become and remain members of the Union in good standing as a condition of continued employment.

3.1.1 In the application of Section 3.1 above, when the Employer is notified by the Union in writing that an employee of over thirty-one (31) days has failed to make application and tender the Union initiation fee, or reinstatement fee, or is not a member in good standing by failing to tender the Union dues, the Employer will within fourteen (14) days terminate such employee. Such employee will not be re-employed by the Employer during the life of this Agreement until notified by the Union that the employee is a member in good standing in the Union. For the purposes of this Agreement, "in good standing" is intended to mean an employee's dues and initiation fees are paid up in accordance with the Constitution of the Union and/or within the meaning of the Labor-Management Reporting and Disclosure Act of 1959. Employees with questions regarding Union dues should contact the Union office.



3.2 Dues Deduction. During the term of this Agreement, the Employer shall deduct dues and initiation fees from the pay of each member of the Union who voluntarily executes a wage assignment authorization form. When filed with the Employer, the authorization form will be honored in accordance with its terms. Initiation fees shall be deducted in one lump sum or in equal amounts over a three month period, as determined by the employee and Union. Any other Union fees shall be the responsibility of the employee. On a monthly basis, the amount deducted will be transmitted to the Union by check payable to its order. Upon issuance and transmission of a check to the Union, the Employer's responsibility shall cease with respect to such deductions. The Union and each employee authorizing the assignment of wages for the payment of Union dues hereby undertakes to indemnify and hold the Employer harmless from all claims, demands, suits or other forms of liability that may arise against the Employer for or on account of any deduction made from the wages of such employee.

#### ARTICLE 4 - UNION BUSINESS

4.1 Access to Premises. Authorized representatives of the Union may have access to designated areas of the Employer's premises after prior notification to the Clinic Manager or Human Resources for the purpose of investigating grievances and contract compliance. Union representatives shall not have access to work areas without the Employer's specific prior consent. Meetings with an employee shall be limited to employee breaks and meal times. Meetings shall be confined to employee break rooms. 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 Employer.

4.2 Bulletin Board. The Employer shall provide space on a designated bulletin board within each facility for Union information. Materials to be posted on such board must, prior to posting, be approved by the Employer (by initialing the document) and signed by a designated union representative. Meeting notices on Union letterhead shall be exempt from the initialing requirement. The Union agrees to limit the posting of Union materials within the facility to the bulletin boards designated by the Employer.

4.3 Meetings. Union meetings shall not be conducted on the Employer's premises.

4.4 Rosters. The Employer shall supply to the Union semi-annually a list of all employees covered by this Agreement including their classification, department, rate of pay, date of hire, work location, FTE status and social security number. Each month the Employer shall also send any address changes and a list of new hires for the previous month, their addresses, classifications, work locations, rate of pay, date of hire, FTE status and social security number. The Union shall keep the social security numbers confidential and private, and take steps

sufficient to insure that the numbers are kept confidential and private. With this monthly list, the Employer will include the names of all employees covered by this Agreement who have terminated or who are on approved leaves of absence during the prior month.

4.5 Job Steward. The Union may select job stewards from among employees in the unit. Job stewards shall not be recognized by the Employer until the Union has given the Employer written notice of their selection. Unless otherwise specifically agreed to by the Employer, the investigation of grievances shall be conducted only during non-working time. Union business shall not be conducted by job stewards in working areas or on working time, nor shall job stewards 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 Clinic.

4.6 Contract. The Employer shall advise new employees covered by this Agreement of the Union's representation status. The Employer shall distribute a copy of this Agreement and written membership information provided by the Union to each new bargaining unit employee at new employee orientation. Sufficient copies of this Agreement shall be provided to the Employer by the Union. The Employer will provide a list of new unit employees by worksite to the job steward designated by the Union within seven days of hire.

#### ARTICLE 5 - DEFINITIONS

5.1 Probationary Employee. A probationary employee is one who has been hired by the Employer on a regular full-time or part-time basis and who has been continuously employed by the Employer for less than three (3) calendar months, unless extended in writing for up to an additional three (3) calendar months at management's discretion, the conditions of which shall be specified in writing. The Union will be provided with written notice of the extension of the probationary period. Absences exceeding fourteen (14) calendar days will result in a corresponding adjustment to the probationary period. Upon satisfactory completion of the probationary period, the employee shall become a regular employee. During the probationary period, an employee may be terminated without notice and without recourse to the grievance procedure. All benefits provided in this Agreement will accrue during the probationary period.

5.2 Regular Employee. A regular employee, so classified on the Employer's payroll records, is one who is employed as a full-time or part-time employee.

5.3 Full-Time Employee. A regular full-time employee is one who in the performance of assigned responsibilities normally works a regular schedule of forty (40) hours per week.

5.4 Part-Time Employee. A regular part-time employee is one who in the performance of assigned duties normally works a regular schedule of less than forty (40) hours per week.

5.5 Temporary Employee. An employee so classified on the Employer's payroll records, who is assigned responsibilities associated with a specific need, situation, or reason which is temporary in nature, and who works if and as when needed to perform these responsibilities. Generally a temporary assignment shall not exceed six (6) months in duration. Per diem employees will be given preference over new hires for temporary positions.

5.6 Per Diem Employee. An employee hired to work on an "on-call" basis and has no regularly scheduled hours. Per diem employees may be utilized in the event of an emergency, to assist during temporary increases in workload or to relieve regular employees because of illness, leave of absence, work during holidays or vacation periods or during recruitment of a regular position. If per diem employees believe they are improperly classified, they should contact the Human Resources Department for a review of their situation.

5.7 Floater/Rotator. A floater/rotator employee is a regular employee who in the performance of their regular duties travels from site to site. Floating assignments will normally be confined to areas where the employee has been oriented. Employees will be expected to perform all basic nursing or ancillary services functions but will not be required to perform tasks or procedures for which they are not qualified or trained to perform. If during a floating assignment an employee is asked to perform a task or procedure for which the employee does not feel qualified or trained to perform, the employee should immediately discuss the matter with supervision. A floater/rotator employee shall be offered hours prior to utilizing per diem employees.

5.8 Regular Rate of Pay. The regular rate of pay shall be defined to include certification pay and lead pay when the employee has a regular (designated) lead assignment.

## ARTICLE 6 - EMPLOYMENT PRACTICES

6.1 Equal Opportunity. The Union and the Employer agree that there shall be no discrimination in wages or employment conditions based upon sex, gender identity, sexual orientation, religion, age (40 or over), race, color, creed, national origin, disability, marital status or veteran's status.

6.2 Job Posting. Regular job openings in the bargaining unit shall be reported on the Employer's job opening sites (currently thedoctorsclinic.com and intranet) for a period of at least five (5) working days, except that posting shall not be required when a vacancy is created for a regular position in the unit and an employee in a department that is facing a reduction in force is qualified for and interested in filling the position. All employees who have applied by contacting the Human Resources Department shall be interviewed and considered for the job. Qualified internal applicants will be given first consideration for the position before outside applicants. In

the selection process, the Employer will select the most highly qualified applicant for the position. Where qualifications are considered equal, the senior employee applying for such job will be given preference. If more than one employee in a department (or departments) facing a reduction in force are qualified and interested in filling the position, the more senior of the interested employees will be given preference. For purposes of this contract, the term "qualified" is herein defined to include such factors as skill, competence, ability, attendance/punctuality record, experience, ability to work positively and effectively with patients, team members and physicians, and past performance, in the opinion of the Employer. Upon request, employees not selected for job openings shall be provided in writing the reasoning for the decision.

6.2.1 Trial Period. Any employee selected for a new position will be subject to a three (3) calendar month trial period. If the employee is unable to successfully fill the position during the trial period in management's opinion, the employee will be returned to the employee's prior position if the employee's former position is still vacant; if the former position has been filled, the employee will be eligible for any posted position for which the employee is qualified subject to Section 6.2; otherwise the employee will be laid off and will be eligible for recall back to the employee's prior position, pursuant to Section 7.3, Recall.

6.3 Voluntary Resignation. Regular employees shall be required to give the Employer at least two (2) weeks' advance written notice of intended resignation. Failure to give such notice shall result in the forfeiture of any accrued benefits otherwise due the employee upon termination. The Employer will consider exceptions when circumstances prevent the required notice from being given.

6.4 Personnel File. By appointment, employees may review their personnel file during regular Human Resources Department office hours. Employees who make a written request shall be provided a copy of their personnel file.

6.5 Discipline/Discharge. No regular 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 warnings 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 written warning notices (within 24 hours of issuance) for the purpose of acknowledging receipt thereof. The Employer may discharge any employee without notice and without any prior warning for any gross misconduct, including, but not limited to, divulging patient information or other violation of the Confidentiality Agreement; dishonesty, theft, unauthorized possession of property of the Employer or of another employee; possession, use or being under the influence of alcohol, unlawful drugs or a controlled substance (other than pursuant to a physician's prescription); insubordination; swearing, yelling hostile or disparaging remarks, or any

inappropriate behavior or language near patients; failing to report to work as scheduled or walking off the job during a scheduled shift without notification and reasonable cause; falsification of his/her time records or entering any information onto another employee's time record. In all instances of discharge, the Employer shall obtain the employee's side of the story before implementing its action. This section shall not apply to an employee during the probationary period. An employee may request the attendance of a Union representative at disciplinary meetings as provided for and limited by law.

6.5.1 After a period of one (1) year with no repeated disciplinary action, the employee may request that the discipline be removed from the employee's file. The decision to remove is subject to the discretion of the Employer.

6.6 Meetings. Mandatory meetings required by the Employer shall be considered as time worked.

6.7 Safety Committee. The bargaining unit shall have employee representation on the Employer's Safety Committee.

6.8 Job Descriptions. The Employer will provide bargaining unit job descriptions to the Union or to the employee, upon request. The Employer will make a good faith effort to periodically review and update job descriptions.

6.9 CPR Certification. All employees covered by this Agreement are required to provide the Human Resources Department with proof of current CPR certification by the end of the ninety (90) day orientation period. Thereafter, as a condition of continued employment, employees must maintain certification at their expense and provide verification of a current CPR certification to the Human Resources Department; provided, however, the Employer will reimburse an employee for up to fifteen dollars (\$15) once every twenty-four (24) months for CPR recertification class fees upon receipt of appropriate documentation.

6.10 Schedules. The Employer shall set schedules and inform employees, excepting those assigned as regular or temporary floater/rotators, at least seven days before the start of their schedule. Within the seven-day period before the start of a schedule, the Employer may change the schedule only in response to reasonably unanticipated situations or by mutual agreement of the Employer and involved employee(s). The Employer will make reasonable efforts to schedule employees consistent with their assigned FTE status.

6.11 Staffing. Quality patient care and safety of patients are major shared goals of the Employer and the Union. An employee who has a concern about the level of staffing should raise the issue with their supervisor. If the employee is not satisfied with the response, the issue should be raised with the Human Resources Director (or designee).

## ARTICLE 7 - SENIORITY

7.1 Seniority Defined. Seniority shall be determined by a regular employee's most recent date of hire in a job classification. Seniority shall not apply during the probationary period.

7.1.1 Employees formally assigned on a regular ongoing basis to more than one job classification shall have seniority in each classification from the date of assignment.

7.2 Layoff Procedure. In the event of a permanent or prolonged reduction in the number of employees, the Employer will use the following layoff procedure. Where qualifications and ability are equal, an employee's seniority shall be recognized when it is necessary to decrease the number of employees within a job classification within a facility. The affected employee(s) will have the following options:

- a. Accept the layoff,
- b. Fill a vacancy in a regular position with the same or less FTE in the unit that the employee is qualified for and interested in filling, and is selected to fill, or
- c. If there is no vacancy in a regular position in the unit that the employee is qualified for, displace the most junior employee in his/her classification within the bargaining unit.

Except in emergency situations or unforeseeable conditions beyond the Employer's control, the Employer shall give two (2) weeks' advance notice of layoff, or pay in lieu thereof (based on scheduled hours).

7.3 Recall. Employees on layoff status shall be placed on a reinstatement roster for a period of twelve (12) months from date of layoff. When a vacancy occurs within the bargaining unit, employees within that job classification will be recalled from the reinstatement roster by seniority providing qualifications and ability are equal. Employees shall not be eligible for accrued paid leave or Employer paid benefits while on layoff status.

7.3.1 Notification. An employee on layoff shall be required to notify the Employer within twenty-four (24) hours (excluding weekends and holidays), of receipt of notice of recall as to the employee's availability and continuing interest in returning to work. Employees on layoff shall be responsible for maintaining current addresses and telephone numbers with the Employer. Failure to comply with the requirements contained herein may, at the Employer's discretion, result in termination.

7.4 Reduction in Hours. This procedure is limited to layoffs and shall not apply to a reduction in hours; provided, however, if a permanent or prolonged reduction of hours is necessary, affected employees who fall below the benefit eligibility level would be offered the choice of acceptance of the reduced hours or layoff rights.

7.5 Termination. Seniority shall terminate upon cessation of the employment relationship, for example, discharge, resignation, retirement or twelve (12) consecutive months of layoff.

7.6 Seniority for Per Diem Employees. Seniority for per diem employees is defined as the employee's total compensable hours by job classification from his/her most recent date of hire. Per diem seniority may be used for the purpose of bidding on job openings (6.2), and for requesting additional hours of work (8.6), provided, however, per diem employees shall have no seniority rights over regular employees. Regular employees who change to per diem employment and return as a regular employee within six (6) months and without a break in employment shall have their previous PTO accrual rate and seniority restored.

7.7 Americans with Disabilities Act. The Union acknowledges the Employer's obligations under the Americans with Disabilities Act (ADA). Where the seniority provisions of this Agreement conflict with the Employer's responsibilities under the ADA, the Employer will provide the Union with notice and the opportunity to bargain as provided by law.

## ARTICLE 8 - HOURS OF WORK AND OVERTIME

8.1 Work Day. The work day will consist of up to eight (8) hours' work to be completed within nine (9) consecutive hours or ten (10) hours' work to be completed within eleven (11) consecutive hours, or twelve (12) hours' work to be completed within thirteen (13) consecutive hours.

8.2 Work Week. The work week shall be Monday through Sunday. For purposes of this Agreement, the work week shall begin at 12:01 a.m. on Monday. The work week shall consist of up to forty (40) hours. It is recognized that the employee's work week is dependent upon patient volumes, doctors' scheduling, emergency circumstances, and other business needs, and as a result, the employee's work week may be altered by the Employer as business conditions dictate. This contract shall not constitute a guarantee of forty (40) hours of work.

8.3 Overtime. Employees shall receive compensation at the rate of one and one-half (1 1/2) times the regular hourly rate of pay for all work performed in excess of forty (40) hours in any one week. All overtime must be approved in advance by the Manager or in accordance with written procedures developed by the Manager. Time paid for but not worked shall not count as time worked for purposes of computing overtime pay. There shall be no pyramiding of overtime

and/or premium pay. The Employer will make a good faith effort to notify employees of overtime requirements within a reasonable time before the end of the shift.

8.3.1 Hours worked in excess of two (2) hours beyond a scheduled shift of eight (8) or more hours in duration (within a 24 hours period) shall be paid at the rate of one and one-half (1 1/2) times the employee's regular rate of pay.

8.4 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 thirty (30) minutes or more as determined by the Employer. All employees shall be allowed a paid rest period of fifteen (15) minutes for each four (4) hours of working time. Employees shall remain on the Employer's premises during the paid rest periods unless given specific approval by their supervisor. Rest periods are not accruable. No employee shall be required to work more than three (3) hours without a rest period. Where the nature of the work allows employees to take intermittent rest periods equivalent to fifteen (15) minutes for each four (4) hours worked, scheduled rest periods are not required.

8.5 Temporary Lack of Work. If the Employer determines that no work is available, the Employer shall determine if other suitable work is available and shall assign other suitable work. The Employer reserves the right to assign the employee to work at a different location for that work day. When the temporary lack of work will occur in a subsequent day, the Employer shall notify the employee of its determination whether to assign other work by the previous day. If timely notification is not made or no other assignment is made by the Employer, the employee may request PTO pay for that day or take leave without pay. Regardless of the Employer's determination whether to assign other work, employees may call in to inquire about available work. Employees who are regularly assigned to positions of .8 FTE or greater shall receive the opportunity to work at least 80% of their regularly assigned shifts during a month except in unforeseen circumstances. Employees who are required to travel between Clinics or otherwise utilize their automobile for work-related activities after arriving at work shall be reimbursed for such business-related travel at the rate established by the IRS. All requests for mileage reimbursement need supervisor approval.

8.6 Additional Hours. Subject to business considerations, the Employer will make a good faith effort to provide additional temporary hours of work that become available to regular full-time and part-time employees who request such work before offering such work to temporary or per diem employees.

8.7 Rest Between Shifts-Prompt Care. In scheduling work assignments, the Employer will make a good faith effort to provide each Prompt Care employee with an unbroken rest period of ten (10) hours between shifts unless the employee requests in writing to work with less than ten (10) hours between shifts. In the event the employee is required to work within this ten (10)



hour period, the employee shall be paid at one and one-half (1 1/2) times the regular rate of pay for all hours worked within that ten (10) hour period.

## ARTICLE 9 - CLASSIFICATIONS AND RATES OF PAY

9.1 Wage Rate. Each employee will have a regular job classification title and job description. It shall not be a violation of this Agreement for the Employer to exceed the wage rates set forth in Appendix A, Wage Schedule.

9.2 Work in Higher Classification. Any employee who is required to perform substantially all of the job duties described in the position description for a higher job classification for more than four (4) hours within a day shall be paid for the time worked at the higher classification rate of pay.

9.3 Work in Lower Classification. Employees who temporarily work in a lower classification shall retain their current rate of pay for time worked in that classification unless formally reassigned to that lower classification.

9.4 Promotions, Demotions, Transfers. Employees promoted to a higher classification shall be placed at the step in the new classification wage range which would provide for a minimum increase of three percent (3%) in rate of pay. If an employee transfers to a lower paying classification or a different classification in the same pay grade, the employee shall receive the lower rate of pay (if applicable), but there shall be no change in the employee's longevity step or anniversary date.

9.5 Report Pay. Employees who report to work as scheduled or as requested by management on a normal day off, or called back after their normal shift, and who do report to work, shall receive at least two (2) hours' pay. Employees will be expected to comply with the Employer's inclement weather policy.

9.6 Effective Dates. Wage increases, promotions, steps, etc. shall be effective on the first day of the pay period following eligibility for the increase.

9.7 Lead Pay. In the event of lead responsibilities assigned and authorized by management, a premium of two dollars (\$2.00) per hour shall be applicable to such activities.

9.8 Recognition for Past Experience-New Hires.

- a. Employees with two (2) or more years of continuous recent experience shall be employed at not less than the first (1st) increment level above the base rate of pay.

- b. Employees with four (4) or more years of continuous recent experience shall be employed at not less than the second (2nd) increment level.
- c. Employees with six (6) or more years of continuous recent experience shall be employed at not less than the third (3rd) increment level.
- d. Employees with eight (8) or more years of continuous recent experience shall be employed at not less than the fourth (4th) increment level.

For purposes of this section, continuous recent experience shall be defined as experience in a like job classification with an employer of at least comparable size, complexity and patient care activity as the Doctors Clinic without a break in such experience that would reduce the level of skills and competence required for the job in the opinion of the Employer.

9.8.1 If a new employee is hired above the minimum pay step set forth in Section 9.8, any current employee in the same job classification with the same or greater continuous recent experience as defined in Section 9.8 according to the Employer's records shall be placed on at least the same step as the newly-hired employee.

9.9 Shift Differential. Employees shall receive a one dollar and seventy-five cents (\$1.75) per hour shift differential in addition to the employee's regular rate of pay for one (1) or more hours worked after 5:00 p.m.

9.10 Per Diem Pay. A twelve percent (12%) premium shall be paid to those employees classified as per diem.

9.11 Weekend Premium. Any employee required by the Employer to work on a weekend shall receive a premium of two (2) dollars (\$2.00) per hour in addition to the employee's straight time rate of pay. This premium shall not apply to any employee receiving overtime pay for working on the weekend or to any employee who works on a weekend at the employee's request to accommodate a personal schedule change.

9.12 Prompt Care Premium - RNs and LPNs. RNs and LPNs with ACLS certification and assigned to Prompt Care shall receive a wage premium of two dollars and fifty cents (\$2.50) per hour.

9.13 Gastroenterology Premium - RNs and LPNs. A two dollar (\$2) per hour premium shall be paid to RNs and LPNs working in the Gastroenterology Department who obtain and maintain certification by CBGNA (Certifying Board of Gastroenterology Nurses and Associates).

9.14 Oncology Premium - RNs. A three dollar and fifty cents (\$3.50) per hour premium shall be paid to RNs working in the Oncology Department who obtain and maintain an approved Chemotherapy Certification from Fred Hutchinson or another similar cancer center.

9.15 Orthopedic Premium - RNs, LPNs and Ortho/Cast Techs. A two dollar (\$2) per hour premium shall be paid to RNs, LPNs and Ortho/Cast Techs while working in the Orthopedic Department.

9.16 Rotator Premium. A one dollar (\$1) per hour premium shall be paid to employees designated as rotators who are regularly assigned rotator duties on a .8 FTE or greater basis. Employees designated as rotators who are regularly assigned rotator duties on a .8 FTE or greater basis and have been employed for six (6) months shall receive a two dollar (\$2.00) premium.

9.17 Certified Perioperative Nurse (CNOR) Premium: A one dollar (\$1.00) per hour premium shall be paid to RNs who obtain and maintain a CNOR certification through the Competency & Credentialing Institute or similar approved association.

#### ARTICLE 10 - PAID TIME OFF (PTO)

10.1 Paid Time Off. All regular employees regularly scheduled to work more than twenty (20) hours per week are eligible for paid time off based on paid hours of work and years of service. Paid Time Off (PTO) replaces other paid leave including short-term illness leave, vacation, personal day, vacation bonus days, and bereavement leave.

10.2 Accrual. Regular employees will accrue Paid Time Off on a per pay period basis. The payroll system will automatically accrue the appropriate number of hours based on the paid hours in a pay period, to a maximum of 2,080 hours in a year. The maximum accrual rate will not exceed the amounts listed below. Regular employees working less than forty (40) hours per week, and more than twenty (20) hours per week, will accrue paid time off on a prorated basis.

<u>Length of Service</u>	<u>PTO Hours per Anniversary Year</u>
0 - 12 months	112
13 - 60 months	136
61 - 120 months	176
121 - 180 months	192
181+ months	216

10.3 Conditions. Regular employees may carry one hundred twenty (120) hours of PTO forward from one calendar year to the next. Newly hired regular employees will begin accruing PTO on the first full pay period following date of employment. However, newly hired employees may not use PTO until satisfactory completion of their probationary period.

Regular employees working less than twenty (20) hours per week and per diem and temporary staff are not eligible for PTO accruals.

10.4 Attendance Standard. The attendance standard under the PTO policy will be managed as follows:

To ensure adequate coverage and continuity of patient care, the Clinic has established guidelines for notification of scheduled time off. All requests for leave must be submitted on a leave slip in advance using the following guidelines:

If under 5 days	1 weeks' notice
If 5 or more days	2 weeks' notice
If family emergency/death	1 day's notice, if possible

10.5 Scheduling. All annual leave and floating holidays must be scheduled in advance in accordance with Clinic policies and be approved by supervision. The Employer shall have the right to schedule annual leave and floating holidays in such a way as will least interfere with patient care and work load requirements of the Clinic. Patient care needs will take precedence over individual requests. Generally annual leave may not be taken in increments of less than the employee's regular work day. Under special circumstances and only when approved by supervision, partial days may be granted.

10.5.1 Vacation and Floating Holiday Request Procedure. Vacation and floating holiday requests for the twelve-month period beginning March 1 must be submitted by the employee through the time keeping system by February 1. In the case of conflicts the Department hire date shall be the determining factor, except that holiday weeks are subject to rotation. The Employer will respond to the vacation and floating holiday requests by February 15. If a vacation or floating holiday request is denied, the employee will be given one (1) week to rebid for unscheduled periods. Vacation and floating holiday requests received thereafter will be handled in the order received.

10.6 Absences. Employees who develop a pattern of unscheduled or excessive absences will be counseled and appropriate disciplinary action will be taken, except as prohibited under Washington State Sick Leave law (49.46.210 RCW).

10.7 Leave Without Pay. Leave without pay will be granted by exception only.

10.8 Notification. All staff are required to submit a leave form for all absences. In addition, staff are required to phone into the appropriate staffing lines as early as possible but not later than 6 a.m. on the day of any unscheduled absence to allow time for coverage to be arranged. Failure to follow this procedure may result in disciplinary action.

10.9 Notice of Termination. Employees shall not take PTO during the fourteen (14) day period prior to the employee's termination date after the employee has given written notice of resignation (6.3), without the prior approval of the employee's supervisor.

10.10 Cash Out. Upon termination of employment with the Clinic, staff will be eligible to "cash out" their PTO balance accrued through the last full pay period consistent with Section 6.3.

10.11 Recognized Holidays. The Clinic recognizes the following holidays:

New Year's Day	Thanksgiving Day
Memorial Day	Day after Thanksgiving Day
Independence Day	Christmas Day
Labor Day	

10.12 Recognized Holidays Observed. Holidays recognized by this Agreement falling on Saturday shall be observed on the preceding Friday. Holidays falling on Sunday shall be observed on the following Monday.

10.13 Recognized Holiday Pay. Each full-time employee shall be eligible for eight (8) hours of holiday pay. Part-time employees working twenty (20) or more hours per week shall be eligible to receive holiday pay for each holiday on a pro rata basis based on the employee's regular work schedule. Employees regularly scheduled to work shifts exceeding 8 hours in duration shall receive eight (8) hours of holiday pay (prorated for part-time status) and may request additional PTO to supplement their holiday pay to equal their regular pay for that shift.

10.14 Work on Recognized Holidays. Employees shall receive time and one-half (1 1/2) their regular rate of pay for actual hours worked on the holiday in addition to any holiday pay for which the employee would be eligible. Employees must have written approval from their director before working on a holiday.

10.15 Floating Holiday Pay. Employees shall receive two floating holidays each year. Employees must schedule their floating holidays pursuant to Section 10.5. Full-time employees shall be eligible for eight (8) hours of floating holiday pay for each of their two annual floating holidays. Part-time employees working twenty (20) or more hours per week shall be eligible to receive floating holiday pay for each of the two annual floating holidays on a pro rata basis based on the employee's regular work schedule. Employees regularly scheduled to work shifts exceeding 8 hours in duration shall receive eight (8) hours of floating holiday pay (prorated for

part-time status) and may request additional PTO to supplement their floating holiday pay to equal their regular pay for that shift.

## ARTICLE 11 - LONG-TERM ILLNESS LEAVE BANK (LTI)

11.1 Long-Term Illness Leave. All regular employees regularly scheduled to work more than twenty (20) hours per week will accrue, on a per pay period basis, Long-Term Illness Leave (LTI) to be used exclusively for long-term illness or injury. Long-term illness is defined as a period of absence longer than two (2) consecutive complete regularly scheduled work days. Beginning on the third consecutive complete regularly scheduled work day off, employees will be eligible to use time from their long-term illness leave bank. In the case of an absence due to a serious health condition of greater than five (5) days duration as a result of hospitalization or pre-approved in-patient or out-patient surgery, the first two (2) days of absence will be re-credited to the PTO bank and deducted from the LTI bank. For illnesses beyond five (5) days, an attending physician's certification is required.

11.1.1 Twelve Hour Shifts. An employee working twelve (12) hour shifts shall be eligible to access LTI after the sixteenth consecutive regularly scheduled work hour missed due to illness or injury.

11.2 Accrual. The payroll system will automatically accrue the appropriate number of hours based on the paid hours in a pay period to a maximum of 2080 hours in a year. The maximum accrual rate will not exceed the amounts listed below. Regular employees working less than forty (40) hours per week, and more than twenty (20) hours per week, will accrue long-term illness leave on a prorated basis.

11.3 Maximum Accrual. Long-term illness leave will accrue at the following rates up to a maximum of 720 hours. Once a regular employee accrues the maximum amount of 720 hours, further accruals will cease until the balance falls below the 720 hour level. Based on forty (40) paid hours per week, the accrual amounts will be:

Long-Term Illness Accrual Rate: .031 hours for  
each paid hour up to 2080 hours in a calendar year.

11.4 Eligibility. Newly hired regular employees will begin accruing LTI on the first full pay period following completion of the probationary period. Regular employees working less than twenty (20) hours per week and per diem and temporary staff are not eligible for LTI accruals.

11.5 Shift Differential. Employees who work the evening or night shift shall receive shift differential pay in addition to their LTI (sick pay).

11.6 Dependent Children. LTI may be used because of illness of dependent children in accordance with applicable state statute (Chapter 49.12 RCW), and in coordination with Workers' Compensation.

11.7 Notice of Termination. Employees shall not be paid LTI for any illness or injury which occurs during the fourteen (14) day period prior to the employee's termination date after the employee has given written notice of resignation (6.3) unless the Employer receives written verification of the illness from the employee's attending physician.

11.8 Cash Out. Long-term illness leave will not be "cashed out" upon termination.

11.9 Use of LTI for Other Family Members. In the event of a health condition of an employee's child that requires treatment or supervision or in the event of a serious health condition or an emergency condition of a spouse, registered domestic partner, parent, parent-in-law, grandparent, grandchild or a sibling, such employee may access LTI under the same provisions as set out in Section 11.1.

## ARTICLE 12 - INSURANCE BENEFITS

12.1 Benefit Plans. The Employer shall provide employees in this bargaining unit the same coverage as it provides other employees of the Clinic with respect to the following plans, except that the Employer shall pay the employee premium for employees participating in the Employer's medical and dental insurance plan during the term of this Agreement:

1. Medical and Dental Insurance
2. Life/AD&D Insurance
3. Long Term Disability Insurance
4. 401(k) Profit Sharing Plan

12.2 Eligibility. Eligibility requirements for participating, open enrollment periods, benefits provided and costs to the employee for participation in these plans shall be determined by the respective plan policies and plan documents.

12.3 Plan Changes. In the event the Employer modifies any of its current plans identified in this Article, the Employer will notify the Union of the change thirty (30) days prior to the implementation date.

ARTICLE 13 - LEAVES OF ABSENCE

13.1 Family and Medical Leave. Pursuant to the Family and Medical Leave act of 1993, an employee may request up to a total of twelve (12) weeks for a family and medical leave during any twelve (12) month period and be restored to the same or equivalent position upon return from leave provided the employee has been employed for twelve (12) months and worked at least 1250 hours during the twelve (12) month period immediately preceding the commencement of a family and medical leave. The employee may be granted up to twelve (12) weeks of leave to care for the employee's child after birth, or placement for adoption or foster care; to care for the employee's spouse, son or daughter, or parent who has a serious health condition; or for a serious health condition that makes the employee unable to perform the essential functions of the position. Under certain conditions, family and medical leave may be taken intermittently or on a reduced work schedule. The employee shall use all available accrued time if the family and medical leave of absence is for the employee's own serious illness. The employee shall use all available accrued Paid Time Off when family and medical leave is used for other reasons. The Employer shall maintain the employee's benefits during this leave and shall reinstate the employee to the employee's former or equivalent position at the conclusion of the leave providing the employee's position was not otherwise eliminated in a layoff. Family and medical leave shall be interpreted consistently with the conditions and provisions of the federal law. Any time taken as FMLA leave will not count toward any attendance policy violations/occurrences.

13.2 Medical Leave. Employees who are not eligible for FMLA leave shall be eligible for a medical leave not to exceed twelve (12) weeks. Documentation from the employee's attending physician must accompany the request for leave. Any accrued paid time appropriate to the situation must be used concurrently with the medical leave of absence. The Employer shall reinstate the employee to the employee's former or equivalent position if the employee returns from the leave within six (6) weeks. If the leave exceeds six (6) weeks, the employee will be returned to the employee's prior position if vacant; otherwise, the employee will be eligible for the next available position for which the employee is qualified consistent with Section 6.2.

13.3 Personal Leaves. The Employer, at its discretion, may grant a leave of absence without pay for personal reasons. Personal leaves include, for example, education leave, bereavement leave (in excess of any paid bereavement leave), and any other reason acceptable to the Employer. A personal leave of absence is defined as an authorized period of absence without pay not to exceed one hundred eighty (180) days. Generally, an employee must have completed the required probationary period before a leave will be granted. All leaves of absence must be submitted in writing preferably thirty (30) days in advance to management who shall approve or deny the request in a timely fashion. Any accrued paid leave for which the employee is eligible must be used concurrently with the personal leave of absence. A leave of absence begins on the date of first absence from work. If the personal leave does not exceed thirty (30) calendar days (unless further extended in writing by the Employer), the employee shall be entitled to the same or comparable job upon return. If the personal leave exceeds thirty (30) calendar days, the



employee will be eligible for the next available open position for which the employee is qualified consistent with Section 6.2, for a one hundred eighty (180) day period.

13.4 Military Leave. Any employee who is a member of the U.S. Armed Forces Reserves will be granted two (2) weeks' unpaid leave of absence each year to satisfy the military obligation. Vacation time may be requested for this purpose. Military service (active duty) will be administered in accordance with applicable law.

13.5 Court Leave. Regular employees scheduled to work forty (40) hours per week will be eligible for paid court leave of up to forty (40) hours per calendar year. Court leave pay shall be paid at the employee's regular rate of pay including applicable shift differential. Regular employees scheduled to work less than forty (40) hours per week but more than twenty (20) hours per week will be eligible for prorated paid court leave. Staff requesting paid court leave must submit, in advance, the appropriate court documentation certifying their presence at court per jury or subpoena summons in order to be paid for court leave. Staff not needed in court for periods of time greater than two (2) hours are required to report to work. Regular employees working less than twenty (20) hours per week and per diem and temporary staff are not eligible for paid court leave.

13.6 Bereavement Leave. In the case of death in the immediate family, an employee shall be granted a leave of absence of up to three (3) working days with pay. In the event of a death in the immediate family, an employee may request and shall be granted up to two (2) additional days of LTI. All other requests for bereavement leave will be deducted from the PTO bank. Bereavement leave will be prorated for part-time employees. "Immediate family" for this agreement is defined as spouse, parent, child, brother, sister, father-in-law, mother-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, grandparents, grandchildren and domestic partner (City of Seattle definition). ("Foster "and "step" shall be considered as "immediate.") Management may, at its discretion, require proof of the need for bereavement if there is reason to suspect misuse.

## ARTICLE 14 - TRAINING

14.1 Training Needs. The Employer shall be responsible to identify work related training needs.

14.2 Mandatory Training. The Employer shall bear the cost of mandatory (Employer mandated) training including registration fees. Employees who are required to attend training on a day the employee is not scheduled to work shall receive a scheduled day off within the same pay period or be compensated at the regular rate of pay. The employee shall be responsible for any costs and ongoing education necessary to retain their license, certification or registration.

ARTICLE 15 - GRIEVANCE PROCEDURE

15.1 Grievance Defined. A grievance is defined as an alleged breach of the terms and conditions of the Agreement. It is the desire of the parties to this Agreement that grievances be adjusted informally whenever possible and at the first level of supervision. If a grievance arises, it shall be submitted to the following grievance procedure. Time limits set forth in the following steps may only be extended by mutual consent confirmed in writing by the parties hereto.

Step 1. Employee, Union Representative and Immediate Supervisor.

If any employee has a grievance, the employee and Union representative shall first discuss it with the employee's immediate supervisor within fourteen (14) calendar days from the date the employee knew or reasonably should have known of the facts that constitute the problem. The Employer may designate an additional representative of management to be present at this Step 1 meeting. The employee may approach the supervisor prior to contacting the Union, but this contact will not constitute the initiation of the grievance procedure. The Employer shall respond in the discussion or within seven (7) days thereafter.

Step 2. Employee, Union Representative and Human Resources.

If the matter is not resolved to the employee's satisfaction at Step 1, the Union representative shall reduce the grievance to writing, which shall contain a description of the alleged problem, specific section of this Agreement allegedly breached, date of its occurrence, and corrective action sought by the grievant, and shall present same to the Human Resources Director, or designee, within seven (7) calendar days of the immediate supervisor's decision. A conference between the employee, Union representative, Human Resources Director, or designee, and a management representative shall be held within seven (7) calendar days of the presentation of the written grievance. The Human Resources Director shall issue a written reply within seven (7) calendar days following the conference.

Step 3. Chief Executive Officer, or Designee, and Union Representative.

If the grievance is not settled in Step 2, the grievance shall be referred in writing to the CEO or designee within seven (7) calendar days from receipt of the written reply from the Human Resources Director, or

designee. The parties shall meet within seven (7) calendar days from the date of the receipt of the written notice for the purpose of resolving the grievance. However, the CEO or designee may elect to offer a written response to the grievance in lieu of the meeting. The CEO or designee shall issue a written reply within seven (7) calendar days of the meeting between the parties or after receipt of the grievance.

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 procedures, requirements and time limitations specified in Steps 1, 2, 3 and 4 herein, the Union may, within seven (7) calendar days following receipt of the written reply from the CEO or designee in Step 3, submit the issue in writing to final and binding arbitration. The Employer and the Union shall attempt to agree on an arbitrator. If the Employer and the Union fail to agree on an arbitrator, 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.

The arbitrator's decision shall be final and binding on all parties. The arbitrator shall render a decision as promptly as possible and in any event within thirty (30) calendar days from the date of case presentation. The arbitrator shall be authorized only to interpret existing provisions of this Agreement as they may apply to the specific facts of the issue in dispute. Furthermore, the arbitrator shall have no authority to substitute his/her judgment for that of the Employer, so long as the Employer's judgment is exercised in good faith and objectively made based upon established criteria. The arbitrator shall have no authority to award punitive damages or interest, nor shall the arbitrator be authorized to make a backpay 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 time limitation shall not apply for any period the employee was unaware and could not have known that a grievance existed.

The substantially losing party shall pay the expense of the arbitrator's fee. The parties shall equally share any other expenses jointly incurred incident to the arbitration hearing. All other expenses shall be borne by the party

incurring them and neither party shall be responsible for the expense of witnesses called by the other party.

15.2 Time Limits. If either party has failed to process the grievance in accordance with the procedures and time limits set forth in Section 15.1 herein, the following respective penalties shall apply: The Union shall have been deemed to have withdrawn the grievance; the Employer shall have been deemed to have forfeited the right to that step of the grievance procedure and the grievance shall be automatically advanced to the next step.

15.3 Termination. The grievance procedure shall terminate on the expiration date of this Agreement unless the contract is extended by the mutual written consent of the parties. Grievances arising after the expiration date of this Agreement shall be null and void. Grievances initiated at Step 1 of the grievance procedure prior to the expiration date of this Agreement shall be processed in accordance with the terms of this Article, even though the contract may have terminated after the filing of the grievance.

#### ARTICLE 16 - NO STRIKE—NO LOCKOUT

During the term of this Agreement, the Union agrees not to engage in any strike, sympathy strike, honoring of another union's picket line, or other stoppage of work, and the Employer agrees not to engage in any lockout.

#### ARTICLE 17 - SUCCESSORS

17.1 In the event of an acquisition by another entity, the Employer and the Union will make a good faith effort to have timely communications throughout the process to attain a high level of transparency and to minimize the potential adverse impacts, direct or indirect, on staff. In particular, the parties will use good faith efforts to adhere to the following guidelines:

a. The Employer will inform represented employees of a potential acquisition at least ninety (90) calendar days in advance of the acquisition. The parties recognize that this may not be feasible in some circumstances, where the Employer will provide reasonable notice which may be less than ninety (90) days.

b. Upon request by the Union, the Employer and the Union shall meet to negotiate the effects of an acquisition that will impact the future of employees.

c. The Employer will inform the potential buyer of the existence of this Agreement and encourage the new Employer following an acquisition to consider hiring all current

employees and maintaining similar conditions in the interest of preserving a high-quality workforce.

None of the above shall constitute encumbrances or restrictions on the Employer's negotiation and final agreement with a potential buyer.

#### ARTICLE 18 - GENERAL PROVISIONS

18.1 Illegality. Should any provision or provisions become unlawful or invalid by legislative act or by declaration of any court of competent jurisdiction, such action shall not invalidate this Agreement. Any provision 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 the Union shall enter into negotiations for the purpose, and solely for the purpose, of arriving at a mutually satisfactory replacement for such provision.

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

18.3 Past Practices. Any and all agreements between the parties are contained in this Agreement. Unless specifically provided herein to the contrary, past practices shall not be binding on the Employer.

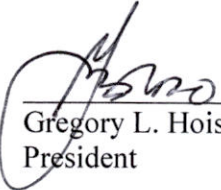
#### ARTICLE 19 - DURATION


This Agreement shall become effective August 23, 2020 and shall remain in full force and effect to and including June 30, 2023, unless changed by mutual consent. Should the Union desire to change, modify or renew the Agreement upon the expiration date, written notice must be given to the at least sixty (60) days prior to the expiration date. After receipt of such notice, negotiations shall commence. In the event negotiations do not result in a new Agreement on or before the expiration date, this Agreement shall terminate unless both parties mutually agree to extend the Contract.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement this 26 day of April 2021.


THE DOCTORS CLINIC


UFCW LOCAL 21

  
\_\_\_\_\_  
Gregory L. Hoisington, DO,  
President

  
\_\_\_\_\_  
Mia Contreras, Executive Vice President/  
Recorder

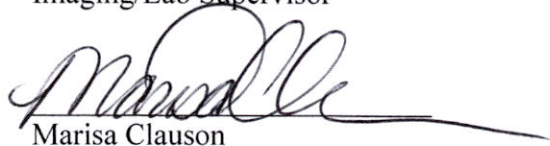
  
\_\_\_\_\_  
Jay Burghart  
Chief Executive Officer

  
\_\_\_\_\_  
David Barnes  
Negotiator

  
\_\_\_\_\_  
Kathy Gallington  
Director, Human Resources and  
Professional Services

  
\_\_\_\_\_  
Jacki Franklin  
Benefits Specialist

  
\_\_\_\_\_  
Mary Cogswell  
Imaging/Lab Supervisor

  
\_\_\_\_\_  
Marisa Clauson  
Clinic Manager

TDC Clinical Staff WAGE SCHEDULE

2020 - 3% general increase - August 1, 2020

5% general increase - Effective August 1, 2020 - RN, Oncology RN, ASC RN, Rad Tech (Reg'd), Surgery Tech, Cert Surgery Tech, Physical Therapy Asst

	Base	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17			
<b>CLINICAL SERVICES</b>																					
Medical Assistant		\$17.36	\$17.79	\$18.24	\$18.69	\$19.16	\$19.64	\$20.13	\$20.63	\$21.15	\$21.68	\$22.22	\$22.77	\$23.34	\$23.93	\$24.52	\$25.14	\$25.77	\$26.41		
LPN	\$16.85	3.0%	\$18.99	3.0%	\$20.05	\$20.55	\$21.07	\$21.59	\$22.13	\$22.69	\$23.25	\$23.84	\$24.43	\$25.04	\$25.67	\$26.31	\$26.97	\$27.64	\$28.33	\$29.04	\$29.77
RN	\$26.36	5.0%	\$27.68	\$28.37	\$29.08	\$29.81	\$30.55	\$31.32	\$32.10	\$32.90	\$33.73	\$34.57	\$35.43	\$36.32	\$37.23	\$38.16	\$39.11	\$40.09	\$41.09	\$42.12	
Oncology RN	\$28.81	5.0%	\$30.25	\$31.01	\$31.78	\$32.58	\$33.39	\$34.23	\$35.08	\$35.96	\$36.86	\$37.78	\$38.73	\$39.70	\$40.69	\$41.70	\$42.75	\$43.82	\$44.91	\$46.03	
ASC RN	\$32.34	5.0%	\$33.96	\$34.80	\$35.67	\$36.57	\$37.48	\$38.42	\$39.38	\$40.36	\$41.37	\$42.41	\$43.47	\$44.55	\$45.67	\$46.81	\$47.98	\$49.18	\$50.41	\$51.67	
<b>IMAGING</b>																					
Rad Tech (Reg'd)		\$23.99	\$24.59	\$25.20	\$25.83	\$26.48	\$27.14	\$27.82	\$28.52	\$29.23	\$29.96	\$30.71	\$31.48	\$32.26	\$33.07	\$33.90	\$34.74	\$35.61	\$36.50		
CT	\$26.78	3.0%	\$27.59	\$28.28	\$28.98	\$29.71	\$30.45	\$31.21	\$31.99	\$32.79	\$33.61	\$34.45	\$35.31	\$36.20	\$37.10	\$38.03	\$38.98	\$39.95	\$40.95	\$41.98	
Ultrasound Tech	\$33.86	3.0%	\$34.87	\$35.74	\$36.64	\$37.55	\$38.49	\$39.45	\$40.44	\$41.45	\$42.49	\$43.55	\$44.64	\$45.75	\$46.90	\$48.07	\$49.27	\$50.50	\$51.77	\$53.06	
MRI	\$31.46	3.0%	\$32.40	\$33.21	\$34.04	\$34.89	\$35.76	\$36.66	\$37.58	\$38.51	\$39.48	\$40.46	\$41.48	\$42.51	\$43.58	\$44.67	\$45.78	\$46.93	\$48.10	\$49.30	
Nuclear Medicine	\$31.46	3.0%	\$32.40	\$33.21	\$34.04	\$34.89	\$35.76	\$36.66	\$37.58	\$38.51	\$39.48	\$40.46	\$41.48	\$42.51	\$43.58	\$44.67	\$45.78	\$46.93	\$48.10	\$49.30	
<b>LABORATORY</b>																					
Med Lab Tech - Cert		\$21.35	\$21.88	\$22.43	\$22.99	\$23.56	\$24.15	\$24.76	\$25.38	\$26.01	\$26.66	\$27.33	\$28.01	\$28.71	\$29.43	\$30.16	\$30.92	\$31.69	\$32.48		
Med Tech - Cert	\$25.63	3.0%	\$26.39	\$27.05	\$27.73	\$28.42	\$29.13	\$29.86	\$30.61	\$31.37	\$32.16	\$32.96	\$33.79	\$34.63	\$35.50	\$36.38	\$37.29	\$38.23	\$39.18	\$40.16	
Histology Technician	\$21.02	3.0%	\$21.65	\$22.19	\$22.75	\$23.32	\$23.90	\$24.50	\$25.11	\$25.74	\$26.38	\$27.04	\$27.72	\$28.41	\$29.12	\$29.85	\$30.60	\$31.36	\$32.14	\$32.95	
Histology Technologist	\$23.27	3.0%	\$23.97	\$24.56	\$25.18	\$25.81	\$26.45	\$27.11	\$27.79	\$28.49	\$29.20	\$29.93	\$30.68	\$31.44	\$32.23	\$33.04	\$33.86	\$34.71	\$35.58	\$36.47	
<b>OTHER CLINICAL SERVICES</b>																					
Special Testing		\$16.80	\$17.22	\$17.65	\$18.09	\$18.54	\$19.00	\$19.48	\$19.97	\$20.47	\$20.98	\$21.50	\$22.04	\$22.59	\$23.15	\$23.73	\$24.33	\$24.94	\$25.56		
Surgery Technician	\$18.75	5.0%	\$19.68	\$20.18	\$20.68	\$21.20	\$21.73	\$22.27	\$22.83	\$23.40	\$23.98	\$24.58	\$25.20	\$25.83	\$26.47	\$27.14	\$27.81	\$28.51	\$29.22	\$29.95	
Certified Surgery Technician	\$20.21	5.0%	\$21.22	\$21.75	\$22.30	\$22.86	\$23.43	\$24.01	\$24.61	\$25.23	\$25.86	\$26.51	\$27.17	\$27.85	\$28.54	\$29.26	\$29.99	\$30.74	\$31.51	\$32.29	
Central Supply Technician	\$15.07	3.0%	\$15.52	\$15.91	\$16.31	\$16.71	\$17.13	\$17.56	\$18.00	\$18.45	\$18.91	\$19.38	\$19.87	\$20.36	\$20.87	\$21.39	\$21.93	\$22.48	\$23.04	\$23.61	
Endoscopy Tech	\$0.00	0.0%	\$17.59	\$18.03	\$18.48	\$18.94	\$19.42	\$19.90	\$20.40	\$20.91	\$21.43	\$21.97	\$22.52	\$23.08	\$23.66	\$24.25	\$24.85	\$25.48	\$26.11	\$26.77	
Ortho/Cast Tech	\$16.99	3.0%	\$17.50	\$17.94	\$18.39	\$18.85	\$19.32	\$19.80	\$20.31	\$20.81	\$21.33	\$21.86	\$22.41	\$22.97	\$23.54	\$24.13	\$24.73	\$25.35	\$25.99	\$26.63	
Physical Therapy Asst	\$20.27	5.0%	\$21.29	\$21.82	\$22.37	\$22.93	\$23.50	\$24.09	\$24.69	\$25.31	\$25.94	\$26.59	\$27.25	\$27.93	\$28.63	\$29.35	\$30.08	\$30.83	\$31.60	\$32.39	
Physical Therapy Aide	\$13.38	3.0%	\$13.78	\$14.12	\$14.48	\$14.84	\$15.21	\$15.59	\$15.98	\$16.38	\$16.79	\$17.21	\$17.64	\$18.08	\$18.53	\$18.99	\$19.47	\$19.95	\$20.45	\$20.96	
<b>OPHTHALMIC SERVICES</b>																					
Ophthalmic Asst (Non-Cert)		\$16.05	\$16.45	\$16.86	\$17.28	\$17.71	\$18.16	\$18.61	\$19.08	\$19.55	\$20.04	\$20.54	\$21.06	\$21.58	\$22.12	\$22.67	\$23.24	\$23.82	\$24.42		
Ophthalmic Asst (Certified)	\$16.47	3.0%	\$16.97	\$17.39	\$17.82	\$18.27	\$18.73	\$19.20	\$19.68	\$20.17	\$20.67	\$21.19	\$21.72	\$22.26	\$22.82	\$23.39	\$23.97	\$24.57	\$25.19	\$25.82	
Ophthalmic Tech (Certified)	\$22.08	3.0%	\$22.74	\$23.31	\$23.89	\$24.49	\$25.10	\$25.73	\$26.37	\$27.03	\$27.71	\$28.40	\$29.11	\$29.84	\$30.58	\$31.35	\$32.13	\$32.94	\$33.76	\$34.60	

2020: Effective August 1, 2020

All employees shall advance one step on the wage scale, except that those employees who are at Step 17 shall receive a gross lump sum payment equal to 2.0% of an amount equal to their current hourly wage multiplied by 2080 hours, multiplied by their FTE percentage.

TDC Clinical Staff WAGE SCHEDULE

2021 - 3% general increase - Effective August 1, 2021

	Base	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17
<b>CLINICAL SERVICES</b>																		
Medical Assistant	\$17.88	\$18.32	\$18.78	\$19.25	\$19.73	\$20.23	\$20.73	\$21.25	\$21.78	\$22.33	\$22.88	\$23.46	\$24.04	\$24.64	\$25.26	\$25.89	\$26.54	\$27.20
LPN	\$19.56	\$20.65	\$21.17	\$21.70	\$22.24	\$22.80	\$23.37	\$23.95	\$24.55	\$25.16	\$25.79	\$26.44	\$27.10	\$27.78	\$28.47	\$29.18	\$29.91	\$30.66
RN	\$27.68	\$29.22	\$29.95	\$30.70	\$31.47	\$32.26	\$33.06	\$33.89	\$34.74	\$35.61	\$36.50	\$37.41	\$38.34	\$39.30	\$40.29	\$41.29	\$42.33	\$43.38
Oncology RN	\$30.25	\$31.94	\$32.74	\$33.56	\$34.40	\$35.26	\$36.14	\$37.04	\$37.97	\$38.92	\$39.89	\$40.89	\$41.91	\$42.96	\$44.03	\$45.13	\$46.26	\$47.42
ASC RN	\$33.96	\$35.85	\$36.74	\$37.66	\$38.61	\$39.57	\$40.56	\$41.57	\$42.61	\$43.68	\$44.77	\$45.89	\$47.04	\$48.21	\$49.42	\$50.65	\$51.92	\$53.22
<b>IMAGING</b>																		
Rad Tech (Reg d)	\$24.71	\$25.33	\$25.96	\$26.61	\$27.27	\$27.96	\$28.66	\$29.37	\$30.11	\$30.86	\$31.63	\$32.42	\$33.23	\$34.06	\$34.91	\$35.79	\$36.68	\$37.60
CT	\$27.59	\$28.41	\$29.12	\$29.85	\$30.60	\$31.36	\$32.15	\$32.95	\$33.78	\$34.62	\$35.49	\$36.37	\$37.28	\$38.21	\$40.15	\$41.15	\$42.18	\$43.24
Ultrasound Tech	\$34.87	\$36.82	\$37.74	\$38.68	\$39.65	\$40.64	\$41.65	\$42.69	\$43.76	\$44.86	\$45.98	\$47.13	\$48.31	\$49.51	\$50.75	\$52.02	\$53.32	\$54.65
MRI	\$32.40	\$34.21	\$35.06	\$35.94	\$36.84	\$37.76	\$38.70	\$39.67	\$40.66	\$41.68	\$42.72	\$43.79	\$44.88	\$46.01	\$47.16	\$48.33	\$49.54	\$50.78
Nuclear Medicine	\$32.40	\$34.21	\$35.06	\$35.94	\$36.84	\$37.76	\$38.70	\$39.67	\$40.66	\$41.68	\$42.72	\$43.79	\$44.88	\$46.01	\$47.16	\$48.33	\$49.54	\$50.78
<b>LABORATORY</b>																		
Med Lab Tech - Cert	\$21.99	\$22.54	\$23.10	\$23.68	\$24.27	\$24.88	\$25.50	\$26.14	\$26.79	\$27.46	\$28.15	\$28.85	\$29.57	\$30.31	\$31.07	\$31.84	\$32.64	\$33.46
Med Tech - Cert	\$26.39	\$27.19	\$27.87	\$28.56	\$30.01	\$30.76	\$31.53	\$32.32	\$33.12	\$33.95	\$34.80	\$35.67	\$36.56	\$37.48	\$38.41	\$39.37	\$40.36	\$41.37
Histology Technician	\$21.65	\$22.86	\$23.43	\$24.02	\$24.62	\$25.23	\$25.86	\$26.51	\$27.17	\$27.85	\$28.55	\$29.26	\$30.00	\$30.74	\$31.51	\$32.30	\$33.11	\$33.94
Histology Technologist	\$23.97	\$25.30	\$25.93	\$26.58	\$27.25	\$27.93	\$28.63	\$29.34	\$30.08	\$30.83	\$31.60	\$32.39	\$33.20	\$34.03	\$34.88	\$35.75	\$36.64	\$37.56
<b>OTHER CLINICAL SERVICES</b>																		
Special Testing	\$16.80	\$17.30	\$17.73	\$18.18	\$18.63	\$19.10	\$19.57	\$20.06	\$20.57	\$21.08	\$21.61	\$22.15	\$22.70	\$23.27	\$23.85	\$24.45	\$25.06	\$25.68
Surgery Technician	\$19.68	\$20.28	\$20.78	\$21.30	\$21.83	\$22.38	\$22.94	\$23.51	\$24.10	\$24.70	\$25.32	\$25.95	\$26.60	\$27.27	\$27.95	\$28.65	\$29.36	\$30.10
Certified Surgery Technician	\$21.22	\$22.41	\$22.97	\$23.54	\$24.13	\$24.73	\$25.35	\$25.99	\$26.63	\$27.30	\$27.98	\$28.68	\$29.40	\$30.13	\$30.89	\$31.66	\$32.45	\$33.26
Central Supply Technician	\$15.52	\$16.38	\$16.79	\$17.21	\$17.64	\$18.09	\$18.54	\$19.00	\$19.48	\$19.96	\$20.46	\$20.97	\$21.50	\$22.04	\$22.59	\$23.15	\$23.73	\$24.32
Endoscopy Tech	\$17.59	\$18.57	\$19.03	\$19.51	\$20.00	\$20.50	\$21.01	\$21.54	\$22.07	\$22.63	\$23.19	\$23.77	\$24.37	\$24.98	\$25.60	\$26.24	\$26.90	\$27.57
Ortho/Cast Tech	\$17.50	\$18.48	\$18.94	\$19.42	\$19.90	\$20.40	\$20.91	\$21.43	\$21.97	\$22.52	\$23.08	\$23.66	\$24.25	\$24.85	\$25.48	\$26.11	\$26.76	\$27.43
Physical Therapy Asst	\$21.29	\$22.48	\$23.04	\$23.61	\$24.20	\$24.81	\$25.43	\$26.06	\$26.72	\$27.38	\$28.07	\$28.77	\$29.49	\$30.23	\$30.98	\$31.76	\$32.55	\$33.36
Physical Therapy Aide	\$13.78	\$14.19	\$14.55	\$14.91	\$15.28	\$15.66	\$16.06	\$16.46	\$16.87	\$17.29	\$17.72	\$18.17	\$18.62	\$19.09	\$19.56	\$20.05	\$20.55	\$21.07
<b>OPHTHALMIC SERVICES</b>																		
Ophthalmic Asst (Non-Cert)	\$16.05	\$16.94	\$17.37	\$17.80	\$18.24	\$18.70	\$19.17	\$19.65	\$20.14	\$20.64	\$21.16	\$21.69	\$22.23	\$22.79	\$23.35	\$23.94	\$24.54	\$25.15
Ophthalmic Asst (Certified)	\$16.97	\$17.91	\$18.36	\$18.82	\$19.29	\$19.77	\$20.27	\$20.77	\$21.29	\$21.82	\$22.37	\$22.93	\$23.50	\$24.09	\$24.69	\$25.31	\$25.94	\$26.59
Ophthalmic Tech (Certified)	\$22.74	\$23.42	\$24.01	\$24.61	\$25.22	\$25.85	\$26.50	\$27.16	\$27.84	\$28.54	\$29.25	\$29.98	\$30.73	\$31.50	\$32.29	\$33.10	\$33.92	\$34.77

2021: Effective August 1, 2021

All employees shall advance one step on the wage scale, except that those employees who are at Step 17 shall receive a gross lump sum payment equal to 2% of an amount equal to their current hourly wage multiplied by 2080 hours, multiplied by their FTE percentage.



TDC Clinical Staff WAGE SCHEDULE

2022- 1% general increase - Effective August 1, 2022

	Base	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	
<b>CLINICAL SERVICES</b>																			
Medical Assistant	\$18.06	\$18.51	\$18.97	\$19.44	\$19.93	\$20.43	\$20.94	\$21.46	\$22.00	\$22.55	\$23.11	\$23.69	\$24.28	\$24.89	\$25.51	\$26.15	\$26.80	\$27.47	
LPN	\$20.15	\$20.86	\$21.38	\$21.92	\$22.46	\$23.03	\$23.60	\$24.19	\$24.80	\$25.42	\$26.05	\$26.70	\$27.37	\$28.05	\$28.76	\$29.47	\$30.21	\$30.97	
RN	\$28.80	\$29.52	\$30.25	\$31.01	\$31.79	\$32.58	\$33.40	\$34.23	\$35.09	\$35.96	\$36.86	\$37.78	\$38.73	\$39.70	\$40.69	\$41.71	\$42.75	\$43.82	
Oncology RN	\$31.47	\$32.26	\$33.07	\$33.89	\$34.74	\$35.61	\$36.50	\$37.41	\$38.35	\$39.30	\$40.29	\$41.29	\$42.33	\$43.39	\$44.47	\$45.58	\$46.72	\$47.89	
ASCRN	\$35.32	\$36.21	\$37.11	\$38.04	\$38.99	\$39.97	\$40.97	\$41.99	\$43.04	\$44.11	\$45.22	\$46.35	\$47.51	\$48.69	\$49.91	\$51.16	\$52.44	\$53.75	
<b>IMAGING</b>																			
Rad Tech (Reg'd)	\$24.96	\$25.58	\$26.22	\$26.88	\$27.55	\$28.24	\$28.94	\$29.67	\$30.41	\$31.17	\$31.95	\$32.74	\$33.56	\$34.40	\$35.26	\$36.14	\$37.05	\$37.97	
CT	\$28.70	\$29.42	\$30.15	\$30.91	\$31.68	\$32.47	\$33.28	\$34.11	\$34.97	\$35.84	\$36.74	\$37.65	\$38.60	\$39.56	\$40.55	\$41.56	\$42.60	\$43.67	
Ultrasound Tech	\$36.28	\$37.18	\$38.11	\$39.07	\$40.04	\$41.04	\$42.07	\$43.12	\$44.20	\$45.30	\$46.44	\$47.60	\$48.79	\$50.01	\$51.26	\$52.54	\$53.85	\$55.20	
MRI	\$33.71	\$34.55	\$35.41	\$36.30	\$37.21	\$38.14	\$39.09	\$40.07	\$41.07	\$42.10	\$43.15	\$44.23	\$45.33	\$46.47	\$47.63	\$48.82	\$50.04	\$51.29	
Nuclear Medicine	\$33.71	\$34.55	\$35.41	\$36.30	\$37.21	\$38.14	\$39.09	\$40.07	\$41.07	\$42.10	\$43.15	\$44.23	\$45.33	\$46.47	\$47.63	\$48.82	\$50.04	\$51.29	
<b>LABORATORY</b>																			
Med Lab Tech - Cert	\$22.21	\$22.76	\$23.33	\$23.92	\$24.51	\$25.13	\$25.75	\$26.40	\$27.06	\$27.73	\$28.43	\$29.14	\$29.87	\$30.61	\$31.38	\$32.16	\$32.97	\$33.79	
Med Tech - Cert	\$27.46	\$28.14	\$28.85	\$29.57	\$30.31	\$31.07	\$31.84	\$32.64	\$33.45	\$34.29	\$35.15	\$36.03	\$36.93	\$37.85	\$38.80	\$39.77	\$40.76	\$41.78	
Histology Technician	\$22.53	\$23.09	\$23.67	\$24.26	\$24.86	\$25.49	\$26.12	\$26.78	\$27.45	\$28.13	\$28.84	\$29.56	\$30.30	\$31.05	\$31.83	\$32.62	\$33.44	\$34.28	
Histology Technologist	\$24.93	\$25.55	\$26.19	\$26.85	\$27.52	\$28.21	\$28.91	\$29.64	\$30.38	\$31.14	\$31.91	\$32.71	\$33.53	\$34.37	\$35.23	\$36.11	\$37.01	\$37.94	
<b>OTHER CLINICAL SERVICES</b>																			
Special Testing	\$17.47	\$17.91	\$18.36	\$18.82	\$19.29	\$19.77	\$20.26	\$20.77	\$21.29	\$21.82	\$22.37	\$22.93	\$23.50	\$24.09	\$24.69	\$25.31	\$25.94	\$26.59	
Surgery Technician	\$20.48	\$20.99	\$21.51	\$22.05	\$22.60	\$23.17	\$23.75	\$24.34	\$24.95	\$25.57	\$26.21	\$26.87	\$27.54	\$28.23	\$28.93	\$29.66	\$30.40	\$31.16	
Certified Surgery Technician	\$22.08	\$22.63	\$23.20	\$23.78	\$24.37	\$24.98	\$25.60	\$26.24	\$26.90	\$27.57	\$28.26	\$28.97	\$29.69	\$30.44	\$31.20	\$31.98	\$32.78	\$33.60	
Central Supply Technician	\$16.14	\$16.55	\$16.96	\$17.39	\$17.82	\$18.27	\$18.72	\$19.19	\$19.67	\$20.16	\$20.67	\$21.18	\$21.71	\$22.26	\$22.81	\$23.38	\$23.97	\$24.57	
Endoscopy Tech	\$18.30	\$18.76	\$19.23	\$19.71	\$20.20	\$20.70	\$21.22	\$21.75	\$22.30	\$22.85	\$23.42	\$24.01	\$24.61	\$25.23	\$25.86	\$26.50	\$27.16	\$27.84	
Ortho/Cast Tech	\$18.67	\$19.13	\$19.61	\$20.10	\$20.60	\$21.12	\$21.65	\$22.19	\$22.74	\$23.31	\$23.89	\$24.49	\$25.10	\$25.73	\$26.37	\$27.03	\$27.71		
Physical Therapy Asst	\$22.15	\$22.70	\$23.27	\$23.85	\$24.45	\$25.06	\$25.68	\$26.32	\$26.98	\$27.66	\$28.35	\$29.06	\$29.78	\$30.53	\$31.29	\$32.07	\$32.88	\$33.70	
Physical Therapy Aide	\$14.33	\$14.69	\$15.06	\$15.43	\$15.82	\$16.22	\$16.62	\$17.04	\$17.46	\$17.90	\$18.35	\$18.81	\$19.28	\$19.76	\$20.25	\$20.76	\$21.28	\$21.81	
<b>OPHTHALMIC SERVICES</b>																			
Ophthalmic Asst (Non-Cert)	\$16.69	\$17.11	\$17.54	\$17.98	\$18.43	\$18.89	\$19.36	\$19.84	\$20.34	\$20.85	\$21.37	\$21.90	\$22.45	\$23.01	\$23.59	\$24.18	\$24.78	\$25.40	
Ophthalmic Asst (Certified)	\$17.65	\$18.09	\$18.54	\$19.01	\$19.48	\$19.97	\$20.47	\$20.98	\$21.50	\$22.04	\$22.59	\$23.16	\$23.74	\$24.33	\$24.94	\$25.56	\$26.20	\$26.86	
Ophthalmic Tech (Certified)	\$23.66	\$24.25	\$24.85	\$25.48	\$26.11	\$26.77	\$27.44	\$28.12	\$28.82	\$29.54	\$30.28	\$31.04	\$31.82	\$32.61	\$33.43	\$34.26	\$35.12	\$36.00	

2022: Effective August 1, 2022

All employees shall advance one step on the wage scale, except that those employees who are at Step 17 shall receive a gross lump sum payment equal to 2% of an amount equal to their current hourly wage multiplied by 2080 hours, multiplied by their FTE percentage.

# THE UNION DIFFERENCE

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

## A Voice at Work

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

## Right to Union Representation

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

## Just Cause for Discipline

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

## The Security of a Union Contract

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

## Union Leadership

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

# My Shop Steward is:

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# My Union Rep is:

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

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

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

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

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

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

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

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

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

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

[WWW.UFCW3000.ORG](http://WWW.UFCW3000.ORG)

UFCW3000



**UFCW3000**

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