

Agreement by and between
UFCW 3000
and
Ferry County Hospital

Service & LPN Unit

Effective: 8/31/23 - 8/30/26

UFCW3000

Faye Guenther, President • Joe Mizrahi, Secretary-Treasurer

WEINGARTEN RIGHTS

Your Right to Union Representation

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

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

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

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

Discipline? Contract violations?

Call the Member Resource Center

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

Call the Member Resource Center at: 1-866-210-3000

**AGREEMENT BY AND BETWEEN
UNITED FOOD & COMMERCIAL WORKERS UNION LOCAL 3000 AND
FERRY COUNTY PUBLIC HOSPITAL DISTRICT #1 REPUBLIC, WASHINGTON**

This Agreement is made and entered into by and between the United Food and Commercial Workers Union 3000 chartered by the United Food and Commercial Workers International Union, hereinafter referred to as the "Union" and Ferry County Public Hospital District #1 hereinafter referred to as the "Employer." 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

The Employer recognizes the Union as the sole representative for all regular full-time, regular part-time, and PRN employees as defined below and referred to as the bargaining unit, who are employed by the Employer at Ferry County Hospital (the "Hospital"), for the purpose of discussions and agreements with respect to rates of pay, hours of work and other pertinent matters as specified in the Agreement; excluding supervisors, confidential employees, employee contractors and all other agents of the Employer.

The recognition is as certified in Case No. 136027-E-22 in the State of Washington before the Public Employment Relations Commission. All employees not included, excepting those covered (listed below) or excluded in this certification, are excluded and not intended to be covered by this Agreement, except as modified above. The terms of this Agreement are not intended to and do not apply to the employees of work groups not identified herein, including but not limited to the rates of pay, hours of work and conditions of employment and other pertinent matters specified in this Agreement.

Covered employees:

Administrative Float	HIM Scanning	NAC-Certified Nursing Assistant
Cash Poster	HIM Scanning/Data Specialist	Patient Account Specialist
Charge Capture Specialist	HIM Tech	Preparation Cook
Cook	Lab Technician-Uncertified	PT Aide
Dietary Aide	LPN	Referral Coordinator
Environmental Service Worker	MA	Unit Coordinator
FOC - Registrar	MA-R	
Groundskeeper	Maintenance Tech	

ARTICLE 2 - MANAGEMENT RIGHTS

The Union recognizes that the Employer has the obligation of serving the public with quality medical care, efficiently and economically, and meeting medical emergencies. Except as expressly modified or restricted by a specific provision of this Agreement, all statutory and inherent managerial rights, prerogatives and functions are retained and vested exclusively in the Employer, including but not limited to, the right to operate and manage the Hospital, and clinics; the right to require and set standards of performance and to maintain order and efficiencies; to direct employees and to determine the materials and equipment to be used; to maintain the efficiency of operations; 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, determine their qualifications and assign and direct their work; to promote, demote,

transfer, lay-off, recall to work and retire employees; to discipline, demote and discharge employees for cause, provided, however, the Employer reserves the right to discharge any employee deemed to be incompetent; to use independent contractors to perform work or services; to subcontract, contract out, close down or relocate the operations or any part thereof; to expect 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 express provision of this Agreement. The parties recognize that the above statement of management rights and 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 Employer on a unilateral basis in accordance with such policies and procedures as it from time-to-time shall determine. The Employer's failure to exercise any right, prerogative or function hereby reserved to it, or the Employer's exercise of any such right, prerogative or function in a particular way, shall not be considered a waiver of the Employer's right to exercise such right, prerogative or function or preclude it from exercising the same in some other way not in conflict with the express provisions of this agreement.

ARTICLE 3 - MEMBERSHIP

3.1 Union Security. Employees shall have the option of joining or not joining the Union. Such determination must be made within thirty (30) days from the execution of this Agreement or within thirty (30) days from the date of hire. Employees choosing to join the Union may submit a Dues Authorization Card to the Hospital and the Union if they choose payroll deduction. Any employee who is a member of the Union may voluntarily withdraw from the Union by giving written notice to the Union within the last 10 days prior to the yearly anniversary date of this Agreement and/or prior to the expiration of the Agreement.

3.2 Dues Deduction. During the term of this Agreement, the Employer shall deduct dues in the amount certified by the Union 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 term, unless the wages owed an employee are less than the amount of money which the employee has authorized the Employer to deduct in which case the Employer shall make no deductions. The amount deducted and a roster of all employees using payroll deduction will be transmitted monthly to the Union by check payable to its order. Upon issuance and transmission of a check to the Union, the Employer's responsibility shall cease with respect to such deductions. The Union and each employee authorizing the assignment of wages for the payment of Union dues hereby indemnify and hold the Employer harmless from all claims, demands, suits or other forms of liability (including attorneys' fees and costs incurred by the Employer that may arise against the Employer, its employees or agents, for or on account of any deduction made from the wages of such employee).

3.3 Employee Rosters. Upon the signing of this Agreement and quarterly thereafter, the Employer shall supply to the Union a report electronically of all employees covered by this Agreement. The Employer shall notify the Union of new hires monthly. The list shall include any new hires, the name, address, and the phone number, employee ID number (including last 6 digits of social security number), job classification, employee status, date of hire, hourly rate of pay, any employee with a name change (identifying both their prior name and new name) or address change and of all bargaining unit employees who have terminated during that month. The Roster will be changed after the employee becomes aware of the change. It will be the employee's responsibility to inform the Employer of any changes within 30 days.

ARTICLE 4 - UNION REPRESENTATION

4.1 Union Access. The Union will notify the Employer in writing of its representatives who are authorized to deal with the Employer about employment conditions and adjustments of any problems under this Agreement. Union authorized staff representatives, as the Employer approves in advance, may have access to such areas of the Employer's premises as are open to the public for such purposes and at such time for pre-approved visits. Union representatives shall not enter patient care areas or break rooms or lounges located within patient care areas. The Union's representative may enter upon the Employer's premises to attend meetings as identified in the Grievance Procedure set forth in Article 15 of this Agreement and must check in with Human Resources upon entry. The representative's access shall be limited to meeting space designated and agreed to by the Employer.

4.2 Bargaining Unit Representative. The Union may designate, and the Employer may recognize employee stewards when the Union has given the Employer written notice of the selection and the scope of authority. Unless otherwise agreed to by the Employer, the investigation of grievances and other Union business shall be conducted only during non-working times for both the steward and the other employee(s) and shall not interfere with work or patient care.

4.2.1 Union Business. Subject to scheduling and patient care requirements as determined by the Employer, elected officers and representatives of UFCW3000 shall be allowed unpaid time off for Union business as necessary.

4.2.2 Negotiations. Subject to notification at least fourteen (14) days in advance by the designated employees to their appropriate supervisor and scheduling requirements, four (4) negotiating team members shall be given unpaid release time for joint negotiations. The Union will designate four (4) bargaining unit representatives by the 10th day of the preceding month. The Union may replace the designated representative due to unforeseen circumstances.

4.3 Bulletin Board. The Union shall be permitted to post Union announcements and notifications of professional activities signed by a designated bargaining unit chairperson/designee such announcements and notifications as the Superintendent/CEO has approved by initialing and dating the notice in the space provided by the Employer on bulletin boards at its main hospital facility, at its Assisted Living facility adjacent to the Hospital, and at any other sites where bargaining unit employees are employed.

4.4 New Hire Orientation. The Employer shall provide the Union access to new hires covered under this Agreement on the day of the Human Resources Orientation Day, or individually not to exceed one half (1/2) hour regular, non-shift, paid time; newly hired employees shall not be required to attend this presentation. At this time, the Union representative will provide new hire employees with relevant union membership materials. A list of new hired employees will be provided to the Union Representative one week prior to the Orientations Days.

ARTICLE 5 – DEFINITIONS

5.1 Full-Time Employee. An Employee who is regularly scheduled to work thirty-two (32) to forty (40) hours per week and who has successfully completed the required probationary period as defined in Section 5.4.

5.2 Part-Time Employee. An Employee who is regularly scheduled to work more than twenty (20) but less than thirty two (32) hours per week and who has successfully completed the required probationary period as defined in section 5.4.

5.3 Temporary Employee. An employee who has been hired to work for a specific need, strictly temporary in nature, for a relatively short period of time, but usually not to exceed 1872 hours, will be classified as temporary and will not accrue any benefits. Temporary employees whose status is changed to full-time or part-time shall be subject to a 520 hour or 90 calendar day probationary period, whichever is greater.

5.4 PRN Employee. An employee who is hired to work on an as needed basis will be classified as PRN. To maintain a PRN status, an employee shall make themselves available to work thirty-six (36) hours per month. PRN employees are to be utilized for all duties required by the Manager commensurate with their experience, skills, and abilities.

5.4.1 PRN employees actively receiving additional benefits as of the date of ratification, will continue to receive these benefits while in their current roll for the duration of their employment with the Hospital.

5.4.2 By the 10th of each month, PRN Employees must provide the hospital with availability for at least 3 shifts per month (including at least one weekend per month, if applicable) and one major holiday (New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day) per year and must remain available for all the provided shifts.

5.4.3 If no availability has been provided for at least three (3) months, the PRN employee may be terminated.

5.5 Probationary Period. The probationary period shall be defined as either 520 hours or 90 days, whichever is the longer period of time. An employee who has been hired by the Employer on a full-time, or part-time basis and who has been continually employed by the Employer up to 520 hours or 90 days shall be considered to have completed the probationary period unless specifically advised by the Employer of an extended probationary period up to an additional 520 hours or 90 days; the conditions of which shall be specified in writing. During the probationary period or any extension thereof, an employee may be terminated without notice and without recourse to the grievance procedure.

5.6 Regular Rate of Pay. The regular rate of pay shall be defined to include the employee's straight-time hourly rate, plus any applicable premium(s) (for Hospital approved premium pay) for a given pay period, as required by the Fair Labor Standards Act (FLSA).

5.7 Payment In Lieu of Benefits (PILB). Regardless of employment classification, regular full-time or regular part-time employees may choose to be paid on a PILB basis, where a prorated differential is added to their regular hourly rate or salary in lieu of any benefits. The prorated differential is calculated based on the employee's FTE (full time equivalent) and then multiplied by 12%. For example, a .75 FTE (an employee regularly working 30 hours) would receive a 9% differential. An employee may exercise this option when hired or during the annual benefit open enrollment period to be effective January 1st of the next calendar year. The employee must provide proof acceptable to the Employer that the employee has alternative health care insurance coverage to be entitled to pay in lieu of benefits.

ARTICLE 6 - EMPLOYMENT PRACTICES

6.1 The Employer and the Union agree that conditions of employment shall be consistent with applicable state and federal laws regarding nondiscrimination. The requirements of the Americans With Disabilities Act or comparable state law shall supersede the provisions of this Agreement and any actions by the Employer in an effort to comply with the Americans With Disabilities Act or comparable state law shall not be considered a violation of this Agreement or be subject to any grievance procedure.

6.2 Notice of Resignation. Full-time and part-time employees who have completed the probationary period shall be required to give at least twenty-one (21) calendar days of notice of resignation. Failure to give notice shall result in loss of accrued Benefits. The employer may consider extenuating circumstances.

6.3 Notice of Termination Full-time and part-time employees who have completed the required probationary period shall receive at least twenty-one (21) days' notice of termination or pay in lieu thereof including any accrued benefits, except in cases of discharge for cause.

6.4 Discipline and Discharge. No employee shall be disciplined or discharged except for cause. It is the intent of the Employer to generally use progressive discipline when appropriate. Progressive discipline would generally be:

- 1) Verbal counseling/warning.
- 2) Written warning.
- 3) Suspension from work without pay, not to exceed seven (7) calendar days, except in extenuating circumstances.
- 4) Discharge.

Which level of discipline the Employer will use is discretionary in a given situation, including the Employer's determination to skip one or more levels of progressive discipline, and will depend on the circumstances and severity of the employee's conduct or work performance in the sole judgment of the Employer.

A copy of all written disciplinary actions shall be given to the employee at the time of discipline. Employees shall be requested to sign the disciplinary action for the purpose of acknowledging receipt thereof. Progressive discipline may not be applied when the nature of the offense requires immediate suspension or discharge. An employee may request the attendance of a Bargaining Unit Representative or Union Representative during any fact-finding disciplinary meeting with management which the employee has been told or believes may lead to discipline and/or discharge of the employee, provided such Union Representative's attendance will not cause any unreasonable

delay; in the event a Union Representative or Union Steward is not available within twenty-four (24) hours of the Employer's request, a different Union Representative or Union Steward member will be provided, but in no event will the unavailability of a specific Union Representative or Union Steward justify the postponement or cancellation of a fact-finding meeting. This provision shall not apply to non-disciplinary counseling of an employee, nor to meetings held for the sole purpose of communicating to the employee what disciplinary action is being taken by the Employer against the employee. The Hospital will notify the Union following notice of suspension or discharge of any employee in the bargaining unit.

6.5 Performance review. The Employer shall maintain a performance review program which should be considered a process for determining progress in personal and professional growth and development. Employees shall usually receive a written review at the end of the probationary period and every February (12-15 months from the previous review) thereafter.

Employees shall acknowledge such review by signature via electronic acceptance of the review in the HRIS; such signature will imply neither agreement nor disagreement with the review. A copy of the review will be available to the employee in the Human Resource Information System (HRIS). The employee will be given the opportunity to provide a response to any written reviews, to be included in their personnel record.

6.6 Personnel Files. Personnel records will be maintained for each employee. Information contained in the personnel record will include: employment application and supporting materials, performance review, records of payroll activity, licensure and training records, letters of commendation and recognition, and records of disciplinary action. By appointment, employees may inspect their personnel records. Employees will be given the opportunity to provide a response to any reviews or disciplinary actions to be included in the personnel file.

6.7 Pay Period/Pay Day. The typical work week begins at 12:00 am each Sunday morning and ends at 11:59 pm on the following Saturday. Employees will be advised if their work week will deviate from this.

A pay period will consist of two consecutive work weeks, according to the Hospital's established payroll cycle. Payday will occur every other Friday. Paycheck information or details are accessible electronically.

Employees, regardless of classification, are required to have their paychecks deposited directly to a bank checking or savings account.

6.8 Travel. An employee, who under the direction of a Chief or designee, accompanies a patient traveling by public or private conveyance shall be considered to be in the employee of the Hospital, unless by mutual agreement in writing between the employee and Chief or designee, stating specifically and in advance that other arrangements have been made. If the return trip to the employer is not made by the same method of transportation in which the employee traveled with the patient, the employee's return trip transportation expense shall be reimbursed.

6.9 Length of Service/Seniority and Benefit Accrual. Low census, paid time off, and Extended Illness Bank (EIB) shall be regarded as time worked for purposes of length of service/seniority and the accrual of benefits.

6.10 Committees. Employees shall be compensated for all time spent on established committees when required to attend. Attendance at staff meetings will be encouraged and time compensated at the regular rate of pay. Time spent on required committee assignments will be counted toward overtime.

6.11 Low Census. Low census is defined as a decline in patient care requirements resulting in temporary staff hour reduction. During periods of low census, the Employer will first ask for volunteers 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 employees assigned to each area by shift, subject to competence, ability, and availability as determined by the Employer. If an individual volunteers to take low census hours off, the hours shall be counted as a whole day for purposes of the rotation list.

Employees who are subject to low census may use accrued annual leave time and such time off will count in the low census rotation. Temporary and PRN employees will not normally be utilized in an area and shift where regular full-time or part-time employees are subject to low census.

6.11.1 Any employee who is asked to stay home or is sent home due to low census on a regularly scheduled work day may elect to utilize PTO hours, unpaid PTO, or voluntary call for the remainder of the shift time. Voluntary call for the remainder of the shift must be mutually agreed upon by employee and Employer, and will be compensated per Article 10.

ARTICLE 7 - LENGTH OF SERVICE/SENIORITY

7.1 Definitions.

Length of Service shall mean an employee's continuous length of service with the Employer. Length of Service benefits shall not apply to an employee until completion of a probationary period. During the probationary period, an employee may be discharged without notice and without recourse to the grievance procedure. Employees shall be notified when they have completed their probationary period. Benefits shall be earned from the date of employment and become effective after the employee becomes a regular employee upon completion of the probationary period.

Seniority shall be defined as all hours worked within the bargaining unit from the most recent date of hire in a job classification. Seniority shall not be broken by a move to a non-bargaining position with the employer, except when a return to a bargaining unit position is not made within twelve (12) months. Seniority shall be used for purposes of restructure, layoff, recall, extra shifts and job openings.

7.2 Length of Service/Seniority. Length of Service/Seniority shall be broken by the following:

- a) Resignation
- b) Discharge
- c) Retirement
- d) Layoff of more than twelve (12) months
- e) Failure to return in accordance with a leave of absence or recall from reduction in force
- f) Illness or injury of more than six (6) months duration
- g) Not returning to the bargaining unit within twelve (12) months

7.3 Restructure. The Employer will notify and discuss with the Union at least 14 days in advance (in the event of an emergency the time may be shortened) the need to restructure to include but not limited to shift changes, changes to FTEs, hours per day/days per week that would affect the entire job classification.

7.4 Layoffs. When it becomes necessary for the Employer to reduce its work force for an extended period of thirty (30) days or more, the Employer shall give notice of layoff to the Union and employees as soon as possible but no less than fourteen (14) days before such action is to become effective, except in cases of urgent circumstances. During this time the Employer and Union shall meet to discuss the layoff. A reduction in the number of hours scheduled in a workweek for employees shall not constitute a layoff.

7.4.1 Notice of layoff need not be given to employees who are employed in a probationary status. Layoffs in connection with the reduction of the work force shall be governed by the needs of the Employer, length of service/seniority, skill and ability in a specific area. Where skill and ability are equal, as determined by Human Resources, length of service/seniority shall prevail. In the event two or more employees have the same dates of employment from the most recent date of hire, total accrued paid hours shall be the determining factor in order of layoff. If the same, a toss of a coin shall be done.

7.4.2 The following order of layoff should be followed by the Employer:

- a) Traveling/Agency.
- b) Probationary employees by length of service/seniority and skills.
- c) Part/Full time scheduled employees by length of service/seniority and skills.

7.5 Recall Roster. Upon reduction in force, employees will be placed on a reinstatement roster for a period of twelve (12) months from date of the commencement of the reduction-in-force. Such employees shall have a break in length of service/seniority while on reduction-in-force status but shall retain length of service/seniority and accrued unused benefits to the date of the commencement of the reduction- in-force.

7.6 Seniority Roster: When there is a layoff or restructure, a seniority roster will be sent to the union and posted in the Human Resources Department at least fourteen (14) days in advance of the layoff/restructure. The 14 days will apply except in extreme cases where timing is critical.

7.7 Recall. When a vacancy is to be filled, the order of reinstatement will be in the reverse order of reduction-in-force, providing skill, competency, and ability are considered equal as determined by Human Resources. Upon such reinstatement, length of service/seniority shall commence to accrue

length of service/seniority and the employee shall have previously accrued unused benefits and length of service/seniority restored. It is the employee's responsibility to keep the Employer informed as to current address and telephone number. Any recall of employees out of this recall order will be communicated to the Union representative.

7.8 Job Openings. Notice of regular job openings within the bargaining unit shall be posted according to the following procedure:

- 1) Local Posting and/or advertising.
- 2) Outside the Hospital advertising at the election of the Employer.

Each job opening shall state job qualifications; FTE; hours of work; wage scale range and days of work if specified. Specific duties to be performed will be available for review in Human Resources.

Qualified employees (employed in current position for at least 12 consecutive months, except by mutual agreement) presently employed by the Employer may apply for open positions if eligible. To be considered for a regular job opening, the employee must submit a letter of intent for each posted position. When a regular job opening occurs within the bargaining unit, length of service/seniority shall be the determining factor in filling such vacancy provided the applicant's skills, ability and experience are considered substantially equal in the opinion of the Employer.

In the event at least three (3) weeks' advance written notice of intent to resign is not received by the Employer pursuant to Section 6.2 herein, the required posting period shall be waived in filling that position. If the Employer is unable to transfer an employee to a vacant position pursuant to this section due to patient care considerations or departmental needs, the position may be filled on a temporary basis and the employee will be advised as to when the transfer will occur.

ARTICLE 8 - HOURS OF WORK AND OVERTIME

8.1 Work Day. The normal workday shall consist of eight (8) hours work to be completed within eight and one-half (8 ½) consecutive hours, ten (10) hours work to be completed within ten and one-half (10 ½) consecutive hours or twelve (12) hours within thirteen (13) consecutive hours.

8.2 Work Period. For eight (8) and ten (10) hour shifts, the normal work period shall consist of forty (40) hours worked within a regularly reoccurring consecutive seven day schedule. For twelve hour shifts, the normal work period shall consist of thirty-six (36) hours worked within a regular reoccurring seven (7) day schedule.

8.3 Overtime. The Employer and the Union agree that overtime will be minimized as determined by the Employer. Volunteers will be sought first when over time is necessary, and awarded as equitably as possible.

8.3.1 Overtime shall be compensated at the rate of one and one-half (1½) times the employee's regular rate of pay for all time worked beyond forty (40) hours in accordance with the Hospital's established seven (7) day work week and Washington state labor law. Time paid for but not worked shall not count as time worked for purposes of computing overtime pay as in cases where PTO or EIB are used. All overtime must be approved by the supervisor. Overtime shall be calculated to the nearest fifteen minutes. The Regular rules of time-clock rounding, as established by the state, will be enforced.

8.4 Meal/Rest Periods. All employees shall receive rest and meal periods as per current Washington State Labor and Industries requirements. Employees required to remain on duty or to return to work duties during their meal period shall be compensated at the appropriate rate of pay.

8.4.1 Time Off Between Shifts. Each employee shall normally have an unbroken rest period between shifts of 10 hours unless emergency conditions require such employee to work longer periods to meet patient care requirements. This provision may be waived by mutual consent between the employee and Employer.

8.4.2 12 and 10 hour shifts. The twelve (12) hour shift schedule shall provide for a twelve (12) hour work day consisting of either thirteen (13) consecutive hours with two (2) thirty (30) minute unpaid meal periods, or, if mutually agreeable to the Hospital and the employee, twelve and one-half (12 ½) consecutive hours with one (1) thirty (30) minute unpaid meal period. A ten (10) hour employee working a shift of more than eleven (11) hours during a shift will receive an additional thirty (30) minute unpaid meal period, unless waived in mutual agreement by both the Hospital and the employee. Shift start times shall be determined by the Employer. Break and meal periods will be handled according to Washington state labor laws.

8.5 Work Schedules. It is recognized and understood that deviations from the foregoing normal hours of work may occur from time to time, resulting from several causes such as, but not limited to PTO, leaves of absence, weekend and holiday duty, absenteeism, employee requests, temporary shortage of personnel, low census and emergencies. Work schedules of shifts and days off (including call schedules) will be posted for a six (6) week period no less than ten (10) days in advance. After posting, the schedules may only be changed by mutual agreement.

8.6 Shift Changes. Shift changes shall be required only in the event it is necessary to cover vacant shifts due to vacation, absence due to illness/accident, and any other reason which otherwise would adversely impact department operations. Prior to schedule posting, the expectation is to first seek volunteers to cover foreseeable absences. In the event sufficient volunteers cannot be obtained, employees will be placed on the schedule based on their length of service/seniority and will be notified of this shift change by their supervisor.

ARTICLE 9 - COMPENSATION

Method of Payment. Contracted bargaining unit employees will be paid in accordance with the following hourly wage schedule: See APPENDIX A. Current Step Schedule will remain for the life of the Agreement.

The attached wage scale (see APPENDIX A) is effective as of the first full pay period following ratification. Current bargaining unit employees will receive a 2% increase prior to being assigned a step on the scale. If an employee falls in-between steps, the employee will be placed on the higher step of that 2 step range.

Effective September 8, 2023 2% increase.

Effective September 6, 2024 4% increase.

Effective September 5, 2025 4% increase.

9.1 Longevity Increments. All employees shall gain advancement from one longevity step to the next on their anniversary date (yearly); provided the minimum time worked before the next step is 1664 hours.

a. Recognition for Past Experience.

Employees hired during the term of this Agreement shall be compensated at a wage level in accordance with their total years of transferable skills as determined by Human Resources with the following considerations: Employees with comparable experience or little need to orient in the organization and without a break in experience greater than 1 year will receive the following:

- 1 year up to 10 years - will be placed one step for every one year of experience on the wage scale.
- 10 years or greater experience - step placement will be at the discretion of the employer; not to be less than 10 years step for experience greater than 10 years, but with the ability to place higher if deemed appropriate.

Employees with non-comparable experience or with a break greater than 1 year shall be placed on the steps as follows.

- 3 years' experience shall be placed not less than step 1.
- 4-6 years' experience shall be placed at not less than step 2.
- 7 years' experience shall be placed at not less than step 3.
- 8 years' experience or more shall be placed at not less than step 4.

Employees shall be placed in the appropriate wage step in the opinion of Human Resources and the Department Manager.

ARTICLE 10 - PREMIUM PAY

10.1 Shift Differential. Evening shift differential (1800-2400) shall be one dollar and seventy-five cents (\$1.75) per hour; the night shift differential (0000-0600) shall be three dollars and seventy-five (\$3.75) per hour. Employees assigned night duty shall be paid for hours worked on change of daylight saving time.

10.2 Voluntary Call. Employees who are scheduled to be on call must be immediately available to be contacted. Once contacted, employees must be available and fit to work with a thirty (30) minute notice except those who live out of area who will have a reasonable amount of time up to sixty (60) minutes. Employees will be paid an hourly rate of three dollars (\$3.25) for each hour while on call. When they arrive at their duty station they will then be compensated at their regular rate of pay and be paid the minimum of two (2) hours for each call in. If overtime hours apply then they will be paid at 1.5 time their base wage.

10.3 Late Notice Staffing. Employees who are not scheduled to be on call but agree to come to work with less than two (2) hours' notice will be paid one and one-half times their regular hourly rate. The increased rate is only impacting the hours for which the employee is working due to being called in to work.

10.4 Certification/Specialty Pay. Employees who are and/or become certified in any additional specialty recognized in their professional role (beyond certifications required for their current position) will be paid a premium of .50 cents for the first certification, .40 cents for the second certification and an additional .30 cents for the third certification when performing these services for all hours worked.

10.5 Weekend Premium Pay. Any employee who works on a weekend shall receive two dollars and fifty cents (\$2.50) per hour for each hour worked on the weekend in addition to the employee's hourly rate of pay. The weekend shall be defined as the forty-eight (48) hour block between Saturday at 0000 and Sunday 2400.

10.6 Holiday Premium. A holiday premium will be paid to employees who work on New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, or Christmas Day. Any employee who is regularly scheduled to work on one of these holiday periods will be paid a premium of time and one-half. If working on the holiday puts an employee into overtime status then the Holiday premium will be double their regular pay. The holiday premium will be paid on all hours worked between 0000 to 2400.

10.6.1 When scheduling holidays, the employer will first ask for volunteers to work holidays before determining and completing the schedule. In the absence of adequate volunteers, the Employer will schedule holidays equitably and on a rotating basis.

ARTICLE 11 - PAID TIME OFF

11.1 The Employer has combined vacation, sick leave and holiday plans into a Paid Time Off Plan.

a. Employees who work regularly scheduled eighty (80) hours or more per month will accrue Paid Time Off after the completion of the probationary period retroactive to date of hire. Paid time off will accrue on the following: regular hours worked, Extended Illness Bank (EIB), Paid Time Off (PTO), holiday and bereavement hours, any overtime hours, and jury duty.

b. Employees will accrue Paid Time Off according to the current accrual rates as found in the employee handbook for each regularly scheduled paid hour:

- 0-4 years earns at a rate of 8.85%:

(an employee working 80 hours would earn 7.08 hours per paycheck)

(an employee working 40 hours would earn 3.54 hours per paycheck)

(an employee working 20 hours would earn 1.77 hours per paycheck)

- 5-14 years earn at a rate of 10.77%:

(an employee working 80 hours would earn 8.62 hours per paycheck)

(an employee working 40 hours would earn 4.31 hours per paycheck)

(an employee working 20 hours would earn 2.15 hours per paycheck)

- 15+ years earn at a rate of 12.69%:

(an employee working 80 hours would earn 10.15 hours per paycheck)

(an employee working 40 hours would earn 5.08 hours per paycheck)

(an employee working 20 hours would earn 2.54 hours per paycheck)

The above calculations are for example purposes only. The PTO accrual formula will be applied to each individual employee's Full Time Equivalent (FTE) hours.

c. Accrued Paid Time Off may be utilized after probation of employment by the employee for any purpose they choose providing they supply notice (preferably with a minimum of two weeks' notice) which is determined by the Employer to be adequate and sufficient coverage is available. If the employee provides less than 12 hours' notice of the request for paid time off, the Employer may inquire into the nature and reason of the requested paid time off, and may require physician verification. Further, the employee must speak with their Manager when providing notice of less than 12 hours. Accrued Paid Time Off must be used when an employee misses a scheduled shift for any reason.

d. Paid Time Off may be accrued up to a maximum of two years' accrued benefit per the Employee Handbook.

e. The following procedure will be used when scheduling vacations:

1. The Employer shall establish an open request period between November 1st and December 31st where employees may submit vacation requests for the following year. Employees who request PTO during this bidding period will be granted PTO by date of hire (in the bargaining unit), subject to the supervisor limiting the number of employees who may be on vacation at any one time. Responses to this request shall be received by January 31st.
2. PTO requests submitted by the 10th of each month, for time off the following month, shall be considered on a first come first served basis, subject to the supervisor limiting the number of employees who are on vacation at any one time. Monthly PTO shall be approved at the time the schedule is posted.
3. Once approved by management, scheduled PTO may only be changed with the mutual consent of the employee and management, except in an emergency situation.
4. Employees may be limited to one vacation between May 1st and September 30th of not more than two weeks, unless there are no conflicts.
5. Employees may not submit a request for PTO which would include any time during the week of Thanksgiving Day or the week of Christmas Day more than three months in advance, if the employee was scheduled for PTO that holiday week the previous year. The previous year's holiday schedule will be kept by the supervisor for employees to review.
6. The Employer shall post a seniority roster and vacation calendar during the open request period so that employees may work together to coordinate vacation requests.

11.2 Extended Illness Bank (EIB).

a. An Extended Illness Bank (EIB) will be established for all employees. EIB will be retroactive to the date of hire. EIB is accrued on regular hours, PTO hours, holiday, bereavement and jury hours at the rate as determined by Washington state labor laws for Paid Sick Leave. EIB will accrue at a rate of .03077 hours for each hour paid, excluding standby, on-call, and differentials. An employee will accrue at least one hour of paid sick leave for every 40 hours worked.

b. Employees may access their Extended Illness Bank (EIB) on the third consecutive work day after they have utilized two consecutive days of their paid time off accrual for an illness or injury. Immediate access is available upon the first (1st) day of the employee's hospitalization or outpatient surgery and/or for on going out patient treatments. The employee shall provide documentation from a licensed Washington State Health Care Provider to include MD, DO, PA-C or ARNP for the need of ongoing outpatient treatment(s) and, if requested, a return to work release and an Activity Prescription Form (APF) before returning to work.

ARTICLE 12 - MEDICAL/RETIREMENT BENEFITS

12.1 Health Insurance (Medical, Dental and Vision). All newly hired full-time and regular part-time employees are eligible to enroll to be effective the first day of their first full calendar month of employment. The Employer will pay the following employees portion of the premium for the Hospital group health insurance:

For employees who are .8 FTEs and above (employees who are regularly scheduled to work 32 hours or more per week), the Employer shall pay full employee-only portion of the premiums.

For employees who are at least .5 FTEs but less than .8 FTEs, (employees who are regularly scheduled to work greater than 20 hours but less than 32 hours per week), the Employer shall pay 50% of the premium for the employee-only.

All employees who are utilizing the hospital insurance policy are responsible to meet their co-payments or deductibles.

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

12.3 Retirement. All employees are eligible to participate in a tax deferred retirement plan offered through the Hospital. Employees who participate may contribute upon employment any amount of their choosing up to the limits established by the IRS.

12.4 Life Insurance. Eligible full-time employees shall participate in the Employer's group life insurance plan in accordance with the plan document following successful completion of the probationary period.

12.5 Maintenance of Benefits. The current level of health and retirement benefits shall not be unilaterally reduced by the Employer during the term of this Agreement without agreeing to communicate/meet with the Union regarding any proposed changes in the Employer's group health or retirement plans. The Employer shall notify the Union as soon as the Hospital is notified, but not to exceed 30 days after the Hospital's notification of any change in such benefits.

ARTICLE 13 - LEAVES OF ABSENCE

13.1 Leave of Absence. A leave of absence may be requested for up to 90 days only following one (1) year of continuous employment and only once during a rolling 12 month calendar period. All leaves are to be requested from the Employer in writing as far in advance as possible stating all pertinent details and the amount of time requested. A reply to grant or deny the request shall be given by the Employer. Any and all PTO will be used and paid out, during regular monthly intervals, until exhausted.

13.2 Family and Medical Leave (FMLA). Employees who have been employed at the Hospital for 12 months and who have completed at least 1,250 hours of work during the 12 month period immediately preceding the commencement of family or medical leave will be granted up to 12 weeks of family or medical leave in accordance with the provisions of the Family and Medical Leave Act and the most current law. The employee must provide 30 days written notice of the intent to take leave if the need for the leave is foreseeable and to give notice as soon as practicable for leave

which is unforeseeable. Employees may take family or medical leave for the following reasons:

- 1) To care for a child after birth or adoption;
- 2) To care for a foster child;
- 3) To care for a spouse, child or parent with a serious health condition; or
- 4) For the employee's own serious health condition.

A serious health condition is defined as inpatient care at a hospital, hospice, or residential care facility or continuing care by a licensed doctor of medicine or osteopath, ARNP, or Physicians' Assistant currently practicing in the State of Washington, involving any period of incapacity requiring an absence of more than three (3) calendar days.

Employer has the right to require medical certification to support a request for leave because of a serious health condition and also has the right to require medical certification that the employee is unable to return from leave because of a serious health condition. In the case of family leave, if employee's spouse is employed by the Hospital, the aggregate leave for both employees is 12 weeks of family leave during any 12 month period. This leave will be granted to one employee at a time. The 12 month period will be a rolling 12 month period, not a set calendar period. In the case of family leave, the employee must first use all accrued paid time off and all remaining family leave will be unpaid. In the case of medical leave to care for a spouse, child or parent with a serious health condition or for the employee's own serious health condition, the employee must first use all accrued paid time off and Extended Illness Bank (EIB) and all remaining medical leave will be unpaid.

Employer will maintain group health coverage for an employee on a family or medical leave on the same basis as if the employee were working.

Any eligible employee who takes family or medical leave will be returned to the same position held prior to the leave or to an equivalent position, upon employee's return from a family or medical leave.

13.3 Jury Duty. Any benefit eligible employee who is required to serve on jury duty on a regularly scheduled work day, or who is called to be a witness on behalf of the Employer in any judicial proceeding, shall be compensated by the Employer for the difference between the employee's jury duty/witness fee pay and the employee's regular rate of pay, provided the employee notifies 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 upon the Employer. Employees who serve as jurors or a witness on behalf of the Employer will be paid their straight/base rate for the duration of the jury duty. Employees subpoenaed for proceedings not involving the employer will be given unpaid release time. Employees may be given up to twelve (12) hours off without pay prior to any judicial proceeding, if requested upon adequate notice by the employee.

13.4 Bereavement Leave. Upon successful completion of the probationary period, emergency leave of up to three (3) cumulative days with pay for full-time and part-time employees shall be granted for a death in the immediate family; provided, however, that such an employee will receive bereavement leave for the three (3) cumulative days during the week which he/she was scheduled to work. Immediate family shall be defined as the employee's spouse, child(ren), grandparents, step-children, grandchildren, parents, parents-in-law, brothers, sisters and any person residing permanently in the employee's household.

13.5 Military Leave. Leave required in order for an employee to maintain their military status

shall be granted without pay, without loss of benefits accrued to the date such leave commences, and shall not be considered part of the earned annual vacation time. The employee will provide HR the military orders. Employer will pay up to two weeks of the ordered leave.

Military Family Leave. Eligible employees are entitled to up to 12 weeks of leave because of "any qualifying exigency" arising out of the fact that the spouse, son, daughter, or parent of the employee is on active duty, or has been notified of an impending call to active duty status, in support of a contingency operation. In addition an eligible employee who is the spouse, son, daughter, parent or next of kin of covered service member who is recovering from serious illness or injury sustained in the line of duty on active duty is entitled to up to 26 weeks of leave in a single 12-month period to care for the service member.

ARTICLE 14 - DRUG AND ALCOHOL FREE WORKPLACE

14.1 General. The Employer, the employees and the Union have a joint interest in workplace safety and satisfactory job performance, and collectively acknowledge that alcohol and drug abuse are inconsistent with this joint interest. The Employer and the Union also acknowledge that employees continue to be responsible for maintaining satisfactory job performance and attendance, and for complying with the Employers policies and procedures.

Employees with job performance, attendance, or conduct problems are still subject to corrective action if such problems are caused in whole or in part by the use of alcohol or drugs.

14.2 Drug/Alcohol Testing Policy. The Employer has a Drug/Alcohol Testing policy, including pre-employment and reasonable cause drug and alcohol testing consistent with state and federal law. The Employer also maintains an Employee Assistance Program (EAP) as a resource for employees. Employees who may have an alcohol or drug related problem are strongly encouraged to seek assistance or referrals to rehabilitation or treatment programs through the Employee Assistance Program (EAP).

14.3 Treatment and Rehabilitation. The Employer and the Union recognize that alcohol and chemical dependency are chronic and treatable conditions. The Employer and the Union support efforts which will enable a chemically impaired employee to remain eligible for their position after rehabilitation. Employees needing help in dealing with drug and alcohol problems are strongly encouraged to voluntarily seek treatment and rehabilitation referrals through the Employee Assistance Program (EAP). Employees voluntarily requesting assistance prior to experiencing job performance, attendance, or misconduct problems, will not be subject to disciplinary action for having sought treatment for alcohol or chemical dependency, and will be given a medical leave of absence by the Employer according to the terms of this Agreement.

ARTICLE 15 - GRIEVANCE PROCEDURE

15.1 A grievance is defined as an alleged breach of an express term 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; if either the Employer or Union fails to respond within the specified time limit, the grievance shall automatically advance to the next step

Step 1 Employee, Immediate Supervisor and HR representative.

If any employee has a grievance, the employee and the Shop Steward and/or Union Representative, if requested by the employee, must first present the grievance to the employee's immediate supervisor and HR representative. The employee shall present the grievance in writing to the employee's immediate supervisor and HR representative within twenty one (21) calendar days from the date when the employee became aware of the facts that constitute the grievance. Upon receipt thereof, the immediate supervisor and HR representative shall attempt to resolve the problem and shall respond in writing within twenty one (21) calendar days following receipt of the written grievance. If there is no immediate supervisor, an employee will initiate the grievance procedure at

Step 2 Employee, Manager and HR representative.

If the matter is not resolved to the employee's satisfaction at Step 1, the employee shall present the written grievance, which shall contain a description of the alleged problem, specific section allegedly breached, date of its occurrence, and corrective action sought by the grievance, to their Manager and HR representative or their designee within fourteen (14) calendar days of the immediate supervisor's decision. The employee shall meet with an HR representative, and if requested, a union representative to discuss the issue. Human Resources shall issue a written reply within fourteen (14) calendar days following the meeting concerning the grievance. A conference between the employee (and Bargaining Unit Representative or Union Representative, if requested by the employee), and the facility's Human Resources representative shall be held.

Step 3 Employee, an HR, Superintendent/CEO and Union Representative.

If the matter is not resolved at Step 2, the employee shall present the written grievance to the Superintendent and/or designated representative within fourteen (14) calendar days from receipt of the written reply from Human Resources. The parties shall meet within fourteen (14) calendar days from the date of the receipt of the written notice for the purpose of resolving the grievance. The Superintendent and/or designee shall issue a written reply within fourteen (14) calendar days of the meeting between the parties.

Step 4 Mediation.

Before advancing a grievance to arbitration, within ten (10) days of receipt of the step three (3) response, either party may request that the parties utilize the services of a Federal Mediation and Conciliation Service Commissioner to mediate the grievance, except that either party may notify the other party that they are not willing to engage in mediation. The selected Commissioner must be stationed in the states of Oregon, Washington, or Idaho.

Step 5 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, and 3 herein, the Union may, within fourteen (14) calendar days following receipt of the written reply from the Superintendent/CEO and/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 within fourteen (14) calendar days of notification that the dispute is submitted to arbitration. If the Employer and the Union fail to agree on an arbitrator, a list of eleven (11) arbitrators whose primary residence is in the states of Oregon, Washington, or Idaho, 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 (30) calendar days from the date of case presentation. The arbitrator shall be confined to the issue submitted for arbitration and shall have no authority to determine any other issue not so submitted to them. The arbitrator shall have no authority to add to, subtract from or otherwise change or modify the provisions of the 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. Furthermore, the arbitrator shall have no authority to substitute their judgment for that of the Employer nor reverse the Employer's exercise of discretion in management decisions.

Each party shall bear one-half of the fees of the arbitrator and any other expenses jointly incurred incidental 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. Any arbitrator accepting an assignment under this article agrees to issue an award within forty-five (45) calendar days of the close of the hearing or the receipt of post hearing briefs, whichever is later.

15.2 Any disposition of a grievance from which no appeal is taken within the time limits specified herein shall be deemed withdrawn and shall not thereafter be subject to the grievance procedure.

ARTICLE 16 - LABOR MANAGEMENT COMMITTEE

A Labor Management Committee shall be established to foster communication and to discuss other matters of mutual concern. The Committee may meet quarterly or on a more frequent basis by mutual agreement. During which, committee members shall be compensated at their straight rate of base pay for the first one (1) hour. Any additional time in meetings will be uncompensated. Such compensation shall not include overtime, if applicable. Other premiums shall not be applicable to time spent in committee meetings. The Labor Management Committee shall be comprised of three (3) non-bargaining unit employees, one (1) executive team member, three (3) employees selected by the bargaining unit and a Union Representative or Union Steward, if available. The Committee shall prepare an agenda, keep minutes of all meetings, and the minutes shall be distributed to all members of the Committee.

ARTICLE 17 - CONTINUITY OF OPERATIONS

The parties to this Agreement realize that the Employer provides special and essential services to the community, and for this and other humanitarian reasons, it is the intent of the parties to settle disputes by the grievance procedure provided herein. It is, therefore, agreed that during the term of this Agreement, (a) the Employer shall not lock out its employees and (b) neither the employees nor their agents or any other representatives shall, directly or indirectly, authorize, assist, encourage or participate in any way in any strike, including any sympathy strike, picketing, walk-out, slowdown or any other interference with the operations of the Employer, including any refusal to cross any other labor organization's picket line. Any employee participating in any strike, sympathy strike, picketing, walkout, slowdown, boycott or any other interference with the operations of the Employer shall be subject to immediate dismissal.

The Hospital has the right to take actions the Hospital deems necessary to carry out safe services in a state of emergency and when Incident Command has been established. The Hospital Superintendent/CEO and Incident Commander (IC) shall be the determiners as to the existence of a state of emergency. The union rep will be notified as soon as possible of any changes impacting workers during this emergency.

ARTICLE 18 – SEPARABILITY

18.1 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 the Union shall enter into immediate negotiations for the purpose, and solely for the purpose, of arriving at a mutually satisfactory replacement for such provision.

ARTICLE 19 - COMPLETE AGREEMENT

19.1 The parties hereto have had an opportunity to raise and discuss all subjects of bargaining leading to the adoption of 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.

19.2 Changes in Writing. The Agreement expressed herein in writing constitutes the entire Agreement between the parties. Any changes or amendments to this Agreement shall be in writing and duly executed by the parties hereto.

19.3 Past Practices. Any and all agreements, written and verbal, previously entered into between the parties hereto are mutually canceled and superseded by this Agreement. Unless specifically provided herein to the contrary, past practice shall not be binding on the Employer.

19.4 Successorship. This Agreement shall be binding upon any successor Employer. The Employer shall have the affirmative duty to call this provision to the attention of any successor organization.

APPENDIX A

Effective 2023 @ 2%	Job Title	Department	Base	'1	'2	'3	'4	'5	'6	'7	'8	'9	'10	'11	'12	'13	'14	'15	'16	'17	'18	'19	'20	'21	'22	'23	'24	'25
	Charge Capture Specialist	Health	22.81	23.15	23.50	23.85	24.21	24.57	24.94	25.31	25.68	26.05	26.42	26.79	27.17	27.54	27.92	28.29	28.67	29.04	29.42	29.80	30.17	30.55	30.93	31.31	31.69	32.07
	Health Information	Health	16.83	17.08	17.34	17.60	17.85	18.13	18.40	18.68	18.95	19.24	19.53	19.82	20.12	20.42	20.73	21.04	21.35	21.66	21.97	22.28	22.59	22.90	23.21	23.52	23.83	24.14
	Health Information	Health	16.83	17.08	17.34	17.60	17.85	18.13	18.40	18.68	18.95	19.24	19.53	19.82	20.12	20.42	20.73	21.04	21.35	21.66	21.97	22.28	22.59	22.90	23.21	23.52	23.83	24.14
	Health Information	Health	17.34	17.60	17.86	18.13	18.40	18.68	18.96	19.24	19.53	19.83	20.12	20.43	20.73	21.04	21.36	21.68	22.00	22.33	22.67	23.01	23.35	23.70	24.05	24.42	24.78	25.16
	Cook	Dietary	15.83	16.08	16.34	16.60	16.85	17.11	17.37	17.63	17.89	18.15	18.41	18.67	18.93	19.19	19.45	19.71	19.97	20.23	20.49	20.75	21.01	21.27	21.53	21.79	22.05	22.31
	Dietary Aide	Dietary	15.32	15.57	15.82	16.07	16.32	16.57	16.82	17.07	17.32	17.57	17.82	18.07	18.32	18.57	18.82	19.07	19.32	19.57	19.82	20.07	20.32	20.57	20.82	21.07	21.32	21.57
	Preparation Cook	Dietary	15.32	15.57	15.82	16.07	16.32	16.57	16.82	17.07	17.32	17.57	17.82	18.07	18.32	18.57	18.82	19.07	19.32	19.57	19.82	20.07	20.32	20.57	20.82	21.07	21.32	21.57
	Maintenance Tech	Facility	19.86	20.16	20.46	20.77	21.08	21.39	21.72	22.04	22.37	22.71	23.05	23.39	23.74	24.10	24.48	24.83	25.20	25.58	25.96	26.35	26.75	27.15	27.55	27.97	28.39	
	Grounds	Facility	17.34	17.60	17.86	18.13	18.40	18.68	18.96	19.24	19.53	19.83	20.12	20.43	20.73	21.04	21.36	21.68	22.00	22.33	22.67	23.01	23.35	23.70	24.05	24.42	24.79	
	Environmental Service Worker	Environmental Services	16.32	16.55	16.81	17.07	17.32	17.58	17.84	18.11	18.38	18.66	18.94	19.22	19.51	19.81	20.10	20.40	20.71	21.02	21.34	21.66	21.99	22.31	22.65	22.98	23.33	
	LPN	Nursing/	22.21	22.54	22.88	23.22	23.57	23.92	24.28	24.64	25.01	25.39	25.77	26.16	26.55	26.95	27.35	27.76	28.18	28.60	29.03	29.47	29.91	30.36	30.81	31.27	31.74	
	MA	Nursing/	17.85	18.12	18.39	18.67	18.95	19.23	19.52	19.81	20.11	20.41	20.72	21.03	21.34	21.66	21.99	22.32	22.65	22.99	23.34	23.69	24.04	24.40	24.77	25.14	25.52	
	MA-R	Nursing/	16.83	17.08	17.34	17.60	17.85	18.13	18.40	18.68	18.95	19.24	19.53	19.82	20.12	20.42	20.73	21.04	21.35	21.66	21.97	22.28	22.59	22.90	23.21	23.52	23.83	
	NAC-Certified Nursing Assistant	Nursing/	17.34	17.60	17.86	18.13	18.40	18.68	18.96	19.24	19.53	19.83	20.12	20.43	20.73	21.04	21.36	21.68	22.00	22.33	22.67	23.01	23.35	23.70	24.05	24.42		
	Unit Coordinator	Nursing/	17.34	17.60	17.86	18.13	18.40	18.68	18.96	19.24	19.53	19.83	20.12	20.43	20.73	21.04	21.36	21.68	22.00	22.33	22.67	23.01	23.35	23.70	24.05	24.42		
	Lab Technician Unlicensed	Laboratory	17.34	17.60	17.86	18.13	18.40	18.68	18.96	19.24	19.53	19.83	20.12	20.43	20.73	21.04	21.36	21.68	22.00	22.33	22.67	23.01	23.35	23.70	24.05	24.42		
	Patient Account Specialist	Business Office	17.34	17.60	17.86	18.13	18.40	18.68	18.96	19.24	19.53	19.83	20.12	20.43	20.73	21.04	21.36	21.68	22.00	22.33	22.67	23.01	23.35	23.70	24.05	24.42		
	EOC-Registrar	Business Office	16.61	16.85	17.11	17.36	17.62	17.88	18.16	18.43	18.71	18.99	19.27	19.55	19.85	20.15	20.45	20.76	21.07	21.39	21.71	22.03	22.37	22.70	23.04	23.39		
	Referral Coordinator	Business Office	17.85	18.12	18.39	18.67	18.95	19.23	19.52	19.81	20.11	20.41	20.72	21.03	21.34	21.66	21.99	22.32	22.65	22.99	23.34	23.69	24.04	24.40	24.77	25.14		
	Cash Positer	Business Office	16.96	17.22	17.49	17.74	18.00	18.27	18.55	18.83	19.11	19.39	19.69	19.99	20.28	20.59	20.89	21.21	21.53	21.85	22.18	22.51	22.85	23.19	23.54	23.89		
	PT Aide	Diagnostic/Therapeutic	16.32	16.55	16.81	17.07	17.32	17.58	17.84	18.11	18.38	18.66	18.94	19.22	19.51	19.81	20.10	20.40	20.71	21.02	21.34	21.66	21.99	22.31	22.65	22.98		
	Administrative Prod	Business Office	16.61	16.85	17.11	17.36	17.62	17.88	18.16	18.43	18.71	18.99	19.27	19.55	19.85	20.15	20.45	20.76	21.07	21.39	21.71	22.03	22.37	22.70	23.04	23.39		

Effective 2024 @ 4%	Job Title	Department	Base '1	'2	'3	'4	'5	'6	'7	'8	'9	'10	'11	'12	'13	'14	'15	'16	'17	'18	'19	'20	'21	'22	'23	'24	'25	
	Charge Capture Specialist	Health	23.72	24.08	24.44	24.80	25.16	25.55	25.94	26.32	26.72	27.12	27.53	27.94	28.38	28.78	29.22	29.65	30.10	30.55	31.01	31.47	31.95	32.43	32.91	33.41	33.91	34.42
	Hill Scanning	Information	17.50	17.77	18.03	18.30	18.58	18.86	19.14	19.43	19.72	20.01	20.31	20.62	20.93	21.24	21.55	21.88	22.21	22.54	22.88	23.23	23.57	23.93	24.29	24.65	25.02	25.40
	Hill Tech	Health	17.50	17.77	18.03	18.30	18.58	18.86	19.14	19.43	19.72	20.01	20.31	20.62	20.93	21.24	21.55	21.88	22.21	22.54	22.88	23.23	23.57	23.93	24.29	24.65	25.02	25.40
	Hill Scanning/Data Specialist	Information	18.03	18.30	18.58	18.86	19.14	19.43	19.72	20.01	20.31	20.62	20.93	21.24	21.55	21.88	22.21	22.55	22.88	23.23	23.58	23.93	24.29	24.65	25.02	25.40	25.78	26.17
	Cook	Dietary	17.50	17.77	18.03	18.30	18.58	18.86	19.14	19.43	19.72	20.01	20.31	20.62	20.93	21.24	21.55	21.88	22.21	22.54	22.88	23.23	23.57	23.93	24.29	24.65	25.02	25.40
	Dietary Aide	Dietary	16.97	17.23	17.49	17.75	18.01	18.28	18.56	18.84	19.12	19.41	19.70	19.99	20.29	20.60	20.91	21.22	21.54	21.86	22.19	22.52	22.86	23.20	23.55	23.90	24.26	24.63
	Preparation Cook	Dietary	16.97	17.23	17.49	17.75	18.01	18.28	18.56	18.84	19.12	19.41	19.70	19.99	20.29	20.60	20.91	21.22	21.54	21.86	22.19	22.52	22.86	23.20	23.55	23.90	24.26	24.63
	Maintenance Tech	Facility	20.65	20.95	21.28	21.60	21.92	22.25	22.58	22.92	23.27	23.62	23.97	24.33	24.69	25.06	25.44	25.82	26.21	26.60	27.00	27.41	27.82	28.23	28.66	29.09	29.52	29.97
	Grounds	Facility	18.03	18.30	18.58	18.86	19.14	19.43	19.72	20.01	20.31	20.62	20.93	21.24	21.55	21.88	22.21	22.55	22.88	23.23	23.58	23.93	24.29	24.65	25.02	25.40	25.78	26.17
	Environmental Service Worker	Environmental Services	16.97	17.23	17.49	17.75	18.01	18.28	18.56	18.84	19.12	19.41	19.70	19.99	20.29	20.60	20.91	21.22	21.54	21.86	22.19	22.52	22.86	23.20	23.55	23.90	24.26	24.63
	LPN	Nursing/	22.09	23.44	23.79	24.15	24.51	24.88	25.25	25.63	26.01	26.41	26.80	27.20	27.51	28.03	28.45	28.87	29.31	29.75	30.19	30.61	31.10	31.57	32.04	32.52	33.01	33.51
	MA	Nursing/	18.56	18.84	19.13	19.41	19.70	20.00	20.30	20.60	20.91	21.23	21.54	21.87	22.20	22.53	22.87	23.21	23.56	23.91	24.27	24.63	25.00	25.38	25.76	26.15	26.54	26.94
	HAR	Nursing/	17.50	17.77	18.03	18.30	18.58	18.86	19.14	19.43	19.72	20.01	20.31	20.62	20.93	21.24	21.55	21.88	22.21	22.54	22.88	23.23	23.57	23.93	24.29	24.65	25.02	25.40
	HHC - Certified Nursing Assistant	Nursing/	18.03	18.30	18.58	18.86	19.14	19.43	19.72	20.01	20.31	20.62	20.93	21.24	21.55	21.88	22.21	22.55	22.88	23.23	23.58	23.93	24.29	24.65	25.02	25.40	25.78	26.17
	Unit Coordinator	Nursing/	18.03	18.30	18.58	18.86	19.14	19.43	19.72	20.01	20.31	20.62	20.93	21.24	21.55	21.88	22.21	22.55	22.88	23.23	23.58	23.93	24.29	24.65	25.02	25.40	25.78	26.17
	Lab Technician/Unlicensed	Laboratory	18.03	18.30	18.58	18.86	19.14	19.43	19.72	20.01	20.31	20.62	20.93	21.24	21.55	21.88	22.21	22.55	22.88	23.23	23.58	23.93	24.29	24.65	25.02	25.40	25.78	26.17
	Patient Account Specialist	Business Office	18.03	18.30	18.58	18.86	19.14	19.43	19.72	20.01	20.31	20.62	20.93	21.24	21.55	21.88	22.21	22.55	22.88	23.23	23.58	23.93	24.29	24.65	25.02	25.40	25.78	26.17
	FOC - Registrar	Business Office	17.27	17.53	17.79	18.05	18.33	18.60	18.88	19.17	19.45	19.75	20.04	20.34	20.65	20.96	21.27	21.59	21.92	22.24	22.58	22.92	23.26	23.61	23.96	24.32	24.69	25.06
	Referral Coordinator	Business Office	18.56	18.84	19.13	19.41	19.70	20.00	20.30	20.60	20.91	21.23	21.54	21.87	22.20	22.53	22.87	23.21	23.56	23.91	24.27	24.63	25.00	25.38	25.76	26.15	26.54	26.94
	Cashier/Power	Business Office	17.64	17.91	18.17	18.45	18.72	19.00	19.29	19.58	19.87	20.17	20.47	20.78	21.09	21.41	21.73	22.06	22.39	22.72	23.06	23.41	23.76	24.12	24.48	24.85	25.22	25.60
	PT Aide	Diagnostic/Therapeutic	16.97	17.23	17.49	17.75	18.01	18.28	18.56	18.84	19.12	19.41	19.70	19.99	20.29	20.60	20.91	21.22	21.54	21.86	22.19	22.52	22.86	23.20	23.55	23.90	24.26	24.63
	Administrative Floral	Business Office	17.27	17.53	17.79	18.05	18.33	18.60	18.88	19.17	19.45	19.75	20.04	20.34	20.65	20.96	21.27	21.59	21.92	22.24	22.58	22.92	23.26	23.61	23.96	24.32	24.69	25.06

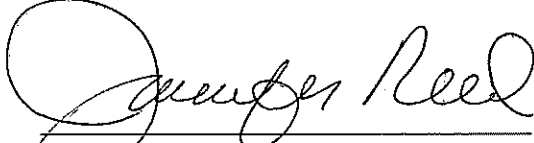
Effective 2025 @ 4%	Department	Base	'1	'2	'3	'4	'5	'6	'7	'8	'9	'10	'11	'12	'13	'14	'15	'16	'17	'18	'19	'20	'21	'22	'23	'24	'25
Charge Cable Specialist	Health	24.67	25.04	25.41	25.80	26.18	26.57	26.97	27.38	27.79	28.21	28.63	29.06	29.49	29.94	30.39	30.84	31.30	31.77	32.25	32.73	33.22	33.72	34.23	34.74	35.25	
Health Information	Health	18.20	18.48	18.75	19.03	19.32	19.61	19.90	20.20	20.51	20.81	21.13	21.44	21.76	22.09	22.42	22.76	23.10	23.45	23.80	24.15	24.52	24.89	25.26	25.64	26.02	26.41
Health Information	Health	18.20	18.48	18.75	19.03	19.32	19.61	19.90	20.20	20.51	20.81	21.13	21.44	21.76	22.09	22.42	22.76	23.10	23.45	23.80	24.15	24.52	24.89	25.26	25.64	26.02	26.41
Health Information	Health	18.20	18.48	18.75	19.03	19.32	19.61	19.90	20.20	20.51	20.81	21.13	21.44	21.76	22.09	22.42	22.76	23.10	23.45	23.80	24.15	24.52	24.89	25.26	25.64	26.02	26.41
Health Information	Health	18.75	19.04	19.32	19.61	19.91	20.20	20.51	20.82	21.13	21.44	21.77	22.09	22.42	22.76	23.10	23.45	23.80	24.16	24.52	24.89	25.26	25.64	26.02	26.41	26.81	27.21
Cook	Dietary	18.20	18.48	18.75	19.03	19.32	19.61	19.90	20.20	20.51	20.81	21.13	21.44	21.76	22.09	22.42	22.76	23.10	23.45	23.80	24.15	24.52	24.89	25.26	25.64	26.02	26.41
Dietary Aide	Dietary	17.65	17.92	18.19	18.46	18.73	19.02	19.30	19.59	19.88	20.18	20.49	20.79	21.10	21.42	21.74	22.07	22.40	22.74	23.08	23.42	23.77	24.13	24.49	24.86	25.23	25.61
Preparation Cook	Dietary	17.65	17.92	18.19	18.46	18.73	19.02	19.30	19.59	19.88	20.18	20.49	20.79	21.10	21.42	21.74	22.07	22.40	22.74	23.08	23.42	23.77	24.13	24.49	24.86	25.23	25.61
Maintenance Tech	Facility	21.48	21.80	22.13	22.46	22.80	23.14	23.49	23.84	24.20	24.55	24.93	25.30	25.68	26.07	26.45	26.85	27.25	27.65	28.05	28.50	28.93	29.36	29.80	30.25	30.71	31.17
Grounds	Facility	18.75	19.04	19.32	19.61	19.91	20.20	20.51	20.82	21.13	21.44	21.77	22.09	22.42	22.76	23.10	23.45	23.80	24.16	24.52	24.89	25.26	25.64	26.02	26.41	26.81	27.21
Environmental Service Worker	Environmental Services	17.65	17.92	18.19	18.46	18.73	19.02	19.30	19.59	19.88	20.18	20.49	20.79	21.10	21.42	21.74	22.07	22.40	22.74	23.08	23.42	23.77	24.13	24.49	24.86	25.23	25.61
LPN	Nursing/	24.02	24.38	24.74	25.11	25.49	25.87	26.26	26.65	27.06	27.46	27.87	28.29	28.72	29.15	29.59	30.03	30.46	30.93	31.40	31.87	32.35	32.83	33.33	33.83	34.33	34.85
HA	Nursing/	19.31	19.60	19.89	20.19	20.49	20.80	21.11	21.43	21.75	22.07	22.41	22.74	23.09	23.43	23.78	24.14	24.50	24.87	25.24	25.62	26.00	26.39	26.79	27.19	27.60	28.01
HA-R	Nursing/	18.20	18.48	18.75	19.03	19.32	19.61	19.90	20.20	20.51	20.81	21.13	21.44	21.76	22.09	22.42	22.76	23.10	23.45	23.80	24.15	24.52	24.89	25.26	25.64	26.02	26.41
HA-C Certified Nursing Assistant	Nursing/	18.75	19.04	19.32	19.61	19.91	20.20	20.51	20.82	21.13	21.44	21.77	22.09	22.42	22.76	23.10	23.45	23.80	24.16	24.52	24.89	25.26	25.64	26.02	26.41	26.81	27.21
Unit Coordinator	Nursing/	18.75	19.04	19.32	19.61	19.91	20.20	20.51	20.82	21.13	21.44	21.77	22.09	22.42	22.76	23.10	23.45	23.80	24.16	24.52	24.89	25.26	25.64	26.02	26.41	26.81	27.21
Lab Technician Unlicensed	Laboratory	18.75	19.04	19.32	19.61	19.91	20.20	20.51	20.82	21.13	21.44	21.77	22.09	22.42	22.76	23.10	23.45	23.80	24.16	24.52	24.89	25.26	25.64	26.02	26.41	26.81	27.21
Patient Account Specialist	Business Office	18.75	19.04	19.32	19.61	19.91	20.20	20.51	20.82	21.13	21.44	21.77	22.09	22.42	22.76	23.10	23.45	23.80	24.16	24.52	24.89	25.26	25.64	26.02	26.41	26.81	27.21
FOC- Registrar	Business Office	17.98	18.23	18.50	18.78	19.05	19.35	19.64	19.93	20.23	20.54	20.84	21.16	21.47	21.80	22.12	22.45	22.79	23.13	23.48	23.83	24.19	24.55	24.92	25.30	25.67	26.05
Referral Coordinator	Business Office	19.31	19.60	19.89	20.19	20.49	20.80	21.11	21.43	21.75	22.07	22.41	22.74	23.09	23.43	23.78	24.14	24.50	24.87	25.24	25.62	26.00	26.39	26.79	27.19	27.60	28.01
Cash Poser	Business Office	18.35	18.62	18.90	19.18	19.47	19.76	20.06	20.36	20.67	20.98	21.29	21.61	21.94	22.26	22.60	22.94	23.28	23.63	23.99	24.35	24.71	25.08	25.46	25.84	26.23	26.62
PT Aide	Outpatient/	17.65	17.92	18.19	18.46	18.73	19.02	19.30	19.59	19.88	20.18	20.49	20.79	21.10	21.42	21.74	22.07	22.40	22.74	23.08	23.42	23.77	24.13	24.49	24.86	25.23	25.61
Administrative float	Business Office	17.98	18.23	18.50	18.78	19.05	19.35	19.64	19.93	20.23	20.54	20.84	21.16	21.47	21.80	22.12	22.45	22.79	23.13	23.48	23.83	24.19	24.55	24.92	25.30	25.67	26.05

ARTICLE 20-DURATION OF AGREEMENT

This Agreement shall be effective on **August 31, 2023** and shall remain in full force and effect through **August 30, 2026**. Either party hereto may serve notice on the other to amend this Agreement by giving written notice to the other party not less than ninety (90) calendar days in advance of the above expiration date.

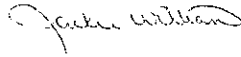
IN WITNESS THEREOF, the Employer and the Union have executed this document on the 8th day of December, 2023

Ferry County Public Hospital District #1

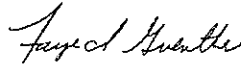


Jennifer Reed, CEO/Superintendent

United Food & Commercial Workers
Union 3000



Jackie Williams, Union Representative



Faye Guenther, Union President

THE UNION DIFFERENCE

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

A Voice at Work

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

Right to Union Representation

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

Just Cause for Discipline

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

The Security of a Union Contract

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

Union Leadership

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

My Shop Steward is:

My Union Rep is:

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

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

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

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

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

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

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

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

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

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

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

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