Agreement by and between

UFCW 21 and MultiCare Health System

Clinics

Effective 6-8-2018 — 2-28-2021

UFCW 21
a VOICE for working America

YOUR VOICE, YOUR UNION, YOUR CONTRACT

About UFCW 21

UFCW 21 is a large, strong, progressive, and diverse union, representing more grocery workers, retail workers, and professional and technical health care workers than any other union in the state.

With over 46,000 members united, we have the power and resources to take on tough employers, represent members on the job, raise standards in our industries, and support laws that make a difference for working families.

My Union Representative:

_____

My Union Steward:

_____

With a union you and your co-workers have a voice in decisions about your work life— wages, benefits, holidays and vacations, scheduling, seniority rights, job security, and much more. Union negotiations put us across the bargaining table from management—as equals.

A negotiating committee of your co-workers and union staff negotiated this contract. How does the negotiating committee know what issues are important? Union members tell us. The issues raised in contract surveys and proposal meetings help us decide what to propose in contract negotiations. Stewards and union representatives report on issues that arise on the job, talking with members about grievances, problems, and needs. They have a hands-on sense of what the issues are.

The more that union members stand together and speak out with one voice, the stronger the contract we can win. A contract can only take effect after union members have a chance to review the offer and vote on it.

A union is as strong as its members. It's no secret—an active and united membership means a stronger union—which means a better contract.

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2018 - 2021

AGREEMENT
by and between
MULTICARE HEALTH SYSTEM
and
UFCW, LOCAL 21

(MultiCare Clinic)

This Agreement is made and entered into by and between MultiCare Health System (hereinafter referred to as the "Employer") and UFCW Local 21 (hereinafter referred to as the "Union").

PREAMBLE

The purpose of this Agreement is to set forth the understanding reached between the parties with respect to wages, hours of work and other terms and conditions of employment.

ARTICLE 1 - RECOGNITION

1.1 The Employer recognizes the Union as the exclusive bargaining representative for all full-time and regular part-time professional and nonprofessional employees employed by MultiCare Clinic at its facilities located at 222 State Avenue N., Kent, WA, and Kent Urgent Care adjacent thereto; 17700 SE 272nd St, Covington; 24080 SE Kent Kangley Rd, Maple Valley, WA; 735 12th St E, Auburn, WA; 202 N. Division, Suite 301, Auburn, WA; 202 Cross St SE, Auburn, WA; 4215 49th Ave NE, Tacoma, WA; 2209 N. Pearl St, Tacoma, WA; 502 54th Ave E, Fife, WA; but excluding all doctors, confidential employees, guards and supervisors, as defined in the Act.

1.2 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 if available for those positions.

1.3 Successor. This agreement shall be binding upon MultiCare and any successor employer

ARTICLE 2 - UNION MEMBERSHIP & REPRESENTATIVES

2.1 Union Membership. All Employee's covered by this Agreement, who are now members or become members of the Union shall, as a condition of employment, upon the effective date, remain members in good standing in the Union. "In good standing," for the purposes of this Agreement, is defined as the tendering of union dues on a timely basis.

It shall be a condition of employment that all Employees covered by this Agreement who are hired on or after its effective date shall, on the thirtieth (30th) day following the beginning of such employment, become and remain members in good standing in the Union.

2.1.1 Employees who fail to comply with this requirement shall be discharged by the Employer within thirty (30) days after receipt of written notice to the Employer from the Union, unless the Employee fulfills the membership obligations set forth in this Agreement.

2.1.2 Any Employee who is a member of and adheres to established and traditional tenets or teachings of a bona fide religion, body, or sect which has historically held conscientious objections to joining or financially supporting labor organizations shall not be required to join or financially support the Union as a condition of employment. Such an employee shall, in lieu of dues and fees, pay sums equal to such dues and fees to a non-religious charitable fund.

2.1.3 These religious objections and decisions as to which funds will be used must be documented and declared in writing to the Union. Any Employee exercising their right of religious objection must provide the Union with a receipt of payment to an appropriate charity on a monthly basis.

2.1.4 The Employer shall make employees hired or transferred into the bargaining unit aware of the membership conditions of employment at the time of hire

2.2 Dues Deduction. During the term of this Agreement, the Employer shall deduct dues 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. 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 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.

2.3 Bargaining Unit Information. Upon written request, the Hospital shall supply to the Union a list of names of those employees covered by this Agreement. The list shall include the name, address, phone number, work location, job classification, Social Security Number, date of hire, hourly rate of pay, gross monthly pay for the past three (3) months, and regular hours worked for each employee. The Hospital shall furnish to the Union on a monthly basis the names of employees newly hired or terminated, with employee addresses, job classification and status. The Union agrees not to use Employer mail or email, including courier services, nor will it fax documents to employees at the employer's facilities as a means of contacting bargaining unit employees.

2.4 Union Representatives. Duly authorized representatives of the Union shall have access to the Employer's premises where employees covered by this Agreement are working for the purpose of investigating working conditions and grievances; provided, however, that the Representative(s) first notify the Human Resources representative or a designee. Such visits shall not interfere with or disturb employees in the performance of their work, shall not interfere with patient care, and shall be limited to areas which do not violate Employer security and/or confidential Employer files.

2.5 Unit Representatives. The employees shall have a right to elect Unit Representatives from among employees in the unit. The Union shall give the Employer written notice as to the current unit representatives and future replacements. Unless otherwise agreed to by the Employer, the investigation of grievances and other Union business shall be conducted only during nonworking time of all

employees involved. Employees shall suffer no loss of pay if required by the Employer to attend grievance meetings with Employer representatives while on duty status.

2.5.1 Employee unit representatives may meet with new hires for a period of up to one-half (1/2) hour at the end of the Clinic's orientation. Attendance shall be voluntary and shall be on the unpaid time of the Unit Representative and new hire. The Employer will provide a list of all newly hired employees to the Union at least forty-eight (48) hours prior to the orientation session.

2.6 Bulletin Board. The Employer shall furnish space on designated bulletin boards at each facility for the use of the Union. All materials posted must be dated, signed by a designated Union representative, and approved by the Human Resources representative or a designee prior to posting. Such approval shall not be unnecessarily delayed. The Union agrees to limit the posting of Union materials to the designated bulletin boards.

2.7 Voluntary Political Action Fund Deduction. The Employer shall deduct the sum specified from the pay of each member of the Union who voluntarily executes a political action contribution authorization form. The amount deducted and a roster of each employee authorizing assignment of wages will be transmitted to the Union. The Union and each employee authorizing the assignment of wages for payment of the voluntary political action contributions hereby undertakes to indemnify and hold the employer harmless from all claims, demands, suits and other liability that may arise against the employer for or on account of any deduction made from the wages of such employee.

2.8 Meeting Rooms. In accordance with MultiCare Health System policy, the Union may use designated meeting rooms of the Employer for meetings of the Local Unit, provided sufficient advance request for meeting facilities is made to the Director, Employee and Labor Relations, or designee, and space is available.

ARTICLE 3 - MANAGEMENT RIGHTS

3.1 The Union recognizes the rights of the Employer to operate and manage, including but not limited to the right(s) to establish and require standards of performance, to maintain order and efficiency; to direct employees; to determine job assignments and working schedules; to determine the materials and equipment used; to implement new and different operational methods and procedures; to determine staffing levels and requirements; to determine the kind, type and location of facilities; to introduce new or different services, products, methods or facilities; to extend, limit, contract out or curtail the whole or any part of the operation; to select, hire, classify, assign, promote and/or transfer employees; to discipline, demote or discharge employees for cause; to lay off and recall employees; to require reasonable overtime work of employees and to promulgate and enforce rules, regulations and personnel policies and procedures; provided that such rights, which are vested solely and exclusively in the Employer, shall not be exercised so as to violate any of the specific provisions of this Agreement.

3.2 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 management prerogatives not mentioned.

3.3 At least 120 days prior to reaching a final determination (as determined by MultiCare in its discretion) to subcontract work currently performed by bargaining unit employees, MultiCare agrees to:

1) Provide the Union with notice of the potential transaction (the "Notice of Potential Transaction") which shall be considered confidential (unless otherwise indicated by MultiCare) and not disclosed to the public, or other individuals or entities without a need to know about the potential transaction. Upon request, MultiCare will provide documentation of the facts giving rise to consideration of the potential transaction, subject to execution of an appropriate Confidentiality Agreement in a form acceptable to MultiCare. Any requests for information by the Union will be responded to within a reasonable time, depending upon the extent of the information requested.

2) MultiCare will meet and confer with the Union to discuss and consider the feasibility of creating and/or implementing alternatives to the subcontracting that would satisfy consumer needs, avoid negative impact on bargaining unit employees and meet MultiCare's business objectives.

This commitment to meet and confer under this section for the purposes of further review and consideration of alternatives is not intended to create a duty to bargain nor limit MultiCare's ultimate authority to subcontract work currently performed by bargaining unit employees. MultiCare and the Union will endeavor to conclude such discussions within 45 days from the date MultiCare provided the Union with the Notice of Potential Transaction.

In the event MultiCare decides to contract out a service which will result in the elimination of an entire work unit, department or facility, MultiCare will make a good faith effort to obtain preferential hiring opportunities with the contracting entity for affected employees, provided that such efforts are expressly excluded from the scope of the grievance process, Article 13, and shall under no circumstances be subject to grievance or arbitration. Preferential hiring commitments, in the discretion of the subcontracting party, could include but not be limited to first consideration over other qualified candidates for positions created as a result of the contract and/or favorable treatment of such employment conditions as credit for seniority, tenure, retirement, or PTO and EIT.

For purposes of this Agreement, to "subcontract" or "contract out" means that work currently performed by members of the bargaining unit is transferred to employees of a third party unaffiliated in any way with MultiCare.

ARTICLE 4 - DEFINITIONS

4.1 Probationary Employee. An employee shall be considered a probationary employee during the first three (3) calendar months of employment. After three (3) calendar months of continuous employment, the employee shall attain regular status unless specifically advised by the Employer in writing of an extended probationary period not to exceed another sixty (60) days. Full-time and eligible part-time probationary employees shall accrue benefits but shall not be eligible to use them except as otherwise provided for in this Agreement. After three (3) calendar months of employment, an employee

shall be eligible for benefits even though the probationary period may have been extended. During the probationary period, the Employer or employee may terminate the employment relationship for any reason without cause or notice, and such a termination shall not be subject to the grievance procedure of this Agreement.

4.2 Regular Full-time Employees. Employees who have completed their probationary period and are regularly scheduled to work at least forty (40) hours per week.

4.3 Regular Part-time Employees. Employees who have completed their probationary period and are regularly scheduled to work less than forty (40) hours per week. Unless otherwise provided for herein, a part-time employee shall be compensated in the same manner as a full-time employee, except that wages and benefits shall be reduced in proportion to the employee's actual hours of work. In lieu of benefits except for holiday pay if worked, a part-time employee may elect a fifteen percent (15%) per diem premium. This election must occur within the first ten (10) days of employment or during the Employer's annual enrollment period, or in the event of a substantial change in family status or employment status which changes an employee's eligibility for medical insurance coverage. The term "benefits" shall include but not be limited to PTO-EIT, paid Leaves of Absence, and Benefit Plans.

4.4 On Call. An employee who works on an intermittent or unscheduled basis. On call employees are not represented and do not earn seniority.

4.5 Regular Rate of Pay. The regular rate of pay shall be defined to include the employee=s hourly wage rate (including the wage premium in lieu of benefits, if applicable), plus shift differential if the evening or night shift is a permanent (regularly scheduled) assignment, certification pay, and lead pay when the employee has a regularly (designated) lead assignment.

4.6 Preceptor. A preceptor is an experienced employee proficient in clinical teaching and communication skills who is assigned specific responsibility for planning, organizing and evaluating the new skill development of a new employee who has been placed in a defined preceptor program, the parameters of which have been set forth in writing by the Employer. Inherent in the preceptor role is the responsibility for specific, criteria-based and goal-directed education and training for a specific training period. Department management will determine the need for preceptor assignments and the selection of preceptors. A preceptor may be assigned to a student when it is determined to be appropriate by the Employer. Prior to implementation in a specific department, the Employer will meet and confer with the Union. It is understood that employees in the ordinary course of their responsibilities will be expected to participate in the general orientation process, including unit specific checklists, and addressing departmental processes and procedures to new employees. The general orientation process shall also include the providing of informational assistance, support and guidance to new employees including initial competency assessments. Lead duties include preceptoring responsibilities.

4.7 Charge Nurse. An experienced registered nurse who is assigned by the Employer specific responsibilities for a designated time period and defined work unit. The charge nurse functions under the direction of management and is accountable to coordinate activities and maintain organization for an area such that nursing staff are able to provide patient care in accordance with established standards of

nursing care. All assigned hours in charge will be paid at the charge nurse premium rate. Nurses assigned charge responsibilities will have these responsibilities considered in their direct patient care assignment. This section shall apply only to nurses assigned to the Surgery Center and shall not apply to any other nurse in any other department or unit.

ARTICLE 5 - EMPLOYMENT PRACTICES

5.1 Job Posting. The Employer shall post notices of positions to be filled on the internal applicant portal of the web-based employment application system in advance of filling the position in order to afford present employees an opportunity to apply for consideration. Employees who are concerned about openings that may occur within their current unit while they are on a scheduled vacation or leave of absence of one week or more may submit notice to their manager that they wish to be considered for any openings posted during the scheduled vacation. Such notice shall be in writing via e-mail and shall include the shift and FTE. This notice shall be valid for the period of the scheduled vacation only and shall not apply to openings posted after the end of the scheduled vacation. Except for situations that, in the opinion of the Employer, require more immediate action, the Employer shall post such notices for at least seven (7) days. Job posting will contain classification, FTE status and location of position (i.e. facility). 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. Seniority shall be counted over external candidates when considering job transfer applications between locations. If the employee obtains the new position at another location or within another UFCW Local 21 bargaining unit, the employee's prior seniority will be terminated and will be restarted for the new position on the transfer date. For purposes of this contract, the term "qualified" is herein defined to include such factors as skill, competence, ability, documented attendance/punctuality record, experience and past performance, in the opinion of the Employer; provided that such judgment is based on established criteria and is not arbitrary or capricious.

5.1.1 Physician Office Practice Openings. Employees shall be subject to a ninety (90) day review period. This ninety (90) day review period may be extended in writing by mutual consent. If the employee fails to successfully integrate into the physician's practice, as determined solely by the physician, the employee will no longer continue in that position. In such event, the employee will be eligible to displace a less senior nurse in the float pool as provided in Section 6.3.1, or in the alternative, have first opportunity for available on-call shifts as provided in Section 6.3.1. If the employee does not obtain another position within the organization, the employee will be treated as being on layoff status and subject to the recall provisions of this Agreement. This ninety (90) day review period shall not apply where an employee has been displaced as a result of a physician leaving the practice or retirement.

5.2 Health Exams. The Employer shall provide a TB test at the time of employment and annually thereafter, and providing CBC, UA and Pap smear annually if ordered by a physician, all without cost to the employee. Hepatitis vaccine and flu shots will be provided in accordance with Clinic policies.

5.3 Evaluations. The Employer shall maintain an evaluation system which provides for employee evaluations on a probationary and annual basis. No evaluation will be entered into an employee's file

until the employee has had an opportunity to read, comment on and sign it. Upon request, the Employer shall provide an employee a copy of the completed evaluation.

5.4 Personnel Files. The Employer shall continue its present policy of providing employees access to their personnel files by appointment, subject to the deletion of third-party reference material. Individual employees upon personal request with reasonable advance notification will be provided copies of material in their personnel file.

5.5 Notice of Resignation/Termination. Regular employees shall give not less then fourteen (14) calendar days' prior written notice of intended resignation. Regular employees shall receive at least fourteen (14) calendar days' prior written notice of termination or pay in lieu thereof unless discharged for just cause.

5.6 Discipline/Discharge. No full-time or part-time employee shall be disciplined or discharged except for just cause. "Just cause" shall be defined to include the concept of progressive discipline (such as verbal and written reprimands and the possibility of suspension without pay). Progressive discipline shall not be applied when the nature of the offense requires immediate suspension or discharge. The Employer shall be the sole judge of the employee's capability and competence; provided however, that said judgement shall be exercised in good faith and based on established job criteria. A copy of all written disciplinary actions will be given to the employee. Employees shall be required to sign the written disciplinary action for the purpose of acknowledging receipt thereof. Employees will be given the opportunity to provide a written response to any written disciplinary actions to be included in their personnel file. An employee may request the attendance of a Bargaining Unit Representative or a Union representative during any investigatory meeting which may lead to disciplinary action. If an employee believes that a disciplinary action or discharge is without proper cause, the employee may utilize the grievance procedure. An employee may request removal of a progressive guidance after one (1) year, if no further discipline of the same or similar nature has occurred. The decision to remove the progressive guidance rests solely with Management.

5.7 Nondiscrimination. The Employer and the Union agree that, except as permitted by law, there shall be no discrimination against any employee or applicant for employment because of race, color, creed, national origin, religion, sex, age, disability, marital status, sexual orientation, gender identity, genetic information or Union membership unless any one of the foregoing factors constitutes a bona fide occupational qualification.

5.8 Waiver. If an employee or the Union elects to file a grievance under Section 5.7 above, prior to submitting said grievance to arbitration, the employee shall sign a written memorandum waiving their right to pursue alleged violations of the provisions of Section 5.7 with a governmental agency. Failure to sign such a waiver shall relieve the Employer of its obligation to consider the grievance beyond Step 2 of the grievance procedure.

5.9 Pay Days. Pay days will be every two (2) weeks by direct deposit. If the Employer changes its pay cycle or method of payment, it will review the changes with the Union prior to implementation.

5.10 Staffing. The Union and the Employer acknowledge that together the parties endeavor to provide a level of staffing consistent with safe patient care and the service the parties provide to the community. The parties are committed to the proposition that adequate staffing is necessary to meet the needs of our patients and to provide quality care. Both parties acknowledge that changes in patient acuity, census, and staff availability and workload requirements can occur rapidly, requiring mutual understanding and communication and flexibility.

Staffing levels shall be determined by management. Staffing takes into consideration the magnitude and variety of the activities needed on a particular shift. Employees, individually or as a group, believing there is an immediate workload or staffing problem, should bring that problem to the attention of their immediate supervisor as soon as the problem is identified.

1. Employee(s) believing there is a staffing problem are encouraged to address the issue immediately with their immediate supervisor. In addition, employees may choose to document significant concerns and provide that documentation to their immediate supervisor.
2. Continuous or potential staffing concerns discussed with their immediate supervisor that have not been resolved will be addressed to the Department Manager/Director. The Department Manager/Director will respond in writing within fourteen (14) calendar days.
3. If the matter is not satisfactorily resolved by the Department Manager/Director, the matter may be referred to the Labor Management Committee for further review. The Labor Management Committee shall review and may make written recommendations as it deems advisable to the President/COO or his/her designee or to the Chief Nurse Executive as appropriate.
4. If there is no consensus with the Labor Management Committee, either party may make a written recommendation to the President/COO or his/her designee or to the Chief Nursing Executive as appropriate of the facility or clinic group. The President/COO or his/her designee or the Chief Nurse Executive will respond in writing within twenty-one (21) days. Emergency situations requiring immediate attention may be brought directly to the assigned HR Manager to determine appropriate next steps which may include: (1) facilitating resolution with department management; (2) scheduling an expedited Labor Management Committee meeting; or (3) escalating the issue to the President/COO or his/her designee or to the Chief Nurse Executive. The decision of the President/COO or designee or the Chief Nurse executive are considered final and are not subject to grievance under Article __, Grievance Procedure.
5. MHS will not retaliate against or engage in any form of intimidation of an employee for performing any duties or responsibilities in connection with the Labor Management Committee; or an employee who notifies the Labor Management Committee, immediate supervisor or the facility administration of his or her concerns about staffing.

5.11 Status Review. Part-time employees continuously working above their assigned FTE for a period of three (3) months or more may request an objective, good faith review with the Director of Employee and Labor Relations (or designee) to determine whether the employee's FTE accurately reflects the requirements of the position. The Employer shall provide a written response to the Union within fourteen (14) days of the request. If the Employer fails to provide information to the Union within the fourteen (14) day time period, the Union may file a grievance as per Article 13 (Grievance Procedure) of this Agreement. This review shall not apply to employees who are working additional hours on a temporary basis to cover vacations, ill calls or leave of absence, to cover a position vacancy or for a special project. If the additional FTE meets the requirements set out above and reflects a 0.2 FTE or less increase to the employee's current FTE, the employee will be awarded the additional FTE. If the additional FTE meets the requirements set out above and reflects an increase of more than 0.2 to the employee's current FTE, the additional FTE must be posted and the provisions of Article 5.1, Job Postings, will apply. If an on call employee is continuously working hours equivalent to a regular FTE for a period of three (3) months or more the Union may request an objective, good faith review with the Director of Employee and Labor Relations (or designee) to determine whether an FTE should be posted. The Employer shall provide a written response to the Union within fourteen (14) days of the request. If the Employer fails to provide information to the Union within the fourteen(14) day time period, the Union may file a grievance as per Article 13 (Grievance Procedure) of this Agreement. This review shall not apply to on call employees who are working the hours on a temporary basis to cover vacations, ill calls or leave of absence, to cover a position vacancy or for a special project. If the FTE meets the requirements set out above the FTE must be posted and the provisions of Article 5.1, Job Postings, will apply.

5.12 American's with Disabilities Act. The parties to this Agreement recognize that the Americans with Disabilities Act (ADA) imposes certain restrictions on an Employer with regard to the hiring and retention of employees. The parties accordingly agree that, notwithstanding any other provisions of the Agreement, the Employer may take any action it deems necessary in order to comply with the provisions of the ADA. Where possible, the Union shall be notified at least fourteen (14) days prior to the intended implementation of any action and, upon request, the Employer shall meet with the Union to explain the reasons for the action to be taken.

5.13 Orientation. The objectives of orientation shall be to familiarize newly hired employees with the objectives and philosophy of the Hospital and its services, to orient new employees to Hospital policies and procedures, and to instruct new employees as to their functions and responsibilities to enable them to practice independently. Employees will be oriented through a combination of instructional conferences, floor and/or shift work.

5.14 Floating. For the purposes of this Article, an employee would be considered to be "floating" when he or she is sent to a unit/clinic or facility other than his or her primary assigned location. Employees hired to float between facilities and employees who are required to float within their facility or across clinics will receive orientation appropriate to the assignment. Orientation will be dependent

upon the employee's previous experience and familiarity with the unit/facility/clinic to which such employee is assigned. Employees will be expected to perform all job functions but will not be required to perform tasks or procedures specifically applicable to the unit/facility/clinic for which they have not been trained. All work performed by employees floated to a location that is under a different collective bargaining agreement shall be paid and subject to their home contract. The Employer retains the right to change the employee's daily work assignment to meet patient care needs. Floating shall be a topic of the parties Labor-Management committee.

ARTICLE 6 - SENIORITY, LAYOFF & RECALL

6.1 Definition. Seniority shall mean an employee's continuous length of employment in a job group (see Appendix B) with the Employer from the most recent date of hire. For employees employed by Kent Medical Center on September 30, 1994, seniority shall include continuous length of service with Kent Medical Center.

6.1.1 If an employee has at least five (5) years seniority and then leaves the bargaining unit to go to on-call status, to a management position or is involuntarily transferred out of the bargaining unit for a period of less than eighteen (18) continuous months, the employee's seniority shall be frozen from the time they leave the bargaining unit until such time as they return within the eighteen (18) month period.

6.2 Application of Seniority. Where such factors as qualifications, competence and efficiency are considered substantially equal by the Employer, seniority shall be the controlling consideration in determining transfers, shift changes, long-term layoffs (thirty (30) days or more), and recall from layoffs, promotions to positions within the bargaining unit, and vacation scheduling. The Employer shall be the sole judge of the qualifications, competence and efficiency of its employees, provided that such judgments are based upon established criteria and are not arbitrary or capricious.

6.2.1 An employee subject to layoff within the employee's current group may displace the least senior employee in the employee's prior position if the employee's seniority in the prior job group is greater than the seniority of the least senior employee in the employee's prior position.

6.3 In the event of a long term layoff, the Employer shall make its best efforts to notify the Union and regular employees involved at least thirty (30) days prior to the impending layoff. Subject to the provisions of 6.2 above, employees shall be laid off in the following manner:

a. Temporary employees working on a non-scheduled basis;
b. Probationary employees;
c. Regular full-time and part-time employees.

6.3.1 Office Practices. Layoffs shall be by each separate physician's practice. An employee subject to layoff shall have the option to displace a less senior employee in the float pool subject to the provisions of Section 6.2, or in the alternative the Employer shall make a good faith effort to offer the opportunity to work available on-call shifts to nurses on layoff status who have made themselves available as on-call nurses before such shifts are offered to on-call nurses.

Employees displaced as a result of a physician leaving the practice or retiring shall have the right to the position in the new practice, subject to the physician=s determination as to the specific job classification the physician chooses to utilize in the new practice. The Employer will maintain regular status for an office practice nurse whose doctor left the practice or retired. To maintain this regular status, the nurse must work a minimum of forty-eight (48) on-call hours per pay period and the nurse must be regularly available when called for on-call assignments.

6.3.2 Reception. Layoffs shall be by each functional area:

a. ICC Reception
b. Heart Center Reception
c. Day Surgery Reception
d. Lab Reception
e. Imaging Reception
f. All Other Reception
g. Registration
h. Physical Therapy Reception

A receptionist or registrar who has been displaced due to a layoff may accept the layoff or may displace the position of any employee on the low seniority list for the employee's job, provided the employees' qualifications, competence, efficiency and past performance are considered substantially equal in the opinion of the Employer, and provided further that the employee who was initially displaced is not on the low seniority list.

The low seniority list consists of the least senior employees in the reception/registration job group who comprise twenty percent (20%) of that job group. Any employee identified for layoff who is on the low seniority lists and any employee who has been displaced by another employee pursuant to the above process may displace the position of the least senior employee on the low seniority lists provided the employees possess substantially equal qualifications, competence, efficiency and past performance in the opinion of the Employer.

6.3.3 Nursing Staff (RN and LPN) Who Are Not Employed in an Office Practice. Layoffs shall be by department. Nursing staff who have been displaced due to a layoff may accept the layoff or may displace the position of any employee on the low seniority list for the employee's job, provided the employees' qualifications, competence, efficiency and past performance are considered substantially equal in the opinion of the Employer, and provided further that the employee who was initially displaced is not on the low seniority list.

The low seniority list consists of the least senior employees in their job group (either RN or LPN) who comprise twenty percent (20%) of that job group. Any employee identified for layoff who is on the low seniority lists and any employee who has been displaced by another employee pursuant to the above process may displace the position of the least senior employee on the low

seniority lists provided the employees possess substantially equal qualifications, competence, efficiency and past performance in the opinion of the Employer.

6.4 Seniority shall terminate upon discharge, refusal to accept comparable work when offered by the Employer, resignation, retirement or twelve (12) consecutive months of layoff. For purposes of this section, comparable employment shall mean a position with the same rate of pay, a similar FTE (within .2 FTE of the employee's FTE) and a similar shift which is defined as a change of three (3) hours or less in the employee's previous starting time.

6.5 Recall. Should layoff occur, the names of laid-off employees shall be placed on a reinstatement roster for a period of twelve (12) months. An employee shall be removed from the reinstatement roster upon reemployment, refusal to accept comparable work when offered by the Employer, or at the end of the twelve (12) month period. Upon reinstatement, an employee shall have all previously accrued benefits restored. The Union will be given notice of layoffs in the bargaining unit at the same time employees are notified of an impending layoff.

6.6 Severance Pay. Upon completion of the probationary period, any full time or part time employee subject to lay off may elect to voluntarily terminate employment with the Employer and receive severance pay as set forth below. Any employee electing this option shall not have recall rights (Article 6.5).

Severance Pay	Years of Service
2 weeks of pay	less than 2 years
3 weeks of pay	2 to 4 years
4 weeks of pay	5 to 6 years
5 weeks of pay	7 to 9 years
6 weeks of pay	10 to 14 years
10 weeks of pay	15 to 24 years
12 weeks of pay	25 or more years

Part time employees are eligible for severance pay prorated to the employee's FTE. The severance payment will be paid to the employee in a lump sum on the employee's last pay check.

ARTICLE 7 - HOURS OF WORK AND OVERTIME

7.1 Work Period. The normal work period may consist of up to forty (40) hours within a seven (7) day period.

7.2 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 Employer. Time paid for but not worked shall not count as time worked for purposes of computing overtime pay. There shall be no pyramiding or duplication of overtime and premium pay for work on a holiday. If the employee can no longer function with reasonable skill and safety, the employee should immediately discuss the matter with his/her immediate

supervisor. The supervisor shall take all practical measures to transition the employee's duties as soon as possible. Upon written request by the Union, the Employer will describe what practical measures were taken at the next Conference Committee. Hours paid at the overtime rate shall count as hours worked for the purpose of computing benefits, up to a maximum of 2080 total hours during any calendar year. The Employer will not change an employee's posted work schedule for the sole purpose of avoiding the payment of overtime.

7.2.1 Hours worked in excess of one (1) hour beyond the employee's scheduled shift of eight (8) or more hours in duration (within a 24-hour period) shall be paid at the rate of one and one half (1 ½) times the employee's regular rate of pay.

7.2.2 Surgery Center, GI Lab and Urgent Care Center. All hours worked in excess of a regularly scheduled shift of eight (8) or more hours in duration shall be compensated for at the rate of one and one-half (1 1/2) times the employee's regular rate of pay. If the Employer implements cost center changes for accounting purposes to the Surgery Center, the GI Lab or the Urgent Care center such that the Employer believes this overtime provision may no longer be appropriate the Employer will advise the union of this prior to actual implementation of a change in overtime pay practices.

7.2.3 The Employer will consider qualified volunteers first for the assignment of scheduled overtime or extra hours. Seniority will prevail if the number of qualified volunteers exceeds the scheduling needs of the Employer.

7.2.4 With prior supervisory authorization, the Employer will pay for telephone calls received by an employee at home from an employee at work at the rate of time and one-half (1 1/2) for the actual time spent on the phone with a fifteen (15) minute guarantee.

7.3 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 up to one (1) hour as determined by the Employer. All employees shall be allowed a rest period of fifteen (15) minutes on the Employer's time, for each four (4) hours of working time. Subject to written mutual agreement meal and/or rest periods may be combined.

7.4 Work Schedules. The Department shall determine and post regular work and standby work schedules at least ten (10) days prior to the effective date of the schedules. Posted schedules will be for a minimum of four (4) weeks. Departmental management retains the right to adjust work schedules to maintain an efficient and orderly operation. Except for emergency conditions (fire, flood, earthquake, power outages, etc.) and unforeseeable conditions originating elsewhere within the organization beyond the Department's control, as well as employee absences, terminations without the required notice, changes in patient census, physician absences and/or schedule changes, etc., individual scheduled hours of work may be changed only by mutual agreement of the Department and the employee(s) involved.

7.4.1 At the Employer's discretion, changes in ongoing shift start times or work schedules may be necessary within a department or shift. Should the change in shift be one and a half (1 ½)

hours or less, the Employer will make the change on the next posted schedule and provide the employee with a minimum of ten (10) days' notice.

7.4.2 Should the shift start time change be greater than one and a half (1 ½) hours, or it becomes necessary to realign the schedules, a shift bid may be necessary within the shift or department. In the event that either ten (10) employees or fifty (50%) percent of employees in the job group, within a particular shift in a particular department are affected, the Employer will discuss the change with the Union prior to notification of the employees. A re-bid of the schedule may be held, with new schedules being awarded by seniority, assuming skills, competence and ability as determined by the Employer are equal.

7.5 Report Pay. Employees who report for work as scheduled and are released from duty by the Employer because of low work load shall receive a minimum of four (4) hours of work or four (4) hours of pay at the straight-time rate. Where the Employer has left a message on the employee's telephone answering machine noting the time of the call, or has attempted to reach the employee at home (documented attempts will be recorded) at least one and one-half (1 1/2) hours prior to the shift start time advising the employee not to report for work, such communication shall constitute receipt of notice not to report for work and this section shall not apply. It shall be the responsibility of each employee to notify the Employer of their current address and telephone number.

7.6 Reduced Work Load Days. The Employer shall exercise its best efforts to rotate reduced work load days equitably by position within a department (excluding physician office practices), subject to skill, competence, ability and other patient care considerations. Prior to instituting a mandatory low work day, the Employer will endeavor to first cancel agency personnel, employees working in an overtime condition that day except when the employee is working the employee's regularly scheduled shift, volunteers, employees working extra shifts and on-call employees. Regular full-time and eligible part-time employees who work reduced schedules at the request of the Employer, including reduced schedules due to medical staff absences, shall continue to accrue all benefits as if they had worked a normal schedule; provided, however, that under no circumstances shall an employee be credited with more than 2080 hours of work for purposes of benefit accrual during any one (1) twelve (12) calendar month period. If employees in any department average twenty percent (20%) reduced workload days for a three (3) month period, the Union and the Employer will, upon request, meet to review all options up to and including layoffs.

7.6.1 Physician Office Practices. In the event of a reduced work load in a physician office practice, the Employer will make a good faith effort to determine if a need for the employee's services exists in another area within the physician office practice department. The Employer may allow limited bumping by regular nursing staff of scheduled on-call staff to attempt to replace work hours of regular staff which would have otherwise been reduced, as long as patient care or physician/patient continuity is not affected or compromised in the opinion of the Employer.

7.6.2 Low Census Standby. Employees may be assigned to either a straight low census or low census standby for either a partial shift or for the entire shift. If the employee assigned LCD

standby returns to work at any time during his/her regularly scheduled shift, he/she is paid at 1.5X call back for the hours worked. An employee who reports to work after a partial day straight time LCD is paid straight time for the remainder of his/her regularly scheduled shift. Management reserves the right to cancel the standby LCD employee before the straight time LCD employee for the remainder of the shift.

7.7 Weekends. The Employer will make a good faith effort to schedule all regular full-time and part time employees for every other weekend off. If any employee is required to work on the employee's scheduled weekend off, all time worked on that weekend shall be paid at the rate of one and one half (1½) times the employee's regular rate of pay. The following shall not apply to employees who voluntarily agree to more frequent weekend duty or to those hired or transferred into an every weekend position. The weekend shall be defined for day and evening shifts as 7:00 a.m. Saturday to 7:00 a.m. Monday, and for night sifts as 11:00 p.m. Friday to 11:00 p.m. Sunday. Subject to advance approval, employees may request the trading of weekends providing the schedule change does not result in the Employer being liable for premium and/or overtime pay.

7.8 Innovative Work Schedules. An innovative schedule is defined as a work schedule that requires a change, modification or waiver of any provisions of this Employment Agreement. Written innovative work schedules may be established by mutual agreement between the Employer and the employee involved. Prior to the implementation of a new innovative work schedule, the Employer and the Union will review and determine conditions of employment relating to that work schedule. Where innovative schedules are utilized, the Employer retains the right to revert back to the eight (8) hour day schedule or the work schedule which was in effect immediately prior to the innovative work schedule, after at least three (3) weeks' advance notice to the employee.

ARTICLE 8 - COMPENSATION

8.1 Wage Schedule. Employees covered by the Agreement shall be paid in accordance with the wage schedule set forth in Appendix A of this Agreement.

8.2 Effective Date. All changes in compensation provided for in this Agreement shall become effective the first full payroll period on or after the date specified for the increase in compensation.

8.3 Shift Differential. Shift differential in the amount of one dollar and eighty five cents ($1.85) per hour shall be paid to employees for one or more hours worked after 5:30 p.m. For employees who work evening and night shift, the appropriate differential shall be paid for the entire shift if a majority of hours worked fall after 3:00 p.m. for evening shift and after 11:00 p.m. for the night shift. All hours worked by an employee after 11 p.m. and before 7 a.m. shall be paid a night differential of three dollars ($3.00) per hour, except this differential shall not apply to employees reporting to work at 5 a.m. or thereafter. Second shift shall be defined as hours falling between 3:00 pm and 11:00pm. Third shift shall be defined as hours falling between 11:00 pm and 7:00 am.

8.4 Standby. Service and clerical employees assigned to standby status shall be paid standby pay at the rate of three dollars and fifty cents ($3.50) per hour. Employees in technical and professional job

classifications placed on standby status shall be paid at a rate of three dollars and sixty ($3.60) per hour. Effective October 1, 2008, standby pay for employees in technical and professional job categories shall be increased to three dollars and seventy-five cents ($3.75). Standby pay shall only be paid while on standby status and shall not be paid after the employee has been called back to work.

8.4.1 Receptionists and registrars shall receive standby pay for the period of time they remain available for notification as to whether they are needed to work on Saturday and Sunday.

8.5 Rest Between Shifts. The Employer shall continue to exercise its best efforts to give employees a rest period of at least eleven (11) hours between shifts. In the event an employee is required to work with less than eleven (11) hours off duty between shifts, all time worked during that second shift shall be compensated at one and one-half (1 1/2) times the regular rate of pay. This section shall not apply to education offerings, committee meetings, staff meetings and to time spent on standby/callback assignments. This premium may be waived by mutual consent.

8.5.1 Twelve Hour Shifts. For 12 Hour Shifts, there shall be 8 hours rest between shifts; otherwise, the provisions of Section 8.5 shall apply.

8.5.2 Ten Hour Shifts. For 10 Hour Shifts, there shall be 10 hours= rest between shifts; otherwise, the provisions of Section 8.5 shall apply.

8.6 Recognition for Past Experience.

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.

Recent continuous experience shall be defined as comparable experience without a break in experience which would reduce the level of skills in the opinion of the Employer based on established criteria.

8.6.1 If a new employee is hired above the minimum longevity step set forth in Section 8.6, any current employee in that job classification with the same or greater years of experience paid at a lower step will be brought up to the new employee's pay step (longevity step).

8.7 Certification Premium. Nurses certified in a specialty area by a national organization approved by the Employer and working in that area of certification shall be paid a premium of eighty cents ($.80)

per hour, provided the particular certification has been approved by the Associate Administrator, or designee, and further provided that the nurse continues to meet all educational and other requirements to keep the certification current and in good standing.

8.8 Team Leader. Any nurse assigned by the Employer as a team leader shall receive a premium of one dollar and fifty cents ($1.50) per hour.

8.9 Call Back. If a regularly scheduled full time or part time employee is called back or called in to work while on standby status, such employee shall be paid for all hours worked at one and one half (1 ½) times the regular rate of pay with a minimum guarantee of three (3) hours.

8.10 Weekend Premium. Any employee who works on a weekend shall receive a weekend premium based on job classification. RN's receive three dollars ($3.00) per hour, Professional/Technical/LPN's receive two dollars and fifty cents ($2.50) per hour and Clerical/Service employees receive one dollar and twenty-five cents ($1.25) per hour in addition to the employee's regular rate of pay. The weekend premium will not be considered a part of the regular rate of pay for premium calculations, except for overtime calculations when required by the Fair Labor Standards Act. For premium pay purposes, the weekend shall be defined as all hours between 11:00 p.m. Friday and 11:00 p.m. Sunday.

8.11 Lead Pay. Leads in all categories shall receive one dollar and fifty cents ($1.50) per hour in addition to the regular rate of pay.

8.12 Preceptor. An employee assigned to preceptor duties will be paid an additional one dollar ($1.00) per hour while performing such duties.

8.13 MHS Gain Sharing Plan. The bargaining unit is eligible to participate in the MultiCare Health System Gain Sharing plan on the same basis as other eligible MultiCare employees for years 2018, 2019 and 2020. Individual eligibility is as follows:

a. paid a minimum of 1,000 hours during the applicable plan year;
b. is in a regular FTE status position on December 31 of the applicable plan year.

The terms of the Gain Sharing Plan are determined annually by the MHS Board of Directors.

8.14 Charge Nurse Premium. Nurses who are assigned as a charge nurse will receive a premium of two dollars and twenty-five cents ($2.25) per hour. This premium shall apply only to nurses assigned to the Surgery Center and shall not apply to any other nurse in any other department or unit.

8.15 Scheduled Days Off. The parties acknowledge that the Employers automated payroll system does not have programming available to implement this Article as of date of ratification. As soon as the system can be configured to accommodate this premium, but no later than the end of calendar year 2019, full-time employees as defined in Article 4.2 called in on their scheduled days off shall be paid one and one-half (1 1/2) times their regular rate of pay.

ARTICLE 9 – PTO/EIT

9.1 Accrual. Full and regular part-time employees shall receive Paid Time Off (PTO) and Extended Illness/Injury Time (EIT) based upon hours paid (up to 2080 per year) in accordance with the following schedules:

Years of Service	Annual PTO*	Accrual per hour	PTO Max.	Annual EIT*	Accrual per hour
0-4	200	.0962	400	48	.0231
5-9	240	.1154	480	48	.0231
10-19	280	.1346	560	48	.0231
20+	320	.1538	640	48	.0231

9.2 Rate of Pay. PTO and EIT shall be paid at the employee's regular rate of pay.

9.3 Access to PTO Accrual. PTO accruals are to be accessed for all absences except for those that meet EIT criteria as set forth herein. An employee will receive pay of no less than their assigned FTE each pay period by the combination of hours worked and access to available accruals unless their department is closed in which case the employee can choose whether to use their PTO accruals or go without pay for the day of the closure.

9.3.1 Requirement to Access Accruals. Employees are required to utilize accruals on any occasion when they are unable to work as scheduled unless directed not to work by management due to low census or environmental conditions (internal or external), in which event an employee may choose to either utilize accruals or to take cut hours. (Employees may not access accruals when they are off work due to a disciplinary suspension).

9.3.2 Negative Balances. Employees may not access accruals that would result in a negative balance. (Employees will be denied vacation requests if their projected PTO balance would not contain sufficient accruals to cover the requested time off. In this situation, an employee may request an unpaid leave of absence).

9.3.3 Leave of Absence. Access to accruals during a leave of absence must be taken at the employee's assigned FTE. (An employee may not access accruals at a lower or higher amount than their assigned FTE during a leave of absence.)

9.3.4 Unpaid Time off. All accruals must be exhausted prior to taking unpaid time off (unless eligible for EIT access).

9.4 Access to EIT accruals. The purpose of Extended Illness/Injury Time (EIT) is to provide coverage to an employee for extended absences from work as a result of illness or injury of the employee or to care for the illness or injury of a family member as required by Washington State's Family Care Act. Moreover, PTO or EIT may be used for:

(a) Child of the employee with a health condition that requires treatment or supervision;
(b) Spouse or domestic partner (same or opposite sex),
(c) Parent,
(d) Parent-in-law
(e) Grandparent of the employee who has a serious health condition or an emergency condition.

9.4.1 Employees may access their EIT accruals once they have missed their 17th consecutive scheduled hour of work. In this event, the employee's access to EIT will commence from the 17th hour of work forward and will not be applied retroactively to the first (1st) through sixteenth (16th) hour of the absence. Immediate access to EIT (without waiting period) is available due to inpatient hospitalization (including observation admit for 24 hours or greater) of the employee or the employee's family member (exclusive of Emergency Room visits), the employee's on-the-job injury, chemotherapy treatment, radiation treatment, the employee's colonoscopy, if the employee is furloughed by Employee Health due to a verified occupational exposure in accordance with MHS policy or outpatient surgery of the employee. Immediate access to EIT for outpatient surgery is available when the surgery plus recovery period is 3 days or more (as verified by physician certification). This immediate access will apply even when the days of recovery are not on scheduled work days.

9.4.2 Workers' Compensation Access. Employees who will receive time loss compensation under MultiCare's Worker's Compensation program may supplement their time loss payments by accessing limited accruals, up to the amount of the employees pay for the hours the employee would have worked had the employee been available to work. The employee may choose to use either PTO or EIT to supplement time loss payments.

9.4.3 Re-injury/Relapse. When an employee attempts to return to work and, within 48 hours of that return to work, is unable to continue to work due to the same illness or injury (of themselves or of the family member pursuant to State and Federal law) which had precipitated their absence, if EIT had been accessed previously, EIT may be accessed again despite the break in consecutive scheduled hours off. EIT may not be utilized retroactively, but from the 17th missed work hour forward.

9.4.4 Family Leave. EIT may be accessed for any period of disability associated with pregnancy or disability caused by miscarriage, abortion, childbirth, and recovery there from. In accordance with the criteria set forth herein, so long as appropriate medical certification is submitted reflecting the length of the disability period. However, EIT may not be accessed for the non-disability portion of maternity/paternity or family leave.

9.5 Premium Pay and PTO Access for Holiday Work. Any hourly employee who works on a designated Premium Pay Day will be paid time and one-half (1-1/2) for all hours worked on that day. In addition, employees may also access their PTO accruals for up to their regular shift length on any Premium Pay Day.

9.5.1 Premium paydays are New Years Day; Presidents Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day. For purposes of premium pay, the time period from 3:00 p.m. December 24 to 11:00 pm December 25 shall be recognized as Christmas. Holiday work shall be equitably rotated by the Employer.

9.6 Termination of Benefits. Cash-out of accruals will be paid to employees who terminate in good standing, who change to non-benefit eligible status, or who choose pay in lieu of benefits during open enrollment as follows:

(a) PTO accruals paid at 100%
(b) EIT accruals paid at 25% for all hours in excess of 240

9.6.1 "Good Standing" Defined. An employee is not "in good standing" if he or she:
(a) Is being discharged for cause; or
(b) Has given insufficient notice of resignation in accordance with contractual requirements; or
(c) Has failed to work out their notice period (i.e., calling in short notice for remaining shifts absent a medical certification).

9.7 PTO Cash Out Option: During February and August of each year, employees with a PTO balance greater than eighty (80) hours may choose to cash out up to forty (40) hours of their PTO balance such that their balance does not drop below eighty (80) hours. Employees assigned to the 24 Hour Weekend Schedule may choose to cash out up to sixty (60) hours of their PTO balance such that their balance does not drop below eighty (80) hours.

9.8 PTO/EIT Donation: An employee with a PTO balance equal to or greater than forty (40) hours or an EIT balance equal to or greater than two hundred forty (240) hours can donate up to sixteen (16) hours per year of their PTO or EIT to another employee who has a qualifying illness under the PTO donation policy who is benefit eligible, and who has exhausted their PTO and EIT accruals. The rate of pay for a donated hour of PTO or EIT is the donor's rate.

9.9 Scheduling. PTO shall begin accruing the first day of employment. All PTO must be scheduled in advance in accordance with Employer policies and be approved by supervision. The Employer shall have the right to schedule PTO in such a way as will least interfere with patient care and workload requirements of the Employer. Patient care needs will take precedence over individual requests. Generally, PTO may not be taken in increments of less than the employee's regular work day. Additionally, one (1) and two (2) day requests will not be granted until block time requests (three (3) or more days in a seven (7) day period) are granted regardless of seniority. This limitation shall not apply to employees with FTEs of .4 or below for whom a full week may consist of two (2) or fewer days. Under special circumstances and only when approved by supervision, partial days may be granted.

9.9.1 PTO Request Procedure. PTO requests between April 1 and September 30 must be submitted in writing by the employee by February 1. The Employer will respond to the

vacation requests by March 1. Only two (2) weeks may be approved during June 15 and September 30 (prime time) unless there are no conflicts.

PTO requests between October 1 and March 31 must be submitted in writing by the employee by July 1. The Employer will respond to the PTO request by August 1. No more than one (1) week may be approved during the Thanksgiving holiday week and December 19 through January 5 (prime time) unless there are no conflicts. Employees may indicate their first and second choice for prime time PTO. Employees who are denied prime time PTO in one year shall have priority over the least senior employee, whose request would have otherwise been granted, for prime time in the next year. The Employer shall post a PTO calendar in each department.

PTO requests submitted by an employee outside the designated application periods shall be responded to within thirty (30) days indicating whether the PTO request is approved or denied.

In the case of conflicting requests made during the designated PTO application periods, department hire date will be the determining factor, subject to the rotation of prime time vacations.

9.9.2 Loss of PTO Leave. An employee will not lose accrued PTO leave if the employee was not given a reasonable opportunity to use it.

9.10 Short Notice Requirements. In case of illness or other personal emergency requiring a short notice absence, the employee is required to notify their supervisor or designee immediately, but not less than two (2) hours prior to the beginning of their shift in nursing departments (one (1) hour for non-nursing departments), or in compliance with any other facility or department-specific policy. Each department will develop a system/procedure so that the employee will only be required to make one (1) telephone contact with the Employer notifying the Department Manager that the employee will be absent from work due to illness or injury.

ARTICLE 10 - LEAVES OF ABSENCE

10.1 General. All leaves are to be requested from the Clinic in writing as far in advance as possible, stating all pertinent details and the amount of time requested. A written reply to grant or deny the request shall be given by the Clinic within thirty (30) days. For purposes of eligibility for leave for part-time employees, one (1) year shall equal twelve (12) consecutive calendar months. For purposes of this Agreement, a leave of absence begins on the date of absence from work.

10.2 Maternity Leave. Leave without pay shall be granted upon request of the employee for a period of up to six (6) months for maternity purposes, without loss of benefits accrued to the date such leave commences. The Employer shall return the employee to the same unit, shift and FTE status, if the employee returns from the maternity leave at the end of the disability as certified by the physician. For employees not entitled to Family Leave (11.3), requests for maternity leave in excess of the disability

period shall be subject to meeting proper staffing requirements as approved by the employee's supervisor.

10.3 Family Leave. As required by federal law, upon completion of one (1) year of continuous employment, any employee who has worked at least 1250 hours during the prior twelve (12) months shall be entitled to up to twelve (12) weeks of unpaid leave per year for the birth, adoption or placement of a foster child; to care for a spouse or immediate family member with a serious health condition; or when the employee is unable to work due to a serious health condition. The Employer shall maintain the employees' health benefits during this leave and shall reinstate the employee to the employee's former or equivalent position (same department, FTE and shift) at the conclusion of the leave. If a particular period of leave qualifies under both the Family and Medical Leave Act of 1993 (FMLA) and state law, the leaves shall run concurrently. This leave shall be interpreted consistently with the rights, requirements, limitations and conditions set forth in the federal law and shall not be more broadly construed. The Employer may require or the employee may elect to use any accrued paid leave time for which the employee is eligible during the leave of absence. Generally, employees must give at least thirty (30) days' advance notice to the Employer of the request for leave.

10.4 Leave Combined. An employee may guarantee her position for a period of up to the period of disability plus twelve (12) weeks by combining her maternity and family leave. The total amount of combined maternity and parental leave cannot exceed the longer of six (6) months or the period of disability plus twelve (12) weeks without loss of benefits accrued to the date leave commences.

10.5 Health Leave. After one (1) year of continuous employment, leave of absence for a period of up to six (6) months may be granted without pay for health reasons, for a non-FMLA purpose, upon the recommendations of a physician, without loss of accrued benefits. The Employer shall guarantee the employee's position if the employee returns from the health leave within eight (8) weeks. If the employee has not returned to work within eight (8) weeks of the commencement of the leave, the Employer will thereafter make a good faith effort to hold the employee's position for an additional four (4) weeks. In the event the Employer is required to fill the position due to business necessity between the ninth (9th) and the twelfth (12th) week period, the employee will be notified and given the opportunity to return to work. If the employee is unable to return to work at that time, the employee when returning from the health leave of absence will then be offered the first available opening consistent with the job description held by the employee prior to the leave of absence. Sick leave to the extent accrued, accrued vacation and personal holiday pay may be used during the leave of absence.

10.6 No Benefit Accrual. An employee on a leave of absence without pay will not continue to accrue benefits during that leave, but there shall be no loss of previously accrued benefits if the employee returns to work at the end of the allowed leave.

10.7 Return to Work. If a leave of absence, either alone or in conjunction with paid time off, does not exceed thirty (30) days, an employee will be entitled to return to the employee's former job, provided that the employee returns at the end of the scheduled leave. If a leave exceeds thirty (30) days, the Employer does not guarantee that the employee can return to the employee's former position, but the

employee will be eligible for the first available similar position without loss of accrued benefits, provided that the employee is available to return to work on or before expiration of the leave.

10.8 Termination. An employee who fails to return at the end of a scheduled leave of absence or any agreed upon extension of a leave of absence shall be considered terminated. If an employee takes employment elsewhere during the leave without prior approval of the Employer, the employee shall be considered terminated.

10.9 Education Leave. After one (1) year of continuous employment, permission may be granted for a leave of absence of up to nine (9) months without pay for job-related study approved by the Employer. This leave may be extended to one (1) year if the academic program requires a full year's absence.

10.9.1 Employees may request up to five (5) days of educational leave with pay per year. Such leave shall be subject to budgetary considerations, scheduling requirements of the Employer and approval by the Employer of the subject matter to be studied and shall not be granted for any meetings related in any way to labor relations or collective bargaining activity.

10.9.2 If the Employer requests an employee to attend an outside workshop or institute, the employee's regular salary, tuition and reasonable expenses shall be paid by the Employer.

10.9.3 All full time professional and technical employees shall be allowed five hundred dollars ($500.00) per calendar year (pro-rated by FTE for part time employees) to use for work related educational opportunities and related expenses (i.e. reimbursement for tuition and salary). Requests for continuing education time off on scheduled work days must be applied for at least twenty-one (21) days in advance on a form provided by the Employer. The employee's request shall be subject to scheduling requirements and certification of attendance/completion of the educational program. Funds accrued during one (1) calendar year must be used prior to the completion of the following calendar year.

10.11 Bereavement Leave. An employee may be allowed up to three (3) working days off with pay in case of a death in the employee's immediate family. Two (2) additional days may be granted without pay or from the employee's PTO accrual when in the Employer's opinion extensive travel is required to attend the funeral. Immediate family shall be spouse, significant other in lieu of spouse, child or step-child, brother or sister or step-sibling, parent, grandparents of employee and spouse, grandchild, parent of spouse, brother or sister of spouse, any relative living in the same household, or domestic partner (City of Seattle definition).

10.12 Military Leave. Leaves without pay for military duty shall be granted in accordance with applicable law.

10.13 Jury Duty. A regular full-time or part-time employee who is called upon to serve on jury duty on a regularly scheduled working day shall be compensated by the Employer the difference between jury duty pay and regular straight-time pay.

10.14 Witness Duty. A regular full-time employee who is subpoenaed to testify in court on behalf of the Employer or a patient of the Employer on matters involving the patient's condition and professional care received at the Clinic shall be compensated by the Employer for the difference between witness pay and regular straight-time pay. In all such cases, the employee should seek the court's permission to return to work as soon as possible after giving the testimony.

10.15 Union Leave. Employees will be afforded an option of requesting an unpaid leave of absence to attend Union Executive Board meetings, officer meetings, Shop Steward meetings, annual lobbying day and training sessions or Union conventions. Such leaves may be approved subject to unit/department and patient care needs.

ARTICLE 11 - BENEFIT PLANS

11.1 Flexible Benefits (Medical, Dental and Life) Insurance. For new hires and transfers into the bargaining unit as of **January 1, 2019**, benefits eligibility shall be effective beginning the first of the month following thirty (30) days of continuous employment as a benefits eligible employee. All full-time and all part-time employees regularly scheduled to work thirty (30) or more hours per week (0.75 FTE) shall be eligible for the Employer's flexible benefits insurance plan providing medical, dental and life insurance benefits.

Employees will have the option of participating in a MultiCare sponsored Wellness Plan. Those who choose not to participate will be subject to health insurance premium surcharge.

The Employer will develop and implement a dental fee schedule option beginning in 2012 for employees who wish to use Dentists who are willing to provide care under that arrangement. The fee schedule option will be cost neutral to the Employer as compared with the current dental plan.

11.1.1 Part-time employees regularly scheduled to work sixteen (16) or more hours per week and desiring medical, dental and life insurance may sign up for the Hospital's flexible benefits plan and the Hospital will pay for one-half (1/2) of the employee only premium, with the remainder to be paid by the employee.

11.1.2 Health Plan Premiums. Premiums for the Employer's health benefit plans for 2018 and 2019 will be as outlined on Appendix C except that employees enrolled in the PPO as self-only for calendar year 2018 shall continue to pay a forty-five ($45) self only premium (fifteen dollars ($15) with the Healthy at Work discount) for calendar year 2018. Premiums for subsequent years shall be as outlined in Appendix C, this Article and subject to the terms of Article 11.6.

Other costs such as deductibles, co-pays, co-insurance, out of pocket maximums, etc. for the health benefit plans shall remain unchanged for calendar years 2018 and 2019. Any premium increases for 2020 to the monthly health insurance premiums will be shared equally by the employee and Employer, except that the employee share shall not exceed a maximum of fifty dollars ($50.00) per month.

11.1.3 Grandfathered Employees. For the term of this agreement, Employees in a UFCW bargaining unit before **January 1, 2019**, shall remain benefits eligible at twenty-four (24) or more hours per week (0.6 FTE) so long as the employee remains in an MHS UFCW bargaining unit position. Employees who transfer out of a MHS UFCW bargaining unit shall be subject to the eligibility terms applicable to the new position. Employees who transfer out and then back into a UFCW bargaining unit shall be subject to the 0.75 FTE criteria set out in 11.1, above.

11.2 Retirement Plan. Employees shall be covered by the Employer's retirement policies. There shall be no changes to the two retirement plans (the grandfathered defined benefit plan for employees hired prior to July 31, 2002 and the Retirement Account Plan) through December 31,2015. Effective January 1, 2016, all employees shall participate in MultiCare's Retirement Account Plan in accordance with the terms of the Plan. All grandfathered defined benefit plan participants ~~would~~ will enter the Retirement Account Plan (RAP) at the 6% contribution level in 2016. The contribution will be no less than 6% through February 28, 2018.

- *Annuitization: A one-time election upon the employee's retirement and only applies to grandfathered DB participants.*
- *One extra year of service for DB participants if the employee meets 1,000 hours of service in 2016.*

11.3 Life Insurance. The level of benefits under the Employer's Group Life Insurance Plan in effect on the effective date of this Agreement, as those benefits relate to bargaining unit employees, shall not be reduced during the term of this Agreement.

11.4 Workers' Compensation. Workers' Compensation Insurance shall be provided by the employer subject to employee contributions provided for in the present Industrial Insurance Act or as subsequently amended.

11.5 Unemployment compensation. Unemployment compensation shall be provided by the Employer as provided by law.

11.6 Plan Changes to Health Insurance. In the event the Employer modifies its current Plans or provides an alternative Plan(s) the Employer will negotiate the proposed Plan changes with the Union. The Employer shall notify the Union at least ninety (90) days prior to the benefit election period.

ARTICLE 12 - NO STRIKE--NO LOCKOUT

12.1 No Strike. The parties to this Agreement realize that the Employer provides special and essential services to the community, and that for this and other humanitarian reasons it is the intent of the parties to settle disputes by the grievance procedure provided for herein. It is therefore agreed that during the term of this Agreement, neither the Union nor any of the employees covered by this Agreement shall participate in any way in any strikes, including any sympathy strikes, work stoppages, picketing, handbilling, walkouts, slowdowns, boycotts or any other activity that interrupts or impedes work, or the delivery of goods, services or patients to the Employer. No officers or representatives of the Union shall authorize, instigate, aid or condone such activity. In the event of any such activity, the Union and their officers and agents shall do everything within their power to end or avert the same. Any employee participating in any of the activities referred to above, including the refusal to cross a picket line posted by any other labor organization or any other party, shall be subject to immediate dismissal, permanent replacement, or lesser discipline, at the Employer's discretion.

12.2 No Lockout. The Employer shall not engage in any lockout during the term of this Agreement.

ARTICLE 13 - GRIEVANCE PROCEDURE

13.1 Grievance Defined. A grievance is defined as any alleged breach by the Employer of any express term of this Agreement. If any such grievance arises, it shall be submitted to the following procedure. In order to be subject to the following procedure, any grievance must be submitted at the first applicable step within fourteen (14) calendar days from the date when the employee or the Union was aware, or reasonably should have been aware, that a grievance existed. All grievances not filed within the fourteen (14) day period are deemed waived by the aggrieved party.

13.1.1 Time Limits. Time limits set forth in the following steps may only be extended by mutual written consent of the parties hereto. Failure of an employee to file a grievance on a timely basis or to timely advance a grievance in accordance with the time limits set forth below will constitute a withdrawal of the grievance. Any grievance which is unresolved following the meetings set forth in this grievance procedure, or due to a lack of a timely response, may be pursued to the next higher step. The moving party shall notify the other of their intent to do so.

13.1.2 Step One Written Warnings. The Employer and Union agree that should the Union not grieve a Step One Written Warning, the Union reserves the right to challenge the basis for the

Step One Written Warning if the Step One Written Warning is used as the basis for further discipline up to and including discharge.

13.2 Step 1. Employee and Immediate Supervisor and/or Department Head. If an employee has a grievance, the employee or the Unit Representative must first present the grievance in writing to the employee's immediate supervisor/department head within fourteen (14) calendar days from the date the employee was or should have been aware that the grievance existed. Upon receipt thereof, the immediate supervisor/department head shall attempt to resolve the problem and shall respond in writing to the employee within fourteen (14) calendar days following the meeting. Should the supervisor and the employee meet to resolve the grievance, a Unit Representative may attend the meeting at the employee's request.

13.3 Step 2. Employee and Director of Employee and Labor Relations. If the matter is not resolved to the employee's satisfaction at Step 1, the employee or Union shall present the grievance in writing to the Director Employee and Labor Relations (or designee) within seven (7) calendar days of the immediate supervisor's decision. A conference between the employee (and the Unit or Union Representative, if requested by the employee) and the Director Employee and Labor Relations shall be held. The Director Employee and Labor Relations (or designee) shall issue a written reply within seven (7) calendar days following the grievance meeting.

13.4 Step 3. Arbitration. If the grievance is not settled on the basis of the foregoing procedures, and if the grievant and the Union have complied with the specific time limitations specified in Steps 1, 2, 3 and 4 herein, the Union may submit the issue in writing to arbitration within fourteen (14) calendar days following the receipt of the written reply from the Director of Employee and Labor Relations or designee. After notification that the dispute is submitted for arbitration, the arbitrator will be determined from the listing of arbitrators listed below. The first arbitration case (under this Agreement) will be assigned to the first arbitrator identified below. Thereafter, each arbitration case will be assigned on a rotating basis to the next arbitrator appearing on the list. In the event of unavailability of an arbitrator to hear a case, the next arbitrator will be promptly notified of the request for hearing.

The parties have agreed to the following permanent panel of arbitrators:

Janet Gaunt
Eric Lindauer
Philip Kienast
Zane Lumbly
Michael Beck
Dustin C. McCreary

13.4.1 The Arbitrator's decision shall be final and binding on all parties, subject to the following terms and conditions. The Arbitrator shall have no authority to add to, subtract from, or otherwise change or modify the provisions of this Agreement, but shall be authorized only to interpret existing provisions of this Agreement as they may apply to the specific facts of the issue in dispute. If the Arbitrator finds that the Employer was not limited by this Agreement from taking the action grieved, the Arbitrator shall have no authority to limit the Employer's action and shall not substitute his or her judgment for the Employer's so long as that judgment was

reasonably exercised. Any dismissal by the Arbitrator, whether on the merits or procedural grounds, shall bar any further arbitration.

13.4.2 The cost of the arbitrator (arbitrator's fees and expenses) shall be borne by the party whose position in the dispute is not upheld by the arbitrator's decision.

13.4.3 Except where specifically provided elsewhere in this Agreement, neither party shall be required during the term of this Agreement to provide the other party with any data, documents or information in its possession or under its control for any purpose except insofar as it may be relevant to a pending grievance or to pending negotiations for a renewal collective bargaining agreement; provided that appropriate notice has been given as required by Section 17.4 below. If necessary, the Arbitrator shall resolve discovery rights of the parties as to grievances submitted to arbitration.

13.5 Mutually Agreed Mediation. The parties may agree to use mediation in an attempt to resolve the grievance. Both parties must mutually agree to use mediation and neither party may require that any grievance be sent to mediation. Mediation shall not be considered a step in the grievance process.

ARTICLE 14 – CONFERENCE COMMITTEE

A Conference Committee consisting of three (3) persons appointed by the Employer and three (3) persons elected by the members of the unit shall be established for the purpose of considering suggestions for improvements in quality of patient care, employee relations, or any other matter of mutual concern to the employees and the Employer. The Conference Committee shall establish a mutually agreeable meeting schedule. Committee members shall suffer no loss of pay if they attend Conference Committee meetings with Employer representatives while on duty status. The Conference Committee's role is an advisory, rather than a decision-making one. Per Article 5.10, paragraph 4, below, the Nurse Executive or Administrator will provide his/her response to the Conference Committee. The Conference Committee will meet monthly provided that agenda items are presented by either party to the other no later than 5 calendar days prior to the scheduled meeting. Should no agenda items be received, the meeting will be cancelled. The parties agree that use of on call employees shall be a quarterly standing agenda item.

When issues arise that affect specific job classes, departments or subgroups, sub-committees may be developed to address these issues. Subcommittees will be scheduled at mutually agreed upon dates and times. The Conference Committee will designate the number of Union and Employer representatives on each sub-committee.

14.1.1 The Conference Committee may mutually agree to create task forces to investigate and identify potential solutions to the issues described above. The task forces shall be comprised if an equal number of Employer and Unit representatives. When creating a task force, the Conference Committee shall designate the time period of the task force and the specific issues to be addressed.

ARTICLE 15 - OCCUPATIONAL SAFETY AND HEALTH

The Employer will maintain a safe and healthful work place in compliance with all Federal, State and local laws applicable to the safety and health of its employees. The Safety Committee will be the proper vehicle to investigate safety issues and the Employee Health Advisory Committee shall be responsible for investigating health issues related to the work place. The Safety Committee shall include no more than three (3) bargaining unit employees on each safety committee, with not more than one (1) from any department. All bargaining unit employees who serve on the Committee will be appointed by the Union. The Union shall be responsible for providing names to the Employer each December for membership for the following year. Employees are encouraged to report any unsafe conditions to their supervisors and the Safety Committee. Safety Committee agendas will have a standing agenda item that addresses workplace violence.

ARTICLE 16 - GENERAL PROVISIONS

16.1 The parties acknowledge that during the negotiations that resulted in this Agreement, each has had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining and that the results and exercise of that right and opportunity are completely set forth in this Agreement. Therefore, the Employer and the Union, for the life 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 specifically referred to or covered in this Agreement or discussed during the negotiations which resulted in this Agreement. The parties further agree, however, that this Agreement may be amended by the mutual consent of the parties in writing at any time during its term.

16.2 Effect of Invalidity. This Agreement shall be subject to all future and present applicable federal and state laws. Should any provision or provisions become unlawful by virtue of the 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 life of the Agreement. If any provision is held invalid, the parties hereto shall enter into collective bargaining negotiations for the purpose of arriving at a mutually satisfactory replacement for such provision.

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

16.4 Duration of Agreement. This Agreement shall be in effect date of ratification and shall continue in full force and effect through and including February 28, 2021. Should either party decide to modify or terminate this Agreement on February 28, 2021, it shall serve written notice on the other party no more than one hundred twenty (120) days and no less than ninety (90) days prior to that date. In the event of an inadvertent failure by either party to give the requisite notice, such party may give written notice at any subsequent time prior to the termination date of this Agreement. If notice is given in accordance with provisions of this section, the expiration date of the contract shall be the ninetieth (90th) day following such notice.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed this 17 day of December 2018.

MULTICARE HEALTH SYSTEM

Steven Bascom, VP
Human Resources

Laura L. Edwards, Manager
Employee & Labor Relations

UFCW LOCAL 21

Todd Crosby, President

Denise Baeza
UFCW Local 21 Negotiator

MULTICARE CLINIC

APPENDIX A

WAGE SCHEDULE

MULTICARE CLINIC

APPENDIX B

JOB GROUPS

Health Information Technician
ICC Reception
Day Surgery Reception
Lab Reception
Imaging Reception
Patient Registrar
Physical Therapy reception
Heart Center Assistant
Patient Collections Clerk
Patient Accounts Customer Service Clerk
Billing and Coding Specialist
Tumor Board Coordinator
OR Control Desk/Admin Assistant
ART
Transcription
Engineering Mechanics I, III, IV
Deli Food Service Worker
Outpatient Surgery Aide
Drug Screen Collector
Pharmacy/CS Coordinator
Managed Care Eligibility Support
Massage Therapist
Referral Authorization Coordinator
Pre-authorization Clerk

Medical Social Worker
Lab Assistant/Phlebotomist
Medical Lab Technician
Medical Technologist
Registered Ultrasonographer
CT Technician
Radiologic Technologist
Mammographer
Optical Assistant
Optical Technician
Audiologist
Orthopedic Technician
OT Assistant
PT Assistant
Occupational Therapist
Physical Therapist
Pharmacist
Pharmacy Tech Level A
Dietitian
Health Educator
Parent Educator
Registered Nurse
Licensed Practical Nurse
Medical Assistant
OR Tech
Resource Specialist

APPENDIX C

Health Plan Premiums for 2018 and 2019

		2018	2019
Member premiums/payroll deductions (Without Health@Work savings)	**Std PPO**	Increase plan $40 EE only - $130 EE & Sp - $345 EE & Children - $251 EE & Fam - $453	Increase plan $45 EE only - $175 EE & Sp - $390 EE & Children - $296 EE & Fam - $498
	MCCN	EE only - $30 EE & Sp - $230 EE & Children - $136 EE & Fam - $310	EE only - $30 EE & Sp - $230 EE & Children - $136 EE & Fam - $310
	HDHP	Add Healthy @ Work savings ($30 not reflected) EE only - $75 EE & Sp - $175 EE & Children - $125 EE & Fam - $225	EE only - $75 EE & Sp - $175 EE & Children - $125 EE & Fam - $225

Other Costs. Other costs such as deductibles, co-pays, co-insurance, out of pocket maximums, etc. shall remain unchanged through December 31, 2019.

MultiCare Clinic
Appendix D to the Collective Bargaining Agreement
Code of Conduct for Union Election Process
Between
UFCW Local 21 and MultiCare Health System

The following establishes MultiCare Health System (MHS) and UFCW Local 21's (Union) philosophy regarding the principles of a Code of Conduct surrounding organizing and Union election activity.

The primary purpose of MHS is to provide quality patient care. To achieve this MHS acknowledges sound relations are fundamental to the successful operation of providing and managing health care services. MHS is committed to high standards in its dealings and treatment of all employees and strives for excellence in meeting this commitment in a fair, consistent, respectful and transparent manner. This is best accomplished in an open environment of trust and confidence that fosters, encourages, and reinforces direct communication with all employees.

MHS and UFCW recognize that employees have certain rights under federal, state and local law and intend to comply with those laws in all respects, and the protection of those rights, as guaranteed by the law; including, but not limited to, the right to form or join a union as well as the right to refrain from such activity. As such, the parties are committed to working together to respect each employee's right to determine whether or not they wish to be represented by a union.

Agree

MHS and UFCW are committed to the following principles:

- Modeling MultiCare core values: *Respect, Integrity, Stewardship, Excellence, Collaboration, Kindness*;
- Serving the organization's best interests;
- Complying with applicable federal, state and local laws;
- Acknowledging all employees are part of the healthcare team;
- Recognizing individual contributions to quality patient care and that employees have a voice in finding solutions to problems;
- Acknowledging employees have a duty, and the right, to make well informed decisions regarding their working conditions, free from fear and intimidation;
- Valuing diversity and demonstrating respect for all people;
- Treating all employees with dignity and demonstrating a considerate, friendly and constructive attitude.

Leadership Meetings

MHS leadership and Union leadership will hold regular quarterly meetings

Communication and Activity

MHS and UFCW agree neither will engage in behavior which portrays the other in a negative light. The parties agree to treat employees with dignity and respect. No employee will be discriminated against or harassed because of his/her legal union activity or lack thereof.

The parties agree that their respective communications and activities will be consistent with the principles of the Code of Conduct and neither will engage in misrepresentations, negative campaign tactics, or personal attacks on individuals employed by either organization. Both parties agree to treat the other with civility, and respect the choice made by employees regarding representation. MHS further agrees that the Union shall be allowed the same access to public areas of the premises as any other member of the public. After a showing of interest by the Union that has been verified by the Community Leader, the Union may request to use Conference Rooms within MultiCare upon request to Human Resource(s) and/or their designee. Requests shall be responded to within (1) one business day.

Election Process -- Community Election

1) UFCW and MHS will discuss and agree on appropriate bargaining units using ~~the~~ NLRB "community of interest" rules or standards. If no agreement can be reached on an appropriate unit the parties agree that either party may request expedited Mediation through FMCS. If Mediation is not successful the parties will enter into expedited Arbitration within 7 calendar days of the initial dispute ; except that a dispute over the inclusion or exclusion of positions equaling in number less than 10% of the proposed bargaining unit, other than disputes as to supervisory status, shall not be subject to arbitration and shall instead vote subject to challenge as set forth in Sections 4 and 8, below. The arbitrator shall be selected from the following panel, dependent on the Arbitrator consenting to expedited consideration of all matters referred to the Arbitrator under this agreement.

   Joe Duffy
   Mike Cavanaugh
   Rich Ahearn
   Mike Merrill
   Alan Krebs

   The Arbitrator selected to hear the first dispute arising under this Letter of Agreement as to any proposed or agreed bargaining unit shall have continuing jurisdiction to hear all disputes regarding that bargaining unit until the conclusion of this process. The first arbitrator on the list above shall hear the disputed regarding the first bargaining unit proposed under this Letter of Agreement; disputes regarding the second proposed unit shall be heard by the second arbitrator, and disputes shall rotate through the panel in that manner for the life of this Letter of Agreement. The Arbitrator's decision shall be final and binding. Each party shall be responsible for ½ (half) of the costs of Mediation and/or Arbitration at all stages of the process governed by this agreement. Preparation, legal and lost wages shall be borne by the individual parties.

2) When employees in a bargaining unit as established above have petitioned or signed cards for an election the parties shall agree to an in-person (excluding mail ballots, electronic voting or other such methods) secret ballot election to be conducted by a non-biased community leader (the "Community Leader") selected by mutual agreement of both MultiCare and UFCW Local 21 within 10 calendar days following the notification by UFCW Local 21 to MultiCare that it claims to represent a majority of the employees in the unit and demands that MultiCare recognize it for purposes of collective bargaining ("Recognition Demand"). If a community leader cannot be agreed upon a Mediator from FMCS shall assist in the process; if the parties remained deadlocked, the Community Leader shall be selected by the Arbitrator who shall be limited to a hearing, telephonic if possible, lasting no more than four hours divided equally between MultiCare and the Union. After such hearing the Arbitrator may only either select between the one Community Leader nominated by MultiCare or the one Community Leader nominated by the Union. Upon the request of MultiCare or UFCW Local 21, the Community Leader shall determine whether the petition is supported by a percentage of union authorization cards required by the NLRB from employees in an appropriate unit (at least 30% of the employees in the unit determined as set forth above). MultiCare Health Systems and UFCW Local 21 shall mutually agree to the election date(s) and time(s) as follows: If the Union submits the Recognition Demand to MultiCare on a Monday, Tuesday, Wednesday or Thursday of any week, the election will be held no earlier than twenty-one (21) days from the date of the Recognition Demand. If the Union submits the Recognition Demand on a Friday, the twenty-one (21) days will begin on the following Monday. Contractually recognized holidays shall not count towards the twenty-one (21) days in any circumstance. For purposes of this section, for such submission to be effective, the Recognition Demand must be submitted in person to and receipt acknowledged by MultiCare's Vice President, Human Potential, or his or her designee. The parties will make a good faith effort to resolve differences regarding date(s) and time(s) of the election, but if an agreement cannot be reached the Arbitrator shall be empowered to decide any disputes over the date(s) or time(s) of the election.

3) Once the Community Leader notifies MultiCare that the petition and/or signed cards is supported by the appropriate showing of interest as defined above, MultiCare is required to provide a list of eligible employees within 2 business days. MultiCare must include for those employees who it agrees or contends are appropriately within the unit, or have been held by the Arbitrator to be within an appropriate unit, available personal addresses and phone numbers of voters on the voter list as those items are maintained in its HRIS system in order to permit non-employer parties to communicate with prospective voters about the upcoming election using modern forms of communication. The list must include full names, work locations, shifts and job classifications of all individuals in proposed unit. If the Employer claims the proposed unit is inappropriate because additional personnel should be added, a separate list of the full names, work locations, shifts and job classifications of all individuals the Employer claims should be added to the unit must be provided. If the Employer contends the proposed unit is not appropriate because personnel should be excluded, it must also separately list the individuals whom it believes should be excluded from the proposed unit to make it an appropriate unit.

4) The Community Leader will conduct the election and count the ballots. Any challenged ballots must be preserved by the Community Leader in a manner which preserves the ability to resolve the challenge but also preserves the secrecy of the challenged individual's vote; challenges or objections to the election must be resolved pursuant to paragraph 8 of this Agreement, and all parties acknowledge and submit to the Arbitrator's exclusive authority to rule on such objections and any determinative challenges and the parties waive their rights to have the NLRB resolve any objections or determinative challenges. The parties will take all necessary steps to effectuate the arbitration process and the Arbitrator's decision regarding objections and/ or determinative challenges.

5) Eligibility. All employees who are employed on a full-time, regular part-time, on-call basis in the petitioned for unit, who are on the active payroll as of the date immediately preceding the date of filing of the petition/cards and who are still on the payroll at the time of the voting shall be eligible to vote in the election, except managers, supervisors, confidential employees and guards. On-calls shall be deemed eligible to vote provided that they have worked an average of four (4) hours per week in the thirteen (13) week period (that is, 52 or more hours), ending with the last complete pay period, preceding the Union's filing for election.

6) Voting. Employees shall vote on non-work time, but may vote while on break or during their meal periods. Neither UFCW Local 21 nor MultiCare shall provide any financial inducements to vote. The voting shall take place at an appropriate location(s), determined by mutual agreement, or by the Arbitrator if the parties cannot agree. The parties shall each be entitled to an equal number of observers at the election site(s). The observers must not be supervisory or Human Resource employees above the administrative level.

7) Ballot Counting. The Community Leader shall count the ballots immediately following the conclusion of the voting. Both parties, including interested off-duty employees, may attend the counting of the ballots. Five days after the election results, MultiCare agrees to recognize the Union as the collective bargaining agent on behalf of the employees in the designated unit where the majority of employees voting have voted for union representation.

8) Resolution of Challenged Ballots. The Arbitrator shall resolve challenges to the eligibility of voters which must be submitted to the Arbitrator by the Community Leader and the parties no more than three (3) business days following the election. The Arbitrator shall have discretion to establish procedures for the resolution of such challenges, which may include submission of evidence by the Parties. Upon request of either party, the Arbitrator will hold a hearing, including submission of evidence. In all cases, however, the Arbitrator shall resolve challenges within fifteen (15) days of the conclusion of the hearing. The Arbitrator's determination under this Agreement shall be binding on both parties. The parties shall jointly share the cost of the Arbitrator.

9) Resolution of Election Objections. If a party wishes to file objections to the election based on allegation(s) of violation of the Agreement or other conduct which would violate the National Labor Relations Act, either party must file such objections in writing with the Arbitrator within seven (7) calendar days of the election. A hearing including the submission of evidence shall be held before the Arbitrator and at the discretion of the Arbitrator, the

hearing on objections may be combined with the hearing, if any, on challenged ballots as set forth in Paragraph 8, above. Pursuant to paragraph 8, the Arbitrator shall resolve these objections within (15) fifteen calendar days of the conclusion of the hearing. In the case of filing such objections, both parties will take any additional steps necessary to effectuate the Arbitration process and the Arbitrator's decision.

10) Hiatus After Election. If employees choose not to be represented by the Union through an election, the Union may re-institute this process for that bargaining unit after a one-year waiting period, unless otherwise ordered by the Arbitrator. UFCW Local 21 further agrees that no more than three (3) elections per year may be held under this Agreement, such years to be calculated from the ratification date of the collective bargaining agreement and subsequent anniversary dates.

Mediation & Arbitration

As per the CBA, except to the degree inconsistent with the above Agreement, in which case this Agreement controls.

Memorandums of Understanding

Bulletin Boards. The Employer will designate bulletin boards for the use of the Union in each of the following areas in UFCW represented locations:

- Nutrition Services
- Lab
- Pharmacy
- Imaging
- Central Service
- Emergency Department
- Patient Care floors (TG, MB, Allenmore and Auburn)
- Day Surgery of Tacoma
- Engineering
- Distribution
- Grounds
- Linen Services
- Print Shop
- Clinical Engineering
- ORs
- Clinic staff entrances

Med Lab Technician and Medical Technologist positions. Med Lab Technicians who obtain MT credentials (degree and required certifications) will not automatically be promoted to MT, but are encouraged to apply for an MT position if and when the Employer chooses to post.

Floating across campuses. The Employer and Union agree that employees will not be required to float across campuses unless the employee voluntarily agrees to do so or has been hired to do so.

Pulse Heart Institute Scrubs. The following is to memorialize the parties' agreement for mandatory scrub attire for UFCW represented Employees across MHS campuses and facilities who are assigned to the MultiCare Health System Pulse Institute business unit. The agreement is summarized as follows:

- Scrub attire will be required for all UFCW represented Employees assigned to the MHS Pulse Institute business unit in all locations. Each job class will be assigned a different color of scrubs. The color will be determined by the Employer. Employees will not be permitted to wear scrubs not provided by the Employer.
- Employees assigned to procedural areas will continue to wear MHS issued blue scrubs however, the Employer reserves the right to implement Pulse Institute scrubs as described herein for procedural areas.
- Pulse scrub attire will be provided by the Employer through an online portal provided by the Vendor and available to employees at work. Selection and purchase of required scrub attire will be permitted on work time.
- Employees will be permitted to select the style of scrub top and/or bottom that they prefer from what is offered by the Vendor, however, the color of the scrubs will be determined by the Employer. The Employee must purchase scrubs in the designated color for their job classification.
- Scrub tops will be inscribed with the Pulse logo.

- Initial Allocation: Employees will be provided with purchase "points" on the Vendor's site equivalent to the number of "sets" agreed to for their designated FTE (for the purposes of this Agreement, a "set" is defined as one scrub top and one scrub bottom) . The Employee will use the points assigned to purchase required scrubs as outlined above. The Employee may choose to purchase additional scrubs (above the allocation described below) at their own expense through the Vendor's web site.
  0.7 to 1.0 FTE: 3 sets of scrubs
  0.6 and below: 2 sets of scrubs
- Replacement: Employees will be provided with points annually to purchase replacement scrubs. The Employee may choose to purchase additional scrubs (above the allocation described below) at their own expense through the Vendor's web site. Points will be awarded as outlined below:
  0.7 to 1.0: 2 sets of replacement scrubs annually
  0.6 and below: 1 set of replacement scrubs annually
- Laundering. Employees will be responsible for laundering the Pulse scrubs.
- Maternity. The Employer will work with pregnant employees needing changes in sizes due to pregnancy.
- Health Unit Coordinators. The parties acknowledge and agree that at the discretion of management, Health Unit Coordinators (HUCs) may be required to wear a Pulse logo shirt and employee owned black slacks of any style that meets the MHS Dress Code. Should the Employer decide to substitute a Pulse logo shirt for the Pulse scrubs for HUCs, the initial allocation and replacement terms outlined above will be the same at each FTE level except that the terms "set of scrubs" will be replaced with "shirts".
- Termination. Employees will be requested to turn in Pulse scrubs upon termination. but employees will not be required to do so. Employees will not be charged for lost or damaged scrubs.

The Employer and UFCW agree that effective with the execution of this MOU by both parties, the terms outlined above constitute the agreement by and between the parties in regards to mandatory scrubs for UFCW represented Pulse Institute business unit employees. Any other terms and conditions of the collective bargaining agreements between the parties not modified herein will remain in effect.

Interpreters. Employees will not be required to provide interpreter services for other employees, patient or family members. Employees may do so on voluntary basis and with permission from the supervisor.

Dual Standby for TG/MB and AH campuses. Employees assigned to simultaneous standby for TG/MB and Allenmore campuses will be paid twice (2X) the regular standby rate.

Transfer of Employee to Non-Represented Facilities. MultiCare Health System, Inc. ("MultiCare") and the United Food and Commercial Workers, Local Union No. 21 (the "Union") are parties to various collective bargaining agreements applicable to numerous employees of MultiCare. A dispute currently exists between MultiCare and the Union concerning the reorganization of MultiCare's workforce, and the resulting relocation of various personnel from facilities represented by the Union to the MultiCare Access Center. That dispute is currently pending arbitration. The parties now desire to fully and finally resolve this dispute, and therefore agree as follows:

1. The Union shall dismiss with prejudice its grievance over the relocation of certain personnel to the MultiCare Access Center.

2. The parties acknowledge that the employer retains the right to operate and manage its workforce, including the right to reorganize and relocate its operations which may involve the transition of work out of facilities represented by the Union. This Agreement therefore applies to all collective bargaining agreements between the Union and MultiCare, except the terms of this Agreement are not applicable to Laboratories Northwest unit employees.

3. In the event that MultiCare reorganizes or relocates its work in the future out of facilities represented by the Union, the following procedures will be followed:

a. MultiCare will first solicit volunteers to transition to the new work location from among those employees qualified to perform the work. The determination whether volunteers are qualified to perform the work will be made by MultiCare in its sole judgment, provided that such judgments are based upon established criteria and shall not be arbitrary or capricious.

b. In the event that insufficient qualified employees volunteer for relocation, MultiCare will select employees for relocation using the layoff provisions of the collective bargaining agreements, including those provisions allowing senior employees to displace/bump junior employees to avoid the relocation provided the senior employee is immediately qualified to perform the work being performed by the junior employee. Employees who return to the bargaining unit subsequent to a relocation will have their seniority restored consistent with the terms of the Agreements.

4. Employees transferred to a new work location pursuant to the Memorandum of Agreement remain continuously employed by MultiCare, and are not laid off or otherwise separated from employment. Except as set forth above, such employees are not entitled to severance or any other benefit applicable to employees whose employment is permanently or temporarily ended.

Pyramiding/Duplication MOU:

A. Instances Involving the Same Hours:

(1) If the contractual obligation requires overtime and one or more premiums paid at the rate of time and one half (1.5X) for the same hours, the maximum obligation shall be time and one half (1.5X) for all such hours.

(2) If the contractual obligation requires two or more premiums paid at the rate of time and one half (1.5X) for the same hours, the maximum obligation shall be time and one half (1.5X) for all such hours.

(3) If the contractual obligation requires overtime or premium paid at time and one half (1.5X) and double time (2X) for the same hours, the double time (2X) rate shall be paid for those hours.

B. Instances Not Involving the Same Hours. In instances not involving the same actual hours worked but where the no pyramiding and/or duplication rule exists, the following standards shall be utilized:

(1) Overtime (7.4). Hours paid for beyond the normal full-time work day (i.e. daily overtime) shall not count in computing hours worked beyond the normal full-time work period (i.e. weekly or by pay period overtime).

(2) Weekends (7.8). Hours paid for under this section at the premium rate of time and one half (1.5X) shall not count in computing hours worked beyond the normal full-time work period (i.e. weekly or by pay period overtime).

(3) Rest Between Shifts (7.10). Hours paid for at this premium rate (time and one half) which occur before a regularly scheduled shift shall not count in computing hours worked beyond the normal full-time work period (i.e. weekly overtime). Hours paid for at this premium during the employee's regularly scheduled shift shall count in computing hours worked beyond the normal full-time work week (i.e. weekly or by pay period overtime).

(4) Call Back Pay (8.3) Hours paid for under the premium shall not count as time worked in computing hours beyond the normal full-time work period (i.e. weekly or by pay period overtime).

(5) Work on Holidays (9.4). Hours paid for at this premium rate (time and one half) during the normal work day shall count as time worked in computing hours beyond the normal full-time work period (i.e. weekly overtime). Hours paid for under this premium in excess of normal work day shall not count as time worked in computing hours beyond the normal full-time work period (i.e. weekly overtime).

Benefit Accruals for Time Spent in Bargaining: In the event that: (1) the parties reach a tentative agreement no later than the conclusion of the May 29, 2018 bargaining session, and; (2) the terms of such a tentative agreement are thereafter ratified by the bargaining unit, the Employer shall retroactively credit bargaining team members for PTO and EIT accruals for time spent in negotiations (including caucus time) of up to 8 hours (or 12 hours of that is the employee's regularly scheduled shift) in each day for the scheduled negotiations sessions. In the event that any of the conditions set forth in this agreement are not satisfied by the Union and bargaining team members, the Employer will have no obligation to credit benefit accruals for time spent in negotiations.

Mutlicare Clinic Service & Engineering
Effective: 6/10/2018 UFCW8
2.50%

JOB TITLE	BASE	Yr 1	Yr 2	Yr 3	Yr 4	Yr 5	Yr 6	Yr 7	Yr 8	Yr 9	Yr 10	Yr 11	Yr 12	Yr 13	Yr 14	Yr 15	Yr 16	Yr 17	Yr 18	Yr 19	Yr 20	Yr 21	Yr 22	Yr 23	Yr 24	Yr 25	Yr 26
DME Sales Associate	$15.48	$15.76	$16.09	$16.41	$16.74	$17.07	$17.40	$17.73	$18.12	$18.47	$18.86	$19.22	$19.63	$19.99	$20.40	$20.82	$21.22	$21.65	$22.08	$22.52	$22.97	$22.97	$23.44	$23.44	$23.91	$23.91	$24.15
Deli Food Svc Worker I	$15.17	$15.47	$15.75	$16.09	$16.41	$16.74	$17.07	$17.41	$17.76	$18.13	$18.49	$18.86	$19.22	$19.63	$20.00	$20.43	$20.83	$21.23	$21.66	$22.09	$22.54	$22.54	$23.00	$23.00	$23.46	$23.46	$23.69
Courier	$15.62	$15.95	$16.25	$16.57	$16.92	$17.26	$17.61	$17.96	$18.33	$18.69	$19.10	$19.46	$19.85	$20.25	$20.63	$21.05	$21.48	$21.92	$22.36	$22.80	$23.25	$23.25	$23.72	$23.72	$24.19	$24.19	$24.43
Medical Assistant	$17.65	$17.99	$18.38	$18.72	$19.12	$19.50	$19.90	$20.28	$20.68	$21.08	$21.51	$21.95	$22.39	$22.85	$23.30	$23.77	$24.24	$24.72	$25.22	$25.73	$26.23	$26.23	$26.76	$26.76	$27.31	$27.31	$27.56
Medical Assistant - Cert (.50) Clinical Support Specialist	$18.15	$18.49	$18.88	$19.22	$19.62	$20.00	$20.40	$20.78	$21.18	$21.58	$22.01	$22.45	$22.89	$23.35	$23.80	$24.27	$24.74	$25.22	$25.72	$26.23	$26.73	$26.73	$27.26	$27.26	$27.81	$27.81	$28.06
Clinical Support Spec - Cert (.25)	$18.40	$18.74	$19.13	$19.47	$19.87	$20.25	$20.65	$21.03	$21.43	$21.83	$22.26	$22.70	$23.14	$23.60	$24.05	$24.52	$24.99	$25.47	$25.97	$26.48	$26.98	$26.98	$27.51	$27.51	$28.06	$28.06	$28.31
Imaging Services Rep	$17.17	$17.54	$17.90	$18.22	$18.61	$18.98	$19.37	$19.73	$20.14	$20.53	$20.96	$21.37	$21.80	$22.22	$22.67	$23.12	$23.56	$24.04	$24.54	$25.03	$25.53	$25.53	$26.05	$26.05	$26.58	$26.58	$26.83
Drug Screen Collector Heart Center Asst	$16.14	$16.45	$16.81	$17.13	$17.49	$17.82	$18.18	$18.54	$18.93	$19.29	$19.69	$20.08	$20.49	$20.91	$21.33	$21.74	$22.18	$22.63	$23.08	$23.52	$24.00	$24.00	$24.48	$24.48	$24.97	$24.97	$25.23
Pharmaceutical Coordinator	$16.59	$16.93	$17.27	$17.63	$17.97	$18.35	$18.69	$19.09	$19.46	$19.85	$20.25	$20.63	$21.05	$21.48	$21.91	$22.36	$22.80	$23.25	$23.72	$24.19	$24.67	$24.67	$25.14	$25.14	$25.64	$25.64	$25.91
Health Unit Coordinator	$16.85	$17.19	$17.54	$17.90	$18.23	$18.61	$18.98	$19.37	$19.73	$20.14	$20.54	$20.96	$21.38	$21.80	$22.23	$22.68	$23.14	$23.56	$24.05	$24.55	$25.04	$25.04	$25.54	$25.54	$26.06	$26.06	$26.32
Patient Service Rep	$17.71	$18.09	$18.44	$18.81	$19.19	$19.57	$19.96	$20.37	$20.77	$21.19	$21.62	$22.04	$22.48	$22.92	$23.40	$23.87	$24.35	$24.85	$25.33	$25.83	$26.34	$26.34	$26.87	$26.87	$27.41	$27.41	$27.69
Sales Clerk	$14.73	$15.04	$15.32	$15.63	$15.96	$16.26	$16.58	$16.92	$17.26	$17.61	$17.96	$18.33	$18.68	$19.05	$19.44	$19.84	$20.24	$20.62	$21.04	$21.47	$21.90	$21.90	$22.35	$22.35	$22.79	$22.79	$23.02
Pharmacy Assistant	$14.87	$15.18	$15.48	$15.76	$16.10	$16.42	$16.76	$17.09	$17.43	$17.77	$18.14	$18.50	$18.87	$19.23	$19.64	$20.01	$20.44	$20.84	$21.24	$21.68	$22.10	$22.10	$22.55	$22.55	$23.00	$23.00	$23.22
Nail Tech (Flat Rate)	$14.69																										
Engineering Mechanic I	$41.73																										
Engineering Mechanic II	$38.71																										
Engineering Mechanic III	$35.84																										
Engineering Mechanic IV	$27.45																										
Cook	$17.02	$17.37	$17.70	$18.08	$18.44	$18.80	$19.18	$19.56	$19.95	$20.36	$20.76	$21.18	$21.59	$22.03	$22.47	$22.90	$23.38	$23.85	$24.33	$24.79	$25.29	$25.29	$25.79	$25.79	$26.30	$26.30	$26.58
CNA/Transporter	$16.45	$16.81	$17.13	$17.49	$17.82	$18.18	$18.54	$18.93	$19.29	$19.69	$20.08	$20.49	$20.91	$21.33	$21.74	$22.18	$22.63	$23.08	$23.52	$24.00	$24.48	$24.48	$24.97	$24.97	$25.48	$25.48	$25.73

Mutlicare Clinic Service & Engineering
Effective 2019 UFCW8
2.00%

JOB TITLE	BASE	Yr 1	Yr 2	Yr 3	Yr 4	Yr 5	Yr 6	Yr 7	Yr 8	Yr 9	Yr 10	Yr 11	Yr 12	Yr 13	Yr 14	Yr 15	Yr 16	Yr 17	Yr 18	Yr 19	Yr 20	Yr 21	Yr 22	Yr 23	Yr 24	Yr 25	Yr 26
DME Sales Associate	$15.79	$16.08	$16.41	$16.74	$17.07	$17.41	$17.75	$18.08	$18.48	$18.84	$19.24	$19.60	$20.02	$20.39	$20.81	$21.24	$21.64	$22.08	$22.52	$22.97	$23.43	$23.43	$23.91	$23.91	$24.39	$24.39	$24.63
Deli Food Svc Worker I	$15.47	$15.78	$16.07	$16.41	$16.74	$17.07	$17.41	$17.76	$18.12	$18.49	$18.86	$19.24	$19.60	$20.02	$20.40	$20.84	$21.25	$21.65	$22.09	$22.53	$22.99	$22.99	$23.46	$23.46	$23.93	$23.93	$24.16
Courier	$15.93	$16.27	$16.58	$16.90	$17.26	$17.61	$17.96	$18.32	$18.70	$19.06	$19.48	$19.85	$20.25	$20.66	$21.04	$21.47	$21.91	$22.36	$22.81	$23.26	$23.72	$23.72	$24.19	$24.19	$24.67	$24.67	$24.92
Medical Assistant	$18.00	$18.35	$18.75	$19.09	$19.50	$19.89	$20.30	$20.69	$21.09	$21.50	$21.94	$22.39	$22.84	$23.31	$23.77	$24.25	$24.72	$25.21	$25.72	$26.24	$26.75	$26.75	$27.30	$27.30	$27.86	$27.86	$28.11
Medical Assistant - Cert (.50) Clinical Support Specialist	$18.50	$18.85	$19.25	$19.59	$20.00	$20.39	$20.80	$21.19	$21.59	$22.00	$22.44	$22.89	$23.34	$23.81	$24.27	$24.75	$25.22	$25.71	$26.22	$26.74	$27.25	$27.25	$27.80	$27.80	$28.36	$28.36	$28.61
Clinical Support Spec - Cert (.25)	$18.75	$19.10	$19.50	$19.84	$20.25	$20.64	$21.05	$21.44	$21.84	$22.25	$22.69	$23.14	$23.59	$24.06	$24.52	$25.00	$25.47	$25.96	$26.47	$26.99	$27.50	$27.50	$28.05	$28.05	$28.61	$28.61	$28.86
Imaging Services Rep	$17.51	$17.89	$18.26	$18.58	$18.98	$19.36	$19.76	$20.12	$20.54	$20.94	$21.38	$21.80	$22.24	$22.66	$23.12	$23.58	$24.03	$24.52	$25.03	$25.53	$26.04	$26.04	$26.57	$26.57	$27.11	$27.11	$27.37
Drug Screen Collector Heart Center Asst	$16.46	$16.78	$17.15	$17.47	$17.84	$18.18	$18.54	$18.91	$19.31	$19.68	$20.08	$20.48	$20.90	$21.33	$21.76	$22.17	$22.62	$23.08	$23.54	$23.99	$24.48	$24.48	$24.97	$24.97	$25.47	$25.47	$25.73
Pharmaceutical Coordinator	$16.92	$17.27	$17.62	$17.98	$18.33	$18.72	$19.06	$19.47	$19.85	$20.25	$20.66	$21.04	$21.47	$21.91	$22.35	$22.81	$23.26	$23.72	$24.19	$24.67	$25.16	$25.16	$25.64	$25.64	$26.15	$26.15	$26.43
Health Unit Coordinator	$17.19	$17.53	$17.89	$18.26	$18.59	$18.98	$19.36	$19.76	$20.12	$20.54	$20.95	$21.38	$21.81	$22.24	$22.67	$23.13	$23.60	$24.03	$24.53	$25.04	$25.54	$25.54	$26.05	$26.05	$26.58	$26.58	$26.85
Patient Service Rep	$18.06	$18.45	$18.81	$19.19	$19.57	$19.96	$20.36	$20.78	$21.19	$21.61	$22.05	$22.48	$22.93	$23.38	$23.87	$24.35	$24.84	$25.35	$25.84	$26.35	$26.87	$26.87	$27.41	$27.41	$27.96	$27.96	$28.24
Sales Clerk	$15.02	$15.34	$15.63	$15.94	$16.28	$16.59	$16.91	$17.26	$17.61	$17.96	$18.32	$18.70	$19.05	$19.43	$19.83	$20.24	$20.64	$21.03	$21.46	$21.90	$22.34	$22.34	$22.80	$22.80	$23.25	$23.25	$23.48
Pharmacy Assistant	$15.17	$15.48	$15.79	$16.08	$16.42	$16.75	$17.10	$17.43	$17.78	$18.13	$18.50	$18.87	$19.25	$19.61	$20.03	$20.41	$20.85	$21.26	$21.66	$22.11	$22.54	$22.54	$23.00	$23.00	$23.46	$23.46	$23.68
Nail Tech (Flat Rate)	$15.28																										
Engineering Mechanic I	$43.40																										
Engineering Mechanic II	$40.26																										
Engineering Mechanic III	$37.27																										
Engineering Mechanic IV	$28.55																										
Cook	$17.36	$17.72	$18.05	$18.44	$18.81	$19.18	$19.56	$19.95	$20.35	$20.77	$21.18	$21.60	$22.02	$22.47	$22.92	$23.36	$23.85	$24.33	$24.82	$25.29	$25.80	$25.80	$26.31	$26.31	$26.83	$26.83	$27.11
CNA/Transporter	$16.78	$17.15	$17.47	$17.84	$18.18	$18.54	$18.91	$19.31	$19.68	$20.08	$20.48	$20.90	$21.33	$21.76	$22.17	$22.62	$23.08	$23.54	$23.99	$24.48	$24.97	$24.97	$25.47	$25.47	$25.99	$25.99	$26.24

Mutlicare Clinic Service & Engineering
Effective 2020 UFCW8
2.00%

JOB TITLE	BASE	Yr 1	Yr 2	Yr 3	Yr 4	Yr 5	Yr 6	Yr 7	Yr 8	Yr 9	Yr 10	Yr 11	Yr 12	Yr 13	Yr 14	Yr 15	Yr 16	Yr 17	Yr 18	Yr 19	Yr 20	Yr 21	Yr 22	Yr 23	Yr 24	Yr 25	Yr 26
DME Sales Associate	$16.11	$16.40	$16.74	$17.07	$17.41	$17.76	$18.11	$18.44	$18.85	$19.22	$19.62	$19.99	$20.42	$20.80	$21.23	$21.66	$22.07	$22.52	$22.97	$23.43	$23.90	$23.90	$24.39	$24.39	$24.88	$24.88	$25.12
Deli Food Svc Worker I	$15.78	$16.10	$16.39	$16.74	$17.07	$17.41	$17.76	$18.12	$18.48	$18.86	$19.24	$19.62	$19.99	$20.42	$20.81	$21.26	$21.68	$22.08	$22.53	$22.98	$23.45	$23.45	$23.93	$23.93	$24.41	$24.41	$24.64
Courier	$16.25	$16.60	$16.91	$17.24	$17.61	$17.96	$18.32	$18.69	$19.07	$19.44	$19.87	$20.25	$20.66	$21.07	$21.46	$21.90	$22.35	$22.81	$23.27	$23.73	$24.19	$24.19	$24.67	$24.67	$25.16	$25.16	$25.42
Medical Assistant	$18.36	$18.72	$19.13	$19.47	$19.89	$20.29	$20.71	$21.10	$21.51	$21.93	$22.38	$22.84	$23.30	$23.78	$24.25	$24.74	$25.21	$25.71	$26.23	$26.76	$27.29	$27.29	$27.85	$27.85	$28.42	$28.42	$28.67
Medical Assistant - Cert (.50) Clinical Support Specialist	$18.86	$19.22	$19.63	$19.97	$20.39	$20.79	$21.21	$21.60	$22.01	$22.43	$22.88	$23.34	$23.80	$24.28	$24.75	$25.24	$25.71	$26.21	$26.73	$27.26	$27.79	$27.79	$28.35	$28.35	$28.92	$28.92	$29.17
Clinical Support Spec - Cert (.25)	$19.11	$19.47	$19.88	$20.22	$20.64	$21.04	$21.46	$21.85	$22.26	$22.68	$23.13	$23.59	$24.05	$24.53	$25.00	$25.49	$25.96	$26.46	$26.98	$27.51	$28.04	$28.04	$28.60	$28.60	$29.17	$29.17	$29.42
Imaging Services Rep	$17.86	$18.25	$18.63	$18.95	$19.36	$19.75	$20.16	$20.52	$20.95	$21.36	$21.81	$22.24	$22.68	$23.11	$23.58	$24.05	$24.51	$25.01	$25.53	$26.04	$26.56	$26.56	$27.10	$27.10	$27.65	$27.65	$27.92
Drug Screen Collector Heart Center Asst	$16.79	$17.12	$17.49	$17.82	$18.20	$18.54	$18.91	$19.29	$19.70	$20.07	$20.48	$20.89	$21.32	$21.76	$22.20	$22.61	$23.07	$23.54	$24.01	$24.47	$24.97	$24.97	$25.47	$25.47	$25.98	$25.98	$26.24
Pharmaceutical Coordinator	$17.26	$17.62	$17.97	$18.34	$18.70	$19.09	$19.44	$19.86	$20.25	$20.66	$21.07	$21.46	$21.90	$22.35	$22.80	$23.27	$23.73	$24.19	$24.67	$25.16	$25.66	$25.66	$26.15	$26.15	$26.67	$26.67	$26.96
Health Unit Coordinator	$17.53	$17.88	$18.25	$18.63	$18.96	$19.36	$19.75	$20.16	$20.52	$20.95	$21.37	$21.81	$22.25	$22.68	$23.12	$23.59	$24.07	$24.51	$25.02	$25.54	$26.05	$26.05	$26.57	$26.57	$27.11	$27.11	$27.39
Patient Service Rep	$18.42	$18.82	$19.19	$19.57	$19.96	$20.36	$20.77	$21.20	$21.61	$22.04	$22.49	$22.93	$23.39	$23.85	$24.35	$24.84	$25.34	$25.86	$26.36	$26.88	$27.41	$27.41	$27.96	$27.96	$28.52	$28.52	$28.80
Sales Clerk	$15.32	$15.65	$15.94	$16.26	$16.61	$16.92	$17.25	$17.61	$17.96	$18.32	$18.69	$19.07	$19.43	$19.82	$20.23	$20.64	$21.05	$21.45	$21.89	$22.34	$22.79	$22.79	$23.26	$23.26	$23.72	$23.72	$23.95
Pharmacy Assistant	$15.47	$15.79	$16.11	$16.40	$16.75	$17.09	$17.44	$17.78	$18.14	$18.49	$18.87	$19.25	$19.64	$20.00	$20.43	$20.82	$21.27	$21.69	$22.09	$22.55	$22.99	$22.99	$23.46	$23.46	$23.93	$23.93	$24.15
Nail Tech (Flat Rate)	$15.89																										
Engineering Mechanic I	$45.14																										
Engineering Mechanic II	$41.87																										
Engineering Mechanic III	$38.76																										
Engineering Mechanic IV	$29.69																										
Cook	$17.71	$18.07	$18.41	$18.81	$19.19	$19.56	$19.95	$20.35	$20.76	$21.19	$21.60	$22.03	$22.46	$22.92	$23.38	$23.83	$24.33	$24.82	$25.32	$25.80	$26.32	$26.32	$26.84	$26.84	$27.37	$27.37	$27.65
CNA/Transporter	$17.12	$17.49	$17.82	$18.20	$18.54	$18.91	$19.29	$19.70	$20.07	$20.48	$20.89	$21.32	$21.76	$22.20	$22.61	$23.07	$23.54	$24.01	$24.47	$24.97	$25.47	$25.47	$25.98	$25.98	$26.51	$26.51	$26.76

MultiCare Clinic Professional / Technical Wage Scale

Effective: 2020
2% Contractual
Flat rates +2%

Union Code: UFCW7

Position Title	Base	Yr 1	Yr 2	Yr 3	Yr 4	Yr 5	Yr 6	Yr 7	Yr 8	Yr 9	Yr 10	Yr 11	Yr 12	Yr 13	Yr 14	Yr 15	Yr 16	Yr 17	Yr 18	Yr 19	Yr 20	Yr 21	Yr 22	Yr 23	Yr 24	Yr 25	Yr 26
Technical																											
Pharmacy Tech A	$21.09	$21.70	$22.34	$23.01	$23.72	$24.42	$25.15	$25.91	$26.67	$27.49	$28.32	$28.32	$29.16	$29.16	$30.06	$30.06	$30.97	$30.97	$31.89	$31.89	$32.83	$32.83	$33.82	$33.82	$34.83	$34.83	$35.36
Orthopedic Technician	$19.35	$19.94	$20.52	$21.17	$21.78	$22.42	$23.09	$23.80	$24.49	$25.26	$26.00	$26.00	$26.80	$26.80	$27.59	$27.59	$28.44	$28.44	$29.28	$29.28	$30.16	$30.16	$31.07	$31.07	$31.98	$31.98	$32.46
Hand Therapy Assistant	$24.96	$25.64	$26.40	$27.14	$27.92	$28.70	$29.52	$30.36	$31.21	$32.13	$33.05	$33.05	$34.01	$34.01	$34.99	$34.99	$35.99	$35.99	$37.04	$37.04	$38.10	$38.10	$39.21	$39.21	$40.35	$40.35	$40.94
OR Technician - Non-Cert	$23.22	$23.90	$24.61	$25.36	$26.11	$26.90	$27.70	$28.53	$29.40	$30.26	$31.16	$31.16	$32.11	$32.11	$33.08	$33.08	$34.05	$34.05	$35.09	$35.09	$36.13	$36.13	$37.21	$37.21	$38.33	$38.33	$38.91
LPN	$22.00	$22.66	$23.35	$24.04	$24.79	$25.50	$26.28	$27.06	$27.89	$28.70	$29.57	$29.57	$30.48	$30.48	$31.40	$31.40	$32.32	$32.32	$33.31	$33.31	$34.32	$34.32	$35.34	$35.34	$36.38	$36.38	$36.94
OR Technician - Certified	$24.29	$24.97	$25.67	$26.43	$27.18	$27.97	$28.76	$29.59	$30.46	$31.32	$32.23	$32.23	$33.18	$33.18	$34.14	$34.14	$35.12	$35.12	$36.17	$36.17	$37.20	$37.20	$38.28	$38.28	$39.39	$39.39	$39.98
MLT	$23.39	$24.08	$24.83	$25.55	$26.32	$27.12	$27.93	$28.75	$29.66	$30.53	$31.45	$31.45	$32.39	$32.39	$33.35	$33.35	$34.37	$34.37	$35.39	$35.39	$36.48	$36.48	$37.56	$37.56	$38.69	$38.69	$39.26
Reg Rad Technologist	$28.95	$29.79	$30.70	$31.61	$32.57	$33.53	$34.54	$35.56	$36.63	$37.70	$38.85	$38.85	$40.04	$40.04	$41.24	$41.24	$42.47	$42.47	$43.74	$43.74	$45.03	$45.03	$46.40	$46.40	$47.80	$47.80	$48.51
Mammography	$30.12	$31.02	$31.94	$32.91	$33.87	$34.89	$35.93	$37.03	$38.12	$39.26	$40.46	$40.46	$41.69	$41.69	$42.94	$42.94	$44.23	$44.23	$45.57	$45.57	$46.93	$46.93	$48.34	$48.34	$49.80	$49.80	$50.55
Massage Therapist	$27.49	$28.32	$29.16	$30.06	$30.97	$31.89	$32.83	$33.82	$34.83	$35.88	$36.98	$36.98	$38.07	$38.07	$39.21	$39.21	$40.40	$40.40	$41.63	$41.63	$42.84	$42.84	$44.12	$44.12	$45.45	$45.45	$46.13
Reg Ultrasonographer Echocardiographer	$35.30	$36.35	$37.46	$38.56	$39.72	$40.91	$42.14	$43.42	$44.75	$46.08	$47.44	$47.44	$48.88	$48.88	$50.34	$50.34	$51.85	$51.85	$53.42	$53.42	$55.03	$55.03	$56.66	$56.66	$58.35	$58.35	$59.24
CS Technician-N/Cert	$16.80	$17.31	$17.82	$18.36	$18.91	$19.47	$20.06	$20.68	$21.28	$21.91	$22.58	$22.58	$23.27	$23.27	$23.96	$23.96	$24.68	$24.68	$25.43	$25.43	$26.18	$26.18	$26.98	$26.98	$27.77	$27.77	$28.18
Bone Densitometer Tech	$20.85	$21.50	$22.14	$22.81	$23.47	$24.17	$24.91	$25.64	$26.44	$27.21	$28.04	$28.04	$28.89	$28.89	$29.74	$29.74	$30.63	$30.63	$31.56	$31.56	$32.50	$32.50	$33.46	$33.46	$34.47	$34.47	$34.99
Rad Technologist (Unreg)	$23.63	$24.36	$25.06	$25.85	$26.60	$27.41	$28.22	$29.06	$29.94	$30.82	$31.74	$31.74	$32.71	$32.71	$33.71	$33.71	$34.71	$34.71	$35.77	$35.77	$36.82	$36.82	$37.93	$37.93	$39.07	$39.07	$39.65
CT Technician	$31.86	$32.80	$33.80	$34.81	$35.86	$36.94	$38.05	$39.19	$40.37	$41.60	$42.82	$42.82	$44.09	$44.09	$45.43	$45.43	$46.78	$46.78	$48.17	$48.17	$49.62	$49.62	$51.11	$51.11	$52.66	$52.66	$53.45
Reg Ultra/Vascular Tech ($1.00)	$36.30	$37.35	$38.46	$39.56	$40.72	$41.91	$43.14	$44.42	$45.75	$47.08	$48.44	$48.44	$49.88	$49.88	$51.34	$51.34	$52.85	$52.85	$54.42	$54.42	$56.03	$56.03	$57.66	$57.66	$59.35	$59.35	$60.24
MRI Tech	$34.81	$35.86	$36.94	$38.05	$39.19	$40.37	$41.60	$42.82	$44.09	$45.43	$46.78	$46.78	$48.17	$48.17	$49.62	$49.62	$51.11	$51.11	$52.66	$52.66	$54.24	$54.24	$55.88	$55.88	$57.55	$57.55	$58.40
Massage Therapist I (grandfathered - DO NOT USE)	$32.39	$33.35	$34.37	$35.39	$36.48	$37.56	$38.69	$39.84	$41.03	$42.27	$43.53	$43.53	$44.84	$44.84	$46.19	$46.19	$47.56	$47.56	$49.01	$49.01	$50.48	$50.48	$52.00	$52.00	$53.54	$53.54	$54.34
CS Technician	$17.58	$18.11	$18.66	$19.22	$19.79	$20.41	$21.01	$21.64	$22.29	$22.95	$23.63	$23.63	$24.36	$24.36	$25.06	$25.06	$25.85	$25.85	$26.60	$26.60	$27.41	$27.41	$28.22	$28.22	$29.06	$29.06	$29.51
Perioperative Svcs Tech	$18.72	$19.29	$19.89	$20.47	$21.10	$21.71	$22.35	$23.02	$23.73	$24.43	$25.16	$25.16	$25.92	$25.92	$26.68	$26.68	$27.50	$27.50	$28.34	$28.34	$29.17	$29.17	$30.08	$30.08	$30.98	$30.98	$31.43
Patient Care Tech	$18.40	$18.95	$19.53	$20.10	$20.73	$21.32	$21.98	$22.63	$23.31	$24.01	$24.76	$24.76	$25.47	$25.47	$26.23	$26.23	$27.03	$27.03	$27.86	$27.86	$28.66	$28.66	$29.52	$29.52	$30.41	$30.41	$30.87
Medical Lab Tech-Reg Elig	$22.65	$23.34	$24.03	$24.78	$25.49	$26.25	$27.05	$27.88	$28.69	$29.56	$30.47	$30.47	$31.39	$31.39	$32.31	$32.31	$33.30	$33.30	$34.31	$34.31	$35.32	$35.32	$36.37	$36.37	$37.49	$37.49	$38.04
Polysom Tech Neurodiagnostic Tech I	$26.59	$27.40	$28.21	$29.05	$29.93	$30.81	$31.73	$32.70	$33.70	$34.70	$35.76	$35.76	$36.81	$36.81	$37.92	$37.92	$39.06	$39.06	$40.21	$40.21	$41.40	$41.40	$42.66	$42.66	$43.94	$43.94	$44.60
Polysom Tech - Reg ($1.00) Neurodiagnostic Tech II	$27.59	$28.40	$29.21	$30.05	$30.93	$31.81	$32.73	$33.70	$34.70	$35.70	$36.76	$36.76	$37.81	$37.81	$38.92	$38.92	$40.06	$40.06	$41.21	$41.21	$42.40	$42.40	$43.66	$43.66	$44.94	$44.94	$45.60
Esthetician (Flat Rates)	<10 yr $23.51	$23.51	$23.51	$23.51	$23.51	$23.51	$23.51	$23.51	$23.51	$23.51	10 or > yrs $26.18	$26.18	$26.18	$26.18	$26.18	$26.18	$26.18	$26.18	$26.18	$26.18	$26.18	$26.18	$26.18	$26.18	$26.18	$26.18	$26.18
Vascular Ultrasound Tech-Non Reg Ultrasound Tech-Reg Elig	$29.03	$29.90	$30.79	$31.71	$32.68	$33.66	$34.68	$35.72	$36.78	$37.89	$39.02	$39.02	$40.18	$40.18	$41.37	$41.37	$42.63	$42.63	$43.91	$43.91	$45.24	$45.24	$46.59	$46.59	$47.99	$47.99	$48.71

	Base	yr 1	yr 2	yr 3	yr 4	yr 5	yr 6	yr 7	yr 8	yr 9	yr 10	yr 11	yr 12	yr 13
Vascular Ultrasound Tech	$39.72	$40.91	$42.14	$43.42	$44.75	$46.08	$47.44	$48.88	$50.34	$51.85	$53.42	$55.03	$56.66	$58.35
Perinatal Ultrasound Tech														

	Base	Yr 1	Yr 2	Yr 3	Yr 4	Yr 5	Yr 6	Yr 7	Yr 8	Yr 9	Yr 10	Yr 11	Yr 12	Yr 13	Yr 14	Yr 15	Yr 16	Yr 17	Yr 18
Certified PT Assistant	$25.26	$26.20	$27.20	$28.23	$29.33	$30.46	$31.04	$31.62	$32.24	$32.83	$33.46	$34.11	$34.60	$35.10	$35.59	$36.12	$36.63	$37.17	$37.68
Certified OT Assistant																			

Professional	Base	yr 1	yr 2	yr 3	yr 4	yr 5	yr 6	yr 7	yr 8	yr 9	yr 10	yr 11	yr 12	yr 13	yr 14	yr 15	yr 16	yr 17	yr 18	yr 19	yr 20	yr 21	yr 22	yr 23	yr 24	yr 25	yr 26
Audiologist	$33.81	$34.81	$35.86	$36.94	$38.04	$39.18	$40.35	$41.55	$42.82	$44.09	$45.43	$45.43	$46.80	$46.80	$48.18	$48.18	$49.63	$49.63	$51.12	$51.12	$52.66	$52.66	$54.25	$54.25	$55.87	$55.87	$56.69
Med Tech	$28.07	$28.93	$29.77	$30.68	$31.59	$32.56	$33.52	$34.52	$35.55	$36.62	$37.70	$37.70	$38.85	$38.85	$40.02	$40.02	$41.23	$41.23	$42.47	$42.47	$43.74	$43.74	$45.05	$45.05	$46.40	$46.40	$47.08
Nuclear Med Tech-Reg	$35.15	$36.20	$37.27	$38.40	$39.56	$40.74	$41.96	$43.24	$44.51	$45.86	$47.24	$47.24	$48.64	$48.64	$50.12	$50.12	$51.60	$51.60	$53.16	$53.16	$54.74	$54.74	$56.41	$56.41	$58.10	$58.10	$58.95
Med Tech-Reg Elig	$24.24	$24.94	$25.69	$26.47	$27.25	$28.07	$28.93	$29.77	$30.68	$31.59	$32.56	$32.56	$33.52	$33.52	$34.52	$34.52	$35.55	$35.55	$36.62	$36.62	$37.70	$37.70	$38.85	$38.85	$40.02	$40.02	$40.62
Atheltic Trainer - Certified	$20.27	$20.87	$21.49	$22.14	$22.80	$23.48	$24.19	$24.91	$25.65	$26.43	$27.21	$27.21	$28.04	$28.04	$28.89	$28.89	$29.74	$29.74	$30.64	$30.64	$31.56	$31.56	$32.50	$32.50	$33.47	$33.47	$33.98

	Base	yr 1	yr 2	yr 3	yr 4	yr 5	yr 6	yr 7	yr 8	yr 9	yr 10	yr 11	yr 12	yr 13	yr 14	yr 15	yr 16	yr 17	yr 18	yr 19	yr 20
Clinic RN (WRC, OFC PRAC)	$30.46	$31.38	$32.31	$33.28	$34.28	$35.32	$36.37	$37.46	$38.58	$39.73	$40.93	$40.93	$42.17	$42.17	$43.42	$43.42	$44.73	$44.73	$46.07	$47.44	$48.88
Clinic RN - Certified ($1.00)	$31.48	$32.40	$33.33	$34.30	$35.30	$36.34	$37.39	$38.48	$39.60	$40.75	$41.95	$41.95	$43.19	$43.19	$44.44	$44.44	$45.75	$45.75	$47.09	$48.46	$49.90

	Base	Yr 1	Yr 2	Yr 3	Yr 4	Yr 5	Yr 6	Yr 7	Yr 8	Yr 9	Yr 10	Yr 11	Yr 12	Yr 13	Yr 14	Yr 15	Yr 16
Pharmacist	$59.74	$59.74	$61.53	$61.53	$63.38	$63.38	$65.29	$65.29	$67.26	$67.26	$69.26	$69.26	$71.35	$71.35	$73.48	$73.48	$74.59
Pharmacist (Cert) (1.00)	$60.74	$60.74	$62.53	$62.53	$64.38	$64.38	$66.29	$66.29	$68.26	$68.26	$70.26	$70.26	$72.35	$72.35	$74.48	$74.48	$75.59
Pharmacist Specialist	$61.53	$61.53	$63.38	$63.38	$65.29	$65.29	$67.26	$67.26	$69.26	$69.26	$71.35	$71.35	$73.48	$73.48	$75.67	$75.67	$76.82
Pharmacist Specialist-Cert (1.00)	$62.53	$62.53	$64.38	$64.38	$66.29	$66.29	$68.26	$68.26	$70.26	$70.26	$72.35	$72.35	$74.48	$74.48	$76.67	$76.67	$77.82

	BASE	Yr 1	Yr 2	Yr 3	Yr 4	Yr 5	Yr 6	Yr 7	Yr 8	Yr 9	Yr 10	Yr 11
Diabetes Educator-RD	$29.70	$31.15	$32.73	$34.39	$36.08	$37.90	$39.78	$41.76	$43.86	$46.06	$48.35	$50.77

	Base	Yr 1	Yr 2	Yr 3	Yr 4	Yr 5	Yr 6	Yr 7	Yr 8	Yr 9	Yr 10	Yr 11	Yr 12	Yr 13	Yr 14	Yr 15	Yr 16	Yr 17	Yr 18	Yr 19	Yr 20
Occupational Therapist	$39.62	$39.62	$40.79	$40.79	$42.02	$42.02	$43.30	$43.30	$44.58	$44.58	$45.91	$45.91	$47.29	$47.29	$48.73	$48.73	$50.18	$50.18	$51.69	$51.69	$52.46
Physical Therapist																					
Certified Occupational Therapist ($1.0(	$40.62	$40.62	$41.79	$41.79	$43.02	$43.02	$44.30	$44.30	$45.58	$45.58	$46.91	$46.91	$48.29	$48.29	$49.73	$49.73	$51.18	$51.18	$52.69	$52.69	$53.46
Certified Physical Therapist ($1.00)																					

	Base	*Yr 1*	*Yr 2*	*Yr 3*	*Yr 4*	*Yr 5*	*Yr 6*	*Yr 7*	*Yr 8*	*Yr 9*	*Yr 10*	*Yr 11*	*Yr 12*	*Yr 13*	*Yr 14*	*Yr 15*	*Yr 16*	*Yr 17*	*Yr 18*	*Yr 19*	*Yr 20*
Certified Hand Therapist (5% Cert OT)	$42.65	$42.65	$43.88	$43.88	$45.17	$45.17	$46.52	$46.52	$47.86	$47.86	$49.26	$49.26	$50.70	$50.70	$52.22	$52.22	$53.74	$53.74	$55.32	$55.32	$56.13

MultiCare Clinic Clerical Wage Scale
Effective 6/10/2018 UFCW8
2.5% Contractual

Position Title	BASE	Yr 1	Yr 2	Yr 3	Yr 4	Yr 5	Yr 6	Yr 7	Yr 8	Yr 9	Yr 10	Yr 11	Yr 12	Yr 13	Yr 14	Yr 15	Yr 16	Yr 17	Yr 18	Yr 19	Yr 20	Yr 21	Yr 22	Yr 23	Yr 24	Yr 25	Yr 26
Patient Collections Clerk	$18.49	$18.87	$19.23	$19.64	$20.01	$20.41	$20.83	$21.23	$21.66	$22.09	$22.54	$22.98	$23.46	$23.93	$24.42	$24.90	$25.41	$25.91	$26.41	$26.95	$27.48	$27.48	$28.02	$28.02	$28.59	$28.59	$28.87
Health Information Tech	$15.48	$15.76	$16.09	$16.41	$16.74	$17.07	$17.40	$17.73	$18.12	$18.47	$18.86	$19.22	$19.63	$19.99	$20.40	$20.82	$21.22	$21.65	$22.08	$22.52	$22.97	$22.97	$23.44	$23.44	$23.91	$23.91	$24.15
Medical Receptionist Patient Registrar Medical Recept/Cash Clerk Support Specialist	$16.74	$17.07	$17.40	$17.73	$18.12	$18.47	$18.86	$19.22	$19.63	$19.99	$20.40	$20.82	$21.22	$21.65	$22.08	$22.52	$22.97	$23.44	$23.92	$24.40	$24.89	$24.89	$25.40	$25.40	$25.91	$25.91	$26.16
Tumor Board Coordinator Front Desk Specialist	$17.26	$17.61	$17.96	$18.33	$18.68	$19.05	$19.44	$19.84	$20.24	$20.62	$21.04	$21.47	$21.90	$22.35	$22.79	$23.24	$23.69	$24.18	$24.64	$25.13	$25.63	$25.63	$26.15	$26.15	$26.67	$26.67	$26.95
Pt Accts Customer Svc Clerk Financial Counselor Satellite Business Office Rep	$19.77	$20.19	$20.58	$21.01	$21.43	$21.86	$22.30	$22.76	$23.20	$23.66	$24.12	$24.61	$25.09	$25.60	$26.13	$26.64	$27.16	$27.73	$28.27	$28.83	$29.42	$29.42	$29.99	$29.99	$30.60	$30.60	$30.91
Ins Follow-up Specialist	$19.10	$19.48	$19.86	$20.26	$20.65	$21.06	$21.49	$21.92	$22.37	$22.82	$23.27	$23.74	$24.20	$24.69	$25.20	$25.69	$26.21	$26.73	$27.27	$27.81	$28.37	$28.37	$28.95	$28.95	$29.52	$29.52	$29.83
Billing & Coding Specialist	$20.41	$20.83	$21.23	$21.66	$22.09	$22.54	$22.98	$23.46	$23.93	$24.42	$24.90	$25.41	$25.91	$26.41	$26.96	$27.49	$28.03	$28.59	$29.16	$29.76	$30.35	$30.35	$30.94	$30.94	$31.57	$31.57	$31.89
Clinic Assistant	$15.09	$15.38	$15.69	$16.01	$16.34	$16.66	$16.97	$17.32	$17.67	$18.01	$18.40	$18.74	$19.13	$19.51	$19.91	$20.30	$20.69	$21.12	$21.54	$21.96	$22.40	$22.40	$22.86	$22.86	$23.32	$23.32	$23.53
Referral Coordinator Pre-Authorization Coordinator	$18.77	$19.15	$19.53	$19.93	$20.34	$20.73	$21.14	$21.56	$21.99	$22.43	$22.88	$23.34	$23.81	$24.27	$24.76	$25.26	$25.76	$26.27	$26.80	$27.36	$27.89	$27.89	$28.45	$28.45	$29.04	$29.04	$29.32
Account Clerk Patient Coordiantor-Health Home Program Assistant - HRPNP	$17.45	$17.77	$18.15	$18.51	$18.89	$19.25	$19.66	$20.03	$20.44	$20.85	$21.25	$21.68	$22.12	$22.56	$23.01	$23.48	$23.95	$24.44	$24.92	$25.43	$25.94	$25.94	$26.45	$26.45	$26.98	$26.98	$27.25
Scheduling Coord-Spec Clinic	$17.27	$17.63	$17.97	$18.35	$18.69	$19.09	$19.46	$19.85	$20.25	$20.63	$21.05	$21.48	$21.91	$22.36	$22.80	$23.25	$23.72	$24.19	$24.67	$25.14	$25.64	$25.64	$26.17	$26.17	$26.70	$26.70	$26.97
Business Office Clerk	$13.63	$13.91	$14.19	$14.47	$14.76	$15.07	$15.35	$15.68	$16.00	$16.33	$16.65	$16.97	$17.32	$17.67	$18.01	$18.40	$18.74	$19.14	$19.52	$19.92	$20.33	$20.33	$20.71	$20.71	$21.13	$21.13	$21.32
Patient Access Tech	$18.42	$18.78	$19.17	$19.55	$19.94	$20.35	$20.75	$21.16	$21.59	$22.02	$22.45	$22.90	$23.37	$23.84	$24.29	$24.79	$25.28	$25.78	$26.29	$26.83	$27.39	$27.39	$27.91	$27.91	$28.47	$28.47	$28.77

MultiCare Clinic Clerical Wage Scale
Effective 2019 UFCW8
2% Contractual

Position Title	BASE	Yr 1	Yr 2	Yr 3	Yr 4	Yr 5	Yr 6	Yr 7	Yr 8	Yr 9	Yr 10	Yr 11	Yr 12	Yr 13	Yr 14	Yr 15	Yr 16	Yr 17	Yr 18	Yr 19	Yr 20	Yr 21	Yr 22	Yr 23	Yr 24	Yr 25	Yr 26
Patient Collections Clerk	$18.86	$19.25	$19.61	$20.03	$20.41	$20.82	$21.25	$21.65	$22.09	$22.53	$22.99	$23.44	$23.93	$24.41	$24.91	$25.40	$25.92	$26.43	$26.94	$27.49	$28.03	$28.03	$28.58	$28.58	$29.16	$29.16	$29.45
Health Information Tech	$15.79	$16.08	$16.41	$16.74	$17.07	$17.41	$17.75	$18.08	$18.48	$18.84	$19.24	$19.60	$20.02	$20.39	$20.81	$21.24	$21.64	$22.08	$22.52	$22.97	$23.43	$23.43	$23.91	$23.91	$24.39	$24.39	$24.63
Medical Receptionist Patient Registrar Medical Recept/Cash Clerk Support Specialist	$17.07	$17.41	$17.75	$18.08	$18.48	$18.84	$19.24	$19.60	$20.02	$20.39	$20.81	$21.24	$21.64	$22.08	$22.52	$22.97	$23.43	$23.91	$24.40	$24.89	$25.39	$25.39	$25.91	$25.91	$26.43	$26.43	$26.68
Tumor Board Coordinator Front Desk Specialist	$17.61	$17.96	$18.32	$18.70	$19.05	$19.43	$19.83	$20.24	$20.64	$21.03	$21.46	$21.90	$22.34	$22.80	$23.25	$23.70	$24.16	$24.66	$25.13	$25.63	$26.14	$26.14	$26.67	$26.67	$27.20	$27.20	$27.49
Pt Accts Customer Svc Clerk Financial Counselor Satellite Business Office Rep	$20.17	$20.59	$20.99	$21.43	$21.86	$22.30	$22.75	$23.22	$23.66	$24.13	$24.60	$25.10	$25.59	$26.11	$26.65	$27.17	$27.70	$28.28	$28.84	$29.41	$30.01	$30.01	$30.59	$30.59	$31.21	$31.21	$31.53
Ins Follow-up Specialist	$19.48	$19.87	$20.26	$20.67	$21.06	$21.48	$21.92	$22.36	$22.82	$23.28	$23.74	$24.21	$24.68	$25.18	$25.70	$26.20	$26.73	$27.26	$27.82	$28.37	$28.94	$28.94	$29.53	$29.53	$30.11	$30.11	$30.43
Billing & Coding Specialist	$20.82	$21.25	$21.65	$22.09	$22.53	$22.99	$23.44	$23.93	$24.41	$24.91	$25.40	$25.92	$26.43	$26.94	$27.50	$28.04	$28.59	$29.16	$29.74	$30.36	$30.96	$30.96	$31.56	$31.56	$32.20	$32.20	$32.53
Clinic Assistant	$15.39	$15.69	$16.00	$16.33	$16.67	$16.99	$17.31	$17.67	$18.02	$18.37	$18.77	$19.11	$19.51	$19.90	$20.31	$20.71	$21.10	$21.54	$21.97	$22.40	$22.85	$22.85	$23.32	$23.32	$23.79	$23.79	$24.00
Referral Coordinator Pre-Authorization Coordinator	$19.15	$19.53	$19.92	$20.33	$20.75	$21.14	$21.56	$21.99	$22.43	$22.88	$23.34	$23.81	$24.29	$24.76	$25.26	$25.77	$26.28	$26.80	$27.34	$27.91	$28.45	$28.45	$29.02	$29.02	$29.62	$29.62	$29.91
Account Clerk Patient Coordiantor-Health Home Program Assistant - HRPNP	$17.80	$18.13	$18.51	$18.88	$19.27	$19.64	$20.05	$20.43	$20.85	$21.27	$21.68	$22.11	$22.56	$23.01	$23.47	$23.95	$24.43	$24.93	$25.42	$25.94	$26.46	$26.46	$26.98	$26.98	$27.52	$27.52	$27.80
Scheduling Coord-Spec Clinic	$17.62	$17.98	$18.33	$18.72	$19.06	$19.47	$19.85	$20.25	$20.66	$21.04	$21.47	$21.91	$22.35	$22.81	$23.26	$23.72	$24.19	$24.67	$25.16	$25.64	$26.15	$26.15	$26.69	$26.69	$27.23	$27.23	$27.51
Business Office Clerk	$13.90	$14.19	$14.47	$14.76	$15.06	$15.37	$15.66	$15.99	$16.32	$16.66	$16.98	$17.31	$17.67	$18.02	$18.37	$18.77	$19.11	$19.52	$19.91	$20.32	$20.74	$20.74	$21.12	$21.12	$21.55	$21.55	$21.75
Patient Access Tech	$18.79	$19.16	$19.55	$19.94	$20.34	$20.76	$21.17	$21.58	$22.02	$22.46	$22.90	$23.36	$23.84	$24.32	$24.78	$25.29	$25.79	$26.30	$26.82	$27.37	$27.94	$27.94	$28.47	$28.47	$29.04	$29.04	$29.35

MultiCare Clinic Clerical Wage Scale
Effective 2020 UFCW8
2% Contractual

Position Title	BASE	Yr 1	Yr 2	Yr 3	Yr 4	Yr 5	Yr 6	Yr 7	Yr 8	Yr 9	Yr 10	Yr 11	Yr 12	Yr 13	Yr 14	Yr 15	Yr 16	Yr 17	Yr 18	Yr 19	Yr 20	Yr 21	Yr 22	Yr 23	Yr 24	Yr 25	Yr 26
Patient Collections Clerk	$19.24	$19.64	$20.00	$20.43	$20.82	$21.24	$21.68	$22.08	$22.53	$22.98	$23.45	$23.91	$24.41	$24.90	$25.41	$25.91	$26.44	$26.96	$27.48	$28.04	$28.59	$28.59	$29.15	$29.15	$29.74	$29.74	$30.04
Health Information Tech	$16.11	$16.40	$16.74	$17.07	$17.41	$17.76	$18.11	$18.44	$18.85	$19.22	$19.62	$19.99	$20.42	$20.80	$21.23	$21.66	$22.07	$22.52	$22.97	$23.43	$23.90	$23.90	$24.39	$24.39	$24.88	$24.88	$25.12
Medical Receptionist Patient Registrar Medical Recept/Cash Clerk Support Specialist	$17.41	$17.76	$18.11	$18.44	$18.85	$19.22	$19.62	$19.99	$20.42	$20.80	$21.23	$21.66	$22.07	$22.52	$22.97	$23.43	$23.90	$24.39	$24.89	$25.39	$25.90	$25.90	$26.43	$26.43	$26.96	$26.96	$27.21
Tumor Board Coordinator Front Desk Specialist	$17.96	$18.32	$18.69	$19.07	$19.43	$19.82	$20.23	$20.64	$21.05	$21.45	$21.89	$22.34	$22.79	$23.26	$23.72	$24.17	$24.64	$25.15	$25.63	$26.14	$26.66	$26.66	$27.20	$27.20	$27.74	$27.74	$28.04
Pt Accts Customer Svc Clerk Financial Counselor Satellite Business Office Rep	$20.57	$21.00	$21.41	$21.86	$22.30	$22.75	$23.21	$23.68	$24.13	$24.61	$25.09	$25.60	$26.10	$26.63	$27.18	$27.71	$28.25	$28.85	$29.42	$30.00	$30.61	$30.61	$31.20	$31.20	$31.83	$31.83	$32.16
Ins Follow-up Specialist	$19.87	$20.27	$20.67	$21.08	$21.48	$21.91	$22.36	$22.81	$23.28	$23.75	$24.21	$24.69	$25.17	$25.68	$26.21	$26.72	$27.26	$27.81	$28.38	$28.94	$29.52	$29.52	$30.12	$30.12	$30.71	$30.71	$31.04
Billing & Coding Specialist	$21.24	$21.68	$22.08	$22.53	$22.98	$23.45	$23.91	$24.41	$24.90	$25.41	$25.91	$26.44	$26.96	$27.48	$28.05	$28.60	$29.16	$29.74	$30.33	$30.97	$31.58	$31.58	$32.19	$32.19	$32.84	$32.84	$33.18
Clinic Assistant	$15.70	$16.00	$16.32	$16.66	$17.00	$17.33	$17.66	$18.02	$18.38	$18.74	$19.15	$19.49	$19.90	$20.30	$20.72	$21.12	$21.52	$21.97	$22.41	$22.85	$23.31	$23.31	$23.79	$23.79	$24.27	$24.27	$24.48
Referral Coordinator Pre-Authorization Coordinator	$19.53	$19.92	$20.32	$20.74	$21.17	$21.56	$21.99	$22.43	$22.88	$23.34	$23.81	$24.29	$24.78	$25.26	$25.77	$26.29	$26.81	$27.34	$27.89	$28.47	$29.02	$29.02	$29.60	$29.60	$30.21	$30.21	$30.51
Account Clerk Patient Coordiantor-Health Home Program Assistant - HRPNP	$18.16	$18.49	$18.88	$19.26	$19.66	$20.03	$20.45	$20.84	$21.27	$21.70	$22.11	$22.55	$23.01	$23.47	$23.94	$24.43	$24.92	$25.43	$25.93	$26.46	$26.99	$26.99	$27.52	$27.52	$28.07	$28.07	$28.36
Scheduling Coord-Spec Clinic	$17.97	$18.34	$18.70	$19.09	$19.44	$19.86	$20.25	$20.66	$21.07	$21.46	$21.90	$22.35	$22.80	$23.27	$23.73	$24.19	$24.67	$25.16	$25.66	$26.15	$26.67	$26.67	$27.22	$27.22	$27.77	$27.77	$28.06
Business Office Clerk	$14.18	$14.47	$14.76	$15.06	$15.36	$15.68	$15.97	$16.31	$16.65	$16.99	$17.32	$17.66	$18.02	$18.38	$18.74	$19.15	$19.49	$19.91	$20.31	$20.73	$21.15	$21.15	$21.54	$21.54	$21.98	$21.98	$22.19
Patient Access Tech	$19.17	$19.54	$19.94	$20.34	$20.75	$21.18	$21.59	$22.01	$22.46	$22.91	$23.36	$23.83	$24.32	$24.81	$25.28	$25.80	$26.31	$26.83	$27.36	$27.92	$28.50	$28.50	$29.04	$29.04	$29.62	$29.62	$29.94

MultiCare Clinic Professional / Technical Wage Scale

Effective: 6/10/2018

2.5% Contractual

Union Code: UFCW7

Flat rates +2%

Position Title	Base	Yr 1	Yr 2	Yr 3	Yr 4	Yr 5	Yr 6	Yr 7	Yr 8	Yr 9	Yr 10	Yr 11	Yr 12	Yr 13	Yr 14	Yr 15	Yr 16	Yr 17	Yr 18	Yr 19	Yr 20	Yr 21	Yr 22	Yr 23	Yr 24	Yr 25	Yr 26
Technical																											
Pharmacy Tech A	$20.27	$20.85	$21.47	$22.12	$22.79	$23.47	$24.18	$24.90	$25.64	$26.42	$27.22	$27.22	$28.03	$28.03	$28.89	$28.89	$29.76	$29.76	$30.65	$30.65	$31.56	$31.56	$32.51	$32.51	$33.48	$33.48	$33.99
Orthopedic Technician	$18.60	$19.17	$19.73	$20.34	$20.93	$21.55	$22.20	$22.87	$23.54	$24.27	$24.99	$24.99	$25.75	$25.75	$26.52	$26.52	$27.33	$27.33	$28.15	$28.15	$28.99	$28.99	$29.86	$29.86	$30.74	$30.74	$31.20
Hand Therapy Assistant	$23.99	$24.65	$25.37	$26.09	$26.83	$27.59	$28.37	$29.18	$30.00	$30.88	$31.76	$31.76	$32.69	$32.69	$33.63	$33.63	$34.59	$34.59	$35.60	$35.60	$36.62	$36.62	$37.69	$37.69	$38.78	$38.78	$39.35
OR Technician - Non-Cert	$22.31	$22.97	$23.66	$24.37	$25.10	$25.85	$26.63	$27.42	$28.25	$29.09	$29.95	$29.95	$30.86	$30.86	$31.79	$31.79	$32.73	$32.73	$33.73	$33.73	$34.73	$34.73	$35.76	$35.76	$36.84	$36.84	$37.40
LPN	$21.15	$21.78	$22.44	$23.11	$23.82	$24.51	$25.25	$26.01	$26.80	$27.59	$28.42	$28.42	$29.29	$29.29	$30.18	$30.18	$31.07	$31.07	$32.02	$32.02	$32.99	$32.99	$33.97	$33.97	$34.97	$34.97	$35.51
OR Technician - Certified	$23.34	$24.00	$24.68	$25.40	$26.13	$26.88	$27.65	$28.44	$29.27	$30.11	$30.98	$30.98	$31.89	$31.89	$32.81	$32.81	$33.75	$33.75	$34.76	$34.76	$35.75	$35.75	$36.79	$36.79	$37.86	$37.86	$38.43
MLT	$22.48	$23.15	$23.86	$24.56	$25.29	$26.07	$26.84	$27.64	$28.51	$29.34	$30.23	$30.23	$31.13	$31.13	$32.06	$32.06	$33.04	$33.04	$34.02	$34.02	$35.06	$35.06	$36.10	$36.10	$37.19	$37.19	$37.74
Reg Rad Technologist	$27.82	$28.64	$29.51	$30.38	$31.30	$32.23	$33.20	$34.18	$35.21	$36.24	$37.34	$37.34	$38.48	$38.48	$39.64	$39.64	$40.82	$40.82	$42.04	$42.04	$43.28	$43.28	$44.60	$44.60	$45.94	$45.94	$46.63
Mammography	$28.95	$29.81	$30.70	$31.63	$32.56	$33.54	$34.54	$35.59	$36.64	$37.74	$38.89	$38.89	$40.07	$40.07	$41.27	$41.27	$42.51	$42.51	$43.80	$43.80	$45.11	$45.11	$46.46	$46.46	$47.86	$47.86	$48.59
Massage Therapist	$26.42	$27.22	$28.03	$28.89	$29.76	$30.65	$31.56	$32.51	$33.48	$34.49	$35.54	$35.54	$36.59	$36.59	$37.69	$37.69	$38.83	$38.83	$40.01	$40.01	$41.18	$41.18	$42.40	$42.40	$43.69	$43.69	$44.34
Reg Ultrasonographer Echocardiographer	$33.93	$34.94	$36.01	$37.06	$38.18	$39.32	$40.50	$41.74	$43.01	$44.29	$45.60	$45.60	$46.98	$46.98	$48.38	$48.38	$49.83	$49.83	$51.34	$51.34	$52.89	$52.89	$54.46	$54.46	$56.09	$56.09	$56.94
CS Technician-N/Cert	$16.15	$16.64	$17.13	$17.65	$18.18	$18.72	$19.28	$19.87	$20.45	$21.06	$21.71	$21.71	$22.36	$22.36	$23.03	$23.03	$23.73	$23.73	$24.44	$24.44	$25.17	$25.17	$25.93	$25.93	$26.70	$26.70	$27.09
Bone Densitometer Tech	$20.04	$20.67	$21.28	$21.92	$22.56	$23.24	$23.94	$24.65	$25.41	$26.16	$26.95	$26.95	$27.76	$27.76	$28.59	$28.59	$29.44	$29.44	$30.33	$30.33	$31.24	$31.24	$32.16	$32.16	$33.13	$33.13	$33.63
Rad Technologist (Unreg)	$22.72	$23.41	$24.09	$24.84	$25.57	$26.34	$27.13	$27.93	$28.77	$29.63	$30.51	$30.51	$31.44	$31.44	$32.40	$32.40	$33.36	$33.36	$34.38	$34.38	$35.39	$35.39	$36.46	$36.46	$37.55	$37.55	$38.11
CT Technician	$30.63	$31.53	$32.49	$33.46	$34.47	$35.51	$36.57	$37.67	$38.80	$39.98	$41.16	$41.16	$42.38	$42.38	$43.67	$43.67	$44.96	$44.96	$46.30	$46.30	$47.70	$47.70	$49.13	$49.13	$50.62	$50.62	$51.37
Reg Ultra/Vascular Tech ($1.00)	$34.93	$35.94	$37.01	$38.06	$39.18	$40.32	$41.50	$42.74	$44.01	$45.29	$46.60	$46.60	$47.98	$47.98	$49.38	$49.38	$50.83	$50.83	$52.34	$52.34	$53.89	$53.89	$55.46	$55.46	$57.09	$57.09	$57.94
MRI Tech	$33.46	$34.47	$35.51	$36.57	$37.67	$38.80	$39.98	$41.16	$42.38	$43.67	$44.96	$44.96	$46.30	$46.30	$47.70	$47.70	$49.13	$49.13	$50.62	$50.62	$52.14	$52.14	$53.71	$53.71	$55.31	$55.31	$56.13
Massage Therapist I (grandfathered - DO NOT USE)	$31.13	$32.06	$33.04	$34.02	$35.06	$36.10	$37.19	$38.29	$39.44	$40.63	$41.84	$41.84	$43.10	$43.10	$44.39	$44.39	$45.72	$45.72	$47.11	$47.11	$48.52	$48.52	$49.98	$49.98	$51.46	$51.46	$52.23
CS Technician	$16.90	$17.40	$17.93	$18.47	$19.02	$19.62	$20.20	$20.80	$21.42	$22.06	$22.72	$22.72	$23.41	$23.41	$24.09	$24.09	$24.84	$24.84	$25.57	$25.57	$26.34	$26.34	$27.13	$27.13	$27.93	$27.93	$28.36
Perioperative Svcs Tech	$17.99	$18.54	$19.12	$19.68	$20.28	$20.86	$21.48	$22.13	$22.80	$23.48	$24.19	$24.19	$24.91	$24.91	$25.65	$25.65	$26.43	$26.43	$27.24	$27.24	$28.04	$28.04	$28.91	$28.91	$29.77	$29.77	$30.21
Patient Care Tech	$17.69	$18.22	$18.77	$19.32	$19.92	$20.49	$21.13	$21.75	$22.40	$23.08	$23.79	$23.79	$24.48	$24.48	$25.22	$25.22	$25.98	$25.98	$26.77	$26.77	$27.55	$27.55	$28.37	$28.37	$29.23	$29.23	$29.67
Medical Lab Tech-Reg Elig	$21.77	$22.43	$23.10	$23.81	$24.50	$25.24	$26.00	$26.79	$27.58	$28.41	$29.28	$29.28	$30.17	$30.17	$31.06	$31.06	$32.01	$32.01	$32.98	$32.98	$33.95	$33.95	$34.96	$34.96	$36.03	$36.03	$36.56
Polysom Tech Neurodiagnostic Tech I	$25.56	$26.33	$27.12	$27.92	$28.76	$29.62	$30.50	$31.43	$32.39	$33.35	$34.37	$34.37	$35.38	$35.38	$36.45	$36.45	$37.54	$37.54	$38.65	$38.65	$39.79	$39.79	$41.00	$41.00	$42.24	$42.24	$42.87
Polysom Tech - Reg ($1.00) Neurodiagnostic Tech II	$26.56	$27.33	$28.12	$28.92	$29.76	$30.62	$31.50	$32.43	$33.39	$34.35	$35.37	$35.37	$36.38	$36.38	$37.45	$37.45	$38.54	$38.54	$39.65	$39.65	$40.79	$40.79	$42.00	$42.00	$43.24	$43.24	$43.87
Esthetician (Flat Rates)	<10 yr $21.74	$21.74	$21.74	$21.74	$21.74	$21.74	$21.74	$21.74	$21.74	$21.74	10 or > yrs $24.20	$24.20	$24.20	$24.20	$24.20	$24.20	$24.20	$24.20	$24.20	$24.20	$24.20	$24.20	$24.20	$24.20	$24.20	$24.20	$24.20
Vascular Ultrasound Tech-Non Reg Ultrasound Tech-Reg Elig	$27.90	$28.74	$29.60	$30.48	$31.41	$32.35	$33.33	$34.33	$35.35	$36.42	$37.50	$37.50	$38.62	$38.62	$39.76	$39.76	$40.97	$40.97	$42.21	$42.21	$43.48	$43.48	$44.78	$44.78	$46.13	$46.13	$46.81

	Base	yr 1	yr 2	yr 3	yr 4	yr 5	yr 6	yr 7	yr 8	yr 9	yr 10	yr 11	yr 12	yr 13
Vascular Ultrasound Tech Perinatal Ultrasound Tech	$38.18	$39.32	$40.50	$41.74	$43.01	$44.29	$45.60	$46.98	$48.38	$49.83	$51.34	$52.89	$54.46	$56.09

MultiCare Clinic Professional / Technical Wage Scale

Effective: 2019

2% Contractual

Union Code: UFCW7

Flat rates +2%

Position Title	Base	Yr 1	Yr 2	Yr 3	Yr 4	Yr 5	Yr 6	Yr 7	Yr 8	Yr 9	Yr 10	Yr 11	Yr 12	Yr 13	Yr 14	Yr 15	Yr 16	Yr 17	Yr 18	Yr 19	Yr 20	Yr 21	Yr 22	Yr 23	Yr 24	Yr 25	Yr 26
Technical																											
Pharmacy Tech A	$20.68	$21.27	$21.90	$22.56	$23.25	$23.94	$24.66	$25.40	$26.15	$26.95	$27.76	$27.76	$28.59	$28.59	$29.47	$29.47	$30.36	$30.36	$31.26	$31.26	$32.19	$32.19	$33.16	$33.16	$34.15	$34.15	$34.67
Orthopedic Technician	$18.97	$19.55	$20.12	$20.75	$21.35	$21.98	$22.64	$23.33	$24.01	$24.76	$25.49	$25.49	$26.27	$26.27	$27.05	$27.05	$27.88	$27.88	$28.71	$28.71	$29.57	$29.57	$30.46	$30.46	$31.35	$31.35	$31.82
Hand Therapy Assistant	$24.47	$25.14	$25.88	$26.61	$27.37	$28.14	$28.94	$29.76	$30.60	$31.50	$32.40	$32.40	$33.34	$33.34	$34.30	$34.30	$35.28	$35.28	$36.31	$36.31	$37.35	$37.35	$38.44	$38.44	$39.56	$39.56	$40.14
OR Technician - Non-Cert	$22.76	$23.43	$24.13	$24.86	$25.60	$26.37	$27.16	$27.97	$28.82	$29.67	$30.55	$30.55	$31.48	$31.48	$32.43	$32.43	$33.38	$33.38	$34.40	$34.40	$35.42	$35.42	$36.48	$36.48	$37.58	$37.58	$38.15
LPN	$21.57	$22.22	$22.89	$23.57	$24.30	$25.00	$25.76	$26.53	$27.34	$28.14	$28.99	$28.99	$29.88	$29.88	$30.78	$30.78	$31.69	$31.69	$32.66	$32.66	$33.65	$33.65	$34.65	$34.65	$35.67	$35.67	$36.22
OR Technician - Certified	$23.81	$24.48	$25.17	$25.91	$26.65	$27.42	$28.20	$29.01	$29.86	$30.71	$31.60	$31.60	$32.53	$32.53	$33.47	$33.47	$34.43	$34.43	$35.46	$35.46	$36.47	$36.47	$37.53	$37.53	$38.62	$38.62	$39.20
MLT	$22.93	$23.61	$24.34	$25.05	$25.80	$26.59	$27.38	$28.19	$29.08	$29.93	$30.83	$30.83	$31.75	$31.75	$32.70	$32.70	$33.70	$33.70	$34.70	$34.70	$35.76	$35.76	$36.82	$36.82	$37.93	$37.93	$38.49
Reg Rad Technologist	$28.38	$29.21	$30.10	$30.99	$31.93	$32.87	$33.86	$34.86	$35.91	$36.96	$38.09	$38.09	$39.25	$39.25	$40.43	$40.43	$41.64	$41.64	$42.88	$42.88	$44.15	$44.15	$45.49	$45.49	$46.86	$46.86	$47.56
Mammography	$29.53	$30.41	$31.31	$32.26	$33.21	$34.21	$35.23	$36.30	$37.37	$38.49	$39.67	$39.67	$40.87	$40.87	$42.10	$42.10	$43.36	$43.36	$44.68	$44.68	$46.01	$46.01	$47.39	$47.39	$48.82	$48.82	$49.56
Massage Therapist	$26.95	$27.76	$28.59	$29.47	$30.36	$31.26	$32.19	$33.16	$34.15	$35.18	$36.25	$36.25	$37.32	$37.32	$38.44	$38.44	$39.61	$39.61	$40.81	$40.81	$42.00	$42.00	$43.25	$43.25	$44.56	$44.56	$45.23
Reg Ultrasonographer Echocardiographer	$34.61	$35.64	$36.73	$37.80	$38.94	$40.11	$41.31	$42.57	$43.87	$45.18	$46.51	$46.51	$47.92	$47.92	$49.35	$49.35	$50.83	$50.83	$52.37	$52.37	$53.95	$53.95	$55.55	$55.55	$57.21	$57.21	$58.08
CS Technician-N/Cert	$16.47	$16.97	$17.47	$18.00	$18.54	$19.09	$19.67	$20.27	$20.86	$21.48	$22.14	$22.14	$22.81	$22.81	$23.49	$23.49	$24.20	$24.20	$24.93	$24.93	$25.67	$25.67	$26.45	$26.45	$27.23	$27.23	$27.63
Bone Densitometer Tech	$20.44	$21.08	$21.71	$22.36	$23.01	$23.70	$24.42	$25.14	$25.92	$26.68	$27.49	$27.49	$28.32	$28.32	$29.16	$29.16	$30.03	$30.03	$30.94	$30.94	$31.86	$31.86	$32.80	$32.80	$33.79	$33.79	$34.30
Rad Technologist (Unreg)	$23.17	$23.88	$24.57	$25.34	$26.08	$26.87	$27.67	$28.49	$29.35	$30.22	$31.12	$31.12	$32.07	$32.07	$33.05	$33.05	$34.03	$34.03	$35.07	$35.07	$36.10	$36.10	$37.19	$37.19	$38.30	$38.30	$38.87
CT Technician	$31.24	$32.16	$33.14	$34.13	$35.16	$36.22	$37.30	$38.42	$39.58	$40.78	$41.98	$41.98	$43.23	$43.23	$44.54	$44.54	$45.86	$45.86	$47.23	$47.23	$48.65	$48.65	$50.11	$50.11	$51.63	$51.63	$52.40
Reg Ultra/Vascular Tech ($1.00)	$35.61	$36.64	$37.73	$38.80	$39.94	$41.11	$42.31	$43.57	$44.87	$46.18	$47.51	$47.51	$48.92	$48.92	$50.35	$50.35	$51.83	$51.83	$53.37	$53.37	$54.95	$54.95	$56.55	$56.55	$58.21	$58.21	$59.08
MRI Tech	$34.13	$35.16	$36.22	$37.30	$38.42	$39.58	$40.78	$41.98	$43.23	$44.54	$45.86	$45.86	$47.23	$47.23	$48.65	$48.65	$50.11	$50.11	$51.63	$51.63	$53.18	$53.18	$54.78	$54.78	$56.42	$56.42	$57.25
Massage Therapist I (grandfathered - DO NOT USE)	$31.75	$32.70	$33.70	$34.70	$35.76	$36.82	$37.93	$39.06	$40.23	$41.44	$42.68	$42.68	$43.96	$43.96	$45.28	$45.28	$46.63	$46.63	$48.05	$48.05	$49.49	$49.49	$50.98	$50.98	$52.49	$52.49	$53.27
CS Technician	$17.24	$17.75	$18.29	$18.84	$19.40	$20.01	$20.60	$21.22	$21.85	$22.50	$23.17	$23.17	$23.88	$23.88	$24.57	$24.57	$25.34	$25.34	$26.08	$26.08	$26.87	$26.87	$27.67	$27.67	$28.49	$28.49	$28.93
Perioperative Svcs Tech	$18.35	$18.91	$19.50	$20.07	$20.69	$21.28	$21.91	$22.57	$23.26	$23.95	$24.67	$24.67	$25.41	$25.41	$26.16	$26.16	$26.96	$26.96	$27.78	$27.78	$28.60	$28.60	$29.49	$29.49	$30.37	$30.37	$30.81
Patient Care Tech	$18.04	$18.58	$19.15	$19.71	$20.32	$20.90	$21.55	$22.19	$22.85	$23.54	$24.27	$24.27	$24.97	$24.97	$25.72	$25.72	$26.50	$26.50	$27.31	$27.31	$28.10	$28.10	$28.94	$28.94	$29.81	$29.81	$30.26
Medical Lab Tech-Reg Elig	$22.21	$22.88	$23.56	$24.29	$24.99	$25.74	$26.52	$27.33	$28.13	$28.98	$29.87	$29.87	$30.77	$30.77	$31.68	$31.68	$32.65	$32.65	$33.64	$33.64	$34.63	$34.63	$35.66	$35.66	$36.75	$36.75	$37.29
Polysom Tech Neurodiagnostic Tech I	$26.07	$26.86	$27.66	$28.48	$29.34	$30.21	$31.11	$32.06	$33.04	$34.02	$35.06	$35.06	$36.09	$36.09	$37.18	$37.18	$38.29	$38.29	$39.42	$39.42	$40.59	$40.59	$41.82	$41.82	$43.08	$43.08	$43.73
Polysom Tech - Reg ($1.00) Neurodiagnostic Tech II	$27.07	$27.86	$28.66	$29.48	$30.34	$31.21	$32.11	$33.06	$34.04	$35.02	$36.06	$36.06	$37.09	$37.09	$38.18	$38.18	$39.29	$39.29	$40.42	$40.42	$41.59	$41.59	$42.82	$42.82	$44.08	$44.08	$44.73
Esthetician (Flat Rates)	<10 yr $22.61	$22.61	$22.61	$22.61	$22.61	$22.61	$22.61	$22.61	$22.61	$22.61	10 or > yrs $25.17	$25.17	$25.17	$25.17	$25.17	$25.17	$25.17	$25.17	$25.17	$25.17	$25.17	$25.17	$25.17	$25.17	$25.17	$25.17	$25.17
Vascular Ultrasound Tech-Non Reg Ultrasound Tech-Reg Elig	$28.46	$29.31	$30.19	$31.09	$32.04	$33.00	$34.00	$35.02	$36.06	$37.15	$38.25	$38.25	$39.39	$39.39	$40.56	$40.56	$41.79	$41.79	$43.05	$43.05	$44.35	$44.35	$45.68	$45.68	$47.05	$47.05	$47.75

	Base	yr 1	yr 2	yr 3	yr 4	yr 5	yr 6	yr 7	yr 8	yr 9	yr 10	yr 11	yr 12	yr 13
	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
Vascular Ultrasound Tech	$38.94	$40.11	$41.31	$42.57	$43.87	$45.18	$46.51	$47.92	$49.35	$50.83	$52.37	$53.95	$55.55	$57.21

Perinatal Ultrasound Tech

	Base	Yr 1	Yr 2	Yr 3	Yr 4	Yr 5	Yr 6	Yr 7	Yr 8	Yr 9	Yr 10	Yr 11	Yr 12	Yr 13	Yr 14	Yr 15	Yr 16	Yr 17	Yr 18
Certified PT Assistant Certified OT Assistant	$24.76	$25.69	$26.67	$27.68	$28.75	$29.86	$30.43	$31.00	$31.61	$32.19	$32.80	$33.44	$33.92	$34.41	$34.89	$35.41	$35.91	$36.44	$36.94

Professional	Base	yr 1	yr 2	yr 3	yr 4	yr 5	yr 6	yr 7	yr 8	yr 9	yr 10	yr 11	yr 12	yr 13	yr 14	yr 15	yr 16	yr 17	yr 18	yr 19	yr 20	yr 21	yr 22	yr 23	yr 24	yr 25	yr 26
Audiologist	$33.15	$34.13	$35.16	$36.22	$37.29	$38.41	$39.56	$40.74	$41.98	$43.23	$44.54	$44.54	$45.88	$45.88	$47.24	$47.24	$48.66	$48.66	$50.12	$50.12	$51.63	$51.63	$53.19	$53.19	$54.77	$54.77	$55.58
Med Tech	$27.52	$28.36	$29.19	$30.08	$30.97	$31.92	$32.86	$33.84	$34.85	$35.90	$36.96	$36.96	$38.09	$38.09	$39.24	$39.24	$40.42	$40.42	$41.64	$41.64	$42.88	$42.88	$44.17	$44.17	$45.49	$45.49	$46.16
Nuclear Med Tech-Reg	$34.46	$35.49	$36.54	$37.65	$38.78	$39.94	$41.14	$42.39	$43.64	$44.96	$46.31	$46.31	$47.69	$47.69	$49.14	$49.14	$50.59	$50.59	$52.12	$52.12	$53.67	$53.67	$55.30	$55.30	$56.96	$56.96	$57.79
Med Tech-Reg Elig	$23.76	$24.45	$25.19	$25.95	$26.72	$27.52	$28.36	$29.19	$30.08	$30.97	$31.92	$31.92	$32.86	$32.86	$33.84	$33.84	$34.85	$34.85	$35.90	$35.90	$36.96	$36.96	$38.09	$38.09	$39.24	$39.24	$39.82
Atheltic Trainer - Certified	$19.87	$20.46	$21.07	$21.71	$22.35	$23.02	$23.72	$24.42	$25.15	$25.91	$26.68	$26.68	$27.49	$27.49	$28.32	$28.32	$29.16	$29.16	$30.04	$30.04	$30.94	$30.94	$31.86	$31.86	$32.81	$32.81	$33.31

	Base	yr 1	yr 2	yr 3	yr 4	yr 5	yr 6	yr 7	yr 8	yr 9	yr 10	yr 11	yr 12	yr 13	yr 14	yr 15	yr 16	yr 17	yr 18	yr 19	yr 20
Clinic RN (WRC, OFC PRAC)	$29.86	$30.76	$31.68	$32.63	$33.61	$34.63	$35.66	$36.73	$37.82	$38.95	$40.13	$40.13	$41.34	$41.34	$42.57	$42.57	$43.85	$43.85	$45.17	$46.51	$47.92
Clinic RN - Certified ($1.00)	$30.86	$31.76	$32.68	$33.63	$34.61	$35.63	$36.66	$37.73	$38.82	$39.95	$41.13	$41.13	$42.34	$42.34	$43.57	$43.57	$44.85	$44.85	$46.17	$47.51	$48.92

	Base	Yr 1	Yr 2	Yr 3	Yr 4	Yr 5	Yr 6	Yr 7	Yr 8	Yr 9	Yr 10	Yr 11	Yr 12	Yr 13	Yr 14	Yr 15	Yr 16
Pharmacist	$58.57	$58.57	$60.32	$60.32	$62.14	$62.14	$64.01	$64.01	$65.94	$65.94	$67.90	$67.90	$69.95	$69.95	$72.04	$72.04	$73.13
Pharmacist (Cert) (1.00)	$59.57	$59.57	$61.32	$61.32	$63.14	$63.14	$65.01	$65.01	$66.94	$66.94	$68.90	$68.90	$70.95	$70.95	$73.04	$73.04	$74.13
Pharmacist Specialist	$60.32	$60.32	$62.14	$62.14	$64.01	$64.01	$65.94	$65.94	$67.90	$67.90	$69.95	$69.95	$72.04	$72.04	$74.19	$74.19	$75.31
Pharmacist Specialist-Cert (1.00)	$61.32	$61.32	$63.14	$63.14	$65.01	$65.01	$66.94	$66.94	$68.90	$68.90	$70.95	$70.95	$73.04	$73.04	$75.19	$75.19	$76.31

	BASE	Yr 1	Yr 2	Yr 3	Yr 4	Yr 5	Yr 6	Yr 7	Yr 8	Yr 9	Yr 10	Yr 11
Diabetes Educator-RD	$29.12	$30.54	$32.09	$33.72	$35.37	$37.16	$39.00	$40.94	$43.00	$45.16	$47.40	$49.77

	Base	Yr 1	Yr 2	Yr 3	Yr 4	Yr 5	Yr 6	Yr 7	Yr 8	Yr 9	Yr 10	Yr 11	Yr 12	Yr 13	Yr 14	Yr 15	Yr 16	Yr 17	Yr 18	Yr 19	Yr 20
Occupational Therapist Physical Therapist	$38.84	$38.84	$39.99	$39.99	$41.20	$41.20	$42.45	$42.45	$43.71	$43.71	$45.01	$45.01	$46.36	$46.36	$47.77	$47.77	$49.20	$49.20	$50.68	$50.68	$51.43
Certified Occupational Therapist ($1.00) Certified Physical Therapist ($1.00)	$39.84	$39.84	$40.99	$40.99	$42.20	$42.20	$43.45	$43.45	$44.71	$44.71	$46.01	$46.01	$47.36	$47.36	$48.77	$48.77	$50.20	$50.20	$51.68	$51.68	$52.43

	Base	*Yr 1*	*Yr 2*	*Yr 3*	*Yr 4*	*Yr 5*	*Yr 6*	*Yr 7*	*Yr 8*	*Yr 9*	*Yr 10*	*Yr 11*	*Yr 12*	*Yr 13*	*Yr 14*	*Yr 15*	*Yr 16*	*Yr 17*	*Yr 18*	*Yr 19*	*Yr 20*
Certified Hand Therapist (5% Cert OT)	$41.83	$41.83	$43.04	$43.04	$44.31	$44.31	$45.62	$45.62	$46.95	$46.95	$48.31	$48.31	$49.73	$49.73	$51.21	$51.21	$52.71	$52.71	$54.26	$54.26	$55.05

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 46,000 other members of UFCW 21.

Statement of Your Right to Union Representation

(Weingarten Rights)

"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."

Know Your Rights:

- Fair Treatment and Respect
- Family and Medical Leave
- Union Representation

Learn more about your rights:

www.ufcw21.org

Our mission: building a powerful Union that fights for economic, political and social justice in our workplaces and in our communities.

VISIT UFCW21.ORG:

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UFCW 21

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