



COLLECTIVE BARGAINING AGREEMENT

BETWEEN

SEIU LOCAL 49

AND

MCKENZIE WILLAMETTE MEDICAL CENTER

MAY 11, 2011

THROUGH

DECEMBER 31, 2013

SEIU LOCAL 49 • 3536 SE 26TH AVE. PORTLAND, OR 97202

503.236.4949 • 1.800.955.3352

FAX: 503.238.6692 • TOLL-FREE FAX: 1.888.595.7979

WWW.SEIU49.ORG

Dear SEIU Local 49 Members at McKenzie-Willamette Medical Center:

This union contract is our negotiated agreement that provides specific rights and protections on the job that non-union workers do not enjoy. In addition, our union contract protects our pay, benefits, and other working conditions during its term. We urge you to read this contract and know your rights.

This contract reflects the reality that our hospital changed dramatically when Community Health Systems (CHS) bought it. CHS has placed far too much emphasis on profit and not enough on providing the best patient care possible and on providing good jobs here in Springfield. We know this because, despite our hospital posting record profits, CHS continued to demand concessions on our healthcare and our pension.

Fortunately, because we have our union, we waged a strong fight which we can all be very proud of. Our year-long effort to protect high quality patient care and high quality jobs achieved the following victories:

- We won significant new seniority rights. New job openings are now awarded based upon seniority and internal applicants will be hired over those from the outside;
- We reduced the probationary period to a more reasonable length;
- We won new language to give employees a better voice during department restructures;
- We stopped numerous takeaways that management had proposed, including: elimination of Overtime for 12-hour employees after 36 hours, a worse Flexing order, reduction of premium pay for missed meal periods, and attempts to make it more difficult to file grievances;
- Improved the Preceptor Differential;
- Won a multi-year agreement with continued Step increases and cost of living raises of 1.4% in 2011, 1.65% in 2012, and 2.15% in 2013.

We must not hide from the hard lessons of this contract fight, but learn from them and build toward the future. And, that is just what we're doing.

Through this difficult fight—including our strong one-day strike in November of 2010—we showed CHS that workers in Springfield, Oregon will stand up and fight excessive greed to protect our patients and our community. Our fight did

not end when we ratified our contract. Already, our members have travelled across the country to stand up to CHS arm in arm with the 2.1 million other members of our national union. Being part of the country's largest healthcare union makes it easy for us to stay focused in calling upon CHS to remember our mission is about people, not simply profit. Already, our members are getting ready for contract negotiations in 2013. It is more important than ever that we have a strong union each and everyday. We encourage you to get involved today!

In Unity,



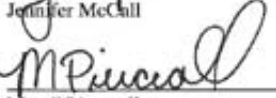
Meg Noimi, President



Jennifer McCall



Ron Ruggiero, Executive Director



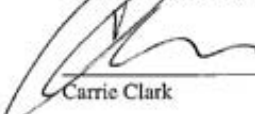
Myndi Pierceall



Chad Sullivan, Chief Spokesperson



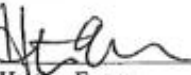
Melissa Sanford



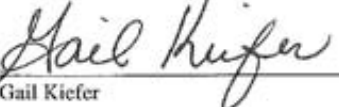
Carrie Clark



Gretta Cole



Heather Estrom



Gail Kiefer

TABLE OF CONTENTS

	Page
ARTICLE 1 - PURPOSE OF AGREEMENT.....	1
ARTICLE 2 - DISCRIMINATION/CONFIDENTIALITY.....	1
ARTICLE 3 - JOINT OBLIGATIONS.....	2
ARTICLE 4 - RECOGNITION AND UNION SECURITY.....	3
ARTICLE 5 - ACCESS OF UNION REPRESENTATIVES	5
ARTICLE 6 - JURISDICTION BY UNION.....	5
ARTICLE 7 - DISPUTES.....	6
ARTICLE 8 - DISCIPLINE AND DISCHARGE.....	6
ARTICLE 9 - GRIEVANCE PROCEDURE.....	7
ARTICLE 10 - UNION NOTICES.....	8
ARTICLE 11 - SUB-CONTRACTING.....	8
ARTICLE 12 - SAVINGS CLAUSE.....	9
ARTICLE 13 - SUCCESSORS.....	10
ARTICLE 14 - MANAGEMENT RIGHTS.....	10
ARTICLE 15 - TYPES OF EMPLOYEES.....	11
ARTICLE 16 - SENIORITY.....	14
ARTICLE 17 - JOB DESCRIPTIONS.....	22
ARTICLE 18 - WORK LOAD DISTRIBUTION.....	22
ARTICLE 19 - POSTING SCHEDULES.....	23
ARTICLE 20 - HOURS OF EMPLOYMENT AND OVERTIME.....	24
ARTICLE 21 - REST PERIOD DAILY.....	26
ARTICLE 22 - PAY DAY.....	26
ARTICLE 23 - WAGE RATES.....	27
ARTICLE 24 - RECOGNITION OF PRIOR EXPERIENCE.....	28
ARTICLE 25 - DIFFERENTIALS.....	28
ARTICLE 26 - REPORTING PAY.....	29
ARTICLE 27 - STANDBY PAY.....	30
ARTICLE 28 - WORK IN A HIGHER CLASSIFICATION.....	30
ARTICLE 29 - PROMOTIONS.....	31
ARTICLE 30 - EARNED LEAVE.....	31
ARTICLE 31 - BEREAVEMENT LEAVE.....	35
ARTICLE 32 - JURY DUTY.....	35
ARTICLE 33 - LEAVE OF ABSENCE.....	36
ARTICLE 34 - EDUCATION.....	38
ARTICLE 35 - MEDICAL/VISION INSURANCE.....	39
ARTICLE 36 - GROUP LIFE INSURANCE.....	42
ARTICLE 37 - DISABILITY INSURANCE.....	42
ARTICLE 38 - PENSION.....	43
ARTICLE 39 - UNIFORMS AND LAUNDRY.....	43
ARTICLE 40 - PHYSICAL EXAMINATIONS.....	44
ARTICLE 41 - MEALS.....	44
ARTICLE 42 - SAFETY AND HEALTH.....	44
ARTICLE 43 - DURATION OF AGREEMENT.....	44
ARTICLE 44 - SUBSTANCE-FREE WORKPLACE.....	45
APPENDIX A.....	47
APPENDIX B.....	70

AGREEMENT

THIS AGREEMENT, made and entered into this 15th day of August 2011 by and between MCKENZIE-WILLAMETTE MEDICAL CENTER, hereinafter referred to as "Hospital", and SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL NO. 49, hereinafter referred to as "Union".

WITNESSETH TO:

That the parties hereto have agreed as follows:

ARTICLE 1 - PURPOSE OF AGREEMENT

It is the intent and purpose of the parties to set forth in this Agreement, rates of pay, hours of work and conditions of employment to be observed between the parties. Nothing in this Agreement shall prevent the Hospital from continuing the long-standing practice of utilizing non-bargaining unit personnel in bargaining unit work unless it would cause a bargaining unit employee to lose their position.

ARTICLE 2 - DISCRIMINATION/CONFIDENTIALITY

1. Discrimination - The Hospital and the Union agree that each will fully comply with applicable laws, regulations, and hospital policies regarding discrimination and will not discriminate against any employee or applicant for employment because of such person's race, religion, color, national origin, sex, sexual orientation, age, or disability. There shall be no distinction between the wages paid men and the wages paid women for the performance of comparable quantity and quality of work on the same or similar jobs.
2. Confidentiality - MWMC and its employees are in possession of and have access to a broad variety of confidential, sensitive and proprietary information, the inappropriate release of which could be injurious to individuals, MWMC business partners and MWMC itself. Every MWMC employee has an obligation to actively protect and safeguard confidential, sensitive and proprietary information in a manner designed to prevent the unauthorized disclosure and use of that information and in accordance with all applicable federal and state laws and regulations.

ARTICLE 3 - JOINT OBLIGATIONS

1. The Hospital's obligations as a health care facility are recognized. Nothing in the Agreement is intended to limit the Hospital in determinations of matters pertaining to patient care or equipment and processes to be used for the efficient utilization of human resources so long as appropriate wage rates are paid.
2. During the term of this Agreement, the Hospital, its employees and the Union, agree to work in concert toward the common objective of finding and implementing ways of reducing the acceleration of increases in the costs of health care services to members of the community.
3. Employee /Management Cooperation-Communication Committee - The Employer and Union agree to establish a Communication Committee to provide both management representatives and employees an opportunity to discuss issues of mutual concern.

Meetings shall generally be held at least quarterly unless mutually agreed to by the parties. A maximum of four (4) bargaining unit committee members will be paid up to ninety (90) minutes for attendance at scheduled meetings. A maximum of one (1) employee per department shall be in attendance at such meetings.

It is not the intent of the parties that the committee considers issues that should more appropriately be reviewed by the grievance procedure. Trends and issues that appear to lead to grievance are appropriate discussion items. The committee functions in an advisory capacity only and will not constitute Collective Bargaining. Committee recommendations will be forwarded to the appropriate parties. The hospital has sole discretion to accept Committee recommendation. An analysis of the perceived value of the committee will be ongoing.

4. Staffing - The Union and the Hospital recognize the importance of safe working conditions for employees and of adequate staffing in all departments for the provision of quality care. The issues of staffing shall be referred to the Employee/ Management Cooperation-Communication Committee. The Hospital also encourages employees to participate in their Department Staff meetings and their Unit Practice Committees.

ARTICLE 4 - RECOGNITION AND UNION SECURITY

1. The Hospital recognizes the Union as the exclusive bargaining agent of the employees covered by this Agreement for the purpose of collective bargaining with respect to rates of pay, hours of work, and working conditions.
2. Membership in or fair share payments to the Union is voluntary for employees hired on or before July 9, 2007.

However, once an employee joins the Union, the employee must as a condition of employment, maintain membership in the Union for the duration of this Agreement.

All employees hired on or after July 10th, 2007 or any non-bargaining unit employees who transfer or promote into a bargaining unit position on or after July 10th, 2007 shall become members of the Union or make fair share payments to the Union as a condition of employment after thirty-one (31) calendar days of beginning their employment. All bargaining unit employees must maintain membership in good standing or make monthly fair share payments for the duration of the collective bargaining agreement.

Steward's Rights - A steward will be allowed thirty (30) minutes to educate new employees about the Union at all new employee orientations. Hospital will provide an annual calendar of new employee orientation dates to the Union in December of the proceeding year.

3. For the duration of this Agreement, the Hospital shall deduct from each employee's wages, initiation fees, monthly Union dues, fair share payments, and COPE deductions, as specified by the Union; provided that the employee has signed a written assignment and authorization which has been received by the Hospital. Such assignment and authorization shall be effective at the time it is signed by the employee, and it shall remain in accordance with the conditions specified on the Union authorization form. Employees who exercise their right of non-association, based on a bona fide religious tenets or teachings of a church or religious body of which an employee is a member may exercise the right to pay an amount equivalent to regular union dues and initiation fees to one of the following organizations: United Way, MWMC Foundation or American Cancer Society. Payments are to be made on a monthly basis or in advance with receipts sent to the President of the Union.

4. The following general conditions will be applicable:
 - A. The Hospital will provide the Union an electronic list in a format the Hospital can provide such as MS Excel by the eighteenth (18th) of each month of all the new employees hired for the period between the sixteenth (16th) of the prior month through the fifteenth (15th) of the current month, a list of terminated employees and a list of employees who have transferred out of the bargaining unit. This monthly electronic transmission shall also contain a list all bargaining unit employees with name, employee identification or social security number or other mutually agreeable unique identifying number, monthly dues, fair share and COPE deduction amounts, and gross monthly wages with overtime excluded from the prior month. In addition, the Hospital will supply the Union a quarterly electronic list of bargaining unit employees' names, mutually agreeable unique identifying number, home and mailing addresses, department names and codes to which each employee is assigned, job classifications and codes for each employee, hire dates, birth dates, rates of pay, employee status, hours of work in the preceding quarter, including straight-time overtime, and call-in time. By December 18th of each year, the Union and the Hospital shall establish a mutually agreeable calendar for the following year with billing due dates and file transmission dates.
 - B. By the twenty-fifth (25th) of each month, the President of the local Union will provide the Hospital with a list of employees indicating the monthly dues and initiations fees. The Union, upon request will also provide the Hospital with a copy of the membership and COPE check-off authorization.
 - C. Deductions for initiation fees and dues will be made from the employees' pay checks each pay day not to exceed two (2) pay days per month and submitted to the Union office no later than seven (7) calendar days after the same is deducted.
5. The Union shall indemnify the Hospital and save it harmless against any and all suits, claims, demands and liabilities that shall arise out of or be reason of any action that shall be taken by the Hospital for the purpose of complying with the provisions of Article 4, or in reliance upon any assignment and authorization form, list or information which shall have been furnished the Hospital under such provisions.
6. When new employees are hired who are subject to the Agreement, the Hospital shall deliver to such employees a written notice stating that the Hospital recognizes the Union as the collective bargaining agent for the employees covered by the Agreement, and quoting or paraphrasing the provisions of Article 4 of the Agreement. A representative of the Union shall be given thirty (30) minutes with each new employee orientation class for the purpose of discussing

the benefits of membership in the Union. The employees will be given thirty (30) calendar days from the date of hire to declare in writing their preference for membership or fair share.

7. Union Stewards - The Union shall notify the Employer of the names of all Union Stewards.

Except for the direct representational time, such as steps in the grievance procedure, no employee shall engage in Union business during working hours.

From time to time, issues of mutual concern will arise which may require discussions/meetings between a bargaining unit representative and a member and/or a management representative. Such discussions when practicable shall be held during regular working hours on the Employer's premises and without loss of pay to participating employees. Prior to the discussions/meetings, the bargaining unit representative needs to receive approval from the supervisor(s) of the work area(s); however, approval will not be capriciously denied.

Stewards will conduct investigation activities away from public areas and immediate work unit.

ARTICLE 5 - ACCESS OF UNION REPRESENTATIVES

Duly authorized representatives of the Union shall be permitted at all reasonable times to enter the Hospital for the purpose of transacting Union business and observing conditions under which employees are employed; provided, however, that no interference with the work of employees shall result and such right of entry shall at all times be subject to general rules applicable to non-employees and includes reporting to the Vice President of Human Resources or designee. The Union Representative shall pre-schedule visits to the Hospital as often as reasonably possible. When on hospital premises, the Union Representative shall wear an identification badge with name, title and picture on it.

ARTICLE 6 - JURISDICTION BY UNION

The Union agrees that in the event of any Union jurisdictional dispute develops with respect to any work or classification of employment covered hereby, such dispute shall be settled between the Unions in accordance with the practices of the AFL-CIO without permitting the same to interfere in any way with the progress and prosecution of the work hereunder. Pending the settlement of any such dispute, the work shall continue on the same basis as it was being performed at the time the jurisdictional dispute arose.

ARTICLE 7 - DISPUTES

In view of the importance of the operation of the Hospital's facilities to the community, the Hospital and the Union agree that there shall be no lockouts by the Hospital, and no strikes, sympathy strikes, or other interruptions of work by employees or Union during the term of this Agreement.

ARTICLE 8 - DISCIPLINE AND DISCHARGE

1. Just Cause - No employee who has successfully completed the probationary period shall be discharged or subject to disciplinary action without just cause. Except in situations justifying immediate discharge, it is recognized that the Hospital employs a system of progressive discipline in the counseling and constructive discipline of employees.
2. An employee desiring an appeal for disciplinary action or discharge must file a grievance with the Hospital within fourteen (14) calendar days. Any protest filed in accordance with the foregoing shall be subject to the grievance and arbitration provisions of this Agreement.
3. Removal of Disciplines - If a warning is given to an employee, a written memorandum of such interview shall be made and retained in the employee's personnel file by the employer. Negative personnel actions (warnings, reprimands, suspensions) shall be removed from the personnel file at the request of the employee if such employee has been continuously employed by the Hospital without any form of counseling or discipline for a period of eighteen (18) months or more since such negative personnel action was taken. Such disciplines will be considered for removal only if annual evaluation is 3.0 or greater.

4. At the time an employee is discharged, but in no event later than forty-eight (48) hours thereafter, he/she shall be provided with the specific reasons for the discharge from the Hospital, in writing. However, failure to meet this time limit shall not be the basis for overturning the discharge. If a department manager has overlooked the above time limit, he/she shall immediately respond to a request for the reasons in writing.

ARTICLE 9 - GRIEVANCE PROCEDURE

1. Definition - A "grievance" shall consist of any dispute between the Union or employee and the Hospital arising out of his/her employment involving the interpretation or application of any one or more provisions of this Agreement.

Recognizing that many complaints and misunderstandings may be resolved short of becoming grievances, it is agreed that both the Union and the Hospital shall encourage employees and management to first discuss any complaint or misunderstanding within the employee's specific departments in keeping with the Hospital's conflict resolution policy.

2. It is agreed that, should any dispute arise between the Employer, Represented Employee or the Union as to the true interpretation or application of this Agreement. The following successive steps will be used: (Time limits set forth in the following steps may only be extended by mutual written consent of the parties hereto.)

Step 1 - Within fourteen (14) calendar days after the first occurrence of a situation or the employee's first knowledge of the situation, condition, or action giving rise to the alleged grievance, the employee(s) affected or the Union representative may present the grievance to his/her supervisor in writing on the appropriate form with a copy being sent to the Vice President of Human Resources. The grievance must state the employee's name and Article in question.

Step 2 - If the grievance is not satisfactorily resolved within fourteen (14) calendar days after presentation to the supervisor, it shall be reduced to writing and submitted to the department manager and a copy sent to Vice President of Human Resources. Such written grievance shall specify the provisions of the Agreement allegedly violated and the specific remedy requested.

Step 3 - If the grievance has not been satisfactorily resolved by the department manager within fourteen (14) calendar days, it shall be presented to the Vice President of Human Resources or designee. The Vice President of Human Resources or designee shall respond in writing within fourteen (14) calendar days after receipt of the grievance.

Step 4 - Within fourteen (14) calendar days after presentation at this level, the Hospital and the Union shall agree upon an arbitrator from a panel of five (5) arbitrators furnished by the Federal Mediation and Conciliation Service. The arbitrator shall render a decision as promptly as possible, and in any event, within thirty (30) calendar days from date of case presentation. The decision of the arbitrator shall be final and binding on both parties. The arbitrator shall have no power to change, alter, detract from, or add to, the provisions of this Agreement, but shall have the power only to apply and interpret the provisions of this Agreement in reaching a decision.

The arbitrator's fee and expenses shall be borne equally by both parties.

ARTICLE 10 - UNION NOTICES

1. The Union shall be privileged to post notices of Union meetings and business outside the entrance of the cafeteria on the Hospital's bulletin board and on work unit bulletin boards. The specially designated Union bulletin board will be locked and keys will be made available for the Steward Council.
2. The Hospital agrees that, insofar as the availability of a conference room, auditorium, or other suitable meeting room does not hinder the normal operation of the Hospital, such room may be used to conduct meetings of bargaining unit employees. The Union agrees that requests for use of such meeting rooms shall first be scheduled through the Administration offices.

ARTICLE 11 - SUB-CONTRACTING

1. Where a decision to sub-contract is made by the Hospital, and such decision is based in whole or in part on labor costs, it agrees to bargain its decision and the effects, if any, on bargaining unit members. Before sub-contracting work, the Hospital shall notify the Union at least sixty (60) days prior to such sub-contracting and, upon request, meet with the Union. In cases of sub-contracting that are not, in whole or in part based on labor costs, the Hospital will nevertheless agree to bargain over the effects of subcontracting out.

2. An employee, whose position is sub-contracted out, shall have the following rights and options:
 - A. The employee may apply for an open position at the Hospital for which the employee is qualified or may become reasonably qualified. The employee shall be given the position over other candidates whose positions were unaffected by the sub-contract. This shall be effective during the employee's employment. When the employee is selected for an open position, the employee shall not suffer a reduction of pay or benefits;

 - B. The employee may apply for tuition reimbursement in accordance with Article 34- Education, during employment and for a period of six (6) months after the employee has been involuntarily terminated due to sub-contracting;

 - C. The Hospital agrees to require the sub-contractor to give preferential treatment for an open position, during its initial hiring process, to any employee involuntarily terminated due to sub-contracting; and,

 - D. If the employee is unable to exercise rights under this sub-contracting provision, the employee shall be afforded all layoff and recall rights as specified in Article 16- Seniority

 - E. The Hospital agrees to discuss alternatives to involuntary job losses due to sub- contracting.

The Hospital shall make reasonable efforts to mitigate involuntary job loss through attrition and transfers.

ARTICLE 12 - SAVINGS CLAUSE

It is the belief of the parties hereto that all clauses and provisions of this Agreement are lawful. If, however, any portion of this Agreement is determined by the courts or the proper governmental agency to be in contravention to any state or federal law, the parties agree that the remainder of this contract shall continue in full force and effect, and to immediately jointly revise those portions which are determined invalid to conform with all applicable laws.

ARTICLE 13 - SUCCESSORS

Successors and Assigns - This Agreement shall be binding upon both parties, their successors or assigns. In the event of sale or transfer of the Hospital, or any part thereof, the purchaser or the transferee shall be bound by this Agreement.

ARTICLE 14 - MANAGEMENT RIGHTS

Except for those specific modifications to rights made by the terms of this Agreement, the Employer retains all rights to direct and control the affairs of the Hospital in all particulars, to exercise sole and exclusive discretion and take unilateral action on all matters, which shall include but not be limited to the following:

- A. The types of health care and community service provided by the Hospital.

- B. The size and location of the Hospital, the number of specific units, and changes therein.

- C. The means of providing health care services as required by state licensure, federal regulations, standards of care, the practice of the Medical Staff, and the welfare of the patients.

- D. Technological change. If the Hospital determines that changes in technology may result in lay off situations, the Union shall be given an opportunity to discuss the impact and offer alternatives.

- E. The overall organization of Hospital activities.
- F. Control of the quality of services.
- G. Acquisition, design and control of Hospital property.
- H. The safety of patients, personnel and the protection of property.
- I. Charges for services and other relationships between patients and the Administration or governing board of the Hospital.
- J. Determination that a period of emergency exists in the Hospital.
- K. The designation of supervisory employees as agents of Hospital management and the delegation of authority to them.
- L. Selection of qualified employees for hire, scheduling, promotion, demotion, laying off, transfer, discipline, and discharge for just cause. Any employee who feels that he/she has been improperly disciplined shall have the right to grieve the action taken.

ARTICLE 15 - TYPES OF EMPLOYEES

Overtime, benefits, seniority, schedules and other contract terms shall be addressed in appropriate Articles of the contract.

- 1. Probationary Employees – Full-time employees shall be considered probationary employees during the first one hundred and fifty (150) ~~180~~ calendar days of work. Part-time employees shall be considered probationary employees during the first one hundred and eighty (180) calendar days of work. Short-hour and resource employees shall be considered probationary employees during the first 520 hours of work, but not to exceed nine (9) months. During this probationary period, employees may be discharged without recourse to the grievance procedure. For the purpose of this Article, employees on a four and two (4 and 2) schedule are considered full-time employees.

- 2. Regular Employees - A Regular Employee is one who is regularly employed to work a predetermined work schedule of twenty (20) or more hours per workweek. An employee designated as a Regular Employee shall accumulate and receive all fringe benefits as provided in this Agreement when he/she becomes, and so long as he/she remains a Regular Employee.

Types of Regular Employees:

- A. Full-Time - A regular Full-time employee is one who is regularly employed to work a predetermined work schedule of thirty-six to forty (36-40) hours per week.
- B. Part-Time - A regular Part-time employee is one who is regularly employed to work a predetermined work schedule of twenty to thirty-five (20-35) hours per week. For certain positions patterns of days may vary each month on the basis of unit or department need.
- 3. Any Employee who changes to a status that disqualifies them from receiving benefits shall continue to maintain past accumulated sick leave benefits, vested pension benefits, and accrued earned leave benefits to be used per hospital policy and at the discretion of the employee.
- 4. Short-Hour - A Short-Hour Employee is one who is regularly scheduled to work a predetermined work schedule of less than twenty (20) hours per workweek.
- 5. Temporary - A Temporary Employee is one who is hired as an interim replacement, or for temporary work on a predetermined work schedule, which does not extend beyond three (3) calendar months. This time period may be extended by mutual agreement by the parties on a case-by-case basis by no more than three (3) additional months.
- 6. Resource - A Resource Employee is one who is employed to work on an intermittent basis without a predetermined work schedule. Resource staff are required as a condition of continuing employment to agree to be scheduled a minimum of six (6) shifts per month, two (2) of which shall be weekend shifts, where there is a staffing need for their department. Individual departments may adjust the minimum requirements to four (4) shifts per month if a specific skill is needed.

Step one in the scheduling process is that resource staff submits availability to work shifts in a given month. Step two is the Hospital establishes the monthly schedule for resource staff. Step three is the Hospital fills any holes in the monthly schedule in the inverse order of seniority in chronological order. Holes in the schedule in the following months shall continue to be filled based upon the inverse order of seniority until the seniority list is exhausted at which point the process is repeated. Employees may switch shifts with other employees with Hospital approval. Seniority for the purpose of this article is defined as job class seniority within the resource pool of the department.

Resource staff will be scheduled to work Thanksgiving, Christmas and New Year's Day on a rotating basis.

For Nursing Services, the six (6) minimal requirement shifts must be scheduled between the sixteenth (16th) and the twentieth (20th) of the prior month for the next month's schedule.

The Hospital will not be arbitrary or capricious when assigning shifts to resource staff and will make reasonable efforts to accommodate education and family obligations.

7. Utilization of Short-Hour or Resource Employees - The Hospital shall not utilize Short-Hour or Resource Employees in numbers greater than necessary to maintain adequate staffing levels during periods of high patient census and for relief of Regular Employees for reasons such as vacation and illness relief, and accommodating Regular Employees' work schedules.
8. Resource, Short-Hour and Temporary Employee Differential - In lieu of eligibility for benefits, Short-Hour, Temporary, and Resource Employees shall receive a wage differential of ten percent (10%) of the rate provided for in Appendix A. In no event will there be any duplication of the differential payment and accumulation of rights to fringe benefits.

ARTICLE 16 - SENIORITY

1. Job Class Seniority shall be defined by date of hire within the employee's given job classification, and then hospital-wide seniority shall be defined by date of hire at the hospital. Seniority may be adjusted by Article 33 - Leave of Absence. Bargaining unit employees who are promoted to supervisory positions will maintain their previously accrued seniority but will not accrue additional seniority while in an unrepresented position. Seniority may only be used to

bid on open positions. Except as otherwise provided, the principle of seniority shall govern for regular employees in the transfer, promotion, layoff, and recall of employees within the bargaining unit. Seniority shall be lost for the following reasons:

- A. Discharge for just cause.
- B. Voluntary resignation.
- C. Layoff for a continued period of more than one (1) year. Layoff for a continued period of more than two (2) years providing employee is able to perform the work with orientation but without retraining. Failure to return to work after layoff within fourteen (14) calendar days when properly notified by the Employer by certified letter to the employee's last address. It shall be the employee's responsibility to keep current addresses on record with the Employer.
- D. Absence in excess of one (1) year, except for industrial illness or mandatory military leave or otherwise provided by law.

2. Transfers/Promotions - In order to allow departments to utilize a new employee for a period of time after investing in training the employee, new employees shall not be eligible for transfer for four (4) months from employment date unless approved by the new employee's department manager. Vacancies in classifications covered by this Agreement shall be posted on appropriate bulletin boards and Intranet for seven (7) calendar days. Such vacancy announcement shall contain the qualifications for the job. Employees shall be entitled to submit requests for such jobs during the seven (7) calendar day period. Employees shall also be entitled to submit for other jobs, which may subsequently become vacant. The Hospital shall keep such requests on file for six (6) months and shall provide such information to supervisors in departments where such vacancies occur.

In the cases of job bidding, if and when bargaining unit applicants are qualified to perform the work required, the principle of seniority shall be defined in order of job classification by date of hire within the classification, and then seniority hospital-wide.

Qualified bargaining unit employees shall be hired over outside applicants provided that the bargaining unit member has neither a final warning issued in the previous twelve (12) months from the date of application nor a written warning in the previous six (6) months from date of application.

Where two (2) or more qualified employees have submitted a request for the same job or shift, seniority shall prevail, provided that no bargaining unit member who is applying has neither a final warning issued in the previous twelve (12) months from date of application nor a written warning issued in the previous six (6) months from the date of application making them ineligible for transfer.

Where two (2) or more qualified employees have submitted a request for the same job or shift, seniority shall prevail providing, in the judgment of the Hospital, merit and ability are approximately equal. The Hospital shall not be arbitrary or capricious in the exercise of this judgment.

The Hospital shall respond to all employee applicants within ten (10) calendar days of the closing date of the job posting. A successful bidder shall be transferred to their new position within thirty (30) calendar days from the date of offer or the date needed.

For the purposes of job bidding the job classifications of Monitor Tech and Unit Secretary will be considered one (1).

3. Transfer Trial Period - A successful bidder will be given up to thirty-one (31) calendar days as a trial period to determine if he/she wishes to remain on the job, and the Hospital will have the same period to determine if he/she is capable to perform. Employees may be removed during the trial period. If the employee voluntarily gives up the job or is removed by the Hospital for inability to perform in the new position prior to the thirty-first (31st) day, he/she will be returned to his/her former classification and job without any loss of seniority. A written explanation will be provided to the employee, upon request by the employee. In such cases, the next senior qualified bidder will be given a trial period on the job.

4. Daily Staffing Adjustments - When a reduction in staff is necessary, such reduction shall take place by classification, department and shift, taking into consideration the ability to perform necessary duties: First, on the basis of volunteers; Second, by non-regular employees in the following order: (1) Temporary (2) Resource (3) Short-Hour; then by the least senior person scheduled to work. Variations from the foregoing shall be permitted if the employer or employee so requests and a majority of affected employees by department, unit or shift, vote in favor of a method of reducing hours that is acceptable to the employer. The Union will be called in to conduct the vote if employees so request.

In Nursing Service, Certified Nurse's Assistants and Unit Secretaries shall be maintained on a unit master schedule by classification and shift seniority.

5. In Nursing Services except for Unit Secretaries

Prior to Start of Shift - If a reduction in staff is necessary people will be cancelled or placed on standby in the following order:

- Volunteers/OIP/OSIP
- Resource Staff
- Those scheduled into a unit not their home unit (except float)
- Those scheduled above their regular master (*) by percentage
- Those scheduled in their master work schedule by highest percentage

During Shift - If someone needs to be sent home early it is determined as follows:

- Volunteers
- Resource
- Those floated into a unit other than their home unit by seniority (except float)
- Those scheduled above their regular master (*) by seniority
- Those scheduled on the unit being affected, scheduled in the master work schedule by seniority

6. Procedure for Percent (%) System

PCC's/Charge Nurses Will:

- Oversee that percentages (%) are being calculated appropriately
- Calculate percent (%) for those who are absent
- Let staffing know pertinent percentages (%) for the on-coming shift
- Discrepancies will be dealt with appropriately

Employee Will:

- Calculate their percentage (%) when working
- Notify PCC/Charge RN if a discrepancy in the percent (%) is noted

7. Percent (%) Calculation Method

Add shifts that are regular master schedule shifts on the “hours scheduled” line. The hours scheduled reflects your regular master schedule. Enter actual hours worked that shift on “hours worked” line.

At The Start of the Shift:

- Hours worked (numerator) is always the ending percentage (%) from the last day of the previous month
- Hours scheduled (denominator) is always entered as one hundred (100)

When granted an OIP/OSIP or cancelled/SB'd these hours lost are included in the calculation and percentage (%) will go DOWN.

- Record the last hours worked total in the hours worked space for that shift
- Add the hours scheduled for that day in the hours scheduled space

Any other scheduled absences from usual work (vacation, LOA, request off days, In Service days, days that were extra (*) shifts or unscheduled absences (sick, FE, etc.) are NOT used in the calculation. For these situations, the percentage (%) is frozen and carried to the next regular scheduled day. Extra shifts picked up above their regular master *'d and are NOT figured in. Do not put numbers in either space. This included substitutions days (days picked up for someone else). Exchange or swapped days are considered regular scheduled hours because they result in the same number of hours as their regular master schedule.

If percentages (%) are not available for some reason or if they are tied, seniority shall determine who works.

A staff person who is cancelled or placed on standby in error shall be remedied as evidenced by the lower percentage (%).

8. Classification for Float Unit Staff

Float Unit is a separate unit with its own percent (%) system. Float Unit Staff do not displace those on other units who are working their regular master but do work before someone scheduled for an extra (*) shift. Float unit staff work before someone from another unit who could float.

When standby could be given either to a Float Unit person or someone on another unit, the Float Unit person will be put on SB and the other person will work. When sent home early, Float Unit people compare their seniority with the other people working that unit/shift.

The following senior certified nursing assistant will be exempt from the above provisions:

Kathy Westmoreland

9. Floating

All CNA's will rotate turns floating out of their home unit by date last floated. When floated out, record this in the space to the side of the percent (%) sheet. Float date is working one (1) or more hours off of your home unit.

The Unit Secretary/Aide and Certified Nursing Assistant positions shall be one classification for the purposes of seniority; said classification will be called Nursing.

Operating room Aides are excluded from this process.

10. Environmental Services

When reduction in staff is needed during a work shift, it will occur by seniority. PSA and Housekeepers will be considered one Job Class provided that the more senior person is qualified to work that position. Team leaders are excluded from this process.

11. A Regular Employee shall have the option to restore hours lost in a pay period as a result of daily/shift workforce reduction by notifying the department manager/supervisor that he/she is available to fill any unmet staffing need that does not result in overtime. Such Regular Employee shall, by seniority, on a first come first served basis be scheduled and granted work for that unfilled shift ahead of a Short Hour, Temporary or Resource Employee.

12. Layoff/Recall - Long Term Reduction In Staff (31 Days Or More) - A long term reduction in workforce which is expected to exceed thirty-one (31) days or more will occur in inverse order of bargaining unit seniority among the employee(s) within the affected classifications*, provided that the remaining employee(s) within the classification have the qualifications and experience to perform the work to be done as determined by the Hospital, according to the following order:

- A. Volunteers
- B. Resources Employees
- C. Probationary Part-Time/Full-Time Employees
- D. Regular Part-Time/Full-Time Employees

Regular full-time/part-time employees affected by the long-term reduction in work force using their bargaining unit seniority may:

- A. Fill an open position in their current classification, or any other open position, providing the employee has the qualifications and experience to perform the work.

B. Bump the least senior bargaining unit employee in the same classification on the same shift then on any shift providing the employee has the qualifications and experience to perform in the position.

C. Replace another employee in a position within another classification providing such otherwise laid off employee has more seniority in the other classification than the junior employee and providing the laid off employee has experience in the other classification within the past twelve (12) months. The employee must be able to perform the essential functions of the position without training, excluding orientation.

Recall - Prior to recalling laid off employees, current employees within the department will be eligible to bid on the open positions. Thereafter, laid off employees shall be recalled to their bargaining unit classification in the inverse order of layoff.

When employment is offered by verbal or written notice to an employee who has been laid off, the employee will be given forty-eight (48) hours from receipt of notice to respond and be available to work within fourteen (14) calendar days of receipt of notice or shall forfeit all recall rights. Once recalled and working, a laid off employee shall retain super-seniority right of return to his/her shift of origin for up to six (6) months.

Employees shall lose all seniority and the employment relationship shall be severed upon expiration of one (1) year, or by the refusal of a laid off employee to accept a bona fide offer of employment. Employees who are recalled will maintain their seniority minus days spent in layoff status and will be eligible for benefits pursuant to the terms of the contract and hospital policy.

It shall be the responsibility of the laid off employee to keep the hospital's Human Resources Department advised of his/her current mailing address and telephone number.

*For purposes of the Layoff-Recall section of this Article the following job classifications shall be considered one:

PSA Housekeeper

13. Restoration of Lost Hours - By seniority, Regular Employees shall have the right to restore lost hours by working unscheduled hours (unless overtime would occur) ahead of Short-Hour, Resource, and Temporary employees. By seniority, Short-Hour employees shall have the right to restore lost hours by working unscheduled hours (unless overtime would occur) ahead of Resource and Temporary employees. Such Regular and Short-Hour employees must notify their department of specific days and shifts they wish to restore by exercising their right in this paragraph. The remedy for omissions and errors in administering this paragraph shall be prospective by providing preferential treatment regardless of seniority for hours until an inequity is corrected.

The provisions of this section shall apply for the purpose of maintaining regularly scheduled hours to the extent possible.

The Hospital reserves the right to disqualify any employee who repeatedly fails on two (2) or more occasions within ninety (90) days to be available for days and shifts that they previously offered to be available to work.

For the purposes of this section, Full-Time Employees will be deemed to have agreed to a change of schedule as referred to in Article 20(7) – Hours of Employment and Overtime and, therefore, time and one-half (1 ½) shall not apply on a scheduled day off.

14. Restructure - If the Hospital wishes to undertake a departmental reorganization it will provide the Union with no less than thirty (30) days notice and an explanation. At the Union's request, the parties will meet and discuss the decision and the departmental reorganization. When a department is reorganized, any new positions and positions with changed schedules shall be posted in their entirety including the classification, schedule, and hours. Affected employees shall then, in seniority order, choose their positions. The positions shall be posted at least seven (7) calendar days prior to the employees choosing their new positions. The parties agree that whenever a layoff or reduction of shifts occurs, Article 16.12 shall be followed. Nothing in this paragraph waives any right an employee may otherwise be entitled to elsewhere in this Agreement.

ARTICLE 17 - JOB DESCRIPTIONS

The Employer and the Union recognize the importance of maintaining job descriptions that reflect the various skills; qualifications, duties and responsibilities associated with the job titles. Such skills, qualifications, duties and responsibilities shall be used as the basis for determining an employee's appropriate job title and related wage rate. Copies of the descriptions shall be given to the Union upon request. The wage rates of any job in which duties and responsibilities have been materially changed shall be negotiated with the Union. The Union shall be notified of all new and/or revisions of any job descriptions.

ARTICLE 18 - WORK LOAD DISTRIBUTION

1. When an employee is absent for any reason and a replacement cannot be obtained, it is the intention of the Hospital to distribute his/her workload equitably among the employees in the work unit so that no undue hardship shall fall on any individual. It is further the intention of the Hospital to distribute workloads equitably among employees in both single work units and departments, and to maintain a large enough call in list so that a normal rate of absenteeism shall not impose an undue burden of extra work upon Regular Employees.
2. When the training of another person prevents an employee from completing tasks within a required time frame during their shift, the department supervisor will provide or arrange for needed assistance or relief to complete such tasks.

ARTICLE 19 - POSTING SCHEDULES

1. Schedule Posting Date - Schedules of starting times and quitting times, and day off of Regular Employees, will be posted by the fifteenth (15th), except *nursing service will be posted by the twenty-second (22nd) in advance of the month, subject to emergency situations, and as much advance notice of overtime requirements will be given as permitted by operational circumstances. Employees are responsible for checking their monthly schedules once posted.

2. Emergency - An “emergency” for the purpose of the above paragraph is a situation in which the Hospital is obligated without advance planning to change schedules with less than twenty-four (24) hours notice. In cases of emergencies, work schedules may be adjusted, provided the employees are given reasonable notice of the change in their schedule and the Union is promptly notified by the Hospital of the reason for the change. In making changes, however, the Hospital shall give consideration to any prior commitments of the employees. It is the employee’s responsibility to keep the Hospital informed of his/her telephone number or how else he/she may be reached.

3. Employee Requests For Vacation or Other Time Off - In order for supervisors to post schedules by the fifteenth (15th) day of each month (twenty-second [22nd] for nursing service), employee requests for vacation or other time off shall be presented in writing on the prescribed form prior to the first (1st) day of the month in advance. All nursing services requests for earned leave need to be submitted in writing by the first (1st) of the month in advance.

4. The employee will be responsible to retain a copy of the submitted request. Supervisors will return a copy of the processed request.

5. Vacant Shift Sign-Up (“Holes”) for Nursing Services:

A. Regular and Short-Hour Employees - Regular and Short-Hour employees may sign up for vacant shifts (“holes”) for which they are qualified through the tenth (10th) of the month limited to their home units. The employee first requesting available shifts shall be granted these shifts; however, employees shall be limited to requesting and/or being granted two (2) shifts per month from the fifth (5th) through the tenth (10th) of the month. Employees may request and/or be granted an unlimited number of additional available shifts from the tenth (10th) to the fifteenth (15th) of the month.

Employees desiring to fill available shifts (holes) on other nursing units for which they are qualified shall note the requested dates and shift availability of the appropriate posted whole sheets by the fifteenth (15th) of the prior month. These shifts shall be equally distributed among all qualified employees requesting to be scheduled. Such changes and additions shall be finalized upon the posting of the schedule.

B. Resource Employees - Resource employees may then sign up for remaining vacant shifts (“holes”) for which they are qualified between the sixteenth (16th) and the twentieth (20th) of the month. It is the Resource employee’s responsibility to schedule their required minimum number of shifts by no later than the twentieth (20th) of the preceding month. Such changes and additions shall be finalized upon the posting of the schedule.

*For the purpose of this article nursing services will be described as ICU, CVU, ACM, SCU, ED, WHBC, Float and Resource.

ARTICLE 20 - HOURS OF EMPLOYMENT AND OVERTIME

1. The Hospital has the right to establish any seven (7) days as workweek. The workweek is currently 12:01 am Sunday to midnight Saturday. “Payroll Day” as referred to in this Article shall mean and consist of the twenty-four (24) hour period beginning at the time the employee commences work. Basic workday shall be eight (8) hours, excluding lunch. In the application of the following provisions the hospital will adhere to all State and Federal overtime laws.
2. Employees shall be paid at the rate of one and one-half (1 ½) times the straight time hourly rate, including shift differential, for all hours of work performed in excess of eight (8) hours in any one payroll day, and for hours worked in excess of forty (40) in a work week. Hours in excess of eight (8) in a payroll day that results from a change of shift starting time requested by the employee shall not be considered overtime.
3. Change of shift initiated by the Hospital shall provide twelve (12) hours of off duty time between shifts or the payment of time and one-half (1 ½) for all hours worked on that shift.
4. The Hospital shall exercise its efforts in good faith, subject to the requirements of efficient operations, to provide as many full time employees as possible in this section with work schedules of thirty-six (36) to forty (40) hours per week followed by two (2) consecutive days of rest.
5. The Hospital at its discretion and with the consent of the affected employee may permanently increase or decrease the scheduled hours per week of an established regular or short hour position by no more than one eight (8) hour shift per week. This alteration of position shall not occur more than one time per year. The change of the position shall not constitute a vacancy under this section.

In the interest of maintaining mutually satisfactory work schedules, employees or employee and Union representatives may confer with department managers from time to time to explore mutually satisfactory improvements in work schedules. However, it is understood and agreed that the final right to establish work schedules rests exclusively with the Hospital.

6. Overtime will be paid for work in excess of five (5) days in a row, up to a maximum of five (5) days at Premium rate of time and one-half (1 ½). Self-scheduled voluntary in-services and/or staff meetings shall not be considered time worked under this provision. Four (4) hours worked constitutes a day worked. Full-time employees requested to work on a regularly scheduled day off shall be paid at the rate of one and one-half (1 ½) times their regular rate of pay for work performed on such days, except where there is a change of schedule agreed upon between the Hospital and the employee, or the employee requested to work the day off.

7. Where various overtime calculations might apply, the Hospital shall apply the method that provides the highest payment not to exceed the maximum of five (5) days in a row. Nothing herein limits payment of daily overtime worked in excess of eight (8) hours within any given workday. It is understood that time and one-half (1 ½) on a sixth (6th) consecutive day shall not apply in cases of ongoing regular schedules within a department or shift when the sixth (6th) consecutive day occurs as a feature of such ongoing schedule.

8. There shall be no duplication or pyramiding of overtime pay under this or any other provision of this Agreement. Overtime provisions provided in this Agreement, which are beyond the requirements of the federal and state governments, shall not apply during times of declared emergencies or disasters.

9. It is the Hospital's intent to provide new employees with orientation that is adequate and that will vary in length based upon the needs of the job.

10. When an employee has been called back to work during the eight (8) hour period immediately preceding a scheduled shift, the Hospital will provide a requested rest period and/or adjusted work schedule whenever possible.

11. Operating Room - Work in Excess of Sixteen (16) out of twenty-four (24) Hours - Every effort will be made to accommodate a request from a Surgical Technologist or Surgical Support Aide to be replaced for a scheduled shift, which begins within a twenty-four (24) hour period during which they have already worked sixteen (16) or more hours.

ARTICLE 21 - REST PERIOD DAILY

1. The Hospital shall authorize and encourage all employees to take rest periods daily which, insofar as practicable, shall be in the middle of each work period. Rest periods shall be computed on the basis of fifteen (15) minutes for four (4) hours working time, or a major fraction thereof. No wage deduction shall be made for such rest periods and the Hospital shall authorize and encourage all employees to leave the immediate work area insofar as practicable.
2. A thirty (30) minute meal break shall be allowed. The intent of the parties is to allow employees an uninterrupted meal period. If an employee is called back to work during their meal for an emergency, that employee will be allowed his/her meal period at another time during that shift. If this is not possible, the employee will be paid at a rate of time and one-half (1 ½) of the applicable rate for the time worked in excess of one (1) hour past the middle of the shift without a meal period until a meal period is obtained, providing that the supervisor or house coordinator is notified at least forty-five (45) minutes prior to the completion of one (1) hour past the middle of the shift and a supervisor or house coordinator signs the Kronos exception form prior to the completion of the pay period. One (1) hour past the middle of the shift shall be five (5) hours for eight (8) hour shifts, six (6) hours for ten (10) hour shifts and seven (7) hours for twelve (12) hour shifts. Upon mutual agreement between the employee and the supervisor, this provision may be extended up to two (2) hours past the middle of the shift. This provision shall not apply to the Operating Room and the Cardio Vascular Operating Room. At the end of his/her shift, an OR/CVOR employee will document when he/she was unable to take his/her meal period and shall receive premium pay for that time. A meal period will not be required for employees who work four (4) hours or less.

ARTICLE 22 - PAY DAY

1. The Hospital shall pay employees every two (2) weeks and shall comply with wage and hour requirements in handling payroll matters. If the Hospital changes its payroll process, employees will be given sixty (60) calendar days notice of such change and will notify the Union.
2. Paycheck Detail Printout - An employee may request in writing a time line detail and a key with wage and hour data relating to the calculations on their paycheck. Such requests will need to be renewed at the beginning of each quarter (January 1, April 1, July 1 and October 1). A printout will be distributed along with the employee's paycheck. A copy of their Kronos time card may be requested from the department manager at any time.

ARTICLE 23 - WAGE RATES

1. The minimum and maximum straight time hourly rates of pay shall be as shown in Appendix A.
2. It shall be understood that no employee shall suffer any wage reduction, loss of benefits, or any other condition that they presently enjoy by the signing of this Agreement.
3. If there are significant new duties assigned to a specific job classification during the life of the Agreement, such changes will be reviewed by the Hospital to determine whether the job should be reclassified. If a change in classification is indicated, the parties will meet and confer over the proposed change. If a new position is established, the Hospital will negotiate the wage rate for this position with the Union.
4. When hiring a new employee and assigning a wage rate, the wage rates of existing employees will be taken into consideration.
5. There will be three percent (3%) between Steps 1 to 8 and three and one-half (3.5%) between Steps 9-14. All employees shall continue to advance through the steps of the wage scale annually on the employee's anniversary date.
6. The wage scale and wage rates will be increased by one point four (1.4%) percent effective the first full pay period after ratification, one point six five (1.65%) on July 1, 2012~~07~~, and two point one five (2.15%)
7. The Hospital agrees to continue its discussions with Lane County Transit District regarding changes in bus routes and bus route extensions and if such discussions are successful, the Hospital will agree to discuss bus passes with the Union.

ARTICLE 24 - RECOGNITION OF PRIOR EXPERIENCE

Credit shall be given new employees for prior experience in the same classification acquired either in hospitals currently accredited by the Joint Commission on Accreditation of Hospitals or comparable experience acquired as a member of the armed forces. Wage levels credited on experience shall be reviewed with the new employee at the time of hire and the new employee shall be given a copy of the Employee Biographic and Change Notice (EBCN) at the employee's request. Such credit shall commence on the date satisfactory proof is provided by the new employee of such prior experience.

ARTICLE 25 - DIFFERENTIALS

Shift differential pay shall be included in vacation, sick leave, holiday pay and overtime hours worked. Employees who work or are scheduled to work an evening or night of less than six (6) hours and due to low census leave work will receive the applicable evening, night or weekend shift differential.

- A. Evening Shift Differential - All employees working a shift of six (6) or more hours beginning at or after twelve (12) noon or ending at or after six (6) p.m. effective July 1, 2007 shall receive evening shift differential of eight and one-half (8.5%) of Appendix A Wage Schedule Step 1 of their job class. Effective July 1, 2009 shall receive evening shift differential of nine percent (9%) of Appendix A Wage Schedule Step 1 of their job class.
- B. Night Shift Differential - Employees who work a shift of six (6) or more hours between 10:00 p.m. and 6:00 a.m. or start work prior to 5:00 a.m. effective July 1, 2007 shall receive night shift differential payment of eleven and one-half (11.5%) of Appendix A Wage Schedule Step 1 of their job class. Effective July 1, 2009 shall receive night shift differential payment of thirteen (13%) of Appendix A Wage Schedule Step 1 of their job class.
- C. Longevity Night Shift Differential - Any employee who qualifies for night shift differential as noted above effective July 1, 2007 shall be paid twenty percent (20%) and effective July 1, 2009 shall be paid twenty-two (22%) of Appendix A Wage Schedule Step 1 of their job class for all night shifts worked, after completing twelve (12) continuous months on the night shift.
- D. Certified First Assistant Differential - Seventy-five cents (\$.75) per hour for all hours worked for employees who achieve and maintain the national certification of Certified First Assist.

E. Weekend Differential - Employees whose work shift begins during a weekend, defined as the calendar days of Saturday and Sunday, effective July 1, 2007 shall receive one dollar (\$1.00) per hour and effective July 1, 2009 shall receive one dollar and twenty-five cents (\$1.25) per hour worked in addition to the employee's regular rate of pay. For example, an employee whose shift starts at 2300 Friday night is not eligible for weekend differential. An employee who begins a shift at 2300 Sunday night would qualify.

F. Preceptor Pay - It is every employee's responsibility to participate in orienting a new employee. Preceptor Pay will be paid for training of new employee and/or new job class only. Preceptors will be a management assignment. Preceptors must be certified by attending the hospital's preceptor training program through the Staff Development Department. The Hospital will offer bargaining unit employees preceptor training at least three (3) times per calendar year, provided that a minimum of three (3) bargaining unit employees have committed to and are present at such training sessions. Preceptor pay will be paid at an additional one dollar (\$1.00) per hour.

ARTICLE 26 - REPORTING PAY

1. No employee except standby employees shall be called to work for less than four (4) hours. Any employee requested to report for work and not put to work shall receive four (4) hours pay.
2. In cases of unusual requirements of work needed to be performed on a regular basis, such work may be scheduled at less than a four (4) hour shift.
3. The provisions of this section shall not apply if the lack of work is not within the control of the Hospital, and if the Hospital makes a reasonable effort to notify the employee by telephone not to report to work at least two (2) hours before the scheduled time to work. It is the employee's responsibility to keep the Hospital informed of any change of address or telephone number. Failure to do so relieves the Hospital of the notification requirement.
4. Employees requested to work after their scheduled shift has been canceled will receive time and one-half (1 ½) for a minimum of two (2) hours.

ARTICLE 27 - STANDBY PAY

1. The rate of standby/holiday standby pay will be consistent throughout the hospital. Standby pay shall not be provided if standby status is canceled prior to the start of the standby period.
2. Standby Rate - The Hospital will pay forty dollars (\$40.00) for each eight (8) hour shift of standby.
3. Standby Holiday Rate - The Hospital will pay sixty dollars (\$60.00) for each eight (8) hour shift of standby for a Holiday.
4. Call Back Pay and Travel Time - The Hospital will pay a minimum of two (2) hours at time and one-half (1 ½) for each call back up to a maximum of three (3) times in an eight (8) hour shift with twenty (20) minutes of travel time at time and one-half (1 ½) per each call back.
5. Subsequent Call Backs - Subsequent call backs past the maximum of three (3) times will be paid at time and one-half (1 ½) for all actual hours worked.
6. Call Back Time - Employees called back when off duty receive the appropriate rate of pay based on work day and work period overtime requirements with a four (4) hour minimum if straight time, and a two (2) hour minimum if time and one-half (1 ½).

ARTICLE 28 - WORK IN A HIGHER CLASSIFICATION

Any employee who performs work in a higher classification for two (2) hours or more (except for rest periods and meal relief), shall be paid at a rate based on the time worked in each classification. The employee's rate of pay for such hours worked shall be at the same step in the higher classification.

ARTICLE 29 - PROMOTIONS

An employee who is permanently promoted to a job in a higher classification shall be paid in his/her new classification. A wage increase of at least fifty-five cents (\$.55) per hour or the top of the step of the new range whichever is less.

ARTICLE 30 - EARNED LEAVE

1. General - Earned Leave is the Hospital's method of providing scheduled paid time off for eligible employees to meet their need for absence from work. Earned leave is a consolidation of, Sick Leaves, Holidays, and Vacation.
2. Eligibility - All Employees working an average of twenty (20) hours per week over a calendar quarter become eligible to accrue Earned Leave on a pro rate basis.
3. Accrual Pro Rate Formula - Earned Leave is accrued on a pro rate basis each pay period based on the following fraction: Actual hours compensated divided by two thousand eighty (2080) hours. Actual hours compensated means hours worked and paid benefit hours.
4. Accrual Rates - Eligible employees shall accrue Earned Leave as follows:

<u>No. of Years</u>	<u>No. Of Days</u>	<u>Hours Per Compensable Hour</u>	
1st through 12th month	0 - 1	23	.08846
13th through 36th month	1 - 3	27	.10385
37th through 84th month	3 - 7	31	.11923
85th through 144th month	7 - 12	35	.13462
145th month to 180 month	12 - 15	39	.15000
181st month and on	15 and up	40	.15385

Accrual Maximum - Employees may accrue up to a maximum of two (2) years full time accrual of Earned Leave (2-x display of days in this section). All accrued days in excess of this limit shall be paid directly to the employee or upon request shall be deposited in the employee's extended illness bank.

Cash Out - An employee may elect to cash out up to eighty (80) hours of their projected calendar year accrual of earned leave at one hundred percent (100%), subject to the following terms and conditions:

- A. A balance of forty (40) hours must be retained in the employee's earned leave bank.

- B. The election must be made during the month of October for earned leave to be accrued in the upcoming calendar year.
- C. Employee must designate when they wish to receive their earned leave cash out during the upcoming year at the time of open enrollment.
- D. The election is irrevocable.
- E. An employee who does not declare such an election and later decides to cash out earned leave shall be cashed out at eighty-five percent (85%).

5. Use of Earned Leave - Earned Leave may be used as soon as it is earned in accordance with the provision of this section, except that time off for vacation purposes may not be taken until successful completion of six (6) months of service.

Timelines for Requests - Requests for scheduled Earned Leave including Birthday holiday must be submitted to the Supervisor by the first (1st) of the month preceding the month in which the Earned Leave is requested. Requests for Earned Leave will be given preference based on the date received except that two (2) requests received on the same day shall be decided by seniority. Requests shall be granted or denied based on the Hospital's ability to adequately staff departments. Earned leave requests shall not be turned in more than six (6) months in advance. Employer will respond within thirty (30) days of request with approval, pending (three months prior to the date requested) or denial. This request will be subject to staffing needs of the department. The request will not be arbitrarily or capriciously denied.

Requests for scheduled Earned Leave submitted after the first (1st) of the month for reasons the employee was unable to anticipate prior to the first (1st) of the month shall be considered on their merits and upon the Hospital's ability to adequately staff departments.

Requests For Unscheduled Earned Leave - (absences initiated on a day the employee is scheduled to work) should be made only for employee illness or injury, or an emergency situation beyond the employee's control. Employee making such request may be required to provide proof of inability to report to work. Provision of a doctor's note may be taken into account in the application of the attendance policy. Such request should be made as soon as the employee becomes aware of the problem or at least two (2) hours before the shift starts, if possible. Employees are cautioned to use this form of Earned Leave in strict conformance with these guidelines, as improper use of unscheduled Earned Leave is cause for progressive discipline including discharge. Accrued Earned

Leave must be used in the above situations. It is not required that Earned Leave be used for requests granted two (2) hours prior to the start of a shift (“off if possible”). Accrued Earned Leave must be used in the above situations when an employee is in corrective action for attendance.

Requests for unpaid time off will be considered at the time the monthly schedule is made out after requests for Earned Leave and requests for time off for short-hour employees without benefits have been satisfied. Short-Hour employees not on benefits may be granted unpaid vacation of up to thirty (30) calendar days each year.

In order to assure that employees receive the vacation intended by this provision, full-time employees will be encouraged to take a minimum of ten (10) days of Earned Leave each year in the form of vacation. The Hospital recognizes the need for regular employees to take a vacation each year, and where possible, to receive approval for time off during periods that best serve the needs of the employee’s family.

Employee’s Birthday - An employee’s birthday shall be granted off if requested as outlined above. If this request cannot be accommodated by the Hospital all hours worked on the employee’s birthday shall be paid at time and one-half (1 ½) the employees base rate of pay. If able to grant, the employee may take leave without pay or use earned leave.

Employees may utilize Earned Leave to supplement Workers’ Compensation up to the amount of pay received from regularly scheduled hours of work.

Employees may routinely use Earned Leave to replace pay shortages resulting from a canceled or reduced shift of work.

Notice of Termination and Cash Out Eligibility - A minimum of fourteen (14) calendar days advance notice of termination is required to be eligible to receive pay for up to seventy-two (72) days of accrued and unused Earned Leave. Employees terminating with less than one (1) year of service and a minimum of fourteen (14) days advance notice shall be eligible to receive pay for fifty percent (50%) of accrued and unused Earned Leave. Earned Leave cannot be used during the termination notice period.

Earned Leave shall not be forfeited if the employee is unable to work the notice period due to medical disability or if there is mutual agreement between the Hospital and the employee on a reduced period of notice.

An employee shall have the option to use twenty (20) hours per week of Earned Leave to maintain their health benefits package up to ninety (90) days for a medical or parental leave of absence.

6. Affect of Holidays - If an employee is scheduled or requested by the Hospital to work on any of the following holidays, he/she shall be paid time and one-half (1-1/2) for hours worked on such holidays.

New Years Day	Labor Day
Memorial Day	Thanksgiving Day
Independence Day	Christmas Day

The Hospital schedules time off for Thanksgiving Day, Christmas Day and New Year Days on a rotating basis.

7. Extended Illness Bank - Accrued but unused Sick Leave benefits will constitute an Extended Illness Bank for employees with such accrued hours on the date of implementation of this benefit and discontinuance of Sick Leave accrual. Extended Illness Bank hours may be used starting with the first (1st) scheduled work day the employee is absent due to employee hospitalization, and starting with the third (3rd) scheduled work day that the employee is absent due to employee hospitalization, and starting with the third (3rd) scheduled work day that the employee is absent due to non-hospitalized employee illness or injury.

Extended Illness Bank hours may not be used during periods of Earned Leave. Except for use of Sick Leave as described in “1” above, employees have no vested interest in accumulated Sick Leave.

* For the purpose of this article nursing services will be described as ICU, CVU, ACM, SCU, ED, WHBC, Float, and Resource.

ARTICLE 31 - BEREAVEMENT LEAVE

A Regular Employee who has a death in the family will be granted time off as follows:

Up to three (3) working days in a two week pay period, as required will be granted with pay to any of such days which fall on such employee's regular work days to attend the bereavement of parents, spouse, children, sister, brother, mother-in-law, father-in-law, spousal equivalent, step-parents, step-children, grandparents, or grandchildren, and other relatives residing in the same household as the employee. Bereavement leave will be allowed for Brothers-In-Law and Sisters-In-Law without bereavement leave pay. An employee shall not be entitled to both Bereavement Leave Pay and Earned Leave Pay for the same day.

ARTICLE 32 - JURY DUTY

A regular employee called for jury service will be excused from work on days which he/she serves and shall receive for each day of jury service, the difference between his/her regular straight time day's pay and the amount of jury pay. The employee must show proof of request to serve on jury duty within two (2) working days of receiving written request for possible service by the court. The employee must show proof of jury service and the amount of jury pay. The Employee must report for work if four (4) or more hours of his/her shift remain at the end of jury duty service for the day, unless jury service was a complete day. Employees on jury duty shall be considered for day shift or if jury duty falls on a scheduled day off, it shall be considered a workday and the employee will be scheduled a replacement day off. Employees selected for grand jury duty shall be scheduled for day shift Monday-Friday.

ARTICLE 33 - LEAVE OF ABSENCE

1. Employees with at least twelve (12) months of service contiguous to such request may request a leave of absence for a period of up to an aggregate total of twelve (12) months including sick leave and earned leave, for the following reasons. Such requests may be granted at the sole discretion of the Department Manager or his/her designee.
2. Types of Leaves - Request for leave may be granted for the following reasons:

- A. Education (work-related)
- B. *Parental (up to twelve (12) weeks guaranteed) - Refer to FMLA/OFLA
- C. *Medical (yourself or family members) up to twelve (12) weeks - Refer to FMLA/OFLA
- D. Personal (can be used for Union business)
- E. Military

*Such requests shall be granted on the advice of qualified physician, and the duration of such leave shall be determined on the basis of medical need. An extension of such leave for any other reason shall be determined on the basis of category "4" above. Family, pregnancy and medical leaves of absence will be administered by the Hospital consistent with applicable state and federal laws. It is the intent of the parties that the provisions of this Article shall be consistent with these statutes and any conflicts in the administration, application or interpretation of these provisions shall be resolved by the application of the relevant leave statute.

3. Denial of Education and Personal Leaves - Request for leave may be denied for the following reasons:

- A. Inability to maintain proper staffing levels
- B. Inability to obtain qualified replacement
- C. Inadequate notice of intent to take leave
- D. Repeated use of leave of absence

4. Notice and Duration of Leave - Except in situations in which it is unreasonable to expect an employee to anticipate, employees must submit their request for leave to the Hospital three (3) months in advance of such leave. A definite return date must be agreed upon prior to the start of such leave unless circumstances make such commitment impossible, in which case, if possible, employees must give at least thirty (30) calendar days notice of return.
5. Accrual - Reinstatement Rights and Limitations - Employees returning from a leave of twelve (12) weeks or less, including sick leave and earned leave, shall return to their former position. Employees returning from a leave in excess of twelve (12) weeks shall return to the first available position for which he/she is qualified, and shall be given preference on position openings until he/she obtain a position in his/her former position.
6. The accrual or payment of all benefits and the accrual of seniority shall cease at the start of such leaves not covered under parental leave and Family Medical Leave Act. Benefits and seniority accumulated prior to such leave shall not be forfeited. Employees on leave must pay the required premiums for group insurance in order for such coverage to continue during the leave.

ARTICLE 34 - EDUCATION

1. Tuition Reimbursement Program - The Hospital agrees to continue the tuition reimbursement program for all eligible employees for the duration of this Agreement. The Hospital will provide the Union thirty (30) days notice of any substantial reduction in the program and agrees that, upon request, it shall bargain the effects of such a reduction. Once tuition reimbursement program applications have been approved, the conditions of the tuition reimbursement program will not be reduced for an individual employee as long as they adhere to the procedures of the program.
2. Education - The parties agree that education is a very important part of our professional lives, particularly in the health care field. In recognition of this, the Hospital provides continuing education opportunities for bargaining unit employees within the budgetary process. Interested employees may contact an SEIU Steward or their department manager for specific information of programs and how to apply for educational funds.

Service Employees International Union, Local 49 and McKenzie-Willamette Medical Center hereby agree to the following for continuing education for SEIU bargaining unit members:

For this contract period the Hospital agrees to provide a minimum of thirty thousand (\$30,000) per year in continuing education for SEIU bargaining unit members. At the Hospital's discretion, this amount may be increased during the duration of this Agreement. The Hospital agrees to continue the practice of continuing education days for employees who are attending authorized training. Effective January 1, 2008 SEIU bargaining unit members shall appoint up to three (3) members, (two of which are representatives of the ancillary clinical departments) and the Hospital will appoint up to two (2) members to serve on an Education Committee ("Committee"). The Committee will establish criteria by which education requests will be evaluated and funds allocated. The Committee will meet at least quarterly, and will allocate this continuing education fund. Committee members will be paid at straight time up to two (2) hours of time spent in committee work each quarter. If the committee fails to act upon a request for education leave within two (2) weeks of receipt of such request then the appropriate Senior Executive and SEIU committee member shall be requested to act upon it.

Employees who want to utilize continuing education funds must complete a continuing education fund request form and give it to the Committee for approval. The Committee shall document monies spent, programs attended and the participants.

3. Cross-Trained Unit Secretaries/Certified Nursing Assistants - Cross-trained Unit Secretary/Certified Nursing Assistant shall be able to account for time worked in the CNA role when scheduled for a shift as a Unit Secretary. Employees shall register in Kronos under the Unit Secretary pay code, but may be asked to perform tasks within the CNA job description. In order to monitor time worked performing CNA tasks when clocked into Kronos under the Unit Secretary pay code, an additional code for tracking purposes only shall be built into the Kronos system. Unit Secretaries/CNAs shall be responsible for submitting an exception form on a daily basis citing time spent performing CNA tasks. The Charge Nurse or PCC must validate the exception form. Nurse Managers or their designee shall enter the verified time into the "tracking only" code in Kronos on a daily basis.

ARTICLE 35 - MEDICAL/VISION INSURANCE

1. Health Insurance. The Hospital shall provide the Employees with the health insurance benefits (including Medical, Dental and Vision) set forth in the Community Health Systems Flexible Benefits Plan. A summary copy is annexed to and made part of this Agreement as Appendix ____.

Employee rates of contribution for Medical, Dental and Vision shall be as follows:

2. Pension – The Hospital shall provide the Employees with the Hospital’s 401K Retirement Savings Plan, a copy of which is on file at the McKenzie-Willamette Medical Center’s Human Resources Department. The terms and conditions of the Community Health Systems, Inc. 401K Plan are attached and incorporated into this agreement.

3. Group Life Insurance- The Hospital shall provide the Employees with the Group

<u>Coverage</u>	<u>Bi-weekly Contribution</u>			
	Employee Only	Employee & Spouse	Employee & Children	Family
Premium Plan	\$57.69	\$121.99	\$103.35	\$167.30
Choice Plan	\$15.76	\$34.13	\$27.93	\$45.75
Dental				
Dental Options	\$5.76	\$10.01	\$10.01	\$19.55
Vision				
VSP Vision Plan	\$3.49	\$6.20	\$6.64	\$9.99

Life Insurance and Accidental Death and Dismemberment Benefits set forth in the “Community Health Systems Flexible Benefits Plan,” a copy of which is on file at McKenzie-Willamette Medical Center’s Human Resources Department.

4. Disability Insurance- The Hospital shall provide the Employees with the Disability Insurance Benefits set forth in the “Community Health Systems Flexible Benefit Plan,” a copy of which is on file at McKenzie-Willamette Medical Center’s Human Resources Department.

5. Health Care Subsidy - For those regular or part-time employees scheduled to work thirty-two (32) or more hours per week and earning less than twenty-nine thousand dollars (\$29,000) per year, and those part-time employees scheduled to work twenty-four (24) to thirty-one (31) hours per week and earning less than twenty-four thousand dollars (\$24,000) per year, the Hospital agrees to pay one hundred percent (100%) of the employee premium or an additional fifty dollars (\$50.00) per month for the employee plus children or spouse premium, or an additional one hundred dollars (\$100) per month for the employee and family premium depending on which coverage the employee elects.

If an employee believes they qualify for the subsidy they may apply in Human Resources at any time.

6. Change in Health Plan: In the event the Hospital determines during the term of this Agreement to terminate and/or modify any plan by virtue of which any of the “Health and Welfare” benefits described in this ARTICLE 35 – Health Insurance are provided to the employees covered by this Agreement, including but not limited to, any modification of contribution rates, or the identity of the insurance provider, and such termination and/or modification is applicable to all individuals employed by the Hospital who are covered by the plan(s) subject to the termination and/or modification, as the case may be (the “other individuals”), such termination and/or modification shall be automatically applied to the employees contemporaneously with the other individuals (referred to hereafter in this Article as a “Plan Change”), subject to the following:

The Hospital agrees that, in the event any such Plan Change involves the termination of a plan, the termination would be undertaken in order to, by way of example only, facilitate or maintain compliance with applicable law [including without limitation, the Internal Revenue Code (the “Code”), the Employee Retirement Income Security Act of 1974 (“ERISA”) and the Public Health Safety Act (“PHSA”) and any regulations or other formal guidance issued under the Code, ERISA or the PHSA], or to provide comparable benefits for employees and other individuals through a different plan.

The Hospital shall provide the Union with at least thirty (30) consecutive calendar days written notice in advance of the effective date of any such Plan Change (the “Waiting Period”), which written notice shall specify the effective date of the Plan Change (referred to hereafter in this Article as a “Hospital Notice of Plan Change”). Thereafter, during the first ten (10) consecutive calendar days of the Waiting Period, the Union shall have the right to serve the Hospital with a written request for discussion about the Plan Change (referred to hereafter in this Article as a “Union Request for Discussion”). In the event the Union serves such a Union Request for Discussion, the Parties shall meet promptly and discuss the Plan Change during the remainder of the Waiting Period. Following the expiration of the Waiting Period, the Union shall have the right to serve the Hospital with a written notice of termination of this Agreement (referred to hereafter in this Article as a “Notice of Termination”), which shall specify the date upon which the Agreement shall terminate, which specified date must be at least twenty (20) consecutive calendar days following the date of service (in the manner provided for, below) of such a Notice of Termination (referred to hereafter in this Article as the “Notification Period”). The parties agree that once such Notice of Termination has been served by the Union, with the intent of bargaining a successor Agreement, the following provisions of the agreement shall stay in full force and effect: (1) Article 4 “Recognition and Union Security” and (2) Article 9 “Grievance Procedure”.

ARTICLE 36 - GROUP LIFE INSURANCE

In order to be effective, any Notice of Termination shall be served by (a) Hand-delivery, or (b) by another method of delivery of the Notice of Termination by virtue of which the Union shall, to the Human Resources Director who shall acknowledge such hand delivery by affixing a signature and date upon a copy of the Notice of Termination. Upon the written request of the Hospital (referred to hereafter in this Article as a "Request for Proof of Delivery"), be able to the Union will produce for the Hospital a bona fide written proof of delivery (including, among other forms of proof of delivery, consisting of the signature from the Human Resources Director or designee, a sworn affidavit of service by an individual not employed by the Union who actually performs the service), which records at a minimum the date of delivery of the Notice of Termination (referred to hereafter in this Article as a "Proof of Delivery").

Any Union Request for Discussion, and any Proof of Delivery, and in order to be effective any Notice of Termination, shall be served upon the Hospital's Chief Executive Officer or Human Resources Director at the following address:

McKenzie-Willamette Medical Center
1460 "G" Street
Springfield, Oregon 97477-4197

Any Hospital Notice of Plan Change and any Request for Proof of Delivery shall be served upon the Union at the following address:

SEIU Local 49
Attn: President
3536 SE 26th Avenue
Portland, Oregon 97202

In computing the Notification Period defined above, neither the actual date of service of the Notice of Termination, nor the actual date of delivery of the Notice of Termination, shall be included in the computation of such Notification Period.

The Hospital agrees to continue to provide group life insurance and accidental death and dismemberment benefits in an amount equal to one hundred percent (100%) of the employee's previous year's W-2 annual salary, rounded to the next higher one thousand dollars (\$1,000.00), not to exceed one hundred and fifty thousand dollars (\$150,000.00). The original amount in force prior to age seventy (70) reduces to sixty-five percent (65%) at age seventy (70), and forty-five percent (45%) at age seventy five (75).

ARTICLE 37 - DISABILITY INSURANCE

After ninety (90) calendar days of employment, the Hospital agrees to provide long term disability insurance, in an amount equal to sixty percent (60%) of the employee's monthly salary calculated on previous year's W-2 when coordinated with social security benefits, not to exceed a maximum benefit of nine thousand dollars (\$9,000.00) after a qualifying period. If disabled, this insurance is payable to age sixty-five (65).

ARTICLE 38 - PENSION

The Hospital agrees to maintain the Triad Hospital, Inc. Retirement Savings Plan (or its successor) for the duration of this Agreement. The Summary Plan Description contains a specific description of current contribution levels. Copies of the Summary Plan Description are available in the Hospital's Human Resources Department and on-line. If the Triad Hospitals, Inc. Retirement Savings Plan is voluntarily modified by Triad to reduce or increase contribution limits or levels for only employees covered under this Agreement, who are participants in the Triad Hospitals, Inc. Retirement Savings Plan, the Hospital and the Union will negotiate the impact of those modifications on bargaining unit members. Changes required by law or that apply to all participants in the Triad Hospitals, Inc. Retirement Savings Plan are not affected by this Article, and nothing in this Article shall prevent or delay any modification of the Triad Hospitals, Inc. Retirement Savings Plan by Triad.

ARTICLE 39 - UNIFORMS AND LAUNDRY

1. When employees are required to wear uniforms or special type work clothes while in the employment of the Hospital, the cost of laundering and furnishing same shall be borne by the Hospital, provided that the Hospital shall not be required to furnish or launder apparel traditionally worn by such employees in hospitals generally.
2. The Hospital will launder employee's own apparel if the apparel is soiled by blood or other potentially infectious materials ("OPIM"). The Hospital and the employees shall follow applicable infection control policies to ensure the safety of employees.
3. Employees who are required to change in and out of uniforms or special type of work clothes that are not traditionally worn by employees of hospitals, generally, shall use paid time.
4. Dietary employees shall be furnished necessary aprons and smocks while working.

ARTICLE 40 - PHYSICAL EXAMINATIONS

Physical or mental examinations required by the Hospital shall be promptly complied with by all employees, provided, however, the Hospital shall pay for all such examinations. Employees coming back from medical leaves of absence must have clearance from the treating Physician.

ARTICLE 41 - MEALS

The Hospital agrees to provide free meals for Dietary workers during the term of this Agreement. Any other alterations in meal policies or benefits applied to other bargaining units shall apply to this unit also.

ARTICLE 42 - SAFETY AND HEALTH

The Environment of Care Committee shall have maximum of four (4) positions for the SEIU bargaining unit. Time paid will not drive consecutive day overtime. Overtime will be paid for over forty (40) hours per week. Employees will be selected by the bargaining unit and the Union will notify administration in writing the names of those employees so selected.

Employees will comply with the hospital's Safety and Infection Control Policies.

ARTICLE 43 - DURATION OF AGREEMENT

The Agreement shall become effective on May 11, 2011 and shall remain in effect until 11:59 p.m. December 31, 2013 and from year to year thereafter; provided, however, that either party upon no less than ninety (90) calendar days written notice to the other party, prior to December 31, 2013 or December 31st, of any subsequent year, may notify the other party of its desire to amend or terminate this Agreement upon the expiration of its then current term. If such notice to amend or terminate is timely served, negotiations shall commence between the parties within fifteen (15) days after receipt thereof. Request to amend shall be submitted with the notification.

ARTICLE 44 - SUBSTANCE-FREE WORKPLACE

The parties agree that the Employees covered under this Agreement shall be subject to CHS Policy B.4: SUBSTANCE ABUSE TESTING/FITNESS FOR DUTY, effective February 1, 2009 (the "Substance Abuse Policy"), as may be modified from time to time by the Hospital, a copy of which has been provided to the Union during negotiations, except as limited below. In the event the Hospital modifies the Substance Abuse Policy during the term of this Agreement, such modification shall be automatically applied to the Employees covered by this Agreement, contemporaneously with the other covered Hospital employees.

- Any modifications to Policy B.4 negotiated by other SEIU Local Unions at other Community Health System (CHS) owned Hospitals shall be offered to this bargaining unit.

Sideletter of Agreement Regarding Deductibles for the new CHS Medical Plan

All employees covered by this Agreement shall have their deductibles waived under the new CHS Medical Plan, scheduled to begin on July 1, 2011, for the period of July 1, 2011 until December 31, 2011.

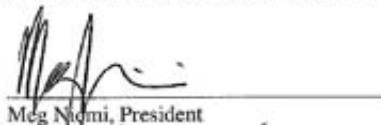
SIGNED this 15th day of August, 2011

FOR MCKENZIE-WILLAMETTE
MEDICAL CENTER

FOR SERVICE EMPLOYEES
INTERNATIONAL UNION, LOCAL 49



Megan O'Leary



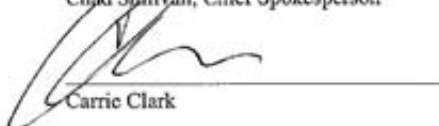
Meg Naomi, President



Ron Ruggiero, Executive Director



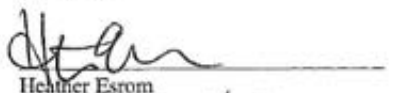
Chad Sullivan, Chief Spokesperson



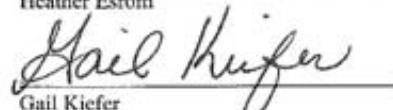
Carrie Clark



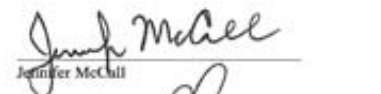
Gretta Cole



Heather Esrom



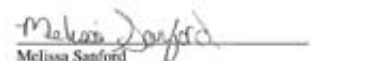
Gail Kiefer



Jennifer McCall



Myndi Pierceall



Melissa Sanford

APPENDIX A
WAGE SCALE

HMS	JOB TITLE	CHS DESCRIPTION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
	PAY GRADE 51									
044101	DIETARY WORKER		\$10.04	\$10.33	\$10.64	\$10.96	\$11.29	\$11.63	\$11.98	\$12.33
044101	DIETARY WORKER +1	7/1/2011 (1.40%)	\$10.17	\$10.48	\$10.79	\$11.11	\$11.45	\$11.79	\$12.14	\$12.51
053001	HOUSEKEEPER	7/1/2012 (1.65%)	\$10.34	\$10.65	\$10.97	\$11.30	\$11.64	\$11.98	\$12.34	\$12.71
053001	HOUSEKEEPER +1	7/1/2013 (2.15%)	\$10.56	\$10.88	\$11.21	\$11.54	\$11.89	\$12.24	\$12.61	\$12.99
	PAY GRADE 52	ADD \$.65/HR LEAD PAY TO HOURLY RATE OF ALL JOBS IN PAY GRADE 51								
044201	DIETARY WORKER LEAD		\$10.68	\$10.98	\$11.29	\$11.61	\$11.94	\$12.28	\$12.63	\$12.98
682001	HOUSEKEEPER TL	7/1/2011 (1.40%)	\$10.82	\$11.13	\$11.44	\$11.76	\$12.10	\$12.44	\$12.79	\$13.16
684001	HSKPR TM LEAD +1	7/1/2012 (1.65%)	\$10.99	\$11.30	\$11.62	\$11.95	\$12.29	\$12.63	\$12.99	\$13.36
685001	MATERIALS LINEN TECH LEAD	7/1/2013 (2.15%)	\$11.21	\$11.53	\$11.86	\$12.19	\$12.54	\$12.89	\$13.26	\$13.64
	PAY GRADE 54									
039101	SPD AIDE I		\$10.96	\$11.29	\$11.63	\$11.98	\$12.34	\$12.71	\$13.09	\$13.48
042001	DIETARY CLERK	7/1/2011 (1.40%)	\$11.11	\$11.45	\$11.79	\$12.14	\$12.51	\$12.88	\$13.27	\$13.67
052001	UTILITY	7/1/2012 (1.65%)	\$11.29	\$11.63	\$11.98	\$12.34	\$12.71	\$13.09	\$13.48	\$13.89
054001	CUSTODIAN	7/1/2013 (2.15%)	\$11.53	\$11.88	\$12.24	\$12.60	\$12.98	\$13.37	\$13.77	\$14.18
054001	CUSTODIAN +1									
	PAY GRADE 55	ADD \$.65/HR LEAD PAY TO HOURLY RATE OF ALL JOBS IN PAY GRADE 54								
053101	CUSTODIAN TEAM LEAD		\$11.61	\$11.94	\$12.28	\$12.63	\$12.99	\$13.36	\$13.74	\$14.13
053101	CUSTODIAN TEAM LEAD +1	7/1/2011 (1.40%)	\$11.76	\$12.10	\$12.44	\$12.79	\$13.16	\$13.53	\$13.92	\$14.32
634001	DIETARY CLERK LEAD	7/1/2012 (1.65%)	\$11.94	\$12.28	\$12.63	\$12.99	\$13.36	\$13.74	\$14.13	\$14.54
		7/1/2013 (2.15%)	\$12.18	\$12.53	\$12.89	\$13.25	\$13.63	\$14.02	\$14.42	\$14.83
	PAY GRADE 57									
021001	SWITCHBOARD OPERATOR		\$11.82	\$12.17	\$12.54	\$12.92	\$13.30	\$13.70	\$14.11	\$14.54
021001	SWITCHBOARD OPERATOR +1	7/1/2011 (1.40%)	\$11.99	\$12.35	\$12.72	\$13.10	\$13.49	\$13.89	\$14.31	\$14.74
043001	PURCHASING CLERK	7/1/2012 (1.65%)	\$12.19	\$12.55	\$12.93	\$13.32	\$13.72	\$14.13	\$14.55	\$14.99
045001	COOK	7/1/2013 (2.15%)	\$12.45	\$12.83	\$13.21	\$13.61	\$14.01	\$14.44	\$14.87	\$15.31
045001	COOK +1									
060501	OR AIDE									
085001	CLERK GENERALIST									
113001	SLEEP CENTER RECEPTIONIST									

STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	EVE	NOC	LONG NOC	W/E	W/E EVE	W/E NOC	LONG W/E NOC
\$12.77	\$13.21	\$13.68	\$14.15	\$14.65	\$15.16	\$0.90	\$1.30	\$2.21	\$1.25	\$2.15	\$2.55	\$3.46
\$12.95	\$13.40	\$13.87	\$14.35	\$14.86	\$15.38	\$0.92	\$1.32	\$2.24	\$1.25	\$2.17	\$2.57	\$3.49
\$13.16	\$13.62	\$14.10	\$14.59	\$15.10	\$15.63	\$0.93	\$1.34	\$2.27	\$1.25	\$2.18	\$2.59	\$3.52
\$13.44	\$13.92	\$14.40	\$14.91	\$15.43	\$15.97	\$0.95	\$1.37	\$2.32	\$1.25	\$2.20	\$2.62	\$3.57
\$13.42	\$13.86	\$14.33	\$14.80	\$15.30	\$15.81	\$0.90	\$1.30	\$2.21	\$1.25	\$2.15	\$2.55	\$3.46
\$13.60	\$14.05	\$14.52	\$15.00	\$15.51	\$16.03	\$0.92	\$1.32	\$2.24	\$1.25	\$2.17	\$2.57	\$3.49
\$13.81	\$14.27	\$14.75	\$15.24	\$15.75	\$16.28	\$0.93	\$1.34	\$2.27	\$1.25	\$2.18	\$2.59	\$3.52
\$14.09	\$14.57	\$15.05	\$15.56	\$16.08	\$16.62	\$0.95	\$1.37	\$2.32	\$1.25	\$2.20	\$2.62	\$3.57
\$13.95	\$14.44	\$14.95	\$15.47	\$16.01	\$16.57	\$0.99	\$1.42	\$2.41	\$1.25	\$2.24	\$2.67	\$3.66
\$14.15	\$14.64	\$15.15	\$15.68	\$16.23	\$16.80	\$1.00	\$1.44	\$2.44	\$1.25	\$2.25	\$2.69	\$3.69
\$14.38	\$14.88	\$15.40	\$15.94	\$16.50	\$17.07	\$1.02	\$1.47	\$2.48	\$1.25	\$2.27	\$2.72	\$3.73
\$14.68	\$15.19	\$15.73	\$16.28	\$16.85	\$17.44	\$1.04	\$1.50	\$2.54	\$1.25	\$2.29	\$2.75	\$3.79
\$14.60	\$15.09	\$15.60	\$16.12	\$16.66	\$17.22	\$0.99	\$1.42	\$2.41	\$1.25	\$2.24	\$2.67	\$3.66
\$14.80	\$15.29	\$15.80	\$16.33	\$16.88	\$17.45	\$1.00	\$1.44	\$2.44	\$1.25	\$2.25	\$2.69	\$3.69
\$15.03	\$15.53	\$16.05	\$16.59	\$17.15	\$17.72	\$1.02	\$1.47	\$2.48	\$1.25	\$2.27	\$2.72	\$3.73
\$15.33	\$15.84	\$16.38	\$16.93	\$17.50	\$18.09	\$1.04	\$1.50	\$2.54	\$1.25	\$2.29	\$2.75	\$3.79
\$15.05	\$15.57	\$16.13	\$16.68	\$17.27	\$17.87	\$1.06	\$1.58	\$2.76	\$1.25	\$2.31	\$2.83	\$4.01
\$15.26	\$15.79	\$16.34	\$16.92	\$17.51	\$18.12	\$1.08	\$1.60	\$2.80	\$1.25	\$2.33	\$2.85	\$4.05
\$15.51	\$16.06	\$16.62	\$17.20	\$17.80	\$18.43	\$1.10	\$1.63	\$2.84	\$1.25	\$2.35	\$2.88	\$4.09
\$15.85	\$16.41	\$16.98	\$17.57	\$18.19	\$18.83	\$1.12	\$1.67	\$2.91	\$1.25	\$2.37	\$2.92	\$4.16

127001	RADIOLOGY ASSISTANT										
152001	PHARMACY TECH STUDENT										
152001	RADIOLOGY TECHNOLOGIST INTERN										
661001	PT AIDE II										
681001	LINEN TECH										
	PAY GRADE 58	ADD \$.65/HR LEAD PAY TO HOURLY RATE OF ALL JOBS IN PAY GRADE 57									
044001	LEAD PURCHASING CLERK		\$12.47	\$12.82	\$13.19	\$13.57	\$13.95	\$14.35	\$14.76	\$15.19	
636001	LEAD COOK	7/1/2011 (1.40%)	\$12.64	\$13.00	\$13.37	\$13.75	\$14.14	\$14.54	\$14.96	\$15.39	
672001	LEAD SWCHBD OPER	7/1/2012 (1.65%)	\$12.84	\$13.20	\$13.58	\$13.97	\$14.37	\$14.78	\$15.20	\$15.64	
685001	LEAD LINEN TECH	7/1/2013 (2.15%)	\$13.10	\$13.48	\$13.86	\$14.26	\$14.66	\$15.09	\$15.52	\$15.96	
	PAY GRADE 59										
098001	CNA		\$12.06	\$12.42	\$12.79	\$13.12	\$13.57	\$13.98	\$14.40	\$14.83	
098001	CNA +1	7/1/2011 (1.40%)	\$12.23	\$12.60	\$12.97	\$13.36	\$13.76	\$14.18	\$14.60	\$15.04	
		7/1/2012 (1.65%)	\$12.43	\$12.80	\$13.19	\$13.58	\$13.99	\$14.41	\$14.84	\$15.29	
		7/1/2013 (2.15%)	\$12.70	\$13.08	\$13.47	\$13.87	\$14.29	\$14.72	\$15.16	\$15.62	
	PAY GRADE 60										
019001	ADMISSIONS SPECIALIST		\$12.61	\$12.98	\$13.37	\$13.78	\$14.19	\$14.61	\$15.05	\$15.50	
019001	ADMISSIONS SPECIALIST +1	7/1/2011 (1.40%)	\$12.79	\$13.17	\$13.57	\$13.97	\$14.39	\$14.82	\$15.27	\$15.73	
081001	CENTRAL SUPPLY TECH/ STOREROOM CLERK	7/1/2012 (1.65%)	\$13.00	\$13.39	\$13.79	\$14.21	\$14.63	\$15.07	\$15.52	\$15.99	
101001	UNIT SERVICES COORDINATOR	7/1/2013 (2.15%)	\$13.28	\$13.68	\$14.09	\$14.51	\$14.95	\$15.39	\$15.86	\$16.33	
101001	UNIT SERVICES COORDINATOR +1										
105001	REHAB SVCS RECEPTIONST										
113001	SC/JC REHAB RECEPTIONIST										
127001	TRANSPORTER										
663001	RESPIRATORY CARE CLERK/ ASSISTANT										
	PAY GRADE 61	ADD \$.65/HR LEAD PAY TO HOURLY RATE OF ALL JOBS IN PAY GRADE 60									
087001	ADMISSIONS SPECIALIST TL		\$13.26	\$13.63	\$14.02	\$14.43	\$14.84	\$15.26	\$15.70	\$16.15	

\$15.70	\$16.22	\$16.77	\$17.33	\$17.92	\$18.52	\$1.06	\$1.58	\$2.76	\$1.25	\$2.31	\$2.83	\$4.01
\$15.91	\$16.44	\$16.99	\$17.57	\$18.16	\$18.77	\$1.08	\$1.60	\$2.80	\$1.25	\$2.33	\$2.85	\$4.05
\$16.16	\$16.71	\$17.27	\$17.85	\$18.45	\$19.08	\$1.10	\$1.63	\$2.84	\$1.25	\$2.35	\$2.88	\$4.09
\$16.50	\$17.06	\$17.63	\$18.22	\$18.84	\$19.48	\$1.12	\$1.67	\$2.91	\$1.25	\$2.37	\$2.92	\$4.16
\$15.35	\$15.89	\$16.44	\$17.02	\$17.61	\$18.23	\$1.09	\$1.61	\$2.88	\$1.25	\$2.34	\$2.86	\$4.13
\$15.57	\$16.11	\$16.68	\$17.26	\$17.86	\$18.49	\$1.10	\$1.64	\$2.89	\$1.25	\$2.35	\$2.89	\$4.14
\$15.82	\$16.38	\$16.95	\$17.55	\$18.16	\$18.79	\$1.12	\$1.66	\$2.90	\$1.25	\$2.37	\$2.91	\$4.15
\$16.16	\$16.73	\$17.31	\$17.92	\$18.55	\$19.20	\$1.14	\$1.70	\$2.96	\$1.25	\$2.39	\$2.95	\$4.21
\$16.05	\$16.61	\$17.19	\$17.79	\$18.41	\$19.06	\$1.13	\$1.69	\$2.94	\$1.25	\$2.38	\$2.94	\$4.19
\$16.28	\$16.85	\$17.44	\$18.05	\$18.68	\$19.33	\$1.15	\$1.71	\$2.98	\$1.25	\$2.40	\$2.96	\$4.23
\$16.55	\$17.13	\$17.73	\$18.35	\$18.99	\$19.66	\$1.17	\$1.74	\$3.03	\$1.25	\$2.42	\$2.99	\$4.28
\$16.90	\$17.50	\$18.11	\$18.74	\$19.40	\$20.08	\$1.20	\$1.78	\$3.10	\$1.25	\$2.45	\$3.03	\$4.35
\$16.70	\$17.26	\$17.84	\$18.44	\$19.06	\$19.71	\$1.13	\$1.69	\$2.94	\$1.25	\$2.38	\$2.94	\$4.19

087001	ADMISSIONS SPECIALIST +1 TL	7/1/2011 (1.40%)	\$13.44	\$13.82	\$14.22	\$14.62	\$15.04	\$15.47	\$15.92	\$16.38
667001	CENTRAL SUPPLY TECH/ STOREROOM CLERK TL	7/1/2012 (1.65%)	\$13.65	\$14.04	\$14.44	\$14.86	\$15.28	\$15.72	\$16.17	\$16.64
671001	DIAGNOSTIC IMAGING RECEPTIONIST TL	7/1/2013 (2.15%)	\$13.93	\$14.33	\$14.74	\$15.16	\$15.60	\$16.04	\$16.51	\$16.98
678001	UNIT SERVICES COORDINATOR TL									
	PAY GRADE 62									
061501	OB CNA/SCRUB TECH		\$13.27	\$13.67	\$14.08	\$14.50	\$14.93	\$15.38	\$15.84	\$16.32
061501	OB CNA/SCRUB TECH +1	7/1/2011 (1.40%)	\$13.46	\$13.86	\$14.28	\$14.70	\$15.14	\$15.60	\$16.07	\$16.55
077001	LAB ASSISTANT	7/1/2012 (1.65%)	\$13.68	\$14.09	\$14.52	\$14.95	\$15.40	\$15.86	\$16.34	\$16.83
077001	LAB ASSISTANT +1	7/1/2013 (2.15%)	\$13.97	\$14.39	\$14.83	\$15.27	\$15.73	\$16.20	\$16.69	\$17.19
082001	SHIPPING/ RECEIVING CLERK									
114001	CLERK SPECIALIST									
119001	APPT SCHEDULE COORD									
607001	MAINTENANCE WORKER I									
675001	OR SCHED COORD									
679001	OR MATERIAL HANDLE									
680001	REFUND/									
	PAY GRADE 63	ADD \$.65/HR LEAD PAY TO HOURLY RATE OF ALL JOBS IN PAY GRADE 62								
657001	CLERK SPECIALIST TEAM LEAD		\$13.92	\$14.32	\$14.73	\$15.15	\$15.58	\$16.03	\$16.49	\$16.97
662001	SURGICAL SUPPORT AIDE TEAM LEAD	7/1/2011 (1.40%)	\$14.11	\$14.51	\$14.93	\$15.35	\$15.79	\$16.25	\$16.72	\$17.20
674001	OR SCHED COORD TEAM LEAD	7/1/2012 (1.65%)	\$14.33	\$14.74	\$15.17	\$15.60	\$16.05	\$16.51	\$16.99	\$17.48
		7/1/2013 (2.15%)	\$14.62	\$15.04	\$15.48	\$15.92	\$16.38	\$16.85	\$17.34	\$17.84
	PAY GRADE 65									
140201	ER TECH		\$14.16	\$14.58	\$15.02	\$15.47	\$15.94	\$16.41	\$16.91	\$17.41
140201	ED TECH/ CLERK +1	7/1/2011 (1.40%)	\$14.36	\$14.79	\$15.23	\$15.69	\$16.16	\$16.65	\$17.14	\$17.66
148001	STERILE PROCESSING TECH II	7/1/2012 (1.65%)	\$14.60	\$15.03	\$15.49	\$15.95	\$16.43	\$16.92	\$17.43	\$17.95

\$16.93	\$17.50	\$18.09	\$18.70	\$19.33	\$19.98	\$1.15	\$1.71	\$2.98	\$1.25	\$2.40	\$2.96	\$4.23
\$17.20	\$17.78	\$18.38	\$19.00	\$19.64	\$20.31	\$1.17	\$1.74	\$3.03	\$1.25	\$2.42	\$2.99	\$4.28
\$17.55	\$18.15	\$18.76	\$19.39	\$20.05	\$20.73	\$1.20	\$1.78	\$3.10	\$1.25	\$2.45	\$3.03	\$4.35
\$16.89	\$17.48	\$18.09	\$18.73	\$19.38	\$20.06	\$1.19	\$1.78	\$3.10	\$1.25	\$2.44	\$3.03	\$4.35
\$17.13	\$17.73	\$18.35	\$18.99	\$19.65	\$20.34	\$1.21	\$1.80	\$3.14	\$1.25	\$2.46	\$3.05	\$4.39
\$17.42	\$18.03	\$18.66	\$19.31	\$19.99	\$20.68	\$1.23	\$1.83	\$3.19	\$1.25	\$2.48	\$3.08	\$4.44
\$17.79	\$18.41	\$19.05	\$19.72	\$20.41	\$21.13	\$1.26	\$1.87	\$3.26	\$1.25	\$2.51	\$3.12	\$4.51
\$17.54	\$18.13	\$18.74	\$19.38	\$20.03	\$20.71	\$1.19	\$1.78	\$3.10	\$1.25	\$2.44	\$3.03	\$4.35
\$17.78	\$18.38	\$19.00	\$19.64	\$20.30	\$20.99	\$1.21	\$1.80	\$3.14	\$1.25	\$2.46	\$3.05	\$4.39
\$18.07	\$18.68	\$19.31	\$19.96	\$20.64	\$21.33	\$1.23	\$1.83	\$3.19	\$1.25	\$2.48	\$3.08	\$4.44
\$18.44	\$19.06	\$19.70	\$20.37	\$21.06	\$21.78	\$1.26	\$1.87	\$3.26	\$1.25	\$2.51	\$3.12	\$4.51
\$18.02	\$18.65	\$19.31	\$19.98	\$20.68	\$21.41	\$1.27	\$1.90	\$3.30	\$1.25	\$2.52	\$3.15	\$4.55
\$18.28	\$18.92	\$19.58	\$20.26	\$20.97	\$21.71	\$1.29	\$1.92	\$3.35	\$1.25	\$2.54	\$3.17	\$4.60
\$18.58	\$19.23	\$19.90	\$20.60	\$21.32	\$22.07	\$1.31	\$1.95	\$3.41	\$1.25	\$2.56	\$3.20	\$4.66

664001	DIAG IMAG TRANS	7/1/2013 (2.15%)	\$14.91	\$15.36	\$15.82	\$16.30	\$16.79	\$17.29	\$17.81	\$18.34
	PAY GRADE 66									
			\$14.32	\$14.75	\$15.19	\$15.65	\$16.12	\$16.60	\$17.10	\$17.70
		7/1/2011 (1.40%)	\$14.60	\$15.04	\$15.49	\$15.96	\$16.43	\$16.93	\$17.44	\$17.96
		7/1/2012 (1.65%)	\$14.84	\$15.29	\$15.74	\$16.22	\$16.70	\$17.20	\$17.72	\$18.25
		7/1/2013 (2.15%)	\$15.16	\$15.61	\$16.08	\$16.56	\$17.06	\$17.57	\$18.10	\$18.64
	PAY GRADE 67									
			\$11.32	\$11.66	\$12.01	\$12.37	\$12.74	\$13.12	\$13.52	\$13.99
		7/1/2011 (1.40%)	\$11.53	\$11.88	\$12.23	\$12.60	\$12.98	\$13.37	\$13.77	\$14.18
		7/1/2012 (1.65%)	\$11.72	\$12.07	\$12.43	\$12.81	\$13.19	\$13.59	\$13.99	\$14.41
		7/1/2013 (2.15%)	\$11.97	\$12.33	\$12.70	\$13.08	\$13.47	\$13.88	\$14.30	\$14.72
	PAY GRADE 68									
076001	HISTOLOGY ASSISTANT		\$16.35	\$16.84	\$17.35	\$17.87	\$18.41	\$18.96	\$19.53	\$20.11
085301	RELEASE OF INFORMATION SPECIALIST	7/1/2011 (1.40%)	\$16.58	\$17.08	\$17.59	\$18.12	\$18.66	\$19.22	\$19.80	\$20.39
		7/1/2012 (1.65%)	\$16.85	\$17.36	\$17.88	\$18.42	\$18.97	\$19.54	\$20.12	\$20.73
		7/1/2013 (2.15%)	\$17.21	\$17.73	\$18.26	\$18.81	\$19.37	\$19.95	\$20.55	\$21.17
	PAY GRADE 70	ADD \$1.30/HR CHARGE PAY TO HOURLY RATE OF ALL JOBS IN PAY GRADE D3								
604001	CHARGE RT		\$19.60	\$20.15	\$20.71	\$21.30	\$21.90	\$22.51	\$23.15	\$23.81
		7/1/2011 (1.40%)	\$19.86	\$20.41	\$20.99	\$21.58	\$22.19	\$22.81	\$23.46	\$24.12
		7/1/2012 (1.65%)	\$20.17	\$20.73	\$21.32	\$21.92	\$22.53	\$23.17	\$23.83	\$24.50
		7/1/2013 (2.15%)	\$20.58	\$21.15	\$21.75	\$22.36	\$22.99	\$23.65	\$24.32	\$25.01
	PAY GRADE 74									
104001	CERTIFIED PHARMACY TECHNICIAN		\$14.59	\$15.03	\$15.48	\$15.95	\$16.43	\$16.92	\$17.43	\$17.95
		7/1/2011 (1.40%)	\$14.79	\$15.24	\$15.70	\$16.17	\$16.65	\$17.15	\$17.67	\$18.20
		7/1/2012 (1.65%)	\$15.03	\$15.49	\$15.95	\$16.43	\$16.92	\$17.43	\$17.95	\$18.49
		7/1/2013 (2.15%)	\$15.35	\$15.81	\$16.29	\$16.78	\$17.28	\$17.80	\$18.33	\$18.88
	PAY GRADE 75									
086001	CODER II		\$15.55	\$16.01	\$16.49	\$16.99	\$17.50	\$18.02	\$18.56	\$19.12
		7/1/2011 (1.40%)	\$16.65	\$17.15	\$17.66	\$18.19	\$18.74	\$19.30	\$19.88	\$20.48
		7/1/2012 (1.65%)	\$16.92	\$17.43	\$17.96	\$18.49	\$19.05	\$19.62	\$20.21	\$20.82
		7/1/2013 (2.15%)	\$17.28	\$17.80	\$18.34	\$18.89	\$19.45	\$20.04	\$20.64	\$21.26
	PAY GRADE 76									
088001	LEAD		\$16.20	\$16.66	\$17.14	\$17.64	\$18.15	\$18.67	\$19.21	\$19.77
		7/1/2011 (1.40%)	\$16.42	\$16.91	\$17.42	\$17.94	\$18.48	\$19.03	\$19.60	\$20.19
		7/1/2012 (1.65%)	\$16.69	\$17.19	\$17.71	\$18.24	\$18.79	\$19.35	\$19.93	\$20.53
		7/1/2013 (2.15%)	\$17.05	\$17.56	\$18.09	\$18.63	\$19.19	\$19.76	\$20.36	\$20.97
	PAY GRADE 77									
032101	RT CERTIFIED		\$21.99	\$22.65	\$23.33	\$24.03	\$24.75	\$25.50	\$26.26	\$27.05

\$18.98	\$19.65	\$20.34	\$21.05	\$21.78	\$22.55	\$1.34	\$2.00	\$3.48	\$1.25	\$2.59	\$3.25	\$4.73
\$18.32	\$18.96	\$19.62	\$20.31	\$21.02	\$21.76							
\$18.59	\$19.24	\$19.91	\$20.61	\$21.33	\$22.08	\$1.31	\$1.96	\$3.41	\$1.25	\$2.56	\$3.21	\$4.66
\$18.89	\$19.55	\$20.24	\$20.95	\$21.68	\$22.44	\$1.34	\$1.99	\$3.46	\$1.25	\$2.59	\$3.24	\$4.71
\$19.30	\$19.97	\$20.67	\$21.39	\$22.14	\$22.92	\$1.36	\$2.03	\$3.54	\$1.25	\$2.61	\$3.28	\$4.79
\$14.48	\$14.99	\$15.51	\$16.05	\$16.60	\$17.20							
\$14.68	\$15.19	\$15.72	\$16.27	\$16.84	\$17.43	\$1.04	\$1.54	\$2.69	\$1.25	\$2.29	\$2.79	\$3.94
\$14.91	\$15.44	\$15.98	\$16.54	\$17.11	\$17.71	\$1.05	\$1.57	\$2.74	\$1.25	\$2.30	\$2.82	\$3.99
\$15.24	\$15.77	\$16.32	\$16.90	\$17.49	\$18.10	\$1.08	\$1.60	\$2.79	\$1.25	\$2.33	\$2.85	\$4.04
\$20.82	\$21.54	\$22.30	\$23.08	\$23.89	\$24.72	\$1.47	\$2.19	\$3.82	\$1.25	\$2.72	\$3.44	\$5.07
\$21.10	\$21.84	\$22.61	\$23.40	\$24.22	\$25.06	\$1.49	\$2.22	\$3.87	\$1.25	\$2.74	\$3.47	\$5.12
\$21.45	\$22.20	\$22.98	\$23.79	\$24.62	\$25.48	\$1.52	\$2.26	\$3.93	\$1.25	\$2.77	\$3.51	\$5.18
\$21.91	\$22.68	\$23.47	\$24.29	\$25.14	\$26.02	\$1.55	\$2.30	\$4.02	\$1.25	\$2.80	\$3.55	\$5.27
\$24.59	\$25.41	\$26.25	\$27.13	\$28.03	\$28.96	\$1.65	\$2.38	\$4.03	\$1.25	\$2.90	\$3.63	\$5.28
\$24.92	\$25.75	\$26.60	\$27.49	\$28.41	\$29.35	\$1.67	\$2.41	\$4.08	\$1.25	\$2.92	\$3.66	\$5.33
\$25.32	\$26.16	\$27.03	\$27.93	\$28.86	\$29.82	\$1.70	\$2.45	\$4.15	\$1.25	\$2.95	\$3.70	\$5.40
\$25.84	\$26.70	\$27.58	\$28.50	\$29.46	\$30.44	\$1.73	\$2.51	\$4.24	\$1.25	\$2.98	\$3.76	\$5.49
\$18.58	\$19.23	\$19.90	\$20.60	\$21.32	\$22.06	\$1.31	\$1.95	\$3.41	\$1.25	\$2.56	\$3.20	\$4.66
\$18.83	\$19.49	\$20.17	\$20.88	\$21.61	\$22.37	\$1.33	\$1.98	\$3.45	\$1.25	\$2.58	\$3.23	\$4.70
\$19.14	\$19.81	\$20.50	\$21.22	\$21.96	\$22.73	\$1.35	\$2.01	\$3.51	\$1.25	\$2.60	\$3.26	\$4.76
\$19.54	\$20.23	\$20.94	\$21.67	\$22.43	\$23.21	\$1.38	\$2.06	\$3.58	\$1.25	\$2.63	\$3.31	\$4.83
\$19.79	\$20.48	\$21.20	\$21.94	\$22.71	\$23.50	\$1.40	\$2.08	\$3.63	\$1.25	\$2.65	\$3.33	\$4.88
\$21.19	\$21.94	\$22.70	\$23.50	\$24.32	\$25.17	\$1.50	\$2.16	\$3.89	\$1.25	\$2.75	\$3.41	\$5.14
\$21.54	\$22.30	\$23.08	\$23.89	\$24.72	\$25.59	\$1.52	\$2.27	\$3.95	\$1.25	\$2.77	\$3.52	\$5.20
\$22.00	\$22.77	\$23.57	\$24.39	\$25.25	\$26.13	\$1.56	\$2.31	\$4.03	\$1.25	\$2.81	\$3.56	\$5.28
\$20.44	\$21.13	\$21.85	\$22.59	\$23.36	\$24.15	\$1.40	\$2.08	\$3.57	\$1.25	\$2.65	\$3.33	\$4.82
\$20.90	\$21.63	\$22.39	\$23.17	\$23.98	\$24.82	\$1.48	\$2.13	\$3.61	\$1.25	\$2.73	\$3.38	\$4.86
\$21.25	\$21.99	\$22.76	\$23.56	\$24.38	\$25.23	\$1.50	\$2.17	\$3.67	\$1.25	\$2.75	\$3.42	\$4.92
\$21.70	\$22.46	\$23.25	\$24.06	\$24.90	\$25.77	\$1.53	\$2.22	\$3.75	\$1.25	\$2.78	\$3.47	\$5.00
\$28.00	\$28.98	\$29.99	\$31.04	\$32.13	\$33.25	\$1.98	\$2.86	\$4.84	\$1.25	\$3.23	\$4.11	\$6.09

032101	CERT RT +1	7/1/2011 (1.40%)	\$22.30	\$22.97	\$23.66	\$24.37	\$25.10	\$25.85	\$26.62	\$27.42
		7/1/2012 (1.65%)	\$22.67	\$23.35	\$24.05	\$24.77	\$25.51	\$26.28	\$27.07	\$27.88
		7/1/2013 (2.15%)	\$23.16	\$23.85	\$24.57	\$25.30	\$26.06	\$26.85	\$27.65	\$28.48
	PAY GRADE 79	ADD \$1.30/HR CHARGE PAY TO HOURLY RATE OF ALL JOBS IN PAY GRADE 77								
032401	CHARGE RT CERTIFIED		\$23.29	\$23.95	\$24.63	\$25.33	\$26.05	\$26.80	\$27.56	\$28.35
032401	CHARGE RT CERTIFIED +1	7/1/2011 (1.40%)	\$23.60	\$24.27	\$24.96	\$25.67	\$26.40	\$27.15	\$27.92	\$28.72
		7/1/2012 (1.65%)	\$23.97	\$24.65	\$25.35	\$26.07	\$26.81	\$27.58	\$28.37	\$29.18
		7/1/2013 (2.15%)	\$24.46	\$25.15	\$25.87	\$26.60	\$27.36	\$28.15	\$28.95	\$29.78
	PAY GRADE 80	ADD \$.50/HR PFT PAY TO HOURLY RATE OF ALL JOBS IN PAY GRADE 77								
647001	POLYSOM TECH		\$22.49	\$23.15	\$23.83	\$24.53	\$25.25	\$26.00	\$26.76	\$27.55
647001	POLYSOM TECH +1	7/1/2011 (1.40%)	\$22.80	\$23.47	\$24.16	\$24.87	\$25.60	\$26.35	\$27.12	\$27.92
654001	RT PFT CERTIFIED	7/1/2012 (1.65%)	\$23.17	\$23.85	\$24.55	\$25.27	\$26.01	\$26.78	\$27.57	\$28.38
		7/1/2013 (2.15%)	\$23.66	\$24.35	\$25.07	\$25.80	\$26.56	\$27.35	\$28.15	\$28.98
	PAY GRADE 81									
107001	PHYSICAL THERAPY ASSISTANT		\$17.59	\$18.12	\$18.66	\$19.22	\$19.80	\$20.39	\$21.00	\$21.63
109001	CERTIFIED OCC THERAPY ASST.	7/1/2011 (1.40%)	\$17.85	\$18.38	\$18.93	\$19.50	\$20.09	\$20.69	\$21.31	\$21.95
		7/1/2012 (1.65%)	\$18.14	\$18.69	\$19.25	\$19.83	\$20.42	\$21.03	\$21.67	\$22.32
		7/1/2013 (2.15%)	\$18.53	\$19.09	\$19.66	\$20.25	\$20.86	\$21.48	\$22.13	\$22.79
	PAY GRADE 82									
032001	RT REGISTERED +1		\$22.61	\$23.29	\$23.99	\$24.71	\$25.45	\$26.22	\$27.00	\$27.81
032001	RT REGISTERED	7/1/2011 (1.40%)	\$22.93	\$23.61	\$24.32	\$25.05	\$25.80	\$26.58	\$27.38	\$28.20
		7/1/2012 (1.65%)	\$23.31	\$24.01	\$24.73	\$25.47	\$26.23	\$27.02	\$27.83	\$28.67
		7/1/2013 (2.15%)	\$23.81	\$24.53	\$25.26	\$26.02	\$26.80	\$27.60	\$28.43	\$29.28
	PAY GRADE 83									
100001	CERTIFIED SURGICAL TECH		\$19.39	\$19.97	\$20.57	\$21.18	\$21.82	\$22.47	\$23.15	\$23.84
140001	ED TECH-1/ED TECH-P	7/1/2011 (1.40%)	\$19.66	\$20.25	\$20.86	\$21.48	\$22.13	\$22.79	\$23.48	\$24.18
140001	ED PARAMEDIC +1	7/1/2012 (1.65%)	\$19.98	\$20.58	\$21.20	\$21.84	\$22.49	\$23.17	\$23.86	\$24.58
683001	MAINT WORKER II	7/1/2013 (2.15%)	\$20.41	\$21.02	\$21.65	\$22.30	\$22.97	\$23.66	\$24.37	\$25.10
	PAY GRADE 84	ADD \$.65/HR LEAD PAY TO HOURLY RATE OF ALL JOBS IN PAY GRADE D5								
665001	MED REC INPT CODER LD		\$20.04	\$20.62	\$21.22	\$21.83	\$22.47	\$23.12	\$23.80	\$24.49
666001	CODER III TL	7/1/2011 (1.40%)	\$21.09	\$21.71	\$22.34	\$22.99	\$23.66	\$24.35	\$25.06	\$25.79

\$28.38	\$29.38	\$30.40	\$31.47	\$32.57	\$33.71	\$2.01	\$2.90	\$4.91	\$1.25	\$3.26	\$4.15	\$6.16
\$28.85	\$29.86	\$30.91	\$31.99	\$33.11	\$34.27	\$2.04	\$2.95	\$4.99	\$1.25	\$3.29	\$4.20	\$6.24
\$29.48	\$30.51	\$31.58	\$32.68	\$33.83	\$35.01	\$2.08	\$3.01	\$5.09	\$1.25	\$3.33	\$4.26	\$6.34
\$29.30	\$30.28	\$31.29	\$32.34	\$33.43	\$34.55	\$1.98	\$2.86	\$4.84	\$1.25	\$3.23	\$4.11	\$6.09
\$29.68	\$30.68	\$31.70	\$32.77	\$33.87	\$35.01	\$2.01	\$2.90	\$4.91	\$1.25	\$3.26	\$4.15	\$6.16
\$30.15	\$31.16	\$32.21	\$33.29	\$34.41	\$35.57	\$2.04	\$2.95	\$4.99	\$1.25	\$3.29	\$4.20	\$6.24
\$30.78	\$31.81	\$32.88	\$33.98	\$35.13	\$36.31	\$2.08	\$3.01	\$5.09	\$1.25	\$3.33	\$4.26	\$6.34
\$28.50	\$29.48	\$30.49	\$31.54	\$32.63	\$33.75	\$1.98	\$2.86	\$4.84	\$1.25	\$3.23	\$4.11	\$6.09
\$28.88	\$29.88	\$30.90	\$31.97	\$33.07	\$34.21	\$2.01	\$2.90	\$4.91	\$1.25	\$3.26	\$4.15	\$6.16
\$29.35	\$30.36	\$31.41	\$32.49	\$33.61	\$34.77	\$2.04	\$2.95	\$4.99	\$1.25	\$3.29	\$4.20	\$6.24
\$29.98	\$31.01	\$32.08	\$33.18	\$34.33	\$35.51	\$2.08	\$3.01	\$5.09	\$1.25	\$3.33	\$4.26	\$6.34
\$22.39	\$23.17	\$23.99	\$24.83	\$25.69	\$26.59	\$1.58	\$2.36	\$4.11	\$1.25	\$2.83	\$3.61	\$5.36
\$22.72	\$23.51	\$24.34	\$25.19	\$26.07	\$26.98	\$1.61	\$2.39	\$4.17	\$1.25	\$2.86	\$3.64	\$5.42
\$23.10	\$23.90	\$24.74	\$25.61	\$26.50	\$27.43	\$1.63	\$2.43	\$4.23	\$1.25	\$2.88	\$3.68	\$5.48
\$23.59	\$24.41	\$25.27	\$26.15	\$27.07	\$28.01	\$1.67	\$2.48	\$4.32	\$1.25	\$2.92	\$3.73	\$5.57
\$28.79	\$29.79	\$30.84	\$31.92	\$33.03	\$34.19	\$2.04	\$2.94	\$4.98	\$1.25	\$3.29	\$4.19	\$6.23
\$29.18	\$30.21	\$31.26	\$32.36	\$33.49	\$34.66	\$2.06	\$2.98	\$5.04	\$1.25	\$3.31	\$4.23	\$6.29
\$29.67	\$30.71	\$31.78	\$32.90	\$34.05	\$35.24	\$2.10	\$3.03	\$5.13	\$1.25	\$3.35	\$4.28	\$6.38
\$30.31	\$31.37	\$32.47	\$33.60	\$34.78	\$36.00	\$2.14	\$3.10	\$5.24	\$1.25	\$3.39	\$4.35	\$6.49
\$24.68	\$25.54	\$26.43	\$27.36	\$28.32	\$29.31	\$1.74	\$2.60	\$4.52	\$1.25	\$2.99	\$3.85	\$5.77
\$25.03	\$25.90	\$26.81	\$27.75	\$28.72	\$29.72	\$1.77	\$2.63	\$4.59	\$1.25	\$3.02	\$3.88	\$5.84
\$25.44	\$26.33	\$27.25	\$28.20	\$29.19	\$30.21	\$1.80	\$2.68	\$4.66	\$1.25	\$3.05	\$3.93	\$5.91
\$25.98	\$26.89	\$27.83	\$28.80	\$29.81	\$30.86	\$1.84	\$2.73	\$4.76	\$1.25	\$3.09	\$3.98	\$6.01
\$25.33	\$26.19	\$27.08	\$28.01	\$28.97	\$29.96	\$1.81	\$2.62	\$4.44	\$1.25	\$3.06	\$3.87	\$5.69
\$26.67	\$27.58	\$28.52	\$29.50	\$30.51	\$31.56	\$1.84	\$2.66	\$4.50	\$1.25	\$3.09	\$3.91	\$5.75

670001	PHIP CODER III TL	7/1/2012 (1.65%)	\$21.43	\$22.05	\$22.69	\$23.35	\$24.03	\$24.74	\$25.46	\$26.20
		7/1/2013 (2.15%)	\$21.88	\$22.51	\$23.17	\$23.85	\$24.54	\$25.26	\$26.00	\$26.76
	PAY GRADE 85	ADD \$1.00/HR ABG PAY TO HOURLY RATE OF ALL JOBS IN PAY GRADE 82								
653001	RT REGISTERED		\$23.61	\$24.29	\$24.99	\$25.71	\$26.45	\$27.22	\$28.00	\$28.81
		7/1/2011 (1.40%)	\$23.93	\$24.61	\$25.32	\$26.05	\$26.80	\$27.58	\$28.38	\$29.20
		7/1/2012 (1.65%)	\$24.31	\$25.01	\$25.73	\$26.47	\$27.23	\$28.02	\$28.83	\$29.67
		7/1/2013 (2.15%)	\$24.81	\$25.53	\$26.26	\$27.02	\$27.80	\$28.60	\$29.43	\$30.28
	PAY GRADE 86	ADD \$.50/HR PFT PAY TO HOURLY RATE OF ALL JOBS IN PAY GRADE 82								
628001	RST. POLYSOM TECH +1		\$23.11	\$23.79	\$24.49	\$25.21	\$25.95	\$26.72	\$27.50	\$28.31
649001	REGISTERED POLY TECH	7/1/2011 (1.40%)	\$23.43	\$24.11	\$24.82	\$25.55	\$26.30	\$27.08	\$27.88	\$28.70
655001	RT PFT REGISTERED	7/1/2012 (1.65%)	\$23.81	\$24.51	\$25.23	\$25.97	\$26.73	\$27.52	\$28.33	\$29.17
655001	RT PFT REGISTERED +1	7/1/2013 (2.15%)	\$24.31	\$25.03	\$25.76	\$26.52	\$27.30	\$28.10	\$28.93	\$29.78
	PAY GRADE 87	ADD \$1.30/HR 2ND MODALITY PAY TO HOURLY RATE OF ALL JOBS IN PAY GRADE A5								
611001	ANGIO TECH		\$23.91	\$24.59	\$25.29	\$26.01	\$26.75	\$27.52	\$28.30	\$29.11
		7/1/2011 (1.40%)	\$24.92	\$25.62	\$26.35	\$27.11	\$27.88	\$28.68	\$29.50	\$30.34
		7/1/2012 (1.65%)	\$25.31	\$26.03	\$26.77	\$27.54	\$28.32	\$29.13	\$29.97	\$30.83
		7/1/2013 (2.15%)	\$25.83	\$26.56	\$27.32	\$28.10	\$28.90	\$29.73	\$30.59	\$31.46
	PAY GRADE 89									
608001	MAINTENANCE SPECIALIST		\$19.91	\$20.51	\$21.13	\$21.76	\$22.41	\$23.09	\$23.78	\$24.49
		7/1/2011 (1.40%)	\$20.19	\$20.79	\$21.42	\$22.06	\$22.72	\$23.40	\$24.11	\$24.83
		7/1/2012 (1.65%)	\$20.52	\$21.14	\$21.77	\$22.43	\$23.10	\$23.79	\$24.51	\$25.24
		7/1/2013 (2.15%)	\$20.96	\$21.59	\$22.24	\$22.90	\$23.59	\$24.30	\$25.03	\$25.78
	PAY GRADE 91	ADD \$1.30/HR CHARGE PAY TO HOURLY RATE OF ALL JOBS IN PAY GRADE 82								
032201	CHARGE RT REGISTERED		\$23.91	\$24.59	\$25.29	\$26.01	\$26.75	\$27.52	\$28.30	\$29.11
032201	CHARGE RT REGISTERED +1	7/1/2011 (1.40%)	\$24.23	\$24.91	\$25.62	\$26.35	\$27.10	\$27.88	\$28.68	\$29.50
		7/1/2012 (1.65%)	\$24.61	\$25.31	\$26.03	\$26.77	\$27.53	\$28.32	\$29.13	\$29.97
		7/1/2013 (2.15%)	\$25.11	\$25.83	\$26.56	\$27.32	\$28.10	\$28.90	\$29.73	\$30.58
	PAY GRADE 93									
050001	CLINICAL ENGINEER I		\$22.72	\$23.40	\$24.10	\$24.82	\$25.57	\$26.34	\$27.13	\$27.94
		7/1/2011 (1.40%)	\$23.04	\$23.73	\$24.44	\$25.17	\$25.93	\$26.71	\$27.51	\$28.33
		7/1/2012 (1.65%)	\$23.42	\$24.12	\$24.85	\$25.59	\$26.36	\$27.15	\$27.96	\$28.80
		7/1/2013 (2.15%)	\$23.92	\$24.64	\$25.38	\$26.14	\$26.93	\$27.73	\$28.57	\$29.42

\$27.10	\$28.02	\$28.98	\$29.97	\$31.00	\$32.06	\$1.87	\$2.70	\$4.57	\$1.25	\$3.12	\$3.95	\$5.82
\$27.67	\$28.62	\$29.59	\$30.61	\$31.66	\$32.74	\$1.91	\$2.76	\$4.67	\$1.25	\$3.16	\$4.01	\$5.92
\$29.79	\$30.79	\$31.84	\$32.92	\$34.03	\$35.19	\$2.04	\$2.94	\$4.98	\$1.25	\$3.29	\$4.19	\$6.23
\$30.18	\$31.21	\$32.26	\$33.36	\$34.49	\$35.66	\$2.06	\$2.98	\$5.04	\$1.25	\$3.31	\$4.23	\$6.29
\$30.67	\$31.71	\$32.78	\$33.90	\$35.05	\$36.24	\$2.10	\$3.03	\$5.13	\$1.25	\$3.35	\$4.28	\$6.38
\$31.31	\$32.37	\$33.47	\$34.60	\$35.78	\$37.00	\$2.14	\$3.10	\$5.24	\$1.25	\$3.39	\$4.35	\$6.49
\$29.29	\$30.29	\$31.34	\$32.42	\$33.53	\$34.69	\$2.04	\$2.94	\$4.98	\$1.25	\$3.29	\$4.19	\$6.23
\$29.68	\$30.71	\$31.76	\$32.86	\$33.99	\$35.16	\$2.06	\$2.98	\$5.04	\$1.25	\$3.31	\$4.23	\$6.29
\$30.17	\$31.21	\$32.28	\$33.40	\$34.55	\$35.74	\$2.10	\$3.03	\$5.13	\$1.25	\$3.35	\$4.28	\$6.38
\$30.81	\$31.87	\$32.97	\$34.10	\$35.28	\$36.50	\$2.14	\$3.10	\$5.24	\$1.25	\$3.39	\$4.35	\$6.49
\$30.09	\$31.09	\$32.14	\$33.22	\$34.33	\$35.49	\$2.10	\$3.03	\$5.12	\$1.25	\$3.35	\$4.28	\$6.37
\$31.36	\$32.41	\$33.50	\$34.63	\$35.80	\$37.00	\$2.13	\$3.07	\$5.20	\$1.25	\$3.38	\$4.32	\$6.45
\$31.86	\$32.93	\$34.04	\$35.19	\$36.37	\$37.60	\$2.16	\$3.12	\$5.28	\$1.25	\$3.41	\$4.37	\$6.53
\$32.52	\$33.61	\$34.74	\$35.91	\$37.13	\$38.38	\$2.21	\$3.19	\$5.40	\$1.25	\$3.46	\$4.44	\$6.65
\$25.35	\$26.24	\$27.15	\$28.10	\$29.09	\$30.11	\$1.79	\$2.67	\$4.65	\$1.25	\$3.04	\$3.92	\$5.90
\$25.70	\$26.60	\$27.53	\$28.49	\$29.49	\$30.52	\$1.82	\$2.70	\$4.71	\$1.25	\$3.07	\$3.95	\$5.96
\$26.12	\$27.04	\$27.99	\$28.96	\$29.98	\$31.03	\$1.85	\$2.75	\$4.79	\$1.25	\$3.10	\$4.00	\$6.04
\$26.68	\$27.62	\$28.58	\$29.58	\$30.62	\$31.69	\$1.89	\$2.81	\$4.89	\$1.25	\$3.14	\$4.06	\$6.14
\$30.09	\$31.09	\$32.14	\$33.22	\$34.33	\$35.49	\$2.04	\$2.94	\$4.98	\$1.25	\$3.29	\$4.19	\$6.23
\$30.48	\$31.51	\$32.56	\$33.66	\$34.79	\$35.96	\$2.06	\$2.98	\$5.04	\$1.25	\$3.31	\$4.23	\$6.29
\$30.97	\$32.01	\$33.08	\$34.20	\$35.35	\$36.54	\$2.10	\$3.03	\$5.13	\$1.25	\$3.35	\$4.28	\$6.38
\$31.61	\$32.67	\$33.77	\$34.90	\$36.08	\$37.30	\$2.14	\$3.10	\$5.24	\$1.25	\$3.39	\$4.35	\$6.49
\$28.92	\$29.93	\$30.98	\$32.06	\$33.18	\$34.35	\$2.04	\$3.04	\$5.30	\$1.25	\$3.29	\$4.29	\$6.55
\$29.33	\$30.35	\$31.41	\$32.51	\$33.65	\$34.83	\$2.07	\$3.08	\$5.38	\$1.25	\$3.32	\$4.33	\$6.63
\$29.81	\$30.86	\$31.94	\$33.05	\$34.21	\$35.41	\$2.11	\$3.14	\$5.47	\$1.25	\$3.36	\$4.39	\$6.72
\$30.45	\$31.52	\$32.62	\$33.76	\$34.95	\$36.17	\$2.15	\$3.20	\$5.58	\$1.25	\$3.40	\$4.45	\$6.83

	PAY GRADE 94	ADD \$.80/HR CHARGE PAY TO HOURLY RATE OF ALL JOBS IN PAY GRADE 93									
049001	CLINICAL ENGINEER LEAD		\$23.52	\$24.20	\$24.90	\$25.62	\$26.37	\$27.14	\$27.93	\$28.74	
		7/1/2011 (1.40%)	\$23.85	\$24.57	\$25.30	\$26.06	\$26.84	\$27.65	\$28.48	\$29.33	
		7/1/2012 (1.65%)	\$24.24	\$24.97	\$25.72	\$26.49	\$27.29	\$28.10	\$28.95	\$29.82	
		7/1/2013 (2.15%)	\$24.76	\$25.50	\$26.27	\$27.06	\$27.87	\$28.70	\$29.57	\$30.45	
	PAY GRADE 95	ADD \$1.30/HR CHARGE PAY TO HOURLY RATE OF ALL JOBS IN PAY GRADE 96									
074101	CHG MED TECH ASCP		\$26.11	\$26.85	\$27.62	\$28.41	\$29.22	\$30.06	\$30.92	\$31.81	
074101	CHG MT ASCP+1YR	7/1/2011 (1.40%)	\$26.46	\$27.21	\$27.99	\$28.79	\$29.61	\$30.46	\$31.34	\$32.24	
		7/1/2012 (1.65%)	\$26.88	\$27.64	\$28.43	\$29.25	\$30.09	\$30.95	\$31.84	\$32.75	
		7/1/2013 (2.15%)	\$27.43	\$28.21	\$29.02	\$29.85	\$30.71	\$31.59	\$32.50	\$33.44	
	PAY GRADE 96										
074001	MED TECH ASCP		\$24.81	\$25.55	\$26.32	\$27.11	\$27.92	\$28.76	\$29.62	\$30.51	
074001	MED TECH ASCP+1YR	7/1/2011 (1.40%)	\$25.16	\$25.91	\$26.69	\$27.49	\$28.31	\$29.16	\$30.04	\$30.94	
		7/1/2012 (1.65%)	\$25.58	\$26.34	\$27.13	\$27.95	\$28.79	\$29.65	\$30.54	\$31.45	
		7/1/2013 (2.15%)	\$26.13	\$26.91	\$27.72	\$28.55	\$29.41	\$30.29	\$31.20	\$32.14	
	PAY GRADE 98										
642001	LAB SECTION COORDINATOR		\$27.26	\$28.08	\$28.95	\$29.79	\$30.68	\$31.60	\$32.55	\$33.53	
		7/1/2011 (1.40%)	\$27.64	\$28.47	\$29.33	\$30.20	\$31.11	\$32.04	\$33.01	\$34.00	
		7/1/2012 (1.65%)	\$28.10	\$28.94	\$29.81	\$30.70	\$31.62	\$32.57	\$33.55	\$34.55	
		7/1/2013 (2.15%)	\$28.70	\$29.57	\$30.45	\$31.37	\$32.31	\$33.28	\$34.27	\$35.30	
	PAY GRADE 99										
113001	WHBC SECRETARY		\$13.02	\$13.41	\$13.81	\$14.23	\$14.65	\$15.09	\$15.55	\$16.01	
		7/1/2011 (1.40%)	\$13.20	\$13.60	\$14.01	\$14.43	\$14.86	\$15.31	\$15.76	\$16.24	
		7/1/2012 (1.65%)	\$13.42	\$13.82	\$14.23	\$14.66	\$15.10	\$15.55	\$16.02	\$16.50	
		7/1/2013 (2.15%)	\$13.71	\$14.12	\$14.54	\$14.98	\$15.43	\$15.89	\$16.37	\$16.86	
	PAY GRADE A0	ADD \$1.30/HR CHARGE PAY TO HOURLY RATE OF ALL JOBS IN PAY GRADE 98									
641001	CHARGE SECTION COORDINATOR		\$28.56	\$29.38	\$30.22	\$31.09	\$31.98	\$32.90	\$33.85	\$34.83	
		7/1/2011 (1.40%)	\$28.94	\$29.77	\$30.63	\$31.50	\$32.41	\$33.34	\$34.31	\$35.30	
		7/1/2012 (1.65%)	\$29.40	\$30.24	\$31.11	\$32.00	\$32.92	\$33.87	\$34.85	\$35.85	
		7/1/2013 (2.15%)	\$30.00	\$30.87	\$31.75	\$32.67	\$33.61	\$34.58	\$35.57	\$36.60	
	PAY GRADE A1	ADD \$1.30/HR CHARGE PAY TO HOURLY RATE OF ALL JOBS IN PAY GRADE A5									

\$29.72	\$30.73	\$31.78	\$32.86	\$33.98	\$35.15	\$2.04	\$3.04	\$5.30	\$1.25	\$3.29	\$4.29	\$6.55
\$30.36	\$31.42	\$32.52	\$33.66	\$34.84	\$36.06	\$2.07	\$3.08	\$5.38	\$1.25	\$3.32	\$4.33	\$6.63
\$30.86	\$31.94	\$33.06	\$34.22	\$35.41	\$36.65	\$2.11	\$3.14	\$5.47	\$1.25	\$3.36	\$4.39	\$6.72
\$31.52	\$32.62	\$33.76	\$34.95	\$36.17	\$37.43	\$2.15	\$3.20	\$5.58	\$1.25	\$3.40	\$4.45	\$6.83
\$32.88	\$33.99	\$35.13	\$36.31	\$37.54	\$38.81	\$2.23	\$3.23	\$5.46	\$1.25	\$3.48	\$4.48	\$6.71
\$33.32	\$34.44	\$35.60	\$36.80	\$38.05	\$39.33	\$2.26	\$3.27	\$5.53	\$1.25	\$3.51	\$4.52	\$6.78
\$33.86	\$34.99	\$36.17	\$37.39	\$38.66	\$39.97	\$2.30	\$3.32	\$5.63	\$1.25	\$3.55	\$4.57	\$6.88
\$34.56	\$35.73	\$36.93	\$38.18	\$39.47	\$40.80	\$2.35	\$3.40	\$5.75	\$1.25	\$3.60	\$4.65	\$7.00
\$31.58	\$32.69	\$33.83	\$35.01	\$36.24	\$37.51	\$2.23	\$3.23	\$5.46	\$1.25	\$3.48	\$4.48	\$6.71
\$32.02	\$33.14	\$34.30	\$35.50	\$36.75	\$38.03	\$2.26	\$3.27	\$5.53	\$1.25	\$3.51	\$4.52	\$6.78
\$32.56	\$33.69	\$34.87	\$36.09	\$37.36	\$38.67	\$2.30	\$3.32	\$5.63	\$1.25	\$3.55	\$4.57	\$6.88
\$33.26	\$34.43	\$35.63	\$36.88	\$38.17	\$39.50	\$2.35	\$3.40	\$5.75	\$1.25	\$3.60	\$4.65	\$7.00
\$34.70	\$35.92	\$37.17	\$38.47	\$39.82	\$41.22	\$2.45	\$3.54	\$6.00	\$1.25	\$3.70	\$4.79	\$7.25
\$35.19	\$36.42	\$37.69	\$39.01	\$40.38	\$41.79	\$2.49	\$3.59	\$6.08	\$1.25	\$3.74	\$4.84	\$7.33
\$35.76	\$37.02	\$38.31	\$39.65	\$41.04	\$42.48	\$2.53	\$3.65	\$6.18	\$1.25	\$3.78	\$4.90	\$7.43
\$36.54	\$37.82	\$39.14	\$40.51	\$41.93	\$43.40	\$2.58	\$3.73	\$6.31	\$1.25	\$3.83	\$4.98	\$7.56
\$16.57	\$17.15	\$17.75	\$18.38	\$19.02	\$19.68	\$1.06	\$1.58	\$2.76	\$1.25	\$2.31	\$2.83	\$4.01
\$16.81	\$17.39	\$18.00	\$18.63	\$19.28	\$19.96	\$1.08	\$1.60	\$2.80	\$1.25	\$2.33	\$2.85	\$4.05
\$17.08	\$17.68	\$18.30	\$18.94	\$19.60	\$20.29	\$1.10	\$1.63	\$2.84	\$1.25	\$2.35	\$2.88	\$4.09
\$17.45	\$18.06	\$18.69	\$19.35	\$20.02	\$20.72	\$1.12	\$1.67	\$2.91	\$1.25	\$2.37	\$2.92	\$4.16
\$36.00	\$37.22	\$38.47	\$39.77	\$41.12	\$42.52	\$2.45	\$3.54	\$6.00	\$1.25	\$3.70	\$4.79	\$7.25
\$36.49	\$37.72	\$38.99	\$40.31	\$41.68	\$43.09	\$2.49	\$3.59	\$6.08	\$1.25	\$3.74	\$4.84	\$7.33
\$37.06	\$38.32	\$39.61	\$40.95	\$42.34	\$43.78	\$2.53	\$3.65	\$6.18	\$1.25	\$3.78	\$4.90	\$7.43
\$37.84	\$39.12	\$40.44	\$41.81	\$43.23	\$44.70	\$2.58	\$3.73	\$6.31	\$1.25	\$3.83	\$4.98	\$7.56

614001	CHARGE EEG/ EKG TECH		\$21.46	\$22.07	\$22.69	\$23.33	\$23.99	\$24.67	\$25.37	\$26.10
		7/1/2011 (1.40%)	\$21.74	\$22.36	\$22.99	\$23.64	\$24.31	\$25.00	\$25.71	\$26.44
		7/1/2012 (1.65%)	\$22.08	\$22.70	\$23.34	\$24.00	\$24.68	\$25.39	\$26.11	\$26.85
		7/1/2013 (2.15%)	\$22.53	\$23.16	\$23.82	\$24.50	\$25.19	\$25.91	\$26.65	\$27.41
	PAY GRADE A2									
113001	PHARMACY SECRETARY		\$14.43	\$14.86	\$15.31	\$15.77	\$16.24	\$16.73	\$17.23	\$17.74
		7/1/2011 (1.40%)	\$14.63	\$15.07	\$15.52	\$15.99	\$16.47	\$16.96	\$17.47	\$18.00
		7/1/2012 (1.65%)	\$14.87	\$15.32	\$15.78	\$16.25	\$16.74	\$17.24	\$17.76	\$18.29
		7/1/2013 (2.15%)	\$15.19	\$15.65	\$16.11	\$16.60	\$17.10	\$17.61	\$18.14	\$18.68
	PAY GRADE A3									
123001	CT TECH		\$27.58	\$28.41	\$29.26	\$30.14	\$31.04	\$31.98	\$32.94	\$33.92
123001	CT	7/1/2011 (1.40%)	\$27.97	\$28.81	\$29.67	\$30.56	\$31.48	\$32.42	\$33.39	\$34.39
		7/1/2012 (1.65%)	\$28.43	\$29.28	\$30.16	\$31.07	\$32.00	\$32.96	\$33.95	\$34.97
		7/1/2013 (2.15%)	\$29.04	\$29.91	\$30.81	\$31.73	\$32.69	\$33.67	\$34.68	\$35.72
	PAY GRADE A4									
124001	ULTRASOUND TECH		\$28.41	\$29.26	\$30.14	\$31.05	\$31.98	\$32.94	\$33.92	\$34.94
		7/1/2011 (1.40%)	\$28.81	\$29.67	\$30.56	\$31.48	\$32.42	\$33.40	\$34.40	\$35.43
		7/1/2012 (1.65%)	\$29.29	\$30.16	\$31.07	\$32.00	\$32.96	\$33.95	\$34.97	\$36.02
		7/1/2013 (2.15%)	\$29.92	\$30.82	\$31.74	\$32.69	\$33.67	\$34.69	\$35.73	\$36.80
	PAY GRADE A5									
121001	X-RAY TECH+1YR		\$23.29	\$23.99	\$24.71	\$25.45	\$26.21	\$27.00	\$27.81	\$28.64
121001	X-RAY TECH	7/1/2011 (1.40%)	\$23.62	\$24.32	\$25.05	\$25.81	\$26.58	\$27.38	\$28.20	\$29.04
		7/1/2012 (1.65%)	\$24.01	\$24.73	\$25.47	\$26.24	\$27.02	\$27.83	\$28.67	\$29.53
		7/1/2013 (2.15%)	\$24.53	\$25.26	\$26.02	\$26.80	\$27.60	\$28.43	\$29.29	\$30.16
	PAY GRADE A6	ADD \$1.30/HR CHARGE PAY TO HOURLY RATE OF ALL JOBS IN PAY GRADE A5								
120001	CHG RADIOLOGY TECH		\$24.59	\$25.29	\$26.01	\$26.75	\$27.51	\$28.30	\$29.11	\$29.94
123101	XRAY TECH 2MODC	7/1/2011 (1.40%)	\$24.92	\$25.62	\$26.35	\$27.11	\$27.88	\$28.68	\$29.50	\$30.34
123101	X-RAY TECH 2 MODC+1	7/1/2012 (1.65%)	\$25.31	\$26.03	\$26.77	\$27.54	\$28.32	\$29.13	\$29.97	\$30.83
		7/1/2013 (2.15%)	\$25.83	\$26.56	\$27.32	\$28.10	\$28.90	\$29.73	\$30.59	\$31.46
	PAY GRADE A8	ADD \$1.30/HR CHARGE PAY TO HOURLY RATE OF ALL JOBS IN PAY GRADE 80								
648001	CHARGE POLYSOM TECH		\$23.79	\$24.45	\$25.13	\$25.83	\$26.55	\$27.30	\$28.06	\$28.85
648001	CHARGE POLYSOM TECH +1	7/1/2011 (1.40%)	\$24.10	\$24.77	\$25.46	\$26.17	\$26.90	\$27.65	\$28.42	\$29.22
		7/1/2012 (1.65%)	\$24.47	\$25.15	\$25.85	\$26.57	\$27.31	\$28.08	\$28.87	\$29.68
		7/1/2013 (2.15%)	\$24.96	\$25.65	\$26.37	\$27.10	\$27.86	\$28.65	\$29.45	\$30.28

\$26.96	\$27.86	\$28.79	\$29.75	\$30.75	\$31.78	\$1.81	\$2.62	\$4.44	\$1.25	\$3.06	\$3.87	\$5.69
\$27.32	\$28.23	\$29.17	\$30.15	\$31.16	\$32.21	\$1.84	\$2.66	\$4.50	\$1.25	\$3.09	\$3.91	\$5.75
\$27.75	\$28.67	\$29.63	\$30.62	\$31.65	\$32.71	\$1.87	\$2.70	\$4.57	\$1.25	\$3.12	\$3.95	\$5.82
\$28.32	\$29.27	\$30.24	\$31.26	\$32.31	\$33.39	\$1.91	\$2.76	\$4.67	\$1.25	\$3.16	\$4.01	\$5.92
\$18.37	\$19.01	\$19.67	\$20.36	\$21.07	\$21.81	\$1.30	\$1.93	\$3.37	\$1.25	\$2.55	\$3.18	\$4.62
\$18.63	\$19.28	\$19.95	\$20.65	\$21.37	\$22.12	\$1.32	\$1.96	\$3.42	\$1.25	\$2.57	\$3.21	\$4.67
\$18.93	\$19.59	\$20.28	\$20.99	\$21.72	\$22.48	\$1.34	\$1.99	\$3.47	\$1.25	\$2.59	\$3.24	\$4.72
\$19.34	\$20.01	\$20.71	\$21.44	\$22.19	\$22.96	\$1.37	\$2.03	\$3.55	\$1.25	\$2.62	\$3.28	\$4.80
\$35.11	\$36.34	\$37.61	\$38.93	\$40.29	\$41.70	\$2.48	\$3.59	\$6.07	\$1.25	\$3.73	\$4.84	\$7.32
\$35.60	\$36.84	\$38.13	\$39.47	\$40.85	\$42.28	\$2.52	\$3.64	\$6.15	\$1.25	\$3.77	\$4.89	\$7.40
\$36.19	\$37.46	\$38.77	\$40.13	\$41.53	\$42.98	\$2.56	\$3.70	\$6.25	\$1.25	\$3.81	\$4.95	\$7.50
\$36.97	\$38.26	\$39.60	\$40.99	\$42.42	\$43.91	\$2.61	\$3.78	\$6.39	\$1.25	\$3.86	\$5.03	\$7.64
\$36.16	\$37.43	\$38.74	\$40.10	\$41.50	\$42.95	\$2.56	\$4.25	\$6.25	\$1.25	\$3.81	\$5.50	\$7.50
\$36.67	\$37.95	\$39.28	\$40.66	\$42.08	\$43.55	\$2.59	\$3.75	\$6.34	\$1.25	\$3.84	\$5.00	\$7.59
\$37.28	\$38.58	\$39.93	\$41.33	\$42.78	\$44.27	\$2.64	\$3.81	\$6.44	\$1.25	\$3.89	\$5.06	\$7.69
\$38.09	\$39.42	\$40.80	\$42.23	\$43.70	\$45.23	\$2.69	\$3.89	\$6.58	\$1.25	\$3.94	\$5.14	\$7.83
\$29.64	\$30.68	\$31.75	\$32.87	\$34.02	\$35.21	\$2.10	\$3.03	\$5.12	\$1.25	\$3.35	\$4.28	\$6.37
\$30.06	\$31.11	\$32.20	\$33.33	\$34.50	\$35.70	\$2.13	\$3.07	\$5.20	\$1.25	\$3.38	\$4.32	\$6.45
\$30.56	\$31.63	\$32.74	\$33.89	\$35.07	\$36.30	\$2.16	\$3.12	\$5.28	\$1.25	\$3.41	\$4.37	\$6.53
\$31.22	\$32.31	\$33.44	\$34.61	\$35.83	\$37.08	\$2.21	\$3.19	\$5.40	\$1.25	\$3.46	\$4.44	\$6.65
\$30.94	\$31.98	\$33.05	\$34.17	\$35.32	\$36.51	\$2.10	\$3.03	\$5.12	\$1.25	\$3.35	\$4.28	\$6.37
\$31.36	\$32.41	\$33.50	\$34.63	\$35.80	\$37.00	\$2.13	\$3.07	\$5.20	\$1.25	\$3.38	\$4.32	\$6.45
\$31.86	\$32.93	\$34.04	\$35.19	\$36.37	\$37.60	\$2.16	\$3.12	\$5.28	\$1.25	\$3.41	\$4.37	\$6.53
\$32.52	\$33.61	\$34.74	\$35.91	\$37.13	\$38.38	\$2.21	\$3.19	\$5.40	\$1.25	\$3.46	\$4.44	\$6.65
\$29.80	\$30.78	\$31.79	\$32.84	\$33.93	\$35.05	\$1.98	\$2.86	\$4.84	\$1.25	\$3.23	\$4.11	\$6.09
\$30.18	\$31.18	\$32.20	\$33.27	\$34.37	\$35.51	\$2.01	\$2.90	\$4.91	\$1.25	\$3.26	\$4.15	\$6.16
\$30.65	\$31.66	\$32.71	\$33.79	\$34.91	\$36.07	\$2.04	\$2.95	\$4.99	\$1.25	\$3.29	\$4.20	\$6.24
\$31.28	\$32.31	\$33.38	\$34.48	\$35.63	\$36.81	\$2.08	\$3.01	\$5.09	\$1.25	\$3.33	\$4.26	\$6.34

	PAY GRADE A9	ADD \$1.30/HR CHARGE PAY TO HOURLY RATE OF ALL JOBS IN PAY GRADE 86								
627001	CHARGE POLYSOM TECH +1		\$24.41	\$25.09	\$25.79	\$26.51	\$27.25	\$28.02	\$28.80	\$29.61
650001	CHG REGISTERED POLYSOM TECH	7/1/2011 (1.40%)	\$24.73	\$25.41	\$26.12	\$26.85	\$27.60	\$28.38	\$29.18	\$30.00
		7/1/2012 (1.65%)	\$25.11	\$25.81	\$26.53	\$27.27	\$28.03	\$28.82	\$29.63	\$30.47
		7/1/2013 (2.15%)	\$25.61	\$26.33	\$27.06	\$27.82	\$28.60	\$29.40	\$30.23	\$31.08
	PAY GRADE B1									
027001	PFS REP II		\$14.09	\$14.51	\$14.94	\$15.39	\$15.85	\$16.33	\$16.82	\$17.32
		7/1/2011 (1.40%)	\$14.29	\$14.72	\$15.16	\$15.61	\$16.08	\$16.56	\$17.06	\$17.57
		7/1/2012 (1.65%)	\$14.53	\$14.96	\$15.41	\$15.87	\$16.35	\$16.84	\$17.34	\$17.86
		7/1/2013 (2.15%)	\$14.84	\$15.29	\$15.75	\$16.22	\$16.71	\$17.21	\$17.72	\$18.25
	PAY GRADE B2									
026301	PRE-SERVICE SPECIALIST/ INSURANCE VERIFIER		\$14.98	\$15.43	\$15.89	\$16.37	\$16.86	\$17.36	\$17.88	\$18.42
		7/1/2011 (1.40%)	\$15.19	\$15.65	\$16.11	\$16.60	\$17.10	\$17.61	\$18.14	\$18.68
		7/1/2012 (1.65%)	\$15.44	\$15.90	\$16.38	\$16.87	\$17.38	\$17.90	\$18.44	\$18.99
		7/1/2013 (2.15%)	\$15.77	\$16.25	\$16.73	\$17.23	\$17.75	\$18.28	\$18.83	\$19.40
	PAY GRADE B3	ADD \$.65/HR LEAD PAY TO HOURLY RATE OF ALL JOBS IN PAY GRADE B1								
673001	PFS REP II LEAD		\$14.74	\$15.16	\$15.59	\$16.04	\$16.50	\$16.98	\$17.47	\$17.97
		7/1/2011 (1.40%)	\$14.94	\$15.37	\$15.81	\$16.26	\$16.73	\$17.21	\$17.71	\$18.22
		7/1/2012 (1.65%)	\$15.18	\$15.61	\$16.06	\$16.52	\$17.00	\$17.49	\$17.99	\$18.51
		7/1/2013 (2.15%)	\$15.49	\$15.94	\$16.40	\$16.87	\$17.36	\$17.86	\$18.37	\$18.90
	PAY GRADE B4	ADD \$.65/HR LEAD PAY TO HOURLY RATE OF ALL JOBS IN PAY GRADE B7								
668001	LEAD MONITOR TECH		\$14.16	\$14.56	\$14.98	\$15.41	\$15.85	\$16.31	\$16.78	\$17.26
		7/1/2011 (1.40%)	\$14.35	\$14.76	\$15.18	\$15.62	\$16.07	\$16.53	\$17.01	\$17.50
		7/1/2012 (1.65%)	\$14.58	\$14.99	\$15.42	\$15.87	\$16.32	\$16.79	\$17.28	\$17.78
		7/1/2013 (2.15%)	\$14.88	\$15.31	\$15.75	\$16.20	\$16.67	\$17.15	\$17.64	\$18.15
	PAY GRADE B7									
029001	ICU MONITOR TECH		\$13.51	\$13.91	\$14.33	\$14.76	\$15.20	\$15.66	\$16.13	\$16.61
029001	ICU MONITOR TECH+1	7/1/2011 (1.40%)	\$13.70	\$14.11	\$14.53	\$14.97	\$15.42	\$15.88	\$16.36	\$16.85
		7/1/2012 (1.65%)	\$13.93	\$14.34	\$14.77	\$15.22	\$15.67	\$16.14	\$16.63	\$17.13
		7/1/2013 (2.15%)	\$14.23	\$14.66	\$15.10	\$15.55	\$16.02	\$16.50	\$16.99	\$17.50

\$30.59	\$31.59	\$32.64	\$33.72	\$34.83	\$35.99	\$2.04	\$2.94	\$4.98	\$1.25	\$3.29	\$4.19	\$6.23
\$30.98	\$32.01	\$33.06	\$34.16	\$35.29	\$36.46	\$2.06	\$2.98	\$5.04	\$1.25	\$3.31	\$4.23	\$6.29
\$31.47	\$32.51	\$33.58	\$34.70	\$35.85	\$37.04	\$2.10	\$3.03	\$5.13	\$1.25	\$3.35	\$4.28	\$6.38
\$32.11	\$33.17	\$34.27	\$35.40	\$36.58	\$37.80	\$2.14	\$3.10	\$5.24	\$1.25	\$3.39	\$4.35	\$6.49
\$17.93	\$18.56	\$19.21	\$19.88	\$20.58	\$21.30	\$1.27	\$1.89	\$3.29	\$1.25	\$2.52	\$3.14	\$4.54
\$18.19	\$18.82	\$19.48	\$20.16	\$20.87	\$21.60	\$1.29	\$1.91	\$3.33	\$1.25	\$2.54	\$3.16	\$4.58
\$18.49	\$19.14	\$19.81	\$20.50	\$21.22	\$21.96	\$1.31	\$1.95	\$3.39	\$1.25	\$2.56	\$3.20	\$4.64
\$18.89	\$19.55	\$20.24	\$20.95	\$21.68	\$22.44	\$1.34	\$1.99	\$3.46	\$1.25	\$2.59	\$3.24	\$4.71
\$19.06	\$19.73	\$20.42	\$21.14	\$21.88	\$22.64	\$1.35	\$2.01	\$3.50	\$1.25	\$2.60	\$3.26	\$4.75
\$19.34	\$20.01	\$20.71	\$21.44	\$22.19	\$22.96	\$1.37	\$2.03	\$3.55	\$1.25	\$2.62	\$3.28	\$4.80
\$19.65	\$20.34	\$21.05	\$21.79	\$22.55	\$23.34	\$1.39	\$2.07	\$3.60	\$1.25	\$2.64	\$3.32	\$4.85
\$20.08	\$20.78	\$21.51	\$22.26	\$23.04	\$23.84	\$1.42	\$2.11	\$3.68	\$1.25	\$2.67	\$3.36	\$4.93
\$18.58	\$19.21	\$19.86	\$20.53	\$21.23	\$21.95	\$1.27	\$1.89	\$3.29	\$1.25	\$2.52	\$3.14	\$4.54
\$18.84	\$19.47	\$20.13	\$20.81	\$21.52	\$22.25	\$1.29	\$1.91	\$3.33	\$1.25	\$2.54	\$3.16	\$4.58
\$19.14	\$19.79	\$20.46	\$21.15	\$21.87	\$22.61	\$1.31	\$1.95	\$3.39	\$1.25	\$2.56	\$3.20	\$4.64
\$19.54	\$20.20	\$20.89	\$21.60	\$22.33	\$23.09	\$1.34	\$1.99	\$3.46	\$1.25	\$2.59	\$3.24	\$4.71
\$17.84	\$18.44	\$19.07	\$19.71	\$20.38	\$21.07	\$1.22	\$1.76	\$2.97	\$1.25	\$2.47	\$3.01	\$4.22
\$18.09	\$18.70	\$19.33	\$19.98	\$20.66	\$21.36	\$1.23	\$1.78	\$3.01	\$1.25	\$2.48	\$3.03	\$4.26
\$18.38	\$19.00	\$19.64	\$20.30	\$20.99	\$21.70	\$1.25	\$1.81	\$3.06	\$1.25	\$2.50	\$3.06	\$4.31
\$18.76	\$19.40	\$20.05	\$20.73	\$21.44	\$22.16	\$1.28	\$1.85	\$3.13	\$1.25	\$2.53	\$3.10	\$4.38
\$17.19	\$17.79	\$18.42	\$19.06	\$19.73	\$20.42	\$1.22	\$1.76	\$2.97	\$1.25	\$2.47	\$3.01	\$4.22
\$17.44	\$18.05	\$18.68	\$19.33	\$20.01	\$20.71	\$1.23	\$1.78	\$3.01	\$1.25	\$2.48	\$3.03	\$4.26
\$17.73	\$18.35	\$18.99	\$19.65	\$20.34	\$21.05	\$1.25	\$1.81	\$3.06	\$1.25	\$2.50	\$3.06	\$4.31
\$18.11	\$18.75	\$19.40	\$20.08	\$20.79	\$21.51	\$1.28	\$1.85	\$3.13	\$1.25	\$2.53	\$3.10	\$4.38

	PAY GRADE B9									
612001	ECHO TECH		\$28.85	\$29.71	\$30.60	\$31.52	\$32.47	\$33.44	\$34.44	\$35.48
		7/1/2011 (1.40%)	\$29.25	\$30.13	\$31.04	\$31.97	\$32.93	\$33.91	\$34.93	\$35.98
		7/1/2012 (1.65%)	\$29.73	\$30.62	\$31.54	\$32.49	\$33.46	\$34.47	\$35.50	\$36.57
		7/1/2013 (2.15%)	\$30.37	\$31.28	\$32.22	\$33.19	\$34.18	\$35.21	\$36.26	\$37.35
	PAY GRADE C3	ADD \$1.30/HR CHARGE PAYTO HOURLY RATE OF ALL JOBS IN PAY GRADE A3								
123401	CHG CT TECH		\$28.88	\$29.71	\$30.56	\$31.44	\$32.34	\$33.28	\$34.24	\$35.22
123501	DUAL MODALITY TECH	7/1/2011 (1.40%)	\$29.27	\$30.11	\$30.97	\$31.86	\$32.78	\$33.72	\$34.69	\$35.69
		7/1/2012 (1.65%)	\$29.73	\$30.58	\$31.46	\$32.37	\$33.30	\$34.26	\$35.25	\$36.27
		7/1/2013 (2.15%)	\$30.34	\$31.21	\$32.11	\$33.03	\$33.99	\$34.97	\$35.98	\$37.02
	PAY GRADE D1									
152001	RESPIRATORY THERAPY STUDENT		\$14.74	\$15.18	\$15.64	\$16.11	\$16.59	\$17.09	\$17.60	\$18.13
		7/1/2011 (1.40%)	\$14.95	\$15.39	\$15.86	\$16.33	\$16.82	\$17.33	\$17.85	\$18.38
		7/1/2012 (1.65%)	\$15.20	\$15.65	\$16.12	\$16.61	\$17.10	\$17.62	\$18.15	\$18.69
		7/1/2013 (2.15%)	\$15.53	\$15.99	\$16.47	\$16.97	\$17.48	\$18.00	\$18.54	\$19.10
	PAY GRADE D2									
618001	ENDOSCOPY TECH		\$17.02	\$17.53	\$18.05	\$18.59	\$19.15	\$19.73	\$20.32	\$20.93
629001	HOLTER ANALYST	7/1/2011 (1.40%)	\$17.26	\$17.78	\$18.31	\$18.86	\$19.42	\$20.01	\$20.61	\$21.23
		7/1/2012 (1.65%)	\$17.54	\$18.07	\$18.61	\$19.17	\$19.75	\$20.34	\$20.95	\$21.58
		7/1/2013 (2.15%)	\$17.92	\$18.45	\$19.01	\$19.58	\$20.17	\$20.77	\$21.39	\$22.04
	PAY GRADE D3									
033101	RESPIRATORY THERAPY TECHNICIAN		\$18.39	\$18.92	\$19.46	\$20.02	\$20.60	\$21.19	\$21.80	\$22.43
		7/1/2011 (1.40%)	\$18.56	\$19.11	\$19.69	\$20.28	\$20.89	\$21.51	\$22.16	\$22.82
		7/1/2012 (1.65%)	\$18.87	\$19.43	\$20.02	\$20.62	\$21.23	\$21.87	\$22.53	\$23.20
		7/1/2013 (2.15%)	\$19.28	\$19.85	\$20.45	\$21.06	\$21.69	\$22.35	\$23.02	\$23.71
	PAY GRADE D4									
615001	EKG/CCT TECH		\$15.18	\$15.64	\$16.11	\$16.59	\$17.09	\$17.60	\$18.13	\$18.67
		7/1/2011 (1.40%)	\$15.39	\$15.85	\$16.33	\$16.82	\$17.32	\$17.84	\$18.38	\$18.93
		7/1/2012 (1.65%)	\$15.64	\$16.11	\$16.60	\$17.09	\$17.61	\$18.14	\$18.68	\$19.24
		7/1/2013 (2.15%)	\$15.98	\$16.46	\$16.95	\$17.46	\$17.98	\$18.52	\$19.08	\$19.65
	PAY GRADE D5									
086101	CODER III		\$20.16	\$20.77	\$21.39	\$22.03	\$22.69	\$23.37	\$24.07	\$24.80
138001	EEG/EKG TECH	7/1/2011 (1.40%)	\$20.44	\$21.06	\$21.69	\$22.34	\$23.01	\$23.70	\$24.41	\$25.14
		7/1/2012 (1.65%)	\$20.78	\$21.40	\$22.04	\$22.70	\$23.38	\$24.09	\$24.81	\$25.55
		7/1/2013 (2.15%)	\$21.23	\$21.86	\$22.52	\$23.20	\$23.89	\$24.61	\$25.35	\$26.11
	PAY GRADE D6									

\$36.72	\$38.00	\$39.33	\$40.71	\$42.13	\$43.61	\$2.60	\$3.75	\$6.35	\$1.25	\$3.85	\$5.00	\$7.60
\$37.24	\$38.54	\$39.89	\$41.29	\$42.73	\$44.23	\$2.63	\$3.80	\$6.44	\$1.25	\$3.88	\$5.05	\$7.69
\$37.85	\$39.17	\$40.54	\$41.96	\$43.43	\$44.95	\$2.68	\$3.87	\$6.54	\$1.25	\$3.93	\$5.12	\$7.79
\$38.66	\$40.01	\$41.41	\$42.86	\$44.36	\$45.91	\$2.73	\$3.95	\$6.68	\$1.25	\$3.98	\$5.20	\$7.93
\$36.41	\$37.64	\$38.91	\$40.23	\$41.59	\$43.00	\$2.48	\$3.59	\$6.07	\$1.25	\$3.73	\$4.84	\$7.32
\$36.90	\$38.14	\$39.43	\$40.77	\$42.15	\$43.58	\$2.52	\$3.64	\$6.15	\$1.25	\$3.77	\$4.89	\$7.40
\$37.49	\$38.76	\$40.07	\$41.43	\$42.83	\$44.28	\$2.56	\$3.70	\$6.25	\$1.25	\$3.81	\$4.95	\$7.50
\$38.27	\$39.56	\$40.90	\$42.29	\$43.72	\$45.21	\$2.61	\$3.78	\$6.39	\$1.25	\$3.86	\$5.03	\$7.64
\$18.76	\$19.42	\$20.10	\$20.80	\$21.53	\$22.28	\$1.33	\$1.92	\$3.24	\$1.25	\$2.58	\$3.17	\$4.49
\$19.03	\$19.69	\$20.38	\$21.09	\$21.83	\$22.60	\$1.35	\$1.94	\$3.29	\$1.25	\$2.60	\$3.19	\$4.54
\$19.34	\$20.02	\$20.72	\$21.45	\$22.20	\$22.97	\$1.37	\$1.98	\$3.34	\$1.25	\$2.62	\$3.23	\$4.59
\$19.76	\$20.46	\$21.17	\$21.91	\$22.68	\$23.47	\$1.40	\$2.02	\$3.42	\$1.25	\$2.65	\$3.27	\$4.67
\$21.66	\$22.42	\$23.20	\$24.01	\$24.85	\$25.72	\$1.53	\$2.21	\$3.74	\$1.25	\$2.78	\$3.46	\$4.99
\$21.97	\$22.74	\$23.53	\$24.36	\$25.21	\$26.09	\$1.55	\$2.24	\$3.80	\$1.25	\$2.80	\$3.49	\$5.05
\$22.33	\$23.11	\$23.92	\$24.76	\$25.63	\$26.52	\$1.58	\$2.28	\$3.86	\$1.25	\$2.83	\$3.53	\$5.11
\$22.81	\$23.61	\$24.43	\$25.29	\$26.17	\$27.09	\$1.61	\$2.33	\$3.94	\$1.25	\$2.86	\$3.58	\$5.19
\$23.19	\$23.97	\$24.79	\$25.63	\$26.49	\$27.39	\$1.56	\$1.99	\$3.47	\$1.25	\$2.81	\$3.24	\$4.72
\$23.62	\$24.45	\$25.30	\$26.19	\$27.11	\$28.05	\$1.67	\$2.41	\$4.08	\$1.25	\$2.92	\$3.66	\$5.33
\$24.02	\$24.86	\$25.73	\$26.63	\$27.56	\$28.52	\$1.70	\$2.45	\$4.15	\$1.25	\$2.95	\$3.70	\$5.40
\$24.54	\$25.40	\$26.28	\$27.20	\$28.16	\$29.14	\$1.73	\$2.51	\$4.24	\$1.25	\$2.98	\$3.76	\$5.49
\$19.33	\$20.00	\$20.70	\$21.43	\$22.18	\$22.95	\$1.37	\$1.97	\$3.34	\$1.25	\$2.62	\$3.22	\$4.59
\$19.59	\$20.28	\$20.99	\$21.72	\$22.48	\$23.27	\$1.39	\$2.00	\$3.39	\$1.25	\$2.64	\$3.25	\$4.64
\$19.91	\$20.61	\$21.33	\$22.08	\$22.85	\$23.65	\$1.41	\$2.03	\$3.44	\$1.25	\$2.66	\$3.28	\$4.69
\$20.34	\$21.05	\$21.78	\$22.55	\$23.34	\$24.15	\$1.44	\$2.08	\$3.51	\$1.25	\$2.69	\$3.33	\$4.76
\$25.66	\$26.56	\$27.49	\$28.45	\$29.45	\$30.48	\$1.81	\$2.62	\$4.44	\$1.25	\$3.06	\$3.87	\$5.69
\$26.02	\$26.93	\$27.87	\$28.85	\$29.86	\$30.91	\$1.84	\$2.66	\$4.50	\$1.25	\$3.09	\$3.91	\$5.75
\$26.45	\$27.37	\$28.33	\$29.32	\$30.35	\$31.41	\$1.87	\$2.70	\$4.57	\$1.25	\$3.12	\$3.95	\$5.82
\$27.02	\$27.97	\$28.94	\$29.96	\$31.01	\$32.09	\$1.91	\$2.76	\$4.67	\$1.25	\$3.16	\$4.01	\$5.92

137001	EKG TECHNICIAN		\$13.54	\$13.94	\$14.36	\$14.79	\$15.24	\$15.69	\$16.16	\$16.65
		7/1/2011 (1.40%)	\$13.73	\$14.14	\$14.57	\$15.00	\$15.45	\$15.92	\$16.39	\$16.89
		7/1/2012 (1.65%)	\$13.96	\$14.38	\$14.81	\$15.25	\$15.71	\$16.18	\$16.66	\$17.16
		7/1/2013 (2.15%)	\$14.26	\$14.69	\$15.13	\$15.58	\$16.05	\$16.53	\$17.03	\$17.54
	PAY GRADE D7	ADD \$1.30/HR CHARGE PAYTO HOURLY RATE OF ALL JOBS IN PAY GRADE A4								
613001	CHARGE ULTRASOUND TECH		\$29.71	\$30.56	\$31.44	\$32.35	\$33.28	\$34.24	\$35.22	\$36.24
		7/1/2011 (1.40%)	\$30.11	\$30.97	\$31.86	\$32.78	\$33.72	\$34.70	\$35.70	\$36.73
		7/1/2012 (1.65%)	\$30.59	\$31.46	\$32.37	\$33.30	\$34.26	\$35.25	\$36.27	\$37.32
		7/1/2013 (2.15%)	\$31.22	\$32.12	\$33.04	\$33.99	\$34.97	\$35.99	\$37.03	\$38.10

\$17.23	\$17.84	\$18.46	\$19.11	\$19.77	\$20.47	\$1.22	\$1.76	\$2.98	\$1.25	\$2.47	\$3.01	\$4.23
\$17.48	\$18.09	\$18.72	\$19.38	\$20.05	\$20.76	\$1.24	\$1.78	\$3.02	\$1.25	\$2.49	\$3.03	\$4.27
\$17.77	\$18.39	\$19.03	\$19.70	\$20.39	\$21.10	\$1.26	\$1.81	\$3.07	\$1.25	\$2.51	\$3.06	\$4.32
\$18.15	\$18.79	\$19.44	\$20.13	\$20.83	\$21.56	\$1.28	\$1.85	\$3.14	\$1.25	\$2.53	\$3.10	\$4.39
\$37.46	\$38.73	\$40.04	\$41.40	\$42.80	\$44.25	\$2.56	\$3.69	\$6.25	\$1.25	\$3.81	\$4.94	\$7.50
\$37.97	\$39.25	\$40.58	\$41.96	\$43.38	\$44.85	\$2.59	\$3.75	\$6.34	\$1.25	\$3.84	\$5.00	\$7.59
\$38.58	\$39.88	\$41.23	\$42.63	\$44.08	\$45.57	\$2.64	\$3.81	\$6.44	\$1.25	\$3.89	\$5.06	\$7.69
\$39.39	\$40.72	\$42.10	\$43.53	\$45.00	\$46.53	\$2.69	\$3.89	\$6.58	\$1.25	\$3.94	\$5.14	\$7.83

APPENDIX B

12-HOUR SHIFTS

1. The employee regularly schedule to work three (3) twelve-hour shifts per week shall be considered a full-time employee.
2. The workday will be twelve and one-half (12 ½) hours with one-half (1/2) hour unpaid meal break.
3. For overtime purposes, the employee will receive overtime pay for hours worked in excess of thirty-six (36) hours per calendar week or in excess of twelve (12) hours in a workday in accordance with Article 20 and overtime law. Education days and hours spent in meetings will not apply All hours worked by a full time employee on the consecutive days of 7, 8, 9, & 10 will be paid at time and one-half (1 ½).
4. For shift differential purposes, the employee will receive the shift differential; based on where hours worked occur on the clock as specified in Article 25.
5. Earned leave accrual shall be determined by the number of hours paid.
6. Twelve hour shift employees will not be routinely scheduled to work in excess of four days in a row except by mutual agreement between the employee and manager. A copy will be given to the union.

LETTER OF AGREEMENT

CARDIOVASCULAR OPERATING ROOM (“CVOR”)

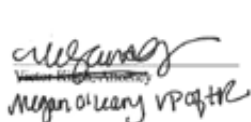
McKenzie-Willamette Medical Center (Hospital) and SEIU Local 49 (Union) hereby mutually agree that the following terms and conditions shall apply to certified surgical technologists in the CVOR:

1. Separate Unit. The CVOR shall be considered a separate unit from the main operating room and will maintain separate work schedules and standby schedules and seniority pools.
2. Standby Compensation and Scheduling. Bargaining unit members in the CVOR who are scheduled for or work more than a specified number of hours of standby in a four-week schedule cycle shall receive one and one-half (1 ½) times the rate of standby pay cited in Article 27 for standby hours in excess of the specified number of hours according to the following formula:

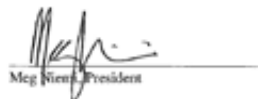
# of Qualified Surgical Technologists or other non-management staff qualified and available to provide call coverage	# of Standby hours
3	260
4	192
5	136
6	112

Standby hours will be equitably distributed among surgical technologists.

3. Minimum Compensation Guarantee. Surgical technologists in the CVOR shall be guaranteed compensation for eighty-five percent (85%) of his/her scheduled position hours per pay period. This guarantee includes call back hours worked, but does not include standby hours; it such time as the Hospital employs three (3) or more qualified Surgical Technologists, the Minimum Compensation Guarantee under this Section 3 shall cease.
4. Low Census Assignment. Surgical technologists who would have been cancelled or placed on standby may be floated to the main operating room for orientation or, if already oriented, to fulfill a documented staffing need in that department. When floated to the main operating room while remaining available to the CVOR, the surgical technologist will be released to return to the CVOR within thirty (30) minutes of being notified that their services are needed there.



Megan O'Leary VP of HR



Meg Nien, President

LETTER OF AGREEMENT

ENDOSCOPY

McKenzie-Willamette Medical Center (Hospital) and SEIU Local 49 (Union) agree to the following terms and conditions to ensure consistency and fairness with daily staffing in the Endoscopy Unit and to provide clear directions regarding staffing before and during shift.

Endoscopy technicians will not be required to maintain a percentage for staffing purposes.

Beginning of shift cancellation/staffing adjustment:

If Endoscopy does not require both technicians (i.e., there are no cases scheduled):

- Senior tech takes a SB for ENDO and junior tech is released to house.
- If House (hospital) does not need junior tech as CNA, they are cancelled.

During the shift staffing adjustment:

If workload distribution calls for only one Endo technician (as determined by Charge Nurse), the senior Endo tech will complete the duties and the junior tech will be released to House or be sent home. This applies even if senior tech will only get one additional hour and junior gets remainder of shift.

Holidays:

An Endoscopy technician will be on call for all recognized holidays. Rotation of those holidays will be based on the previous year's holiday schedule. If an employee works on Christmas and has Thanksgiving off during one year, then they will work Thanksgiving and have Christmas off the next year.