



COLLECTIVE BARGAINING AGREEMENT

between

SAMARITAN PACIFIC HEALTH SERVICES



SERVICE EMPLOYEES INTERNATIONAL UNION
LOCAL 49

in effect from

MARCH 1ST, 2017

— *through* —

FEBRUARY 29TH, 2020

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ARTICLE 1 – PURPOSE OF AGREEMENT

- A. This agreement entered into on the 1st day of March, 2017 between the Service Employees International Union, Local 49, hereinafter referred to as the “Union”, and Samaritan Pacific Health Services, Inc. of Newport, Oregon, hereinafter referred to as the “Hospital,” currently located at 930 SW Abbey Street and 957 SW Coast Highway, in the City of Newport, State of Oregon.
- B. It is the intent and purpose of the parties to set forth herein the complete agreement covering rates of pay, hours of work, and conditions of employment to be observed between the parties hereto.

ARTICLE 2 – RECOGNITION AND SCOPE OF AGREEMENT

- A. The Hospital recognizes the Union as the exclusive bargaining representative for regular full-time, regular part-time and per diem employees in the following job classifications:

FOR SERVICE:

Ambulatory Surgery Clerk, C.U.A-C.N.A./ Unit Tech, Home Health Aide, Unit Secretary, Housekeeper, Housekeeper – Lead, Dietary/ Culinary Aide, Dietary Assistant, Dietary Cook, Dietary Team Lead, OB Tech, ER Tech I, ER Tech II, ER Tech III, Reception/ Scheduling Secretary, Imaging Tech Aide/ Film Librarian, Admitting Registrar, Admitting Registrar – Lead, Maintenance Engineer I, Maintenance Engineer II, Maintenance Engineer – Lead, Bio-Medical Tech II, Sterile Processing Tech/Reg, Sterile Processing Tech – Lead, OR Assistant, Storekeeper, Lab Clerk, Switchboard Operator, Department Secretary, Sterile Processing Inventory Specialist, Patient Safety Assistant, Inventory Control Specialist.

FOR TECHNICAL:

CT Special Imaging Technician, CT – Lead, DEXA Imaging Technician, Echo cardiographer, EKG Tech, Mammography Coordinator/Lead, Mammography Tech, MRI Technologist, MRI – Lead, OR Tech, Physical Therapy Assistant, Radiologic Tech, Respiratory Therapist – Certified, Respiratory Therapist – Registered, Respiratory Therapy Practitioner Intern, Sleep Study Tech, Sleep Study Tech – w/RCP/RPSGT, Sleep Study Tech – Lead, Sonographer Coordinator/Lead, and Ultrasound Tech – Registered, and *any* future job titles or classifications in the Technical Bargaining Unit, as recognized by the National Labor Relations Act (NLRA), employed by the Hospital at its acute care facilities.

Professional employees, confidential employees, managers, guards and supervisors as defined in the Act shall be excluded from the bargaining unit.

ARTICLE 3 – MANAGEMENT RIGHTS

- A. The Hospital retains, solely and exclusively, all the rights, power and authority which it exercised or possessed prior to the execution of this Agreement except as specifically abridged by a provision of this Agreement. The rights, powers and authority retained solely and exclusively by the Hospital include, but are not limited to the following: To manage, direct and maintain the efficiency of its business and personnel, to manage and control its departments, buildings, facilities and operation, to create, change, or abolish jobs, to subcontract or discontinue work for economic, medical or operational reasons, to direct the work force, to establish work standards, schedules or operation and work load, to specify to assign work requirements and to assign work and decide which employees are qualified to perform work, to schedule and change working hours, to adopt rules of conduct, reasonable appearance and safety, to determine the type and scope of work to be performed and the services to be provided, to determine the methods, processes, means and places of providing service, and to effect technological changes, and to determine the quality of patient services. The non-exercise of a management right in a given situation shall not be deemed a waiver of such right for any future event.
- B. Before subcontracting any work performed by employees in the bargaining unit (unless the subcontracting would have only a de minimus effect on bargaining unit employees), the Hospital will give the Union as much notice as is reasonably possible but not less than sixty (60) days notice of its intent to subcontract the work and will provide the Union with an opportunity to meet and discuss this impending decision. The Hospital will also, upon demand, bargain with the Union regarding the effects of the subcontracting. The Hospital, however, has no duty to bargain with the Union concerning the decision to subcontract any work, including any work performed by bargaining unit employees.
- C. An employee affected by a subcontracting situation which results in permanent reduction or elimination of their position will be entitled to all rights and privileges described in Article 6 – Seniority and Lay-Off.

ARTICLE 4 – UNION MEMBERSHIP

- A. All bargaining unit employees covered by this Agreement must become members of the Union or make a fair share payment to the Union, as a condition of employment, within thirty-one (31) days after beginning their employment or within thirty-one (31) days after the signing of this Agreement. All bargaining unit members must maintain membership in good standing or make monthly fair share payments for the duration of the collective bargaining agreement.
- B. 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, and SHS 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.

- C. Employees who are required hereunder to maintain membership in good standing, fair share payments, or non-association fee payments and fail to do so shall be terminated upon notice of such fact, in writing, from the Union to the Hospital.
- D. The Hospital shall deduct from each employee's wages: initiation fees, monthly union dues and fair share payments in amounts determined by the Union, provided that the employee has voluntarily agreed to and signed a written assignment and authorization which has been received by the Hospital. The parties acknowledge and agree that the term "authorization" as provided in this Agreement includes authorizations created and maintained by use of electronic records and electronic signatures consistent with state and federal law. The Union, therefore, may use electronic records to verify Union membership, authorization for voluntary deduction of Union dues and fees from wages or payments for remittance to the Union, and authorization for voluntary deductions from wages or payments for remittance to COPE Funds, subject to the requirements of state and federal law. The Hospital shall accept confirmations from the Union that the Union possesses electronic records of such membership and give full force and effect to such authorizations as "authorization" for purposes of this Agreement.
- E. Deduction for initiation fees, union dues, fair share payments and COPE deductions will be made from employees' paychecks (prorated for bi-weekly payroll), and submitted electronically to the Union office within five (5) days of payroll. With this transmission, the amount deducted will include each employee's name and employee identification number. The Union will provide the Hospital with a description of monthly dues, fair share and COPE payment amounts, which are to be deducted in accordance with the provisions of this Article. New member applications will be submitted to the Hospital no less than five (5) days prior to payroll to be included with the next payroll deduction.
- F. The Union shall indemnify the Hospital against any and all claims, demands, lawsuits or liabilities that arise out of any action taken by the Hospital to comply with the provisions of this Article.

ARTICLE 5 – DEFINITIONS OF EMPLOYEES

For purposes of this Agreement the following definitions shall apply:

- A. Regular Employee - Those employees who have successfully completed the initial introductory period and who are not employed on a per diem status or temporarily employed shall be regular employees.
- B. Full-Time Employee - A full-time employee shall be defined as any employee who has been hired into a .8 FTE to 1.0 FTE and who is regularly scheduled to work thirty-two (32) hours per work week to forty hours (40) hours per week.

- C. Part-Time Employee - A part-time employee shall be defined as any employee who has been hired into a .5 FTE to .79 FTE and who is regularly scheduled to work less than thirty-two (32) hours but at least twenty (20) hours per week.
- D. Per Diem Employee - An employee who is not assigned to an FTE but provides coverage on an intermittent, or as needed, basis. The Hospital shall utilize per diem employees to maintain adequate staffing levels during periods of high patient census, vacations, illness and accommodating regular employee's work schedules. These employees do not have a regular work schedule but must be available to work per department policy. This may require a commitment to work a minimum number and/or type of shifts. Departmental requirements for per diem schedules may not be adjusted more than once per year. The employees will be given a thirty (30) day notice of any changes to departmental availability/minimum shift requirements. Employees who do not meet departmental availability obligations for a period of three (3) months and who do not respond to hospital written notifications may be terminated.

Employees who, for the previous nine (9) months, have on average worked forty (40) hours or more per pay period will upon request be granted benefits, appropriate to the number of hours worked. These employees will forfeit the per diem differential in lieu of benefits. Employees must maintain the forty (40) hours per pay period average which will be reviewed on a quarterly basis in order to remain eligible for benefits.

- E. Temporary Lead – Employees who have been designated temporary lead by the department manager or Administration during the department manager's absence shall be paid a differential as referenced in Article 31. The Hospital shall have sole discretion to determine when and in what departments a temporary lead shall be selected and which person is selected.
- F. Temporary Employee – A temporary employee shall be defined as any employee who is hired for an interim assignment or specific term, not to exceed six (6) months. If management determines that a need still exists after the six (6) months, the position will be posted as detailed in Article 7. If a temporary employee is hired into a regular bargaining unit position, hours previously worked will be applied to the introductory period and seniority will be applied from the original date of hire. At the time of hire, a list will be forwarded via email to the Union including the name and date of hire for all temporary employees.
- G. Introductory Period - The first six (6) months of employment shall be the introductory period. An employee shall have no seniority for the introductory period; but upon successful completion of this introductory period, seniority shall be retroactive to the date of hire. During the introductory period, an employee may be terminated or disciplined with or without cause and with or without notice, and such termination or discipline shall not be subject to the grievance procedure.

ARTICLE 6 – SENIORITY / LAYOFF

A. The Hospital and the Union recognize the principle of seniority.

1. Hospital seniority is defined as the length of time an employee has been continuously employed in the Hospital. Bargaining unit seniority of employees shall be based on their last date of hire with the Hospital within a position represented by the Union. Seniority shall not be broken by leaves of absence of less than six (6) months, unless otherwise stated in the contract.
2. In the event of a resignation from the bargaining unit of twelve (12) calendar months or less, seniority shall be reinstated to date of hire, less time of lay off or resignation from the bargaining unit, unless otherwise stated in the contract.
3. The Hospital agrees to allow any regularly scheduled employee to restore hours lost due to mandatory absence (MA) on a bargaining unit seniority basis when unscheduled hours become available.
4. The Hospital reserves the right to disqualify any employee, for the balance of the schedule, who fails to be available after indicating their availability.
5. The provisions of this Section shall apply for the purpose of maintaining regularly scheduled hours, to the extent possible.
6. The remedy for omissions and errors in administering this Section shall be prospective by providing preferential treatment regardless of seniority for unscheduled hours until the inequity is corrected.
7. It is further understood that this mutual agreement is intended to allow employees to recapture previously scheduled hours lost due to low workload so long as such recapture does not result in the payment of wages at premium or overtime rates, therefore, these recaptured hours will be payable at straight time only. The Hospital may choose not to assign hours under this section if the result of such assignment is to create an overtime or premium obligation.
8. Job Training Opportunities. Job training opportunities will be offered based on departmental and employee training needs, as determined by the manager. Where more than one employee wants a specific training opportunity and departmental and employee training needs are approximately equal, the most senior employee will be offered the opportunity.

B. Mandatory Absence (MA): During periods of low workload when the supervisor determines that the employee is not needed at work for all or part of a shift.

1. In the case of reduction of force of thirty (30) days or less, reduction shall occur by inverse order of seniority, as noted below, according to the following order:

- a) Employees on Extra Duty pay
 - b) Volunteers
 - c) Temporary employees
 - d) Per Diem employees
 - e) Introductory full-time/part-time employees
 - f) Regular full-time/part-time employees
2. An employee who is reduced short term, within the classification on the same shift in the same department, shall have the right to exercise one of the following options:
- a) Take a PTO day off
 - b) Take a day off without pay, but all hours scheduled for that day will apply toward benefits and PTO accrual (“Mandatory Absence”).
 - c) An employee who works another shift as make-up for a reduced shift must do so within the week reduced and shall waive any overtime for the make-up shift only. In the event the waiver of overtime is not statutorily permitted, the Hospital may refuse such request for make-up hours.

C. Long-term Reduction in Force (thirty-one (31) days or more)

1. The Hospital shall provide the Union and employees in the affected departments at least a thirty (30) day notice of any long-term reduction in force which is expected to last thirty-one (31) days or more. Any such reduction will occur in inverse order of bargaining unit seniority among the employee(s) within the affected classification, provided that the remaining employee(s) within the classification is/are qualified to effectively and efficiently perform the work to be done as determined by the Hospital according to the following order:
- a) Volunteers
 - b) Temporary employees
 - c) Per Diem employees
 - d) Introductory part-time/full-time employees
 - e) Regular part-time/full-time employees
2. At their option, regular full-time/part-time employees affected by long-term reduction in force may:
- a) Choose to fill open, unfilled positions in the same classification
 - b) Exercise their bargaining unit seniority by bumping the least senior bargaining unit employee in the same classification in the same shift, then on any shift within the worksite.

3. The least senior bargaining unit regular full-time/part-time employee(s) so affected shall have rights to any open unfilled position covered by the contract, provided the employee can perform the essential functions of the job.
4. Recall – Prior to recall of employees in the layoff, current employees within the department will be eligible to bid on open positions. Thereafter, employees on layoff shall be recalled to their bargaining unit classification in the inverse order of layoff.
5. Employee shall lose all seniority and the employment relationship shall be severed upon expiration of twelve (12) months or if the employee refuses to accept a bona fide offer of re-employment. Employees who are recalled will maintain their seniority and will be eligible for benefits pursuant to the terms of the contract and Hospital policy.

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6. Departmental seniority dates from the first day an employee is hired into the department. Seniority shall not build in more than one department. It shall be used for filling positions, qualifications being equal.
- D. Work Reorganization: When, in the interest of efficient operations, the Hospital must reorganize a work group, department, or division, the Hospital will notify the Union thirty (30) days in advance of the schedule implementing the change. The Union may request, and if so the Hospital will agree, to meet to discuss the implementation of the reorganization and try to reach agreement. Absent such agreement, if involuntary schedule changes are required, they shall be based upon seniority within the classification.

ARTICLE 7 – JOB BID PROCEDURE

- A. Job Postings. All job vacancies within the bargaining unit will be posted by the Hospital on the Samaritan Health Services Website. Job postings will include qualifications for the job and will be posted for a minimum of seven (7) calendar days. During this period, it will be the responsibility of interested employees to make electronic application for consideration of such vacancies. Employees who do not have access to a computer may call Human Resources for assistance.
- B. Application Process. When filling a posted vacancy, the Hospital will select employees for job changes on the basis of technical skills, experience in classification, and seniority. When employees of equal qualifications are being considered, bargaining unit seniority will be used to determine the employee selected. Job applicants will be notified of the selection decision within a reasonable timeframe.

- C. Trial Period. Successful bidders for job classifications described in Article 2 –Scope of Agreement will be given up to fourteen (14) calendar days as a trial period to determine if they wish to remain in the job and the Hospital will have the same period to determine if they are competent to do the job. If the employee voluntarily gives up the job or is removed for unsatisfactory performance, prior to the fourteenth (14th) day, they will be returned to their former position, provided that the position has not already been filled. This is defined for internal transfers as the new employee having transferred and worked a shift in the new position. For external applicants, this is defined as a job offer being extended and accepted. If the position has already been filled then the employee shall continue to work in the new position until such time as they are able to successfully bid back into an opening in their old position. In the event of an unsuccessful trial period, the job will be reposted.

ARTICLE 8 – GRIEVANCE AND ARBITRATION

- A. Definition of a Grievance. A grievance is defined as any dispute over the interpretation or application of specific provisions of this Agreement, including discipline or discharge of an employee (other than introductory employees in their initial service period who may not challenge discipline or discharge actions under this Agreement). A grievance may also be filed if an employee or the Union believes that the Hospital is violating an applicable law.
- B. Principles. The goal of the parties is to resolve the grievance at the lowest level possible. Employees are encouraged to discuss the subject matter of a potential grievance with their immediate supervisor at any time before filing a written grievance, however, this recommendation does not change the time limits specified in this Article for filing a grievance. Grievances may be referred up to a higher level or sent back to a lower level by mutual written agreement of the parties.
- C. Timelines. Failure of the Hospital to respond within the timelines specified herein shall allow the Union to submit the grievance to the next level. Failure of the employee and/or the Union representative to submit the grievance to the next level within the timelines specified herein shall constitute withdrawal of the grievance. Timelines may, however, be mutually extended in writing by the parties. In order to honor the timelines as specified herein, both parties shall respond to requests for information in a timely manner. The parties agree to make the scheduling of grievance meetings a priority and to make every reasonable effort to be available for meetings as requested. Requested information shall be provided no later than three (3) calendar days prior to the next Step meeting in the grievance process, unless mutually agreed otherwise.

The Hospital shall communicate with employees and designated union representatives via e-mail address(es) designated by the employees and the union representatives. It shall be the employee's and the designated union representative's responsibility to notify the Hospital of contact information via the grievance form.

D. Group Grievances. Any employee who is a steward or union representative may present a group grievance where the occurrence involves at least four (4) employees.

E. Grievance Procedure

Step 1 The employee, with or without a union representative, may file a grievance in writing to the immediate supervisor (first level of management) to whom the employee reports, within fourteen (14) calendar days from the occurrence or the time when the employee should reasonably have been aware of the occurrence giving rise to the grievance. The grievance shall set forth the employee's complaint, the provision(s) of this Agreement allegedly violated, and the requested remedy. Upon receipt of the grievance, the immediate supervisor shall acknowledge receipt of the grievance and propose meeting dates via email to the employee and the designated union representative. The immediate supervisor shall meet with the employee and union representative(s) and shall respond in writing no later than fourteen (14) calendar days from the date the grievance was filed.

Step 2 If the grievance is unresolved, the employee, with or without a union representative, may advance the grievance to the appropriate administrator or designee within fourteen (14) calendar days of receiving the Step 1 response. Upon receipt of the grievance, the administrator or designee shall acknowledge receipt of the grievance and propose meeting dates via e-mail to the employee and designated union representative(s). The administrator or designee shall meet with the grievant and union representative(s) and shall respond in writing within fourteen (14) calendar days of the date the Step 2 response was filed.

Step 3 If the grievance is unresolved, the employee, with or without a union representative, may file the grievance with the Hospital CEO or designee within fourteen (14) calendar days of receiving the Step 2 response. Upon receipt of the grievance, the CEO or designee shall acknowledge receipt of the grievance and propose meeting dates via email to the employee and designated union representative(s). The CEO or designee will meet with the grievant and union representative(s) and shall respond in writing within fourteen (14) calendar days of the date the Step 3 response was filed.

Step 4 If the issue is unresolved, the Union may, within fourteen (14) days of receiving the CEO's decision in writing, request non-binding mediation through the Federal Mediation or Conciliation Service, or proceed directly to arbitration in accordance with 8.6 below.

Step 5 If Hospital does not agree to mediation or if mediation does not result in resolution of the grievance, the Union may, within fourteen (14) days of Hospital's decision not to participate in mediation or within fourteen (14) days of the mediation session, provide written notice to the CEO or designee of its intent to arbitrate the grievance in accordance with 8.F below.

- F. **Arbitration.** In the event such an arbitration notice is filed, the Federal Mediation and Conciliation Service (FMCS) will be requested to provide the parties with a list of nine (9) arbitrators from Oregon and Washington. The parties will jointly select one (1) name, either through joint agreement or by alternately striking names (the first strike will be determined by a coin toss).

The parties to this Agreement have a joint interest in following arbitration procedures that guarantee due process but also are time efficient and cost effective. To accomplish these goals, the parties agree to make all reasonable efforts prior to the hearing to decide whether transcripts of the hearing will be required, to stipulate the facts that are not in dispute and to stipulate to the issue(s) to be presented to the arbitrator. The parties will request that the arbitrator avoid recitation of contract language and facts presented by the parties but instead limit the focus of the arbitration decision to the arguments presented by each party and an explanation for the arbitrator's decision and award. Briefs will be used judiciously by the parties, recognizing their impact on the timing and cost of receiving a decision and award.

The parties will request that the arbitrator agree to issue a written decision and award within sixty (60) calendar days of the close of the hearing (including sixty (60) calendar days after receipt of briefs, where they are submitted). The arbitrator's decision shall be final and binding but they shall have no power or authority to add to, modify or detract from the provision of this Agreement. The arbitrator will have continuing jurisdiction for thirty (30) calendar days following issuance of the arbitration award to address any issues arising from implementation of the award.

Arbitrator fees and costs will be equally split by the parties. All other costs of arbitration, including representation costs and transcripts, will be paid by the party that incurred them. The grievant and steward shall be granted unpaid release time to participate in arbitration hearings. The Hospital will facilitate release from work for witnesses.

ARTICLE 9 – HOURS OF WORK

- A. **Workday.** The basic workday shall be eight (8) hours, excluding one-half (1/2) hour meal period. Alternative workdays may include nine (9), ten (10) or twelve (12) hour shifts, exclusive of a one-half (1/2) hour meal period. It is the intention of the Hospital that each employee shall have uninterrupted meal period as provided herein; however it is recognized that at times interruptions cannot be avoided. If circumstances require an employee to work through a meal period, the full period shall be considered as time worked unless the meal period is granted later in the shift. Overtime must be properly authorized in advance by the appropriate supervisor unless there is a patient care emergency.
- B. **Overtime.** All overtime shall be properly authorized in advance unless there is a patient care emergency. Overtime shall be paid at the rate of one-and-one-half (1 ½) times the

employee's regular hourly rate. The following situations will result in the payment of overtime:

1. Hours worked in excess of the employee's regularly scheduled shift, eight (8) hours, nine (9) hours, ten (10) hours, or twelve (12) hours until work ends.
 2. Hours worked in excess of forty (40)
 3. Flexible Work Week An employee may waive the right to daily overtime and maintain a flexible work schedule when mutually agreed upon by the employee and the manager. The Flexible Work Week Agreement (Attachment A) must be signed and kept on file.
- C. Rest Periods. One fifteen (15) minute rest period shall be scheduled during each four (4) hours of work during which the employee is to remain available for emergencies. The time of break will occur as work permits with reasonable notification procedures approved by the supervisor.
- D. Required in-services, meetings and disaster drills shall be compensated based on actual time attended; provided, however, that those employees not at work during the mandatory meeting will be paid a minimum of one-and-one-half (1½) hours at straight time rates to attend.
- E. Pyramiding. Overtime premium payments and shift differentials shall not be duplicated or pyramided for the same hours worked or paid for under any of the terms of this agreement.
- F. Work schedules shall be prepared and posted five (5) weeks in advance of the effective date. In the first week after posting, the schedule will be available for per diem employees to sign up for straight-time shifts. Four (4) weeks in advance, remaining shifts will be available for any staff member to request. All schedules may be changed in the event of emergencies as defined in 9.F.1 below. The Hospital shall notify employees impacted by changes made after the schedule has been posted.
1. Emergencies. It is recognized that the Hospital is a small hospital and in the interest of efficiency, or when faced with cases of emergency, it may be necessary to depart from posted schedules. An "emergency" is a situation in which the Hospital is obligated without advance planning to change schedules with less than twenty-four (24) hour notice. In case of emergencies, work scheduled may be adjusted, provided the employees are given reasonable notice of the change in their schedules and the Union is promptly notified by the Hospital of the reason for the changes.

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 their telephone number or how else they may be reached.

- G. On-Call Definition: Employees receiving on-call pay will remain accessible to the Hospital by telephone or pager and be able to report ready to work within thirty (30) minutes, or more as established by department.
- H. Absences, High Census, Other Needs for Increased Staffing: When absences in the work force, high census, or other unforeseen emergencies mandate a need for an increased staff, unless inconsistent with applicable law, off-duty employees shall be recalled to work in the following order:
1. On-call employees only if on-call for the department.
 2. Per Diem employees.
 3. Regular Employees.
 4. Staff currently working within SHS, not to include unrepresented facilities. It is understood that when employees agree to float from another facility they will be working under the collective bargaining agreement of the facility they are floated from.
- I. Employees may indicate a preference not to be contacted for overtime shifts. This preference may be changed on a monthly basis. Each employee will indicate to their manager their preference to be contacted by phone, email or text messaging. Contact will be initiated from the beginning of the list with the most senior employee. If the most senior employees are currently on shift they will be contacted and given fifteen (15) minutes to respond. Text messages and emails will be sent via group messages. The first employee who agrees to come in will be awarded the shift. If no employees accept the shift within fifteen (15) minutes and overtime must be required for the proper administration of the Hospital, overtime shall be assigned on a rotating basis beginning with the least senior qualified employee if other more senior employees have not indicated their availability to work.
1. Minimum Shift : Employees who are scheduled and report for work but are released due to lack of work within four (4) hours shall be paid for a minimum of four (4) hours.
 2. Report Pay: If work is not available, the Hospital will contact the employee at least two (2) hours prior to the shift. If the hospital is unable to reach the employee and they report to work, they are entitled to four (4) hours of pay and will work as assigned for the minimum period; however, an employee may voluntarily agree to leave and waive the remainder of the four (4) hours pay.
 - a) An employee called back to work after completion of a regular shift or on a day off shall receive a minimum of four (4) hours' pay (except for meetings, etc. as noted in 9.D above). No employee shall receive pay for more than eight (8) hours of work if they work eight (8) hours or less during a shift.

- b) Each bargaining unit employee shall be responsible for providing the Hospital with the employee's current address and telephone number.
- J. Workweek. The established workweek is a seven (7) day period designated by the Hospital. The pay period is a two (2) week period of time designated by the Hospital composed of two (2) workweeks.
- K. Full Efficiency and Optimal Patient Care. The Union, on behalf of the employees, agrees to cooperate with the Hospital to attain and maintain full efficiency and most optimal patient care and the Hospital agrees to receive and consider constructive suggestions submitted by the employees or the Union toward these objectives.
- L. Two (2)-Hour Notification Prior to Missing Shift. Employees are encouraged to notify the Hospital two (2) or more hours prior to the beginning of a scheduled shift if the employee is unable to report to work. When an employee is absent for any reason, it is the intention of the Hospital to provide a per diem employee to adequately staff each department. If the Hospital cannot provide this staffing, the workload will be distributed approximately equal among the affected employees.
- M. Split Shifts. When split shifts are necessary, workers shall receive two dollars (\$2.00) for all hours not worked in between the portions of the shift. Split shifts shall not be scheduled for less than four (4) hours' total work time.
- N. Extra-Duty Premium and Open/Extra Shifts. Employees called in to work on a regularly scheduled day off will receive premium pay of three dollars (\$3.00) per hour, unless the employee qualifies for overtime under any other provisions of this Agreement. Extra-duty premium pay will apply only to employees assigned a .5 FTE or greater.
- Full- and part-time employees who agree to work open shifts after the schedule is posted will receive extra-duty premium pay for those shifts. If the employee qualifies for overtime under this Agreement, the employee will not receive the extra-duty premium pay described in this section. Also, if an employee is asked by another employee to cover that employee's regularly scheduled shift, the extra-duty premium described in this section will not apply. Approval by the manager is required for such a trade. Requests must be made in writing.
- O. Rests between Shifts. The Hospital will make good faith reasonable efforts to provide employees with at least nine (9) hours rest between shifts. This does not apply to on-call and call-back assignments. As currently provided by Oregon law – CNAs are to receive ten (10) hours rest between shifts.
- P. Orphan Call is defined as previously scheduled on call which must be filled after the schedule is published due to illness or termination/resignation. In lieu of the hourly on call pay rate specified above, employees will be paid at one and one-half (1 ½) times the on call rate for each hour of such on-call. If there are no volunteers to take orphan on-call, it will be assigned on a rotating basis.

SERVICE UNIT ONLY

- Q. Department Schedule Modification Vote. Departments where a majority of at least two-thirds (2/3) of the regular employees in a work center or department wish to modify their schedules may do so upon approval of the Hospital. The employees may conduct such a vote no more frequently than once every six (6) months.
- R. Consecutive Days. Any regular full-time employee who is required to work more than five (5) consecutive calendar days and forty (40) hours shall be paid time-and-one-half (1 ½) for the sixth (6th) consecutive day and double time for the seventh (7th) consecutive day worked. Exceptions to this section may be made by mutual agreement in writing between the Hospital, the employee, and the Union.
- S. Call-In Minimum Shift. In cases of emergency, when an employee is called to work after the shift has started or called when it is impossible to report for the start of the shift, and if the employee works at least six (6) hours, they shall receive eight (8) hours pay.

ARTICLE 10 – INTENTIONALLY LEFT BLANK

ARTICLE 11 – PAID TIME OFF

- A. Policy. The Hospital shall provide a program of earned time off for regular full- and part-time employees, which can be used to meet the employees', needs or desires for paid time off from work. The Paid Time Off (PTO) program is a consolidation of, and in lieu of, sick leave, paid holidays, and vacation leave.
- B. Leave Requests. For time off other than for illness, an employee may request PTO prior to the posting of the schedule but not more than six (6) months prior to the date when the schedule covering such time off is to be posted. Requests for PTO shall be considered on a first-come-first-served basis. If two (2) or more requests are submitted on the same date for the same time off and granting both of them would result in critical staffing shortage, the more senior employee will be given the time off. The employee shall be notified of approval or denial within two (2) weeks of the submission of a request. All requests shall be made in the scheduling/payroll software. Requests may be denied based upon departmental needs. Requests will not be unreasonably denied.

PTO which would occur during the pay period(s) containing Spring Break, Thanksgiving, Christmas, Christmas Eve and New Year's will be arranged according to departmental staffing practices. Requests for these time periods will be granted by the manager on a rotational basis. Employees will be notified no later than ten (10) weeks prior to the above mentioned holidays.

C. Time Off Due to Illness. For time off due to illness, the employee must notify the immediate supervisor as soon as possible, but at least two (2) hours prior to the shift start time is encouraged. If the illness extends beyond one day, daily calls must be made to keep the supervisor informed.

D. Employees must indicate through the scheduling/payroll software the number of PTO hours for which payment is requested. The combined total of hours worked and PTO hours may not exceed the normal working hours in any given pay period, except for authorized overtime.

E. Employees have the option of taking a day off without pay instead of using PTO only under the following conditions:

1. During periods of Mandatory Absence (MA)
2. When the Hospital closes the employee's department or determines that the employee is not needed at work on a holiday.
3. When required by applicable law or when specifically allowed pursuant to and in accordance with another Article of this Agreement.

F. Accrual.

A regular Service employee hired before March 5, 2012 and a regular Technical employee hired on or before February 28, 2010 will accrue PTO at the following rate:

Months of Service	Accrual Rate	Appx FT Annual Accrual
1 st through 48 th	.1040 hours per Compensable hour	27
49 th through 108 th	.1230 hours per Compensable hour	32
109 th & each month of Service thereafter	.1420 hours per Compensable hour	37

A regular Technical employee hired on or after March 1, 2010 and all regular Technical and Service employees hired on or after March 6, 2012 will accrue PTO from the employee's date of employment at the following rate:

Months of Service	Accrual Rate	Appx FT Annual Accrual
1 st through 48 th	.0962 hours per Compensable hour	25
49 th through 108 th	.1154 hours per Compensable hour	30
109 th & each month of Service thereafter	.1350 hours per Compensable hour	35

- G. **Maximum Accrual** – An employee may accrue a maximum of nine-twenty (920) hours in their PTO bank. When the maximum number of hours is reached, no further PTO will accrue. Members may proactively lower their PTO bank by taking PTO time or cashing out per Article 11.H.
- H. **PTO Cash Out**. Cash out of PTO will be in accordance with SHS policy and applicable law. Employees may make cash out elections once per year in the month of November for actual cash out to take effect once per quarter in any or all of the four (4) quarters of the following year employees may cash out a maximum of one hundred sixty (160) hours per year.
- I. **Holidays**: An employee accrues PTO for all hours worked or PTO hours taken on a holiday.
- J. Previously existing accrued sick leave has been transferred to a sick leave bank. Employees may opt to convert any amount of their sick leave bank to PTO at a three-to-one (3:1) ratio. This conversion will be offered every five (5) years, with the next offer occurring in December 2017, until the sick leave banks are exhausted.
- K. **Use of Sick Leave Banks**: An employee absent due to illness/injury shall use the employee's PTO for the first two (2) days of absence, after which the employee may access the employee's sick leave bank. However, if the employee is hospitalized during the first (1st) or second (2nd) day of absence, the employee may access the employee's sick leave bank beginning with the first (1st) day of hospitalization. There will be no accrual into sick leave banks.
- L. **Retirement**: At full retirement, any time left in the sick leave bank may be cashed out a two-to-one (2:1) ratio. PTO will be cashed out at a one-to-one (1:1) ratio.
- M. Accrued PTO will be noted on the employee's paycheck. It is understood that such notation is subject to verification and that in case of discrepancy between the notation and actual accumulation, the latter will control.
- N. PTO shall accrue from date of hire and may be used after ninety (90) days of employment. Employees may not have a negative balance in their PTO accounts. Leave time from the Hospital during this period, for which there are no PTO hours to cover, will be considered unpaid time.
- O. PTO time may not be transferred to another employee.

ARTICLE 12 – HOLIDAYS

New Year’s Day	Thanksgiving Day
Memorial Day	December 24
Fourth of July	Christmas Day
Labor Day	Easter Sunday

Employees required to work on a recognized holiday shall receive time-and-one-half (1½) of their hourly rate of pay if the majority of worked hours fall on the holiday.

ARTICLE 13 – BEREAVEMENT LEAVE

- A. A regular employee will be granted four (4) regularly scheduled working days leave with pay following a death in the immediate family of the employee for purposes of attending and/or arranging the funeral. For purposes of this Article, “immediate family” means the employee’s parent or legal guardian, step-parent, step-child, current foster-care child, sibling, current parent-in-law, current sister-in-law, current brother-in-law, grandparent or grandchild. Employees will be granted up to five (5) regularly scheduled working days off following the death of a spouse, significant other living as an integral member of the household, or child. Note: All family relationships identified will apply to domestic partners, for the purpose of this Article.
- B. An employee on an unpaid leave of absence is not eligible for bereavement leave unless the unpaid leave is for the purpose of caring for an immediate family member.

ARTICLE 14 – INSURANCE

- A. Medical and Dental Plans. Each eligible employee may participate in one of the medical and dental plans offered as part of the Samaritan Choice Plans, in accordance with the terms applicable to the majority of the Hospital’s employees.

The Hospital retains the right to change the medical and/or dental plans offered as part of the Samaritan Choice Plans, as applicable to the majority of the Hospital’s employees, provided, however, that the Hospital will provide no less than a thirty (30) day notice to the Union of any such changes.

For each year of the contract, any premium increases shall be shared as follows: The employee premium and the Hospital contribution will each be increased by the same percentage as the increase in total premium. However, if total premium increases by more than ten percent (10%) then employee premium increases are capped at ten percent (10%) with the Hospital responsible for the balance of the premium increase. Premiums for full-time “Employee Only” coverage shall not exceed twenty dollars (\$20.00) per pay period. Premiums for part-time “Employee Only” coverage will not exceed thirty dollars (\$30.00) per pay period. In 2019, premiums for part-time “Employee Only” coverage

will not exceed thirty-five dollars (\$35.00) per pay period. Employees must use the Open Enrollment period in late 2017 to make changes that take effect January 1, 2018.

- B. Life Insurance and Long-Term Disability. Employees will participate in the life insurance and long-term disability plan, in accordance with the terms applicable to the majority of the Hospital's unrepresented employees. Employees may also participate in the voluntary life insurance plan offered by the Hospital.
- C. Short-Term Disability. Employees may participate in the short-term disability insurance plan offered by the Hospital.
- D. Flexible Spending Account. The Hospital will provide a Section 125 plan that will allow the pre-tax payment of insurance premiums, unreimbursed medical expenses, and dependent care according to federal law.

ARTICLE 15 – WORKERS' COMPENSATION

- A. All employees shall be insured under the provisions of the Oregon State Workers' Compensation Act.
- B. The day of injury will be considered a work day, and the employee shall receive his normal salary for that day. During the interval between the day of injury and the first (1st) day the employee is entitled to compensation, they shall be entitled to PTO provided they have accumulated PTO benefits. In order to avoid double compensation, the PTO benefits will not be paid for until after fifteen (15) calendar days of injury. Employees who are absent from their place of employment by virtue of an injury compensable under the Workers' Compensation Act shall be guaranteed reinstatement in accordance with applicable law. Re-employment following a compensable absence under the Act is contingent upon, and it is the responsibility of, the former employee to secure proper medical release for return to employment without limitation.

ARTICLE 16 – JURY DUTY

- A. Any regular employee who is required to perform jury duty at any time they are scheduled to work will be entitled to reimbursement at their straight time hourly rate less pay received for jury duty. The employee will be required to furnish a signed statement from a responsible officer of the court as proof of jury service and jury duty pay received.
- B. Day shift employees will be required to report to work if their jury service ends on any day in time to permit at least four (4) hours work in the balance of their regular shift. Other shift employees will not be required to report for work on any day that they have performed jury service for more than one-half (1/2) day. Night shift employees will be scheduled off the shift ending at 0700 on the day of jury duty.

ARTICLE 17 – LEAVES OF ABSENCE

- A. The Hospital and the Union agree to comply with all requirements and obligations of federal and state mandated medical/parental leaves. Hospital policy shall govern all components of leaves of absence not specially written in this Agreement. Any improvement to any component of any Hospital policy on leaves shall be extended to employees covered by this agreement.
- B. Personal Leaves. Employees with two (2) years of service may apply for leaves of absence for personal reasons in thirty (30) day increments, including education, in up to ninety (90) day increments. Requests for such leaves must be submitted in writing to the employee's immediate supervisor for final approval by Administration. If an employee accepts other employment or fails to return to work on the next regularly scheduled work day following the expiration of the leave, it will be considered that the employee has voluntarily terminated their employment.
- C. Reinstatement Right. An employee returning from a personal leave of absence approved by the employee's department manager, which lasts forty-five (45) calendar days, or less, shall return to their former position. An employee returning from a leave in excess of forty-five (45) calendar days shall return to the first available position for which they are qualified.
- D. Subject to any applicable legal restrictions, requests for leaves of absence will be considered on the basis of seniority, the reason for the request, and the Hospital's ability to obtain a satisfactory replacement during the time the employee would be away from work.
- E. Status of Employee Benefits while on Leave. The Hospital will continue to contribute to the employee's health insurance premium during FMLA/OFLA leave. During personal leaves of absence the employee must have enough PTO available to fulfill their regularly benefitted FTE, in order to keep their benefits whole during a personal leave. If the employee does not have enough PTO to maintain their regular FTE per week during personal leave, they will be offered continuation of coverage under COBRA. In such cases, benefits will be reinstated the first (1st) of the month following the employee's return to work.
- F. The Hospital will grant leaves of absence to all eligible employees on a non-discriminatory basis. There shall be no retaliation or discrimination of employees who inquire or exercise their rights under this Article.

ARTICLE 18 – JURISDICTION BY THE UNION

Should a dispute arise between the Union and the Hospital or another union regarding recognition of the Union as bargaining agent, the matter shall first be referred to the National Labor Relations Board.

ARTICLE 19 – UNION RIGHTS

- A. Paid Time for Union Stewards. Union Stewards may present grievances to management and represent employees in grievance or disciplinary meetings during work hours, on paid time, provided these meetings do not interfere with the normal operations of the Hospital. A reasonable amount of work time (at the straight time rate of pay), not to exceed thirty (30) minutes unless otherwise agreed to by the Steward's supervisor, may be spent by Union Stewards to investigate grievances. Additionally, Union Stewards will receive paid time when requested by management to attend a meeting, whether during the Steward's working hours or scheduled time off, if called back into work. Stewards agree to obtain advance supervisory approval of no less than twenty-four (24) hours of any required absence from the workplace to attend to the obligations described herein unless attending an investigatory meeting when no less than two (2) hours is required. The Union shall notify the Hospital, in writing, of the names of all union stewards.
- B. Lists/New Employees. The Hospital agrees to provide the Union with an electronic list of the name, home address, home telephone number, employee identification number, job classification, department, shift (at time of hire), wage rate, hire date, Hospital email and employee status for each bargaining unit member. This list will be provided to the Union on a monthly basis. The Hospital also agrees to provide the Union office with a list of bargaining unit members designated as new hires, transfers (when possible) and terminations. Both lists will be provided to the Union in the month following the month in which the activity occurred.
- C. Bulletin Boards. Designated space for posting matters pertaining to legitimate Union business will be provided on department bulletin boards. Copies of all materials posted shall be provided to Human Resources and shall be appropriate for public display.
- D. Access to Meeting Rooms. Conference rooms or other suitable public meeting space will be available for Union membership meetings, insofar as the availability of such space does not hinder normal operations of the Hospital. Scheduling meeting rooms will occur through the normal facility scheduling process.
- E. Access to Hospital Premises. Duly authorized representatives of the Union shall be permitted at all reasonable times to enter the Hospital for the purpose of representing employees covered by this Agreement; provided, however, that no interference with the work of employees or interruption of normal hospital operations shall result. Such right of entry shall at all times be subject to hospital rules, confidentiality requirements and HIPAA regulations. Union representatives shall report to the Human Resources (HR) Department (or to the House Supervisor when HR is closed), present identification, as needed, and advise management of the areas to be visited. Permission must be obtained from the appropriate department manager prior to contacting employees during their working hours, however the Union Representative may contact Union Stewards briefly if the interaction is minimal and does not interfere with the work of the department. Representation of employees covered by this Agreement shall not be construed to include

organizational efforts during employee's work time.

- F. Unpaid Leave for Union Business. Subject to the Hospital's operating requirements, up to two (2) union members per year may be granted a leave of absence without pay for up to sixty (60) days to work for the union. No more than one (1) employee from any one (1) department will be granted such leave during the same year. The leave request must be made in writing to the employee's immediate supervisor at least thirty (30) days prior to the date of the leave. The request must specify the first day of leave and the first day of return. The leave may be granted at the sole discretion of the immediate supervisor or department manager. Upon return, the employee will retain their former position, wages, benefits, and seniority. The Union agrees that employees on such leave will not be assigned to work in activities proscribed by the No Strike/No Lockout provisions of the SHS/SEIU Local 49 collective bargaining agreements or in health systems organizing campaigns.
- G. New Employee Orientation. The hospital agrees to facilitate SEIU holding an orientation meeting for represented employees during new employee orientation, to be held either before or at the end of the orientation day. The Hospital will provide a period of up to thirty (30) minutes for a union representative, on paid time, to discuss the union with bargaining unit members. The Hospital shall provide to the Union a list of all bargaining unit members attending the orientation no less than one (1) day prior to the orientation date. Both parties agree that the Hospital will be absent from the room unless mutually agreed upon. The Union shall be responsible for providing all material for any such meeting.

ARTICLE 20 – NO STRIKE OR LOCKOUT

- A. The Hospital and the Union realizing that a hospital is different in its operation from industries, because of the type of service rendered to the community and for humanitarian reasons, agree that there shall be no lockouts on the part of the Hospital, nor suspension of work on the part of the employees, it being one of the purposes of this Agreement to guarantee that there shall be no strikes, picketing, lockouts, sympathetic strikes, sympathetic picketing, or work stoppages, and that all disputes subject to the Grievance Procedure of this Agreement will be settled in accordance with such Grievance Procedure.
- B. If the Union protests the Hospital's exercise of its right to discipline employees for violation of this Article and the Union elects to refer such protest to arbitration under the Grievance Procedure, the only issue which may be reviewed by the arbitrator is whether or not the employee has, to any extent, committed any act prohibited by the provision of this Article.

ARTICLE 21 – CORRECTIVE ACTION

- A. No employee who has completed their introductory period shall be discharged or subject to corrective action without just cause. It is recognized that the Hospital shall employ a

system of progressive discipline in the counseling and reprimanding of employees, normally consisting of the following: verbal counseling, written counseling, final written counseling, suspension and/or termination of employment. Nothing contained herein shall determine the method of progressive discipline, which the Hospital shall be obligated to utilize.

- B. The Hospital shall have the right to establish such reasonable rules as are necessary to maintain a safe and efficient operation.
- C. In any meeting, which could potentially lead to corrective action or discharge of any employee, the employee shall have the right to Union representation if they so desire. In the event that the Hospital is aware that a meeting will result in the implementation of such action, it shall advise the employee prior to attending same of their right to Union representation. The Hospital will provide a minimum of a twenty-four (24) hour notice to the employee when scheduling investigatory meetings. The advance notice may be waived if patient or employee safety is in immediate jeopardy, or if the employee agrees to waive the notice in writing. It being recognized that the Hospital shall assume no financial obligation if the affected employee requests the presence of a Union representative who is not on duty at the time.
- D. If a corrective action is given to an employee, a written memorandum of such interview shall be made and retained in the employee's file for not more than twelve (12) months after the date of the last warning.
- E. If the Union or employee requests a copy of the reason(s) for discipline or discharge, it shall be provided.

ARTICLE 22 – SAFETY AND HEALTH

- A. It is the basic objective of both parties to the Agreement that safe working conditions shall be maintained. Toward that end, the Hospital agrees to make available necessary safety equipment as approved by the Safety Committee, promote safe working conditions, and make other reasonable provisions for the safety and health of employees.
- B. The Union and the employees agree that they will cooperate in promoting safety and will comply with all safety rules.
- C. The Hospital agrees that the Union shall appoint to the Safety Committee one (1) employee whose job is applicable to Safety Committee work. The Union appointed Safety Committee employee shall be accountable for participating in Safety Committee meetings and activities and shall be responsible to provide feedback from the Safety Committee to bargaining unit members and their departments in accordance with the Safety Committee Charter.

ARTICLE 23 – RETIREMENT PLAN

- A. SHS Retirement Plan (Defined Contribution Plan). The Hospital shall provide the Samaritan Health Services Retirement Plan (Defined Contribution Plan) to employees covered by this collective bargaining agreement. Under this plan, the Hospital shall contribute four percent (4%) of an employee's gross earnings into the employee's account. These contributions shall be paid quarterly, in accordance with the plan's terms.

- B. SHS Tax-Sheltered Annuity (TSA) and Matched Contribution Program. The Hospital shall provide the Samaritan Health Services Tax-Sheltered Annuity Plan to employees covered by this collective bargaining agreement. Under this plan, employees, may purchase tax-sheltered annuities through payroll deduction up to the maximum allowable by applicable law (403(b)). The Hospital will also contribute on a matched basis, up to another three percent (3%) of employee's gross wage for service employees hired on or before March 5, 2012 and two percent (2%) for all other employees. These contributions will be paid in accordance with the plan's terms.

- C. Maintenance of Benefit/Plan Changes. The Hospital agrees to maintain the current level of benefit in the pension programs listed in this article for the duration of the contract. If the Hospital improves either the SHS Retirement Plan (Defined Contribution Plan) or the TSA plan, or adds another plan, during the term of this agreement, employees covered by this collective bargaining agreement will receive these same improved benefits.

ARTICLE 24 – SUCCESSOR CLAUSE

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 25 – SEPARABILITY

Should any part of this Agreement, or any portion thereof, as herein contained be rendered or declared illegal, legally invalid, or unenforceable by reason of any existing or subsequently enacted legislation, or by any decree of a court of competent jurisdiction, or by the decision of any authorized government agency, such invalidation of such part or portion shall not invalidate the remaining parts or portions thereof. In the event of such occurrence, the parties agree to meet immediately, and if possible, to negotiate substitute provisions for such parts or portions rendered or declared illegal or invalid that as closely as legally possible mirrors their purpose(s). Such illegal or invalidated clause shall be enforced or performed except to the extent prohibited by law until the invalidated provision is renegotiated by the parties.

ARTICLE 26 – WORK RULES

It is jointly recognized that the Hospital must retain broad authority to fulfill and implement its responsibilities and may do so by written work rule. It is agreed, however, that no new work rule will be promulgated or implemented without at least fourteen (14) calendar days' notice to employees and the Union and no new work rule will be arbitrary or capricious or inconsistent with a specific provision of this Agreement, provided that the requirements of Oregon law will always be paramount.

ARTICLE 27 – EDUCATION

- A. 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 their department manager for specific information of programs and how to apply for educational funds.

The Hospital will provide annual education on the subjects of growing professionalism and customer service to SEIU members.

- B. Employees covered by this Agreement may participate in the Hospital's education programs in accordance with the same terms offered to a majority of the Hospital's employees, unless otherwise stated below.
- C. The Hospital agrees to establish a continuing education reimbursement program for all employees covered by this Agreement. This program shall apply as follows:
1. The period for calculation of professional development shall be the year beginning January 1 through the following December 31 (the "calculation period"). Each employee under this Agreement shall be afforded the opportunity for reimbursement per 27.D of course registration and materials, travel, meals and lodging expenses which are directly associated with such educational leave. Such reimbursement shall be determined by the department manager whose decision shall be final, provided, however, that such decision shall not be arbitrary or capricious. These educational days shall be distributed by the appropriate department head in as equitable a manner as possible.
 2. During a calculation period, the total amount available for reimbursement of these expenses for employees shall not exceed six thousand dollars (\$6,000). Prior to the end of the calculation period, the Union may approve additional funds to employees who so request, if there are excess funds available. Unused funds and/or leave shall not carry over from year to year.
- D. Per diem employees who actually work eight hundred thirty-two (832) hours or more in the preceding twelve (12) months shall be entitled to receive up to one hundred fifty dollars (\$150), part-time employees up to two hundred fifty dollars (\$250), and full-time employees up to three hundred dollars (\$300) per calculation period as reimbursement for

the expenses associated with an educational leave. Part-time employees may also be granted up to twenty-four (24) hours and full-time employees up to thirty-two (32) hours paid educational leave per calculation period to attend programs with prior approval by management.

- E. Online Learning. Employees may use paid educational leave for manager approved online learning. One (1) hour of paid educational leave will be granted for each documented Continuing Education Unit (CEU) completed. Verification(s) of no fewer than eight (8) CEU's may be submitted for reimbursement at any one time except at the end of the contract year. Online education may occur during work hours if approved by the manager/supervisor. As with other educational opportunities, the employee must transfer time to Education/In-service time.

TECHNICAL UNIT ONLY

- F. Certification Premium: A certification premium of one dollar (\$1.00) per hour worked shall be paid to those employees who have achieved and maintain a current national certification beyond that which is required per their job description. This certification must be approved by the department manager. In order to acquire such premium, the employee covered by this Agreement must make a written application to the unit/department manager and provide appropriate documentation regarding the certification for which the premium pay is requested. An employee will only be compensated for one (1) certification. Such information must be verified by Human Resources prior to compensation.

ARTICLE 28 – EVALUATION

Employees who disagree with an evaluation given by the Hospital Administration or its agents shall have the right to submit a rebuttal that shall be attached to the evaluation and kept in their employment file. Further, the Hospital agrees to meet and discuss and attempt to resolve any disagreements if so requested by the employee. It is understood by the parties that this process is not subject to the grievance or arbitration process.

ARTICLE 29 – LABOR-MANAGEMENT COMMITTEE

- A. The Hospital and the Union agree to establish a labor-management committee. The committee will consist of bargaining unit representatives selected by the Union and an equal number of Hospital representatives selected by the Hospital. The Hospital and the Union will agree on the number of committee members, which number will be at least two (2) but no more than four (4) representatives of each party. Attendance at committee meetings will be voluntary. Employee committee members will be paid a maximum of one (1) hour at straight time per calendar quarter to attend a meeting. Any additional meeting time will be unpaid.

- B. The committee will meet at least one (1) time each calendar quarter if there is at least one (1) agenda item and upon agreement may meet at any other time. Each party will submit to the other party items for the agenda at least seven (7) calendar days prior to the scheduled date of the meeting.
- C. The purpose of the committee is to constructively discuss and attempt to resolve or make recommendations for resolution of issues affecting the members of the bargaining unit that are of mutual concern. The committee, however, does not supersede the grievance procedure in this Agreement, has no authority to settle any grievance or to change or delete any provision of this Agreement, and no authority to bargain regarding any wages, hours, or other terms or conditions of employment.

ARTICLE 30 – RATES OF PAY

- A. The Hospital agrees to pay its employees covered hereby, and the Union agrees that its members will accept wages and differentials for time actually worked or earned by virtue of having worked in the various classifications contained in the Schedule of Wages attached hereto and by this reference made a part hereof. All payroll checks will specify the rate of pay.
- B. Nothing contained herein shall prevent the Hospital from establishing wage rates and/or benefits in excess of that provided by this Agreement.
- C. Work Out-of-Classification. Any employee assigned by the manager to work in a higher paid classification will receive the appropriate pay based on experience and qualifications per the SEIU wage table. If working out of their primary classification would result in a reduction of pay, any hours worked in a secondary classification would be paid at the primary classification rate.
- D. Across-the-Board Wage Increases:
 Wage Scale Adjustments: Wage scale adjustments are effective the first (1st) day of the first (1st) pay period beginning on or after March 1st of the applicable year stated on the wage scale.

 Effective the first (1st) day of the first (1st) pay period following ratification – Two and one quarter percent (2.25%) across-the-board.

 Effective the first (1st) day of the first (1st) pay period following March 1, 2018 – Two and one half percent (2.5%) increase across-the-board.

 Effective the first (1st) day of the first (1st) pay period following March 1, 2019 – Three percent (3%) increase across-the-board.
- E. Training Partner Duties and Differentials. An employee who has met the eligibility requirements, received the additional training to act as a training partner and who is assigned the duty, will receive a differential of one dollar (\$1.00) per hour for hours spent

acting as a training partner. In order to be eligible for the partner differential the employee will:

1. Be appointed and approved by the manager;
2. Be assigned to precept a specific trainee for a specific period of time;
3. Maintain a .5 FTE;
4. Be an employee in good standing;
5. Complete an approved SHS Partner Training Program;
6. Be evaluated annually, when applicable, on training performances;
7. Provide written feedback to trainees and managers on the progress of the trainee.

No employee will be paid training partner differential for hours not worked in conjunction with the assignment of a training partner.

When the training of another employee prevents an employee from completing tasks within a required timeframe during their shift, the department supervisor will provide or arrange for needed assistance or relief to complete such tasks, upon request by the employee trainer.

- F. Credit for Prior Experience. Credit shall be given to newly hired employees in initial step placement on the wage scale set forth in Schedule A for prior experience directly related to the same classification. The employee shall be placed one (1) step lower than the step for which they would have been qualified had all experience been earned at the Hospital. Credit for prior experience which is related somewhat to the position for which the applicant applies will be granted on a basis of one (1) year credit for two (2) years of experience.

ARTICLE 31 – SCHEDULE OF WAGES

The following describes the wages to be effective for the term of the Agreement for both Service and Technical Units.

- A. SHS Employee Recognition Award Program: Bargaining unit members would also be eligible for added bonus payments based on the SHS Employee Recognition Award Program, pursuant to the terms of that program.
- B. Step Increases: In order to qualify for a wage increase at the next step of the wage scale, an employee must have been fully compensated for no less than one thousand four hundred (1,400) hours annually or cumulatively for Service Unit and no less than one thousand forty (1,040) hours for Technical Unit and must be in good standing. Good standing shall be defined as the absence of a work plan during the annual appraisal period. In the event an employee does not meet the above conditions, they will have their

step increase date adjusted by the length of the work plan and/or the hour requirement. This will affect the date of any future increases.

- C. Shift Differentials: Evening shift differential will be paid on the majority of the hours worked from 1500 (3:00 p.m.) to 2300 (11:00 p.m.) and night shift differential will be paid on the majority of hours worked from 2300 (11:00 p.m.) to 0700 (7:00 a.m.). Hours worked from 0700 (7:00 a.m.) to 1500 (3:00 p.m.) are considered day shift and not subject to any shift differential.

Evening shift differential: One dollar and forty five cents (\$1.45) per hour (for Service Unit only).

One dollar and fifty cents (\$1.50) per hour (for Technical Unit only).

Night shift differential: Two dollars and twenty cents (\$2.20) per hour (for Service Unit only).

Two dollars and eighty cents (\$2.80) per hour (for Technical Unit only).

To qualify for shift differential, the work time must be scheduled work time. Shift differentials apply to call back when scheduled on call do not apply in the event of an unscheduled call back.

- D. Weekend Premium: Effective the first (1st) day of the first (1st) pay period following March 1, 2017, for weekend work on which the employee is not eligible for time and one-half (1½) or greater pay under any provision of this Agreement, the employee shall be paid a weekend differential of ninety cents (\$.90) per hour worked. This premium will not be paid for any unworked hours. Weekend work for the purposes of this section is defined as work on day and evening shifts on Saturday and Sunday and on night shift on Friday and Saturday.

- E. Standby/On-Call Pay: Effective the first (1st) day of the first (1st) pay period following ratification of this agreement:

Three dollars and fifty cents (\$3.50) per hour (Service Unit only).

Three dollars and seventy five cents (\$3.75) per hour / \$4.00 per hour for recognized holidays (Technical Unit only).

On-call employees shall be paid at the above on-call rates in effect for each scheduled on-call period. On-call pay is paid for the full period regardless of any call-back.

- F. Minimum Call Back: Employees are guaranteed a minimum of three (3) hours pay for each call back while on-call, except that the total number of hours paid for call back shall not exceed the number of hours for which the employee was on call. Actual time worked

will be paid at one-and-one-half (1½) times for each call back event. Shift differential will not be paid on call-back time. Call back pay may not be combined with regular pay for the same hour worked (paid).

- G. Per Diem Differential: Per diem employees shall receive a differential per hour worked plus shift differential, if applicable, in lieu of benefits.

One dollar (\$ 1.00) per hour (Service Unit only).

One dollar and ten cents (\$ 1.10) per hour (Technical Unit only).

ARTICLE 32 – DURATION OF AGREEMENT

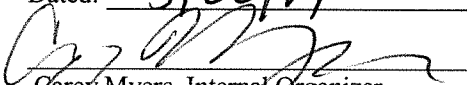
- A. This Agreement shall be effective from March 1, 2017 and shall remain in effect until February 29, 2020.
- B. The parties further agree that this Agreement is the complete and entire Agreement and that each had an unlimited right and opportunity to place demands upon the other and, therefore, in consideration of the benefits, privileges, and advantages provided herein and as a condition of the execution of this Agreement, the Union suspends meetings in collective bargaining negotiations with the Hospital during the term of this Agreement with respect to any future demands, and releases the Hospital from any responsibility for past practices and previous terms and conditions that are not specifically contained herein.

For the Union:



Meg Niemi, President

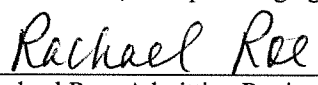
Dated: 5/22/17



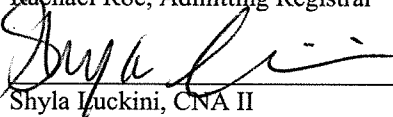
Carey Myers, Internal Organizer



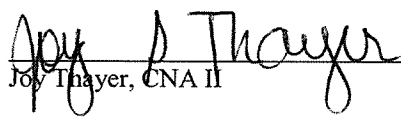
Edith Russell, CT Spec Imaging Tech



Rachael Roe, Admitting Registrar



Shyla Luckini, CNA II



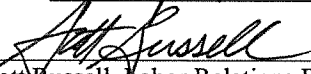
Joy Thayer, CNA II

For the Hospital:



Lesley Ogden, Chief Executive Officer

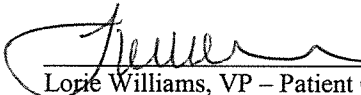
Dated: 5/15/17




Scott Russell, Labor Relations Director



Heather Arce-Torres, Director – Human Resources



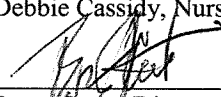
Lorie Williams, VP – Patient Care Services



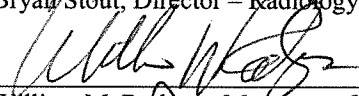
Sarah Cole, Nurse Manager

no longer at SHS

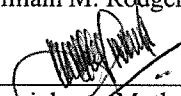
Debbie Cassidy, Nurse Manager



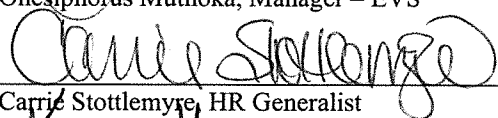
Bryan Stout, Director – Radiology



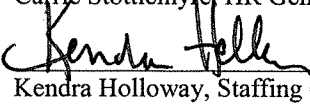
William M. Rodgers, Manager – Cardiopulmonary



Onesiphorus Muthoka, Manager – EVS



Carrie Stottlemyre, HR Generalist



Kendra Holloway, Staffing Coordinator

MEMORANDUM OF UNDERSTANDING – C.H.E.S.T. PROGRAM

This Memorandum of Understanding is entered into by and between Service Employees International Union, Local 49 (SEIU) and Samaritan Pacific Health Services (SPHS). SEIU and SPHS wish to enter into this Memorandum of Understanding in an effort to document our mutual understanding regarding entering into a pilot training and certification program for the Environmental Services (EVS) staff (Housekeeping) at SPHS pursuant to the Certified Healthcare Environmental Services Technician (CHEST) program offered in partnership with the Association for the Healthcare Environment (AHE) .

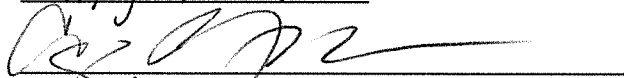
EVS leadership has been training EVS staff using CHEST concepts and principles and will continue to do so. In addition, SPHS will be initiating a pilot program to offer more dedicated and focused training along with the opportunity for staff to become certified in the program. All staff will be encouraged to become certified. For those staff members who participate in this program, complete the training and pass the test, a bonus of \$500.00 will be awarded upon certification.

The period of this pilot will be approximately one (1) year with a mutual check-in at six (6) months. If SPHS leadership decides to adopt this program longer-term, SPHS will notify SEIU and engage in further discussions regarding the program and bargain any mandatory subjects.

This agreement is non-precedent setting and may be revoked at any time if there are negative consequences that arise from said agreement.

Agreed to on this date of May 11, 2017

For the Union



For the Company
(Samaritan SPHS)



Samaritan Pacific Communities Hospital

SEIU Wage Table - Service Group

Effective March 20, 2017 through February 29, 2020

Clerical

201- Admitting Registrar

Date	% Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
Before Ratification		\$13.50	\$13.90	\$14.32	\$14.75	\$15.19	\$15.65	\$16.12	\$16.60	\$17.10	\$17.61	\$18.14	\$18.69	\$19.25	\$19.82
3/20/17	2.25%	\$13.80	\$14.22	\$14.64	\$15.08	\$15.54	\$16.00	\$16.48	\$16.98	\$17.49	\$18.01	\$18.55	\$19.11	\$19.68	\$20.27
3/5/18	2.5%	\$14.15	\$14.57	\$15.01	\$15.46	\$15.92	\$16.40	\$16.89	\$17.40	\$17.92	\$18.46	\$19.01	\$19.58	\$20.17	\$20.78
3/4/19	3%	\$14.57	\$15.01	\$15.46	\$15.92	\$16.40	\$16.89	\$17.40	\$17.92	\$18.46	\$19.01	\$19.58	\$20.17	\$20.78	\$21.40

202 - Admitting Registrar-Lead

Date	% Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
Before Ratification		\$13.50	\$13.90	\$14.32	\$14.75	\$15.19	\$15.65	\$16.12	\$16.60	\$17.10	\$17.61	\$18.14	\$18.69	\$19.25	\$19.82
3/20/17	2.25%	\$13.80	\$14.22	\$14.64	\$15.08	\$15.54	\$16.00	\$16.48	\$16.98	\$17.49	\$18.01	\$18.55	\$19.11	\$19.68	\$20.27
3/5/18	2.5%	\$14.15	\$14.57	\$15.01	\$15.46	\$15.92	\$16.40	\$16.89	\$17.40	\$17.92	\$18.46	\$19.01	\$19.58	\$20.17	\$20.78
3/4/19	3%	\$14.57	\$15.01	\$15.46	\$15.92	\$16.40	\$16.89	\$17.40	\$17.92	\$18.46	\$19.01	\$19.58	\$20.17	\$20.78	\$21.40

224- Clerk - Ambulatory Surgery

Date	% Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
Before Ratification		\$12.82	\$13.21	\$13.60	\$14.01	\$14.43	\$14.87	\$15.31	\$15.77	\$16.24	\$16.73	\$17.23	\$17.75	\$18.28	\$18.83
3/20/17	2.25%	\$13.11	\$13.50	\$13.91	\$14.33	\$14.76	\$15.20	\$15.66	\$16.13	\$16.61	\$17.11	\$17.62	\$18.15	\$18.69	\$19.25
3/5/18	2.5%	\$13.44	\$13.84	\$14.26	\$14.69	\$15.13	\$15.58	\$16.05	\$16.53	\$17.02	\$17.53	\$18.06	\$18.60	\$19.16	\$19.74
3/4/19	3%	\$13.84	\$14.26	\$14.69	\$15.13	\$15.58	\$16.05	\$16.53	\$17.02	\$17.53	\$18.06	\$18.60	\$19.16	\$19.74	\$20.33

476 - Department Secretary

Date	% Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
Before Ratification		\$13.50	\$13.90	\$14.32	\$14.75	\$15.19	\$15.65	\$16.12	\$16.60	\$17.10	\$17.61	\$18.14	\$18.69	\$19.25	\$19.82
3/20/17	2.25%	\$13.80	\$14.22	\$14.64	\$15.08	\$15.54	\$16.00	\$16.48	\$16.98	\$17.49	\$18.01	\$18.55	\$19.11	\$19.68	\$20.27
3/5/18	2.5%	\$14.15	\$14.57	\$15.01	\$15.46	\$15.92	\$16.40	\$16.89	\$17.40	\$17.92	\$18.46	\$19.01	\$19.58	\$20.17	\$20.78
3/4/19	3%	\$14.57	\$15.01	\$15.46	\$15.92	\$16.40	\$16.89	\$17.40	\$17.92	\$18.46	\$19.01	\$19.58	\$20.17	\$20.78	\$21.40

270 - Reception/Scheduling Secretary

Date	% Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
Before Ratification		\$12.82	\$13.21	\$13.60	\$14.01	\$14.43	\$14.87	\$15.31	\$15.77	\$16.24	\$16.73	\$17.23	\$17.75	\$18.28	\$18.83
3/20/17	2.25%	\$13.11	\$13.50	\$13.91	\$14.33	\$14.76	\$15.20	\$15.66	\$16.13	\$16.61	\$17.11	\$17.62	\$18.15	\$18.69	\$19.25
3/5/18	2.5%	\$13.44	\$13.84	\$14.26	\$14.69	\$15.13	\$15.58	\$16.05	\$16.53	\$17.02	\$17.53	\$18.06	\$18.60	\$19.16	\$19.74
3/4/19	3%	\$13.84	\$14.26	\$14.69	\$15.13	\$15.58	\$16.05	\$16.53	\$17.02	\$17.53	\$18.06	\$18.60	\$19.16	\$19.74	\$20.33

332 - Switchboard Operator

Date	% Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
Before Ratification		\$13.50	\$13.90	\$14.32	\$14.75	\$15.19	\$15.65	\$16.12	\$16.60	\$17.10	\$17.61	\$18.14	\$18.69	\$19.25	\$19.82
3/20/17	2.25%	\$13.80	\$14.22	\$14.64	\$15.08	\$15.54	\$16.00	\$16.48	\$16.98	\$17.49	\$18.01	\$18.55	\$19.11	\$19.68	\$20.27
3/5/18	2.5%	\$14.15	\$14.57	\$15.01	\$15.46	\$15.92	\$16.40	\$16.89	\$17.40	\$17.92	\$18.46	\$19.01	\$19.58	\$20.17	\$20.78
3/4/19	3%	\$14.57	\$15.01	\$15.46	\$15.92	\$16.40	\$16.89	\$17.40	\$17.92	\$18.46	\$19.01	\$19.58	\$20.17	\$20.78	\$21.40

Dietary / Nutrition**655 - Dietary Assistant**

Date	% Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
Before Ratification		\$11.81	\$12.16	\$12.53	\$12.90	\$13.29	\$13.69	\$14.10	\$14.52	\$14.96	\$15.41	\$15.87	\$16.35	\$16.84	\$17.34
3/20/17	2.25%	\$12.07	\$12.44	\$12.81	\$13.19	\$13.59	\$14.00	\$14.42	\$14.85	\$15.30	\$15.75	\$16.23	\$16.71	\$17.22	\$17.73
3/5/18	2.5%	\$12.38	\$12.75	\$13.13	\$13.52	\$13.93	\$14.35	\$14.78	\$15.22	\$15.68	\$16.15	\$16.63	\$17.13	\$17.65	\$18.18
3/4/19	3%	\$12.75	\$13.13	\$13.52	\$13.93	\$14.35	\$14.78	\$15.22	\$15.68	\$16.15	\$16.63	\$17.13	\$17.65	\$18.18	\$18.72

653 - Dietary Cook

Date	% Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
Before Ratification		\$12.89	\$13.27	\$13.67	\$14.08	\$14.50	\$14.94	\$15.39	\$15.85	\$16.33	\$16.81	\$17.32	\$17.84	\$18.37	\$18.93
3/20/17	2.25%	\$13.18	\$13.57	\$13.98	\$14.40	\$14.83	\$15.28	\$15.73	\$16.21	\$16.69	\$17.19	\$17.71	\$18.24	\$18.79	\$19.35
3/5/18	2.5%	\$13.51	\$13.91	\$14.33	\$14.76	\$15.20	\$15.66	\$16.13	\$16.61	\$17.11	\$17.62	\$18.15	\$18.70	\$19.26	\$19.83
3/4/19	3%	\$13.91	\$14.33	\$14.76	\$15.20	\$15.66	\$16.13	\$16.61	\$17.11	\$17.62	\$18.15	\$18.70	\$19.26	\$19.83	\$20.43

654 - Dietary/Culinary Aide

Date	% Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
Before Ratification		\$11.06	\$11.39	\$11.73	\$12.09	\$12.45	\$12.82	\$13.21	\$13.60	\$14.01	\$14.43	\$14.87	\$15.31	\$15.77	\$16.24
3/20/17	2.25%	\$11.31	\$11.65	\$12.00	\$12.36	\$12.73	\$13.11	\$13.50	\$13.91	\$14.33	\$14.76	\$15.20	\$15.66	\$16.13	\$16.61
3/5/18	2.5%	\$11.59	\$11.94	\$12.30	\$12.67	\$13.05	\$13.44	\$13.84	\$14.26	\$14.69	\$15.13	\$15.58	\$16.05	\$16.53	\$17.02
3/4/19	3%	\$11.94	\$12.30	\$12.67	\$13.05	\$13.44	\$13.84	\$14.26	\$14.69	\$15.13	\$15.58	\$16.05	\$16.53	\$17.02	\$17.54

650 - Dietary Team Lead

Date	% Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
Before Ratification		\$13.79	\$14.20	\$14.63	\$15.07	\$15.52	\$15.98	\$16.46	\$16.96	\$17.46	\$17.99	\$18.53	\$19.08	\$19.66	\$20.25
3/20/17	2.25%	\$14.10	\$14.52	\$14.96	\$15.40	\$15.87	\$16.34	\$16.83	\$17.34	\$17.86	\$18.39	\$18.95	\$19.51	\$20.10	\$20.70
3/5/18	2.5%	\$14.45	\$14.88	\$15.33	\$15.79	\$16.26	\$16.75	\$17.25	\$17.77	\$18.30	\$18.85	\$19.42	\$20.00	\$20.60	\$21.22
3/4/19	3%	\$14.88	\$15.33	\$15.79	\$16.26	\$16.75	\$17.25	\$17.77	\$18.30	\$18.85	\$19.42	\$20.00	\$20.60	\$21.22	\$21.86

Housekeeping

920 - Housekeeper

Date	% Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
Before Ratification		\$11.24	\$11.57	\$11.92	\$12.28	\$12.65	\$13.03	\$13.42	\$13.82	\$14.23	\$14.66	\$15.10	\$15.55	\$16.02	\$16.50
3/20/17	2.25%	\$11.49	\$11.83	\$12.19	\$12.55	\$12.93	\$13.32	\$13.72	\$14.13	\$14.55	\$14.99	\$15.44	\$15.90	\$16.38	\$16.87
3/5/18	2.5%	\$11.78	\$12.13	\$12.49	\$12.87	\$13.25	\$13.65	\$14.06	\$14.48	\$14.92	\$15.37	\$15.83	\$16.30	\$16.79	\$17.29
3/4/19	3%	\$12.13	\$12.49	\$12.87	\$13.25	\$13.65	\$14.06	\$14.48	\$14.92	\$15.37	\$15.83	\$16.30	\$16.79	\$17.29	\$17.81

921 - Housekeeper - Lead

Date	% Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
Before Ratification		\$13.90	\$14.32	\$14.75	\$15.19	\$15.65	\$16.12	\$16.60	\$17.10	\$17.61	\$18.14	\$18.69	\$19.25	\$19.82	\$20.42
3/20/17	2.25%	\$14.22	\$14.64	\$15.08	\$15.54	\$16.00	\$16.48	\$16.98	\$17.48	\$18.01	\$18.55	\$19.11	\$19.68	\$20.27	\$20.88
3/5/18	2.5%	\$14.57	\$15.01	\$15.46	\$15.92	\$16.40	\$16.89	\$17.40	\$17.92	\$18.46	\$19.01	\$19.58	\$20.17	\$20.78	\$21.40
3/4/19	3%	\$15.01	\$15.46	\$15.92	\$16.40	\$16.89	\$17.40	\$17.92	\$18.46	\$19.01	\$19.58	\$20.17	\$20.78	\$21.40	\$22.04

Imaging Support**384 - Imaging Tech Aide/Film Librarian**

Date	% Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
Before Ratification		\$12.82	\$13.21	\$13.60	\$14.01	\$14.43	\$14.87	\$15.31	\$15.77	\$16.24	\$16.73	\$17.23	\$17.75	\$18.28	\$18.83
3/20/17	2.25%	\$13.11	\$13.50	\$13.91	\$14.33	\$14.76	\$15.20	\$15.66	\$16.13	\$16.61	\$17.11	\$17.62	\$18.15	\$18.69	\$19.25
3/5/18	2.5%	\$13.44	\$13.84	\$14.26	\$14.69	\$15.13	\$15.58	\$16.05	\$16.53	\$17.02	\$17.53	\$18.06	\$18.60	\$19.16	\$19.74
3/4/19	3%	\$13.84	\$14.26	\$14.69	\$15.13	\$15.58	\$16.05	\$16.53	\$17.02	\$17.53	\$18.06	\$18.60	\$19.16	\$19.74	\$20.33

Laboratory**383 - Lab Clerk**

Date	% Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
Before Ratification		\$13.50	\$13.90	\$14.32	\$14.75	\$15.19	\$15.65	\$16.12	\$16.60	\$17.10	\$17.61	\$18.14	\$18.69	\$19.25	\$19.82
3/20/17	2.25%	\$13.80	\$14.22	\$14.64	\$15.08	\$15.54	\$16.00	\$16.48	\$16.98	\$17.49	\$18.01	\$18.55	\$19.11	\$19.68	\$20.27
3/5/18	2.5%	\$14.15	\$14.57	\$15.01	\$15.46	\$15.92	\$16.40	\$16.89	\$17.40	\$17.92	\$18.46	\$19.01	\$19.58	\$20.17	\$20.78
3/4/19	3%	\$14.57	\$15.01	\$15.46	\$15.92	\$16.40	\$16.89	\$17.40	\$17.92	\$18.46	\$19.01	\$19.58	\$20.17	\$20.78	\$21.40

Materials**330 - Storekeeper**

Date	% Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
Before Ratification		\$13.50	\$13.90	\$14.32	\$14.75	\$15.19	\$15.65	\$16.12	\$16.60	\$17.10	\$17.61	\$18.14	\$18.69	\$19.25	\$19.82
3/20/17	2.25%	\$13.80	\$14.22	\$14.64	\$15.08	\$15.54	\$16.00	\$16.48	\$16.98	\$17.49	\$18.01	\$18.55	\$19.11	\$19.68	\$20.27
3/5/18	2.5%	\$14.15	\$14.57	\$15.01	\$15.46	\$15.92	\$16.40	\$16.89	\$17.40	\$17.92	\$18.46	\$19.01	\$19.58	\$20.17	\$20.78
3/4/19	3%	\$14.57	\$15.01	\$15.46	\$15.92	\$16.40	\$16.89	\$17.40	\$17.92	\$18.46	\$19.01	\$19.58	\$20.17	\$20.78	\$21.40

3191 Inventory Control Specialist

Date	% Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
Before Ratification		\$15.11	\$15.56	\$16.03	\$16.51	\$17.01	\$17.52	\$18.04	\$18.58	\$19.14	\$19.72	\$20.31	\$20.92	\$21.54	\$22.19
3/20/17	2.25%	\$15.45	\$15.91	\$16.39	\$16.88	\$17.39	\$17.91	\$18.45	\$19.00	\$19.57	\$20.16	\$20.76	\$21.39	\$22.03	\$22.69
3/5/18	2.5%	\$15.84	\$16.31	\$16.80	\$17.31	\$17.82	\$18.36	\$18.91	\$19.48	\$20.06	\$20.66	\$21.28	\$21.92	\$22.58	\$23.26
3/4/19	3%	\$16.31	\$16.80	\$17.31	\$17.82	\$18.36	\$18.91	\$19.48	\$20.06	\$20.66	\$21.28	\$21.92	\$22.58	\$23.26	\$23.96

<u>Nursing Departments</u>

3122 - CNA 1

Date	Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
Before Ratification		\$11.98	\$12.34	\$12.71	\$13.10	\$13.49	\$13.89	\$14.31	\$14.74	\$15.18	\$15.64	\$16.11	\$16.59	\$17.09	\$17.60
3/20/17	2.25%	\$12.25	\$12.62	\$13.00	\$13.39	\$13.79	\$14.21	\$14.63	\$15.07	\$15.52	\$15.99	\$16.47	\$16.96	\$17.47	\$17.99
3/5/18	2.5%	\$12.56	\$12.94	\$13.32	\$13.72	\$14.14	\$14.56	\$15.00	\$15.45	\$15.91	\$16.39	\$16.88	\$17.39	\$17.91	\$18.44
3/4/19	3%	\$12.94	\$13.32	\$13.72	\$14.14	\$14.56	\$15.00	\$15.45	\$15.91	\$16.39	\$16.88	\$17.39	\$17.91	\$18.44	\$19.00

324 - CNA - Unit Aide/Tech

Date	% Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
Before Ratification		\$13.42	\$13.82	\$14.23	\$14.66	\$15.10	\$15.55	\$16.02	\$16.50	\$17.00	\$17.51	\$18.03	\$18.57	\$19.13	\$19.70
3/20/17	2.25%	\$13.72	\$14.13	\$14.55	\$14.99	\$15.44	\$15.90	\$16.38	\$16.87	\$17.38	\$17.90	\$18.44	\$18.99	\$19.56	\$20.15
3/5/18	2.5%	\$14.06	\$14.48	\$14.92	\$15.37	\$15.83	\$16.30	\$16.79	\$17.29	\$17.81	\$18.35	\$18.90	\$19.46	\$20.05	\$20.65
3/4/19	3%	\$14.48	\$14.92	\$15.37	\$15.83	\$16.30	\$16.79	\$17.29	\$17.81	\$18.35	\$18.90	\$19.46	\$20.05	\$20.65	\$21.27

395 - Endoscopy Tech

Date	Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
Before Ratification		\$16.10	\$16.58	\$17.08	\$17.59	\$18.12	\$18.66	\$19.22	\$19.80	\$20.40	\$21.01	\$21.64	\$22.29	\$22.96	\$23.64
3/20/17	2.25%	\$16.46	\$16.96	\$17.47	\$17.99	\$18.53	\$19.08	\$19.66	\$20.25	\$20.85	\$21.48	\$22.12	\$22.79	\$23.47	\$24.18
3/5/18	2.5%	\$16.87	\$17.38	\$17.90	\$18.44	\$18.99	\$19.56	\$20.15	\$20.75	\$21.38	\$22.02	\$22.68	\$23.36	\$24.06	\$24.78
3/4/19	3%	\$17.38	\$17.90	\$18.44	\$18.99	\$19.56	\$20.15	\$20.75	\$21.38	\$22.02	\$22.68	\$23.36	\$24.06	\$24.78	\$25.52

147 - ER Tech I

Date	Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
Before Ratification		\$14.62	\$15.06	\$15.51	\$15.97	\$16.45	\$16.95	\$17.46	\$17.98	\$18.52	\$19.07	\$19.65	\$20.24	\$20.84	\$21.47
3/20/17	2.25%	\$14.95	\$15.40	\$15.86	\$16.33	\$16.82	\$17.33	\$17.85	\$18.38	\$18.94	\$19.50	\$20.09	\$20.69	\$21.31	\$21.95
3/5/18	2.5%	\$15.32	\$15.78	\$16.26	\$16.74	\$17.25	\$17.76	\$18.30	\$18.84	\$19.41	\$19.99	\$20.59	\$21.21	\$21.85	\$22.50
3/4/19	3%	\$15.78	\$16.26	\$16.74	\$17.25	\$17.76	\$18.30	\$18.84	\$19.41	\$19.99	\$20.59	\$21.21	\$21.85	\$22.50	\$23.18

372 - ER Tech II

Date	% Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
Before Ratification		\$15.69	\$16.16	\$16.65	\$17.14	\$17.66	\$18.19	\$18.73	\$19.30	\$19.88	\$20.47	\$21.09	\$21.72	\$22.37	\$23.04
3/20/17	2.25%	\$16.04	\$16.52	\$17.02	\$17.53	\$18.06	\$18.60	\$19.16	\$19.73	\$20.32	\$20.93	\$21.56	\$22.21	\$22.87	\$23.56
3/5/18	2.5%	\$16.44	\$16.94	\$17.45	\$17.97	\$18.51	\$19.06	\$19.64	\$20.22	\$20.83	\$21.46	\$22.10	\$22.76	\$23.45	\$24.15
3/4/19	3%	\$16.94	\$17.45	\$17.97	\$18.51	\$19.06	\$19.64	\$20.22	\$20.83	\$21.46	\$22.10	\$22.76	\$23.45	\$24.15	\$24.87

3000 - ER Tech III

Date	Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
Before Ratification		\$16.84	\$17.34	\$17.86	\$18.40	\$18.95	\$19.52	\$20.11	\$20.71	\$21.33	\$21.97	\$22.63	\$23.31	\$24.01	\$24.73
3/20/17	2.25%	\$17.22	\$17.73	\$18.27	\$18.81	\$19.38	\$19.96	\$20.56	\$21.18	\$21.81	\$22.47	\$23.14	\$23.83	\$24.55	\$25.29
3/5/18	2.5%	\$17.65	\$18.18	\$18.72	\$19.28	\$19.86	\$20.46	\$21.07	\$21.71	\$22.36	\$23.03	\$23.72	\$24.43	\$25.16	\$25.92
3/4/19	3%	\$18.18	\$18.72	\$19.28	\$19.86	\$20.46	\$21.07	\$21.71	\$22.36	\$23.03	\$23.72	\$24.43	\$25.16	\$25.92	\$26.69

251 - HH-Hospice Aide

Eff. Date	% Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
Before Ratification		\$12.52	\$12.90	\$13.29	\$13.69	\$14.10	\$14.52	\$14.95	\$15.40	\$15.87	\$16.34	\$16.83	\$17.34	\$17.86	\$18.39
3/20/17	2.25%	\$12.81	\$13.19	\$13.59	\$13.99	\$14.41	\$14.85	\$15.29	\$15.75	\$16.22	\$16.71	\$17.21	\$17.73	\$18.26	\$18.81
3/5/18	2.5%	\$13.13	\$13.52	\$13.93	\$14.34	\$14.77	\$15.22	\$15.67	\$16.14	\$16.63	\$17.13	\$17.64	\$18.17	\$18.71	\$19.28
3/4/19	3%	\$13.52	\$13.93	\$14.34	\$14.77	\$15.22	\$15.67	\$16.14	\$16.63	\$17.13	\$17.64	\$18.17	\$18.71	\$19.28	\$19.85

260 - LPN

Date	% Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
Before Ratification		\$18.66	\$19.22	\$19.79	\$20.39	\$21.00	\$21.63	\$22.28	\$22.94	\$23.63	\$24.34	\$25.07	\$25.82	\$26.60	\$27.40
3/20/17	2.25%	\$19.08	\$19.65	\$20.24	\$20.84	\$21.47	\$22.11	\$22.78	\$23.46	\$24.16	\$24.89	\$25.64	\$26.40	\$27.20	\$28.01
3/5/18	2.5%	\$19.55	\$20.14	\$20.74	\$21.37	\$22.01	\$22.67	\$23.35	\$24.05	\$24.77	\$25.51	\$26.28	\$27.07	\$27.88	\$28.71
3/4/19	3%	\$20.14	\$20.74	\$21.37	\$22.01	\$22.67	\$23.35	\$24.05	\$24.77	\$25.51	\$26.28	\$27.07	\$27.88	\$28.71	\$29.57

282- OB Tech

Date	% Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
Before Ratification		\$14.62	\$15.06	\$15.51	\$15.97	\$16.45	\$16.95	\$17.46	\$17.98	\$18.52	\$19.07	\$19.65	\$20.24	\$20.84	\$21.47
3/20/17	2.25%	\$14.95	\$15.40	\$15.86	\$16.33	\$16.82	\$17.33	\$17.85	\$18.38	\$18.94	\$19.50	\$20.09	\$20.69	\$21.31	\$21.95
3/5/18	2.5%	\$15.32	\$15.78	\$16.26	\$16.74	\$17.25	\$17.76	\$18.30	\$18.84	\$19.41	\$19.99	\$20.59	\$21.21	\$21.85	\$22.50
3/4/19	3%	\$15.78	\$16.26	\$16.74	\$17.25	\$17.76	\$18.30	\$18.84	\$19.41	\$19.99	\$20.59	\$21.21	\$21.85	\$22.50	\$23.18

**960 - Patient Safety
Assistant**

Date	% Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
Before Ratification		\$10.92	\$11.25	\$11.58	\$11.93	\$12.29	\$12.66	\$13.04	\$13.43	\$13.83	\$14.25	\$14.67	\$15.12	\$15.57	\$16.04
3/20/17	2.25%	\$11.17	\$11.50	\$11.85	\$12.20	\$12.57	\$12.94	\$13.33	\$13.73	\$14.14	\$14.57	\$15.01	\$15.46	\$15.92	\$16.40
3/5/18	2.5%	\$11.44	\$11.79	\$12.14	\$12.51	\$12.88	\$13.27	\$13.67	\$14.08	\$14.50	\$14.93	\$15.38	\$15.84	\$16.32	\$16.81
3/4/19	3%	\$11.79	\$12.14	\$12.51	\$12.88	\$13.27	\$13.67	\$14.08	\$14.50	\$14.93	\$15.38	\$15.84	\$16.32	\$16.81	\$17.31

**337 - Unit
Secretary**

Date	% Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
Before Ratification		\$13.50	\$13.90	\$14.32	\$14.75	\$15.19	\$15.65	\$16.12	\$16.60	\$17.10	\$17.61	\$18.14	\$18.69	\$19.25	\$19.82
3/20/17	2.25%	\$13.80	\$14.22	\$14.64	\$15.08	\$15.54	\$16.00	\$16.48	\$16.98	\$17.49	\$18.01	\$18.55	\$19.11	\$19.68	\$20.27
3/5/18	2.5%	\$14.15	\$14.57	\$15.01	\$15.46	\$15.92	\$16.40	\$16.89	\$17.40	\$17.92	\$18.46	\$19.01	\$19.58	\$20.17	\$20.78
3/4/19	3%	\$14.57	\$15.01	\$15.46	\$15.92	\$16.40	\$16.89	\$17.40	\$17.92	\$18.46	\$19.01	\$19.58	\$20.17	\$20.78	\$21.40

Plant Engineering

211 - Biomed Tech II

Date	% Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
Before Ratification		\$25.46	\$26.22	\$27.01	\$27.82	\$28.65	\$29.51	\$30.40	\$31.31	\$32.25	\$33.22	\$34.21	\$35.24	\$36.30	\$37.39
3/20/17	2.25%	\$26.03	\$26.81	\$27.62	\$28.45	\$29.30	\$30.18	\$31.08	\$32.02	\$32.98	\$33.97	\$34.98	\$36.03	\$37.11	\$38.23
3/5/18	2.5%	\$26.68	\$27.48	\$28.31	\$29.16	\$30.03	\$30.93	\$31.86	\$32.82	\$33.80	\$34.81	\$35.86	\$36.93	\$38.04	\$39.18
3/4/19	3%	\$27.48	\$28.31	\$29.16	\$30.03	\$30.93	\$31.86	\$32.82	\$33.80	\$34.81	\$35.86	\$36.93	\$38.04	\$39.18	\$40.36

673 – Maintenance Engineer I

Date	% Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
Before Ratification		\$16.19	\$16.68	\$17.18	\$17.69	\$18.22	\$18.77	\$19.33	\$19.91	\$20.51	\$21.12	\$21.76	\$22.41	\$23.08	\$23.78
3/20/17	2.25%	\$16.55	\$17.05	\$17.56	\$18.09	\$18.63	\$19.19	\$19.77	\$20.36	\$20.97	\$21.60	\$22.25	\$22.92	\$23.60	\$24.31
3/5/18	2.5%	\$16.97	\$17.48	\$18.00	\$18.54	\$19.10	\$19.67	\$20.26	\$20.87	\$21.50	\$22.14	\$22.80	\$23.49	\$24.19	\$24.92
3/4/19	3%	\$17.48	\$18.00	\$18.54	\$19.10	\$19.67	\$20.26	\$20.87	\$21.50	\$22.14	\$22.80	\$23.49	\$24.19	\$24.92	\$25.67

671 - Maintenance Engineer II

Date	% Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
Before Ratification		\$23.08	\$23.78	\$24.49	\$25.22	\$25.98	\$26.76	\$27.56	\$28.39	\$29.24	\$30.12	\$31.02	\$31.95	\$32.91	\$33.90
3/20/17	2.25%	\$23.60	\$24.31	\$25.04	\$25.79	\$26.57	\$27.36	\$28.18	\$29.03	\$29.90	\$30.80	\$31.72	\$32.67	\$33.65	\$34.66
3/5/18	2.5%	\$24.19	\$24.92	\$25.67	\$26.44	\$27.23	\$28.05	\$28.89	\$29.75	\$30.65	\$31.57	\$32.51	\$33.49	\$34.49	\$35.53
3/4/19	3%	\$24.92	\$25.67	\$26.44	\$27.23	\$28.05	\$28.89	\$29.75	\$30.65	\$31.57	\$32.51	\$33.49	\$34.49	\$35.53	\$36.59

668 - Maintenance Engineer-Lead

Date	% Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
Before Ratification		\$24.47	\$25.21	\$25.96	\$26.74	\$27.54	\$28.37	\$29.22	\$30.10	\$31.00	\$31.93	\$32.89	\$33.87	\$34.89	\$35.94
3/20/17	2.25%	\$25.02	\$25.77	\$26.55	\$27.34	\$28.16	\$29.01	\$29.88	\$30.77	\$31.70	\$32.65	\$33.63	\$34.64	\$35.68	\$36.75
3/5/18	2.5%	\$25.65	\$26.42	\$27.21	\$28.03	\$28.87	\$29.73	\$30.62	\$31.54	\$32.49	\$33.46	\$34.47	\$35.50	\$36.57	\$37.66
3/4/19	3%	\$26.42	\$27.21	\$28.03	\$28.87	\$29.73	\$30.62	\$31.54	\$32.49	\$33.46	\$34.47	\$35.50	\$36.57	\$37.66	\$38.79

Sterile Processing

287- OR Assistant

Date	% Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
Before Ratification		\$12.40	\$12.77	\$13.15	\$13.55	\$13.95	\$14.37	\$14.80	\$15.25	\$15.70	\$16.17	\$16.66	\$17.16	\$17.67	\$18.20
3/20/17	2.25%	\$12.67	\$13.05	\$13.45	\$13.85	\$14.27	\$14.69	\$15.13	\$15.59	\$16.06	\$16.54	\$17.03	\$17.54	\$18.07	\$18.61
3/5/18	2.5%	\$12.99	\$13.38	\$13.78	\$14.20	\$14.62	\$15.06	\$15.51	\$15.98	\$16.46	\$16.95	\$17.46	\$17.98	\$18.52	\$19.08
3/4/19	3%	\$13.38	\$13.78	\$14.20	\$14.62	\$15.06	\$15.51	\$15.98	\$16.46	\$16.95	\$17.46	\$17.98	\$18.52	\$19.08	\$19.65

647 - Sterile Processing Inventory Specialist

Date	% Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
Before Ratification		\$14.62	\$15.06	\$15.51	\$15.97	\$16.45	\$16.95	\$17.46	\$17.98	\$18.52	\$19.07	\$19.65	\$20.24	\$20.84	\$21.47
3/20/17	2.25%	\$14.95	\$15.40	\$15.86	\$16.33	\$16.82	\$17.33	\$17.85	\$18.38	\$18.94	\$19.50	\$20.09	\$20.69	\$21.31	\$21.95
3/5/18	2.5%	\$15.32	\$15.78	\$16.26	\$16.74	\$17.25	\$17.76	\$18.30	\$18.84	\$19.41	\$19.99	\$20.59	\$21.21	\$21.85	\$22.50
3/4/19	3%	\$15.78	\$16.26	\$16.74	\$17.25	\$17.76	\$18.30	\$18.84	\$19.41	\$19.99	\$20.59	\$21.21	\$21.85	\$22.50	\$23.18

219 - Sterile Processing Tech - Reg

Date	% Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
Before Ratification		\$13.41	\$13.82	\$14.23	\$14.66	\$15.10	\$15.55	\$16.02	\$16.50	\$16.99	\$17.50	\$18.03	\$18.57	\$19.12	\$19.70
3/20/17	2.25%	\$13.72	\$14.13	\$14.55	\$14.99	\$15.44	\$15.90	\$16.38	\$16.87	\$17.37	\$17.90	\$18.43	\$18.99	\$19.55	\$20.14
3/5/18	2.5%	\$14.06	\$14.48	\$14.91	\$15.36	\$15.82	\$16.30	\$16.79	\$17.29	\$17.81	\$18.34	\$18.89	\$19.46	\$20.04	\$20.64
3/4/19	3%	\$14.48	\$14.91	\$15.36	\$15.82	\$16.30	\$16.79	\$17.29	\$17.81	\$18.34	\$18.89	\$19.46	\$20.04	\$20.64	\$21.26

220 - Sterile Processing Tech - Reg - Ld

Date	% Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
Before Ratification		\$14.22	\$14.64	\$15.08	\$15.54	\$16.00	\$16.48	\$16.98	\$17.49	\$18.01	\$18.55	\$19.11	\$19.68	\$20.27	\$20.88
3/20/17	2.25%	\$14.54	\$14.97	\$15.42	\$15.89	\$16.36	\$16.85	\$17.36	\$17.88	\$18.42	\$18.97	\$19.54	\$20.12	\$20.73	\$21.35
3/5/18	2.5%	\$14.90	\$15.35	\$15.81	\$16.28	\$16.77	\$17.28	\$17.79	\$18.33	\$18.88	\$19.44	\$20.03	\$20.63	\$21.25	\$21.88
3/4/19	3%	\$15.35	\$15.81	\$16.28	\$16.77	\$17.28	\$17.79	\$18.33	\$18.88	\$19.44	\$20.03	\$20.63	\$21.25	\$21.88	\$22.54

221 - Sterile Processing Tech-Unreg

Date	Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
Before Ratification		\$12.65	\$13.03	\$13.42	\$13.83	\$14.24	\$14.67	\$15.11	\$15.56	\$16.03	\$16.51	\$17.01	\$17.52	\$18.04	\$18.58
3/20/17	2.25%	\$12.94	\$13.33	\$13.73	\$14.14	\$14.56	\$15.00	\$15.45	\$15.91	\$16.39	\$16.88	\$17.39	\$17.91	\$18.45	\$19.00
3/5/18	2.5%	\$13.26	\$13.66	\$14.07	\$14.49	\$14.93	\$15.37	\$15.84	\$16.31	\$16.80	\$17.30	\$17.82	\$18.36	\$18.91	\$19.48
3/4/19	3%	\$13.66	\$14.07	\$14.49	\$14.93	\$15.37	\$15.84	\$16.31	\$16.80	\$17.30	\$17.82	\$18.36	\$18.91	\$19.48	\$20.06

SEIU Wage Table - Technical Group

Effective March 20, 2017 through February 28, 2020

Imaging

850 - CT Special Imaging

Tech

Date	Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Before Ratification		\$29.83	\$30.73	\$31.65	\$32.60	\$33.58	\$34.58	\$35.62	\$36.69	\$37.79	\$38.92	\$40.09	\$41.29	\$42.53	\$43.81	\$45.12
3/20/17	2.25%	\$30.50	\$31.42	\$32.36	\$33.33	\$34.33	\$35.36	\$36.42	\$37.51	\$38.64	\$39.80	\$40.99	\$42.22	\$43.49	\$44.79	\$46.14
3/5/18	2.5%	\$31.26	\$32.20	\$33.17	\$34.16	\$35.19	\$36.24	\$37.33	\$38.45	\$39.61	\$40.79	\$42.02	\$43.28	\$44.58	\$45.91	\$47.29
3/4/19	3%	\$32.20	\$33.17	\$34.16	\$35.19	\$36.24	\$37.33	\$38.45	\$39.61	\$40.79	\$42.02	\$43.28	\$44.58	\$45.91	\$47.29	\$48.71

852 - CT-Lead

Date	Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Before Ratification		\$31.62	\$32.57	\$33.55	\$34.55	\$35.59	\$36.66	\$37.76	\$38.89	\$40.06	\$41.26	\$42.50	\$43.77	\$45.08	\$46.44	\$47.83
3/20/17	2.25%	\$32.33	\$33.30	\$34.30	\$35.33	\$36.39	\$37.48	\$38.61	\$39.76	\$40.96	\$42.19	\$43.45	\$44.76	\$46.10	\$47.48	\$48.91
3/5/18	2.5%	\$33.14	\$34.14	\$35.16	\$36.21	\$37.30	\$38.42	\$39.57	\$40.76	\$41.98	\$43.24	\$44.54	\$45.87	\$47.25	\$48.67	\$50.13
3/4/19	3%	\$34.14	\$35.16	\$36.21	\$37.30	\$38.42	\$39.57	\$40.76	\$41.98	\$43.24	\$44.54	\$45.87	\$47.25	\$48.67	\$50.13	\$51.63

447 - DEXA Imaging Tech

Date	Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Before Ratification		\$15.12	\$15.57	\$16.04	\$16.52	\$17.01	\$17.52	\$18.05	\$18.59	\$19.15	\$19.72	\$20.31	\$20.92	\$21.55	\$22.20	\$22.86
3/20/17	2.25%	\$15.46	\$15.92	\$16.40	\$16.89	\$17.40	\$17.92	\$18.45	\$19.01	\$19.58	\$20.17	\$20.77	\$21.39	\$22.04	\$22.70	\$23.38
3/5/18	2.5%	\$15.84	\$16.32	\$16.81	\$17.31	\$17.83	\$18.36	\$18.92	\$19.48	\$20.07	\$20.67	\$21.29	\$21.93	\$22.59	\$23.26	\$23.96
3/4/19	3%	\$16.32	\$16.81	\$17.31	\$17.83	\$18.36	\$18.92	\$19.48	\$20.07	\$20.67	\$21.29	\$21.93	\$22.59	\$23.26	\$23.96	\$24.68

810 - Mammography Tech

Date	Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Before Ratification		\$26.76	\$27.57	\$28.39	\$29.25	\$30.12	\$31.03	\$31.96	\$32.92	\$33.90	\$34.92	\$35.97	\$37.05	\$38.16	\$39.30	\$40.48
3/20/17	2.25%	\$27.37	\$28.19	\$29.03	\$29.90	\$30.80	\$31.73	\$32.68	\$33.66	\$34.67	\$35.71	\$36.78	\$37.88	\$39.02	\$40.19	\$41.39
3/5/18	2.5%	\$28.05	\$28.89	\$29.76	\$30.65	\$31.57	\$32.52	\$33.49	\$34.50	\$35.53	\$36.60	\$37.70	\$38.83	\$39.99	\$41.19	\$42.43
3/4/19	3%	\$28.89	\$29.76	\$30.65	\$31.57	\$32.52	\$33.49	\$34.50	\$35.53	\$36.60	\$37.70	\$38.83	\$39.99	\$41.19	\$42.43	\$43.70

811 - Mammography Coord/Lead

Date	Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Before Ratification		\$28.39	\$29.25	\$30.12	\$31.03	\$31.96	\$32.92	\$33.90	\$34.92	\$35.97	\$37.05	\$38.16	\$39.30	\$40.48	\$41.70	\$42.95
3/20/17	2.25%	\$29.03	\$29.90	\$30.80	\$31.73	\$32.68	\$33.66	\$34.67	\$35.71	\$36.78	\$37.88	\$39.02	\$40.19	\$41.39	\$42.64	\$43.92
3/5/18	2.5%	\$29.76	\$30.65	\$31.57	\$32.52	\$33.49	\$34.50	\$35.53	\$36.60	\$37.70	\$38.83	\$39.99	\$41.19	\$42.43	\$43.70	\$45.01
3/4/19	3%	\$30.65	\$31.57	\$32.52	\$33.49	\$34.50	\$35.53	\$36.60	\$37.70	\$38.83	\$39.99	\$41.19	\$42.43	\$43.70	\$45.01	\$46.36

821 - MRI Technologist

Date	Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Before Ratification		\$31.65	\$32.60	\$33.58	\$34.58	\$35.62	\$36.69	\$37.79	\$38.92	\$40.09	\$41.29	\$42.53	\$43.81	\$45.12	\$46.48	\$47.87
3/20/17	2.25%	\$32.36	\$33.33	\$34.33	\$35.36	\$36.42	\$37.51	\$38.64	\$39.80	\$40.99	\$42.22	\$43.49	\$44.79	\$46.14	\$47.52	\$48.95
3/5/18	2.5%	\$33.17	\$34.16	\$35.19	\$36.24	\$37.33	\$38.45	\$39.61	\$40.79	\$42.02	\$43.28	\$44.58	\$45.91	\$47.29	\$48.71	\$50.17
3/4/19	3%	\$34.16	\$35.19	\$36.24	\$37.33	\$38.45	\$39.61	\$40.79	\$42.02	\$43.28	\$44.58	\$45.91	\$47.29	\$48.71	\$50.17	\$51.68

824 - MRI-Lead

Date	Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Before Ratification		\$33.58	\$34.58	\$35.62	\$36.69	\$37.79	\$38.92	\$40.09	\$41.29	\$42.53	\$43.81	\$45.12	\$46.48	\$47.87	\$49.31	\$50.79
3/20/17	2.25%	\$34.33	\$35.36	\$36.42	\$37.51	\$38.64	\$39.80	\$40.99	\$42.22	\$43.49	\$44.79	\$46.14	\$47.52	\$48.95	\$50.42	\$51.93
3/5/18	2.5%	\$35.19	\$36.24	\$37.33	\$38.45	\$39.61	\$40.79	\$42.02	\$43.28	\$44.58	\$45.91	\$47.29	\$48.71	\$50.17	\$51.68	\$53.23
3/4/19	3%	\$36.24	\$37.33	\$38.45	\$39.61	\$40.79	\$42.02	\$43.28	\$44.58	\$45.91	\$47.29	\$48.71	\$50.17	\$51.68	\$53.23	\$54.82

800- Radiologic Tech

Date	Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Before Ratification		\$25.73	\$26.50	\$27.30	\$28.12	\$28.96	\$29.83	\$30.73	\$31.65	\$32.60	\$33.58	\$34.58	\$35.62	\$36.69	\$37.79	\$38.92
3/20/17	2.25%	\$26.31	\$27.10	\$27.91	\$28.75	\$29.61	\$30.50	\$31.42	\$32.36	\$33.33	\$34.33	\$35.36	\$36.42	\$37.51	\$38.64	\$39.80
3/5/18	2.5%	\$26.97	\$27.78	\$28.61	\$29.47	\$30.35	\$31.26	\$32.20	\$33.17	\$34.16	\$35.19	\$36.24	\$37.33	\$38.45	\$39.61	\$40.79
3/4/19	3%	\$27.78	\$28.61	\$29.47	\$30.35	\$31.26	\$32.20	\$33.17	\$34.16	\$35.19	\$36.24	\$37.33	\$38.45	\$39.61	\$40.79	\$42.02

840 - Sonographer Coord/Lead

Date	Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Before Ratification		\$35.62	\$36.69	\$37.79	\$38.92	\$40.09	\$41.29	\$42.53	\$43.81	\$45.12	\$46.48	\$47.87	\$49.31	\$50.79	\$52.31	\$53.88
3/20/17	2.25%	\$36.42	\$37.51	\$38.64	\$39.80	\$40.99	\$42.22	\$43.49	\$44.79	\$46.14	\$47.52	\$48.95	\$50.42	\$51.93	\$53.49	\$55.09
3/5/18	2.5%	\$37.33	\$38.45	\$39.61	\$40.79	\$42.02	\$43.28	\$44.58	\$45.91	\$47.29	\$48.71	\$50.17	\$51.68	\$53.23	\$54.82	\$56.47
3/4/19	3%	\$38.45	\$39.61	\$40.79	\$42.02	\$43.28	\$44.58	\$45.91	\$47.29	\$48.71	\$50.17	\$51.68	\$53.23	\$54.82	\$56.47	\$58.16

860 - Ultrasound Tech-Reg

Date	Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Before Ratification		\$32.60	\$33.58	\$34.58	\$35.62	\$36.69	\$37.79	\$38.92	\$40.09	\$41.29	\$42.53	\$43.81	\$45.12	\$46.48	\$47.87	\$49.31
3/20/17	2.25%	\$33.33	\$34.33	\$35.36	\$36.42	\$37.51	\$38.64	\$39.80	\$40.99	\$42.22	\$43.49	\$44.79	\$46.14	\$47.52	\$48.95	\$50.42
3/5/18	2.5%	\$34.16	\$35.19	\$36.24	\$37.33	\$38.45	\$39.61	\$40.79	\$42.02	\$43.28	\$44.58	\$45.91	\$47.29	\$48.71	\$50.17	\$51.68
3/4/19	3%	\$35.19	\$36.24	\$37.33	\$38.45	\$39.61	\$40.79	\$42.02	\$43.28	\$44.58	\$45.91	\$47.29	\$48.71	\$50.17	\$51.68	\$53.23

Neurodiagnostics

325 - Sleep Study Tech

Date	Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Before Ratification		\$19.15	\$19.72	\$20.31	\$20.92	\$21.55	\$22.20	\$22.86	\$23.55	\$24.26	\$24.98	\$25.73	\$26.50	\$27.30	\$28.12	\$28.96
3/20/17	2.25%	\$19.58	\$20.17	\$20.77	\$21.39	\$22.04	\$22.70	\$23.38	\$24.08	\$24.80	\$25.55	\$26.31	\$27.10	\$27.91	\$28.75	\$29.61
3/5/18	2.5%	\$20.07	\$20.67	\$21.29	\$21.93	\$22.59	\$23.26	\$23.96	\$24.68	\$25.42	\$26.18	\$26.97	\$27.78	\$28.61	\$29.47	\$30.35
3/4/19	3%	\$20.67	\$21.29	\$21.93	\$22.59	\$23.26	\$23.96	\$24.68	\$25.42	\$26.18	\$26.97	\$27.78	\$28.61	\$29.47	\$30.35	\$31.26

326 - Sleep Study Tech-Lead

Date	Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Before Ratification		\$25.73	\$26.50	\$27.30	\$28.12	\$28.96	\$29.83	\$30.73	\$31.65	\$32.60	\$33.58	\$34.58	\$35.62	\$36.69	\$37.79	\$38.92
3/20/17	2.25%	\$26.31	\$27.10	\$27.91	\$28.75	\$29.61	\$30.50	\$31.42	\$32.36	\$33.33	\$34.33	\$35.36	\$36.42	\$37.51	\$38.64	\$39.80
3/5/18	2.5%	\$26.97	\$27.78	\$28.61	\$29.47	\$30.35	\$31.26	\$32.20	\$33.17	\$34.16	\$35.19	\$36.24	\$37.33	\$38.45	\$39.61	\$40.79
3/4/19	3%	\$27.78	\$28.61	\$29.47	\$30.35	\$31.26	\$32.20	\$33.17	\$34.16	\$35.19	\$36.24	\$37.33	\$38.45	\$39.61	\$40.79	\$42.02

443 - Sleep Study Tech w/ RCP

Date	Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Before Ratification		\$22.86	\$23.55	\$24.26	\$24.98	\$25.73	\$26.50	\$27.30	\$28.12	\$28.96	\$29.83	\$30.73	\$31.65	\$32.60	\$33.58	\$34.58
3/20/17	2.25%	\$23.38	\$24.08	\$24.80	\$25.55	\$26.31	\$27.10	\$27.91	\$28.75	\$29.61	\$30.50	\$31.42	\$32.36	\$33.33	\$34.33	\$35.36
3/5/18	2.5%	\$23.96	\$24.68	\$25.42	\$26.18	\$26.97	\$27.78	\$28.61	\$29.47	\$30.35	\$31.26	\$32.20	\$33.17	\$34.16	\$35.19	\$36.24
3/4/19	3%	\$24.68	\$25.42	\$26.18	\$26.97	\$27.78	\$28.61	\$29.47	\$30.35	\$31.26	\$32.20	\$33.17	\$34.16	\$35.19	\$36.24	\$37.33

190 - Sleep Study Tech w/ RCP & RPSGT

Date	Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Before Ratification		\$24.26	\$24.98	\$25.73	\$26.50	\$27.30	\$28.12	\$28.96	\$29.83	\$30.73	\$31.65	\$32.60	\$33.58	\$34.58	\$35.62	\$36.69
3/20/17	2.25%	\$24.80	\$25.55	\$26.31	\$27.10	\$27.91	\$28.75	\$29.61	\$30.50	\$31.42	\$32.36	\$33.33	\$34.33	\$35.36	\$36.42	\$37.51
3/5/18	2.5%	\$25.42	\$26.18	\$26.97	\$27.78	\$28.61	\$29.47	\$30.35	\$31.26	\$32.20	\$33.17	\$34.16	\$35.19	\$36.24	\$37.33	\$38.45
3/4/19	3%	\$26.18	\$26.97	\$27.78	\$28.61	\$29.47	\$30.35	\$31.26	\$32.20	\$33.17	\$34.16	\$35.19	\$36.24	\$37.33	\$38.45	\$39.61

**424 - Sleep Study Tech-RSPGT
Certified**

Date	Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Before Ratification		\$23.55	\$24.26	\$24.98	\$25.73	\$26.50	\$27.30	\$28.12	\$28.96	\$29.83	\$30.73	\$31.65	\$32.60	\$33.58	\$34.58	\$35.62
3/20/17	2.25%	\$24.08	\$24.80	\$25.55	\$26.31	\$27.10	\$27.91	\$28.75	\$29.61	\$30.50	\$31.42	\$32.36	\$33.33	\$34.33	\$35.36	\$36.42
3/5/18	2.5%	\$24.68	\$25.42	\$26.18	\$26.97	\$27.78	\$28.61	\$29.47	\$30.35	\$31.26	\$32.20	\$33.17	\$34.16	\$35.19	\$36.24	\$37.33
3/4/19	3%	\$25.42	\$26.18	\$26.97	\$27.78	\$28.61	\$29.47	\$30.35	\$31.26	\$32.20	\$33.17	\$34.16	\$35.19	\$36.24	\$37.33	\$38.45

Respiratory

371 - Resp-Diagnostic Thrpst-Reg-Ld

Date	Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Before Ratification		\$24.26	\$24.98	\$25.73	\$26.50	\$27.30	\$28.12	\$28.96	\$29.83	\$30.73	\$31.65	\$32.60	\$33.58	\$34.58	\$35.62	\$36.69
3/20/17	2.25%	\$24.80	\$25.55	\$26.31	\$27.10	\$27.91	\$28.75	\$29.61	\$30.50	\$31.42	\$32.36	\$33.33	\$34.33	\$35.36	\$36.42	\$37.51
3/5/18	2.5%	\$25.42	\$26.18	\$26.97	\$27.78	\$28.61	\$29.47	\$30.35	\$31.26	\$32.20	\$33.17	\$34.16	\$35.19	\$36.24	\$37.33	\$38.45
3/4/19	3%	\$26.18	\$26.97	\$27.78	\$28.61	\$29.47	\$30.35	\$31.26	\$32.20	\$33.17	\$34.16	\$35.19	\$36.24	\$37.33	\$38.45	\$39.61

318 - Respiratory Therapist

Date	Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Before Ratification		\$20.92	\$21.55	\$22.20	\$22.86	\$23.55	\$24.26	\$24.98	\$25.73	\$26.50	\$27.30	\$28.12	\$28.96	\$29.83	\$30.73	\$31.65
3/20/17	2.25%	\$21.39	\$22.04	\$22.70	\$23.38	\$24.08	\$24.80	\$25.55	\$26.31	\$27.10	\$27.91	\$28.75	\$29.61	\$30.50	\$31.42	\$32.36
3/5/18	2.5%	\$21.93	\$22.59	\$23.26	\$23.96	\$24.68	\$25.42	\$26.18	\$26.97	\$27.78	\$28.61	\$29.47	\$30.35	\$31.26	\$32.20	\$33.17
3/4/19	3%	\$22.59	\$23.26	\$23.96	\$24.68	\$25.42	\$26.18	\$26.97	\$27.78	\$28.61	\$29.47	\$30.35	\$31.26	\$32.20	\$33.17	\$34.16

**344 - Respiratory Therapist-
Registered**

Date	Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Before Ratification		\$22.86	\$23.55	\$24.26	\$24.98	\$25.73	\$26.50	\$27.30	\$28.12	\$28.96	\$29.83	\$30.73	\$31.65	\$32.60	\$33.58	\$34.58
3/20/17	2.25%	\$23.38	\$24.08	\$24.80	\$25.55	\$26.31	\$27.10	\$27.91	\$28.75	\$29.61	\$30.50	\$31.42	\$32.36	\$33.33	\$34.33	\$35.36
3/5/18	2.5%	\$23.96	\$24.68	\$25.42	\$26.18	\$26.97	\$27.78	\$28.61	\$29.47	\$30.35	\$31.26	\$32.20	\$33.17	\$34.16	\$35.19	\$36.24
3/4/19	3%	\$24.68	\$25.42	\$26.18	\$26.97	\$27.78	\$28.61	\$29.47	\$30.35	\$31.26	\$32.20	\$33.17	\$34.16	\$35.19	\$36.24	\$37.33

177 - Resp Therapy Practitioner**Intern**

Date	Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Before Ratification		\$13.04	\$13.43	\$13.83	\$14.25	\$14.67	\$15.12	\$15.57	\$16.04	\$16.52	\$17.01	\$17.52	\$18.05	\$18.59	\$19.15	\$19.72
3/20/17	2.25%	\$13.33	\$13.73	\$14.14	\$14.57	\$15.01	\$15.46	\$15.92	\$16.40	\$16.89	\$17.40	\$17.92	\$18.45	\$19.01	\$19.58	\$20.17
3/5/18	2.5%	\$13.67	\$14.08	\$14.50	\$14.93	\$15.38	\$15.84	\$16.32	\$16.81	\$17.31	\$17.83	\$18.36	\$18.92	\$19.48	\$20.07	\$20.67
3/4/19	3%	\$14.08	\$14.50	\$14.93	\$15.38	\$15.84	\$16.32	\$16.81	\$17.31	\$17.83	\$18.36	\$18.92	\$19.48	\$20.07	\$20.67	\$21.29

Other Clinical / Technical**290 - OR Tech**

Date	Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Before Ratification		\$18.59	\$19.15	\$19.72	\$20.31	\$20.92	\$21.55	\$22.20	\$22.86	\$23.55	\$24.26	\$24.98	\$25.73	\$26.50	\$27.30	\$28.12
3/20/17	2.25%	\$19.01	\$19.58	\$20.17	\$20.77	\$21.39	\$22.04	\$22.70	\$23.38	\$24.08	\$24.80	\$25.55	\$26.31	\$27.10	\$27.91	\$28.75
3/5/18	2.5%	\$19.48	\$20.07	\$20.67	\$21.29	\$21.93	\$22.59	\$23.26	\$23.96	\$24.68	\$25.42	\$26.18	\$26.97	\$27.78	\$28.61	\$29.47
3/4/19	3%	\$20.07	\$20.67	\$21.29	\$21.93	\$22.59	\$23.26	\$23.96	\$24.68	\$25.42	\$26.18	\$26.97	\$27.78	\$28.61	\$29.47	\$30.35

302 - Physical Therapist Assistant

Date	Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Before Ratification		\$19.15	\$19.72	\$20.31	\$20.92	\$21.55	\$22.20	\$22.86	\$23.55	\$24.26	\$24.98	\$25.73	\$26.50	\$27.30	\$28.12	\$28.96
3/20/17	2.25%	\$19.58	\$20.17	\$20.77	\$21.39	\$22.04	\$22.70	\$23.38	\$24.08	\$24.80	\$25.55	\$26.31	\$27.10	\$27.91	\$28.75	\$29.61
3/5/18	2.5%	\$20.07	\$20.67	\$21.29	\$21.93	\$22.59	\$23.26	\$23.96	\$24.68	\$25.42	\$26.18	\$26.97	\$27.78	\$28.61	\$29.47	\$30.35
3/4/19	3%	\$20.67	\$21.29	\$21.93	\$22.59	\$23.26	\$23.96	\$24.68	\$25.42	\$26.18	\$26.97	\$27.78	\$28.61	\$29.47	\$30.35	\$31.26

336 - Echocardiographer

Date	Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Before Ratification		\$30.73	\$31.65	\$32.60	\$33.58	\$34.58	\$35.62	\$36.69	\$37.79	\$38.92	\$40.09	\$41.29	\$42.53	\$43.81	\$45.12	\$46.48
3/20/17	2.25%	\$31.42	\$32.36	\$33.33	\$34.33	\$35.36	\$36.42	\$37.51	\$38.64	\$39.80	\$40.99	\$42.22	\$43.49	\$44.79	\$46.14	\$47.52
3/5/18	2.5%	\$32.20	\$33.17	\$34.16	\$35.19	\$36.24	\$37.33	\$38.45	\$39.61	\$40.79	\$42.02	\$43.28	\$44.58	\$45.91	\$47.29	\$48.71
3/4/19	3%	\$33.17	\$34.16	\$35.19	\$36.24	\$37.33	\$38.45	\$39.61	\$40.79	\$42.02	\$43.28	\$44.58	\$45.91	\$47.29	\$48.71	\$50.17

214 - EKG Tech

Date	Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Before Ratification		\$14.10	\$14.53	\$14.96	\$15.41	\$15.87	\$16.35	\$16.84	\$17.35	\$17.87	\$18.40	\$18.95	\$19.52	\$20.11	\$20.71	\$21.33
3/20/17	2.25%	\$14.42	\$14.85	\$15.30	\$15.76	\$16.23	\$16.72	\$17.22	\$17.74	\$18.27	\$18.82	\$19.38	\$19.96	\$20.56	\$21.18	\$21.81
3/5/18	2.5%	\$14.78	\$15.23	\$15.68	\$16.15	\$16.64	\$17.14	\$17.65	\$18.18	\$18.72	\$19.29	\$19.87	\$20.46	\$21.08	\$21.71	\$22.36
3/4/19	3%	\$15.23	\$15.68	\$16.15	\$16.64	\$17.14	\$17.65	\$18.18	\$18.72	\$19.29	\$19.87	\$20.46	\$21.08	\$21.71	\$22.36	\$23.03