



Office and Professional Employees International Union  
2800 First Avenue, Room 304 · Seattle, WA 98121 · (206) 441-8880 · 1-800-600-2433

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**COLLECTIVE BARGAINING AGREEMENT**

**BETWEEN**

**SAMARITAN HEALTHCARE**

**AND**

**OFFICE AND PROFESSIONAL EMPLOYEES  
INTERNATIONAL UNION LOCAL NO. 8, AFL-CIO**

**FOR THE PERIOD OF**

**JULY 1, 2017 THROUGH JUNE 30, 2020**

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# COLLECTIVE BARGAINING AGREEMENT

## SAMARITAN HEALTHCARE

### PREAMBLE

THIS AGREEMENT is made and entered into by and between Grant County Public Hospital District No. 1, herein referred to as Samaritan Healthcare, "Hospital" or the "Employer," and the Office and Professional Employees International Union, Local 8, AFL-CIO, CLC, herein referred to as the "Union."

### ARTICLE 1

#### PURPOSE

It is the intent and purpose of this Agreement to establish the wages, hours, and working conditions for the employees listed in Appendix "A", and to promote harmonious relations between the Hospital, its employees, and the Union.

### ARTICLE 2

#### DEFINITION

**Section 2.1 Definitions.** For the purposes of this Agreement, "employee" and "employees" as and whenever used herein shall mean and include those persons employed by the Grant County Public Hospital District No. 1 and its facilities in classifications covered by this Agreement as set forth in the attached Appendix "A" listing of classifications and wage scales, including those employees under Sections 2.4 through 2.7 of this Agreement.

**Section 2.2 Volunteers.** The Hospital agrees that volunteers shall not be utilized to displace bargaining unit employees or to fill positions previously occupied by bargaining unit employees.

**Section 2.3 Supervisory Employees.** The Hospital recognizes that bona fide supervisory employees are only those who have the authority to hire, promote, discipline, discharge, or otherwise effect changes in the status of employees or effectively recommend such action, and it is not the Hospital's policy to establish jobs or job titles for the purpose of excluding such employees from the classifications as established in Section 2.1 of this Agreement.

**Section 2.4 Probationary Employee.** An employee who has been hired for regular employment shall be considered a probationary employee during the first ninety (90) days of continuous employment, unless specifically advised by the Hospital in writing with notice to the Union of an extended probationary period not to exceed an additional ninety (90) calendar days. The written notice to the employee and the Union shall set forth the reasons for the extension. Seniority shall be retroactive to the last date of hire after an employee completes the probation period.

**Section 2.5 Regular Full-Time Employee.** A regular full-time employee is one who normally works a regular continuing schedule of eighty (80) hours in a pay period, or is otherwise so categorized by the Hospital. For purposes of low census, employees working at least seventy-two (72) hours a pay period would be considered full-time.

**Section 2.6 Regular Part-Time Employee.** A regular part-time employee is one who normally works any regularly scheduled hours of less than eighty (80) hours in a pay period. The Employer shall make a good faith effort to provide schedules of not less than thirty-two (32) hours in a pay period unless requested by the employee.

**Section 2.7 Temporary Employee.** A temporary employee is a non-bargaining unit employee who is hired for an interim period of ninety (90) days or less. Employee and the Union will be notified by the Hospital in writing of this temporary status when hired. Temporary employees will not be utilized to fill regular positions beyond ninety (90) days except for the following:

- (a) Temporary employees hired to replace a regular employee on sick leave or leave of absence may be retained on a temporary status for the duration of the leave.
- (b) Temporary employees hired specifically for vacation relief.
- (c) In extenuating circumstances, temporary assignments may be extended beyond the ninety (90) day period by mutual agreement between the Hospital and the Union.

**Section 2.8 Normal Rate of Pay.** The normal rate as defined herein shall mean the employee's base rate of pay, plus any applicable step increases, plus any shift differential required pursuant to this Agreement; provided, however, that in instances involving overtime as defined by the Fair Labor Standards Act, the normal rate of pay shall be calculated to be consistent with the FLSA definition of regular rate of pay.

**Section 2.9 Month and Year.** For the purpose of this Agreement, a month shall be defined as 173.3 compensated hours and a year shall be defined as 2080 hours to a maximum of 2080 compensated hours per anniversary year. Hours compensated shall include all actual hours worked and all hours paid for but not worked exclusive of standby hours.

## ARTICLE 3

### RECOGNITION

**Section 3.1 Recognition.** The Hospital agrees to recognize the Union as the sole and exclusive bargaining agent for the purpose of collective bargaining with respect to rates of pay, benefits, and working conditions for all regular service, maintenance, clerical, technical, and other professional employees excluding physicians, management, confidential employees, employees represented by other unions or associations, per diem employees, or supervisors.

## ARTICLE 4

### UNION SECURITY

**Section 4.1 Union Security.** Employees shall have the option of joining or not joining the Union. Such determination must be made within thirty (30) days of the effective date of this Agreement, within thirty (30) days from the date of hire, or within thirty (30) days of a transfer of status from on-call/per diem to part-time or full-time. Employees choosing to join the Union may submit a dues authorization card to the Employer. An employee joining the Union must maintain such membership as a condition of employment for the life of this Agreement.

Employees choosing not to join the Union must submit such declaration to the Union through certified mail with a copy forwarded to Personnel for placement in the personnel file. Failure to submit such declaration within the thirty (30) day period shall require the employee, as a condition of employment, to become a member of the Union for the life of this Agreement. The thirty (30) day time period begins on the effective date of this Agreement, the hire date, or the status change date. Letters sent prior to any of those dates shall not be considered a valid declaration and will be rejected by the Union. This rejection will result in a determination that the employee as a condition of employment must become a member of the Union for the life of this Agreement. A dispute regarding the validity of a letter sent to the Union may be settled through proof retained by the employee that a letter was sent through certified mail on the appropriate date to satisfy the timeframe identified in this Article. It is the employee's responsibility to retain this proof.

**Section 4.2 Dues Checkoff.** The Hospital shall deduct from each Union member's wages over every pay period each month the amount of monthly Union dues required by the Union of all employees covered by this Agreement who have voluntarily agreed in writing to such payroll deductions.

**Section 4.3 Hold Harmless.** The Union shall indemnify the Hospital and hold it harmless against any and all suits, claims, demands and liabilities that shall arise out of or by reason of any action that shall be taken by the Hospital for the purpose of complying with the foregoing provisions of this Article.

**Section 4.4 Listing of Employees.** The Hospital shall furnish to the Union on a monthly basis a listing of all bargaining unit employees, hire date, working status (full-time, part-time, temporary), classifications, wage scales, departments, shifts and employees' home addresses and phone numbers, work emails, and hourly rate of pay. The Hospital shall monthly furnish the Union with a list of any new hires, transfers, promotions, or terminations within the bargaining unit.

## ARTICLE 5

### NONDISCRIMINATION

The Hospital will not discriminate against an employee for any lawful Union activity. Neither the Union nor the Hospital shall violate applicable federal, state and local discrimination laws. Disputes regarding matters covered by this Article shall be handled in accordance with the rules



of the applicable regulatory agency and shall be exempt from the grievance procedures set forth herein.

## ARTICLE 6

### UNION BUSINESS

**Section 6.1 Access to Premises.** The Union's authorized staff representatives may have access to the Employer's premises where employees covered by this contract are working, excluding direct patient care areas, for the purposes of investigating grievances and compliance with this contract. The Union's representative will provide the Hospital twenty-four (24) hour notice of its intended visit. Such visits shall not interfere with or disturb employees in the performance of their work during working hours and shall not interfere with patient care.

**Section 6.2 Shop Stewards.** The Union shall have the right to designate a reasonable number of shop stewards. The Union shall notify the Hospital of the names of all shop stewards. Union business performed by Union stewards, including the investigation of grievances, will be conducted during non-working hours (e.g., coffee breaks, lunch periods, and before and after shifts).

**Section 6.3 Bulletin Board.** Space will be provided for a bulletin board within departments in non-public areas for use by the Union.

**Section 6.4 Copy of Agreement.** The Hospital will provide a cover letter and a payroll deduction card and will maintain an electronic version of this Agreement on the Samaritan Intranet available to each new employee.

**Section 6.5 New Hire.** Stewards and the Union office will receive a list of new employees at time of hire date via e-mail. The Bargaining Unit Representative will be allowed one-half (1/2) hour during the orientation session to introduce this contract to newly employed staff. Such presentation will be on the representative's non-paid time.

**Section 6.6 Meeting Rooms.** The Union shall be permitted to use designated premises of the Employer for meetings of the bargaining unit, with or without Union staff present, provided sufficient advance request for meeting facilities is made to the designated administrator and space is available.

**Section 6.7 Weingarten Meetings.** Weingarten meetings which are scheduled by the employer during the employee's work hours shall be considered paid time for the employee. If the employee or management requests the presence of a shop steward and the meeting occurs during the shop steward's assigned hours of work, the shop steward shall be paid at his/her base rate of pay. However, the hours shall not be counted as time worked for the purpose of computing overtime.

**Section 6.8 Negotiations.** Bargaining unit representatives and negotiating team members shall request unpaid time off for negotiating from their appropriate Unit Director. The Unit Director will make a reasonable effort to provide the time off so long as patient care requirements can be met. Bargaining Team Members will continue to accrue seniority hours

and all other accruals while attending contract negotiations during their regularly scheduled hours of work. The Union will report these seniority hours to Human Resources.

## ARTICLE 7

### EMPLOYMENT PRACTICES

**Section 7.1 Operational Change.** Where positions have been abolished because of an operational change, consideration will be given to transfer employees to comparable jobs in the Hospital. Furthermore, every consideration will be given, whenever practical and feasible, to train qualified employees by seniority for new positions created by an operational change.

**Section 7.2 Voluntary Resignation.** Employees in Job Classifications Group A and B shall be required to give three (3) weeks' written notice of resignation in order to be compensated for accrued paid time off or other benefits. Employees in Job Classification Group C shall be required to give two (2) week's written notice of resignation in order to be compensated for accrued paid time off or other benefits. The respective notice requirements may be waived in the discretion of the Hospital based on exceptional circumstances beyond the control of the employee. Once notice has been given, neither PTO nor any other benefit is available for use.

**Section 7.3 Just Cause.** No regular employee shall be disciplined or discharged except for just cause. Employees who have been discharged by the Hospital shall be given a written statement of the cause of discharge at the time of discharge or within two (2) working days thereafter. The Hospital shall use a uniform system of written warning notices for poor work performance, formal reprimands and suspensions. Employees shall be given an opportunity to read, sign and answer all letters of warning or performance evaluations before placement of such material into their personnel file. Copies of these notices shall be given to the employee at the time formal disciplinary action is taken or within two (2) working days thereafter. The employee shall be requested to sign the written warning notice. The employee's signature thereon shall not be construed as admission of guilt or concurrence with the reprimand or evaluation, but rather as an indication that they have seen and comprehend the gravity of the disciplinary action taken. An employee may request the attendance of a Union representative (including shop steward) during any meeting which may lead to disciplinary action.

**Section 7.4 Personnel File.** Upon request of an employee, the Hospital shall make the personnel file in the Personnel Office available within one (1) business day, during normal business hours for review with the Personnel Director or designee.

**Section 7.5** The Hospital shall remove all disciplinary action documentation from the employee's personnel file after two (2) years from such time the employee received the notice, provided there has been no recurrence of the infraction. Disciplinary action related to drugs, alcohol, harassment based on any protected category (*e.g.*, sex, religion, national origin), patient abuse and safety violations will remain a permanent part of the employee's personnel file.

## ARTICLE 8

### JOB POSTING

The Hospital agrees to post bargaining unit vacancies on the Samaritan Healthcare Internet Site, Intranet Site, and also the bulletin board located outside the Human Resources Department for seven (7) calendar days. A vacancy exists when a full FTE, a portion of an FTE or a Per Diem position is newly created or is not currently assigned to a regular employee. All job postings shall include the department, classification, status, and shift. The Union shall receive copies of all new or revised job descriptions. The Hospital agrees to give fair and reasonable consideration to current employees when filling vacant positions. In the event two (2) or more current employee applicants have substantially equal qualifications, experience, skills, abilities and performance in the judgment of the employer, seniority shall be the determining factor in placement. Bargaining unit applicants denied positions shall be informed of such decision either by phone and either letter or electronic communication.

## ARTICLE 9

### SENIORITY

Seniority shall mean an employee's most recent continuous length of service with the Hospital based upon total paid straight-time and overtime hours. Seniority shall be the determining factor, among bargaining unit employees, in layoff and recall from layoff, reassignment within a department resulting from layoff, and shift changes, where such factors as capability, experience, qualifications, abilities, performance and skill are substantially equal, in the judgment of the Employer.

## ARTICLE 10

### LAYOFF, RECALL

**Section 10.1 Permanent or Prolonged Layoff.** If the reduction in the number of employees is necessary the Employer shall meet with the Union about the impending layoff. The following procedures shall be followed.

- (a) When a reduction in the number of employees is required in any job classification those employees in the affected job classification with the least amount of seniority shall be the first to be laid off from the job classification, where such factors as skill and ability are substantially equal, in the judgment of the employer.
- (b) Employees who have followed a clear career path within a department through a series of promotion or lateral transfers may be eligible to bump back to those former job classifications held by less senior employees, so long as, in the judgment of the employer, such employee is still certified or licensed to perform the job, has maintained current skill level, or can be oriented to the position within three (3) weeks of placement.

- (c) Employees who have worked in a number of job classifications across different departments may also be eligible to return to a job classification that was previously held by that employee within the last twenty-four (24) months, provided that the employee has greater seniority than the incumbent and as judged by the employer, the employee's skill, ability and qualifications are equal to or exceed the incumbent's.

In the event of a layoff, the Hospital shall notify the Union and the employees involved a minimum of twenty-one (21) days prior to the impending layoff or twenty-one (21) days' pay in lieu of notice will be granted to regularly scheduled employees if appropriate notice is not given in layoff circumstances only.

**Section 10.2 Recall Procedure.** Any employee laid off shall be placed on the recall list for a period of twelve (12) months from the date of layoff. There will be no loss of previously accrued benefits or previously accrued seniority if the individual is recalled within twelve (12) months.

Employees who have been laid off pursuant to Section 10.1 herein shall be subject to recall to the job classification held at the time of layoff, prior to any job posting or hiring of outside applicants. Employees on layoff shall not accrue but shall retain past service credits for seniority, wage and benefit purposes. Notice of recall shall first be made via phone to the last known number on file. Following the initial conversation, a formal letter of recall shall be mailed via certified mail to the employee's last known home address. Failure to respond to or accept a recall notice within five (5) working days of receipt shall result in immediate forfeiture of recall rights.

Accepting a Per Diem position will not remove the employee from the recall list.

**Section 10.3 Letter of Reference.** If a laid off employee requests, the employer agrees to write that employee a letter of reference.

**Section 10.4 Permanent Reduction of Hours.** In the event of a reduction in hours, which results in a change in employee FTE, such employee shall be placed on the recall list for a period of twelve (12) months. If permanent hours become available, those hours will be offered to the most senior qualified employee in the job classification on the recall list, provided in the judgment of the employer the assignment is feasible.

**Section 10.5 Floating.** Employees working in the same job classification may be requested to float to other departments and/or locations to help fill emergent needs on a temporary basis. Such obligations will be rotated and equitably distributed within a job classification. Such assignment will not result in a change in shift hours unless mutually agreed upon by the employee and the employer. If, during the floating assignment, an employee is asked to perform a task or procedure for which the employee does not feel qualified or trained to perform, the employee should immediately discuss the matter with supervision.

**Section 10.6 Low Census.**

**Section 10.6.1 Definition of Low Census.** Low census will be defined as a need to temporarily reduce hours due to a decline in work requirements.

**Section 10.6.2 Assignment of Low Census.** Prior to reducing hours as a result of low census, the Hospital will attempt to reassign employees to other departments and/or projects as long as such assignment does not replace the work of a previously low censused employee. If such reassignment is not possible as determined by the Hospital, low census reduction in hours shall be assigned in the following order dependent upon skills and ability:

- (a) Premium Pay employees.
- (b) Employees that request or volunteer for low census.
- (c) Per Diem employees, temporary employees.
- (d) Full time and part time employees on a rotational basis.

The hospital will attempt to provide work for as many employees as possible but will not keep employees on duty when there is no reasonable work for them to do. Work shall be defined as direct patient care, indirect activities, such as development of procedures, policies, in-service problems, or orientation to other units if practicable. Low census shall be rotated among all staff consistent with the following:

1. Low census is on a department basis. The decision to low census rests with the department leader.
2. Low census shall begin with the least senior employee in the affected job classification and shall rotate through all employees within the affected job classification. The employer shall track the number of hours each employee receives during the rotation process. The employee with the highest amount of low census hours shall not be forced to take low census until all remaining employees in the rotation have reached the same amount. Tracking of low census hours shall reset every three (3) months.
3. Implementation of the low census rotation shall be by shift/day on a seniority basis.
4. Volunteer low census hours shall count in the administration of the rotational system.
5. Requests for voluntary low census will be rotated amongst the employees within the affected job classifications and/or departments beginning with the highest senior employee. The employee with the lowest amount of low census hours shall be entitled to take low census until all remaining employees in the rotation have reached the same amount. Tracking of low census hours shall reset every three (3) months. An employee's request for voluntary low census is subject to the Hospital's determination as to its needs relating to patient care based on the employee's skill and ability.
6. Involuntary low census days may be made up provided such make-up does not require overtime or premium compensation. It is the employee's responsibility to communicate to their department leader that they are available to make up a low census day. Involuntary low census make-up days are paid at the normal rate of pay.

An employee requesting to make-up involuntary low census may replace a premium pay employee, per diem employee, or temporary employee for a partial or full shift. The scheduling of a low census make-up day shall be mutually agreed upon by the affected employee and the department leader. Replacement shifts for an employee making up involuntary low census shall be considered provided skills, ability and knowledge are substantially equal to the employee being replaced, in the judgment of the Employer. Priority shall be given to an employee requesting a low census make-up day prior to an employee requesting to work additional shifts above his or her scheduled FTE. An employee requesting additional shifts above his or her scheduled FTE where low census is not a factor shall do so according to Section 11.4.3.

7. Employees who work in multiple locations and performing the work of multiple job classifications will be included in the low census rotation for the area where they are assigned the majority of their hours.
8. Nothing herein shall be construed to preclude the Hospital from implementing a layoff at any time, in accordance with Section 10.1.

**Section 10.6.3 Low Census Standby.** Any full-time or part-time employee on low census standby shall receive twenty-five percent (25%) of their regular salary. Employees called in to work while on low census standby shall be paid for all work performed at their regular rate of pay. Employees placed on low census standby shall be available to return to work when the need arises.

**Section 10.6.4** Low census days shall not affect regularly scheduled employees seniority for any purpose. Low census is on a per department basis. If there is agreement between the employee and the department, the work schedule can be amended to decrease low census. This flexibility affects the posted schedule only. The employee being asked to change schedules has the final determination.

**Section 10.7 Reassignment Within Department.** In the event of a layoff, the remaining employees will be reassigned on the basis of seniority to available positions within their classification or comparable classification for which they are qualified in the department. The Hospital will make a good faith effort to assign the more senior employees to positions that match or approximate the employee's former shift and number of hours of work.

## ARTICLE 11

### **HOURS OF WORK – OVERTIME**

**Section 11.1 Work Day.** A normal work day shall consist of eight (8) hours within eight and one-half (8½) consecutive hours with one-half (½) hour as unpaid lunch period.

**Section 11.1.1** A payroll period is established as two (2) weeks in length consisting of fourteen (14) consecutive days. A pay period begins at 12:00am on Sunday and ends at 11:59pm on Saturday.

**Section 11.1.2** The established payday will be every other Friday, following the end of a payroll period.

**Section 11.2 Normal Work Period.** The normal work period shall consist of eighty (80) hours' work within a fourteen (14) day period.

**Section 11.3 Alternative Shifts.** Examples of such schedules are nine (9), ten (10), and twelve (12) hour shifts, and/or seven (7) days on and seven (7) days off, as established and approved by the Employer. *(Refer to Shift Schedule Addendums)*

**Section 11.4 Overtime.** All hours in excess of eight (8) hours in one (1) day or eighty (80) hours in one (1) fourteen (14) day period shall be paid at the overtime rate of one and one-half (1½) times the normal rate.

**Section 11.4.1** For alternative shifts or innovative work schedules over eight (8) hours, time and one-half (1 ½) of the normal rate of pay shall be paid for hours in excess of the regularly scheduled shift in one day, or over forty (40) hours in one (1) week. Upon request of the employee and agreement of management, employees may choose the alternate work week agreement and be paid overtime for over forty (40) hours in one (1) week to enable greater flexibility in their hours of work within the week.

**Section 11.4.2** If an employee works over eight (8) hours per day or over eighty (80) hours in one (1) fourteen (14) day period, where the employee is working an eight (8) hour shift, the first two (2) hours of overtime will be paid at the rate of one and one-half (1½) times the regular rate of pay plus applicable premiums, and any additional hours will be paid at the rate of double time (2x). This clause shall not apply to employees working nine (9), ten (10) and twelve (12) hour shifts.

**Section 11.4.3** Part time employees that sign up to work additional shifts above their FTE shall be paid their regular rate of pay for those hours worked. Part time employees that are called to work a shift on their day off will receive time and one-half (1 ½) of the normal rate of pay provided the request for work was made less than twenty-four (24) hours in advance of the shift needed. The Hospital will make a good faith effort to utilize regularly scheduled employees prior to scheduling per diem, temporary or hiring new employees, provided that the utilization does not result in overtime.

**Section 11.5 Overtime Authorization.** All overtime must be authorized in advance by the Supervisor. Reasonable amounts of overtime may be assigned to any employee as a condition of employment. Failure to accept such assignments shall result in appropriate disciplinary action. Overtime will be offered by seniority and rotated equitably in the needed job classification. If no employee is available then the overtime will be offered to the most senior employee with the requisite qualification, skill and ability working outside the job classification.

**Section 11.6 No Duplication of Overtime Hours.** Overtime hours shall be counted only once for purposes of computing overtime. All non-overtime hours worked, regardless of rate of pay, shall be counted as hours worked for purposes of computing overtime.

**Section 11.7 No Duplication of Premium Hours.** Premium hours shall be counted only

once for purposes of computing premium pay. To the extent that hours are compensated for at a premium rate under one provision, they shall not be counted as hours worked in determining premium payments under the same or any other provisions.

**Section 11.8 Time Paid for But Not Worked.** Time paid for but not worked shall not count as time worked for purposes of computing overtime.

## ARTICLE 12

### SCHEDULING

**Section 12.1 Scheduling.** The Hospital reserves the right to determine all work schedules to which bargaining unit employees may be assigned. The Hospital will make reasonable effort to work with employees in their department to develop and implement a work schedule which meets the needs of the department and the employees.

**Section 12.2 Weekends.** In departments where the employees desire to have every other weekend off scheduling, the Hospital will make reasonable effort to implement every other weekend off. Weekend shall mean Saturday and Sunday, except in the case of the night shift which shall mean Friday and Saturday.

**Section 12.3 Posting.** Work schedules shall be posted four (4) weeks in advance or by the 20<sup>th</sup> of the month, in a visible place of ready access to all departmental employees. Schedule changes will be posted by Thursday of the week preceding the schedule change, except for emergencies or changes not known at that time.

Apply the “Bubblesheet” Letter of Understanding of April 1, 2013 to all bargaining unit classifications except:

Accounting, Cardiac Rehab, Education, Health Information Management, Information Technology, Interpreters, Medical Staff, PFS Clinic, PFS Hospital, Pharmacy, Physical Therapy, Plant Services, Purchasing and Sterile Processing.

**Section 12.4 Rest Between Shifts.** In scheduling work assignments, the Hospital will make a good faith effort to schedule employees with at least twelve (12) hours off between shifts. In the event an employee is mandatorily required to work with less than twelve (12) hours off between shifts, all time worked within this twelve (12) hour period shall be paid at time and one-half (1½), and any shift starting within this twelve (12) hour period shall be at time and one-half (1 ½) for all hours worked on that shift. Individuals who voluntarily trade shifts will not be eligible for time and one-half (1½).

**Section 12.4.1 Rest Between Shifts for Alternate Shifts.** This section shall not apply to standby and callback assignments performed pursuant to Sections 13.8, 13.8.1 and 13.9. Per the Ten (10) Hour Shift Schedule Addendum and the Twelve (12) Hour Shift Schedule Addendum, in the event the employee is required to work with less than ten (10) hours off between shifts, all time work within this ten (10) hour period shall be paid at time and one-half (1 ½), and any shift starting within this ten (10) hour period shall be at time and one half (1 ½) for



all hours worked on that shift. Individuals who voluntarily trade shifts will not be eligible for time and one-half (1½).

**Section 12.5 Shift Assignments.** In the event the Hospital changes employees' shift assignments, consideration will be given to the desires of the affected employees. If there is no mutual agreement, changes will be made in reverse order of seniority provided that skill and ability are adequate to meet the Hospital's staffing requirements.

**Section 12.6 Rest Periods.** Employees shall receive one (1) ten (10) minute rest period during each four (4) hour period of work. Employees working twelve (12) hour shifts shall receive three (3) rest breaks. Rest periods shall normally be taken in uninterrupted 10 minute segments. However, if workload prevents an uninterrupted break, the employee may take their break on an intermittent basis consistent with the provisions of WAC 296.126.092. Employees shall receive a thirty (30) minute meal period on employees own time to be provided within five (5) hours of start of employment. If an employee is required by the Hospital to remain on hospital premises during the meal period, such time shall be considered as time worked for pay purposes. Employees required to wear pagers during their meal period will be paid standby pay. If an employee's meal period is interrupted, the employee will be paid for the meal period at one and one-half (1½) times the regular rate of pay. The Hospital will make a good faith effort to provide adequate relief for meal and rest periods. Meal facilities and/or vending machines will be provided for employees.

**Section 12.7 Notice of Intended Absence.** Employees who are required to be absent for any reason will provide their immediate supervisor or designee with reasonable notice of such request and the reasons therefore. Except for an emergency, such notice must be provided to the employee's supervisor immediately following the employee's knowledge of the need for such absence. All absences must be approved by the supervisor.

**Section 12.8 Flex Time.** An employee who is absent for a partial or full day in any work week may request in advance to make up time on her/his regularly scheduled day off, or before or after end of shift, within the work week of the absence. Such request may be granted based upon availability of work and supervision. Such employee will be paid his/her normal rate. Such rescheduling shall not result in overtime and/or premium obligations including shift differential, to the Hospital.

**Section 12.9 Innovative Work Schedule.** Innovative work schedules not covered by Section 12.3 may be established by the Employer with the consent of the employees involved. Prior to implementing an innovative shift, the Employer and the Union will meet to clarify the terms and conditions of employment related to that innovative work schedule.

**Section 12.10 Work Load Distribution.** When an employee is absent for any reason, and a replacement is not obtained, the Hospital shall distribute the work load among the other employees in the department so that no undue hardship will be placed on any individual employee.

## ARTICLE 13

### COMPENSATION

#### Section 13.1 Wage Schedule:

Effective the first day of the first pay period in July 2017 – increase all wage rates and the wage scale by three percent (3%).

Effective the first day of the first pay period in July 2018 – increase all wage rates and the wage scale by three percent (3%).

Effective the first day of the first pay period in July 2019 – increase all wage rates and the wage scale by three percent (3%).

**Section 13.1.1** Wage increases set forth herein shall become effective at the beginning of the first pay period on or after the dates designated.

**Section 13.1.2 Bonus Plan.** All bargaining unit employees shall participate in the Hospital's Bonus Compensation Plan. (*Refer to Bonus Plan Addendum*)

**Section 13.2 Wage Rate for Out of Class Work Assignments.** Each employee will have a regular job classification title and job description. When an employee is required to perform work in a classification other than his/her regular classifications, his/her hourly rate shall be determined as follows:

- (a) When an employee temporarily performs work in a job classification lower than his/her regular classification, he/she will continue to receive the normal rate of pay which he/she is entitled to in his/her regular job classification. Employees may work two (2) different classifications at two (2) different pay rates, if appropriate.
- (b) Employees working in a higher classification on a temporary basis of at least two (2) hours in duration shall receive the hourly rate for the higher classification and be paid at the step rate determined appropriate for their relevant work experience in the higher classification as determined by the employer for all time spent in that classification, or his/her normal rate, whichever is higher. The employee shall be assigned a secondary job classification in the higher classification with the wage rate as determined in the context of this section of the agreement.

**Section 13.3 Wage Rate Upon Voluntary Transfer (Non-Promotion).** An employee transferring into a new classification shall do so without loss of seniority. An employee who is transferred to a position in his/her same salary range or a new lower salary range shall be placed at a step that recognizes all relevant experience in the new position. Employees shall maintain their hour accumulation prior to the transfer.

**Section 13.4 Wage Rate Upon Promotion.** Employees accepting a promotion into a higher classification shall be placed at the step that most closely reflects their previous rate of pay plus an additional five (5) percent, or to the entry step of the new range, whichever is higher. If the

employee's past experience is directly related to the new position in a higher classification, and the employee was not given credit for this relevant experience previously because it was not directly related to his or her current position, a new determination of a step level shall be considered which may be higher than a five percent (5%) increase or base step placements. The next step increase after a promotion shall occur after the completion of twelve (12) months effective the beginning of the pay period following the effective date of the promotion. Credit for the employee's relevant past experience shall be in the judgment of the employer.

- (a) In the event of reassignment to a classification in the same salary range, step placement and hour accumulation shall be retained. In the event of a change in assignment to a different salary range, for any reason other than pursuant to Section 13.2, the employee shall be placed at a step which does not represent a decrease, or Step 15, whichever is lower.
- (b) No loss of seniority. An employee promoted into a new classification shall do so without loss of seniority status, as defined in Article 9.

**Section 13.5 Step Increases.** Nothing herein shall prevent the Hospital from paying over and above the wage rates listed herein. Step increases for employees shall become effective the beginning of the pay period following twelve (12) calendar months of continuous work.

**Section 13.6 Retroactivity of Wage Increase.** All step increases that are not put into effect as of the date of a step increase shall be effective retroactively to the effective date of the step increase.

**Section 13.7 Shift Differential.** Zones for the purposes of determining when shift differential should be paid are defined as:

Day - 6:00 a.m. to 5:00 p.m.

Evening - 3:00 p.m. to 11:00 p.m.

Nights - 11:00 p.m. to 7:00 a.m. (9:00 a.m. for ten (10) hour shifts beginning at 11:00 p.m.)

Shift differential shall be paid for all hours worked in the evening and night zones provided the employee has been assigned to work an evening or night shift. For those employees assigned to an evening and/or night shift, shift differential shall be considered as part of the base wage schedule for the purpose of calculating PTO, payment of overtime, holiday and EIB.

Employees assigned to work during regular day shift hours 6:00 a.m. to 5:00 p.m. shall not be eligible to receive shift differential unless they have worked four (4) hours into a shift differential zone.

### **Section 13.7.1**

**Group A:** The evening shift differential shall be two dollars and seventy-five cents (\$2.75) per hour and the night shift differential shall be three dollars and seventy-five cents (\$3.75) per hour for all classifications specified in Group A of the Job Classifications Addendum. *(Also, refer to Job Classifications with Premiums Addendum)*

**Group B:** The evening shift differential shall be one dollar and eighty-five cents (\$1.85) per hour and the night shift differential shall be two dollars and seventy-five cents (\$2.75) per hour for all classifications specified in Group B of the Job Classifications Addendum. *(Also, refer to Job Classifications with Premiums Addendum)*

**Group C:** The evening shift differential shall be one dollar and sixty cents (\$1.60) per hour and the night shift differential shall be one dollar and eighty-five cents (\$1.85) per hour for all classifications specified in Group C of the Job Classifications Addendum. *(Also, refer to Job Classifications with Premiums Addendum)*

**Section 13.7.2** The weekend premium shall be two dollars (\$2.00) per hour for Group A, Group B, and Group C Job Classifications. Such premium is excluded from overtime premium calculations unless otherwise required by the Fair Labor Standards Act. The weekend will be defined as all hours worked between 11:00 p.m. Friday and 11:00 p.m. Sunday for those employees working eight (8) hour shifts. For employees working twelve (12) hour shifts, the weekend will be defined as all hours worked between 7:00 p.m. Friday and 7:00 p.m. Sunday. *(Also, refer to Job Classifications with Premiums Addendum)*

**Section 13.8 Callback Pay.** Excluding early beginning or extensions of their regularly scheduled shift and mandatory in-service assignments, regular employees called back to work shall receive a minimum of two (2) hours' pay at time and one-half (1½) the normal rate of pay. If employee is called and is not required to report for work, but can resolve the problem from home, the employee will be paid for the actual time worked or a minimum of thirty (30) minutes, whichever is greater, at one-half (1 ½) times the straight time hourly rate. Management reserves the right to determine when employees will be called at home and the order in which employees will be contacted.

**Section 13.8.1** Excluding early beginning or extensions of their regularly scheduled shift, regular employees called back to work for mandatory in-service shall receive a minimum of one (1) hour's pay at the normal rate of pay and subject to the overtime provisions set forth herein.

**Section 13.9 Standby Pay.** Effective July 2017, increase Standby pay to \$4.00 per hour for all positions in the Job Classifications with Premiums Addendum. The employee shall be guaranteed a minimum of two (2) hours of pay consistent with the remaining provisions of this Section. Call-in time shall be in two (2) hour time frames. The first call-in will begin the first two (2) hour time frame. The employee may return home when his/her work is completed. If the employee is called back before the two (2) hours have passed, it will be considered the same two (2) hours. After the two (2) hours have passed, the next time frame will begin with the next call-in. An employee shall receive time and one-half (1 ½) his/her normal rate of pay when called in from standby status. *(Also, refer to Job Classifications with Premiums Addendum)*

**Section 13.10 Reporting Pay.** Employees who are requested to report for work or who are scheduled to work and who are permitted to come to work without receiving prior notice that no work is available shall perform any work to which they may be assigned. The employee shall be paid an amount of money equivalent to two (2) hours at the normal rate of pay, including applicable shift differential unless one (1) hour previous notice is given to employees. This notice provision is met if the Employer makes reasonable efforts to reach employee within the time specified.

**Section 13.11 Payroll Errors.** A paycheck error shall be corrected within seven (7) calendar days from the time the employee notified the payroll office of the error. If ten dollars (\$10) or less, it will be included in the next paycheck.

**Section 13.12 Supervisor's Pay.** An employee assigned by his or her manager to cover the department in the absence of the manager shall receive an additional one dollar and fifty cents (\$1.50) per hour to his/her normal rate of pay.

**Section 13.13 Lead Pay.** Effective July 2017, an employee assigned by his or her manager to oversee work being performed by other employees in the department or facility shall receive an additional one dollar and twenty-five cents (\$1.25) per hour to his/her normal rate of pay.

**Section 13.13.1** An employee assigned as a Permanent Lead by his or her manager shall receive the Lead premium on both worked and non-worked hours. Non-worked hours include: PTO, EIB, Bereavement, Jury Duty, and Military Leave. Permanent Lead is defined as: An employee that has been selected to fill a Permanent Lead position and spends 100% of his/her time at work in the Lead capacity.

**Section 13.14 Preceptor Pay.** An employee assigned as a preceptor shall receive a premium of one dollar and fifty cents (\$1.50) per hour for all hours so assigned.

Employees are eligible to receive preceptor pay when they are precepting students that are completing their clinical rotations, or newly graduated clinical employees, or employees learning new clinical skills.

A preceptor is defined as an experienced, clinical employee proficient in teaching, who is specifically responsible for planning, organizing and evaluating the new skill development of a new employee enrolled in a specific department training program, as defined by the Hospital.

Inherent in the preceptor role is the responsibility for specific, criteria-based and goal-directed education and training for a specific training period. Management will determine the need for preceptor assignments and the time required for precepting, if any.

It is understood that employees, in the ordinary course of their responsibilities, will be expected to participate in the general process of assisting new employees requiring department orientation. This would include providing informational assistance, support and guidance to new employees. Preceptor pay shall not apply to orientation of staff or students.

Management reserves the right to determine when preceptors are needed and for what job classifications formal preceptor programs will be developed.

**Section 13.15 Mileage.** Subject to prior approval, employees required to use their personally owned automobile on Hospital business will be reimbursed for their mileage at the rate established by the I.R.S.

**Section 13.16 Additional Hours.** Part-time employees desiring additional hours up to full-time shall notify the Department Manager in writing. Such hours will be offered by seniority

in the needed job classification. The Hospital will make a good faith effort to utilize regularly scheduled employees prior to scheduling per diem employees or hiring new employees. Positions and hours may be combined to achieve full-time status upon Hospital approval.

**Section 13.17 Certification Pay.** Full-time and part-time employees regularly scheduled for twenty-four (24) hours or more per pay period, who become nationally certified in recognized clinical specialties, shall be eligible to receive one thousand dollars (\$1,000.00) (pro-rata for part-time) upon completion and every six (6) months they remain certified and continue to meet all education and other requirements to keep the certification current and in good standing. Certification pay shall be subject to the provisions outlined in Policy No. 8500-186. Certified employees shall notify their respective Department Managers in writing at the time certification is received, providing a copy of the original certification document.

**Section 13.18 Orientation Pay.** In addition to an employee's normal duties, an employee assigned by his or her manager to orient new employees shall receive an additional fifty cents (.50) per hour to his or her normal rate of pay for the time designated by the manager to orient the new employee. Management reserves the right to determine when this pay shall apply to an employee and for what job classifications formal orientation programs will be developed.

**Section 13.19 Spanish Interpreter Pay.** Only the Clinic Secretary Receptionist I/II and EMR Clerk is eligible for Spanish Interpreter Pay which is separate from the Certified Medical Spanish Interpreter classification. In addition to an employee's normal duties, an employee who has been assessed and passed the Bilingual Competency Tool limited to dialogue/conversation relative to front desk/receptionist types of conversation, scheduling appointments, billing questions by the hospital based Spanish Interpreter and has been assigned by his or her manager in writing to provide limited Spanish Interpreter services shall receive an additional fifty (\$.50) per hour added to his or her regular rate of pay. An employee receiving this premium shall regularly be available to provide limited interpreting services as previously defined. Management reserves the right to determine when this pay shall apply and when no longer appropriate due to a transfer or other situation determined by management and may remove this additional premium. There shall be no retroactive pay for this premium. The premium shall be added only after the assessment has been added and the manager has specifically assigned these additional duties.

The Employer will issue a written directive to Managers and Providers directing that no bargaining unit member be required to provide interpretation services unless they are eligible to do so under the Collective Bargaining Agreement. No employee shall be disciplined in any way, up to and including termination for objecting to and/or declining to provide interpretation services consistent with this paragraph.

**Section 13.20 Pay Equity.** Upon written request by an employee, the Employer will promptly investigate the employee's inquiry relating to inequity in the employee's pay. The Employer will respond to such requests, in writing, within fourteen (14) days. If an inequity is determined, an appropriate adjustment shall be made to the employee's pay. Such equity adjustment will be effective back to the date a request was first submitted to the Employer.

## ARTICLE 14

### LEAVE OF ABSENCE

**Section 14.1 Definition.** Leave of absence is defined as: (1) Any anticipated absence in excess of three (3) weeks; or (2) any absence, any portion of which is unpaid time off; or (3) unanticipated absence that exceeds thirty (30) calendar days in duration. All leaves of absence are to be requested from the Hospital in writing as far in advance as possible, stating the amount of time requested. A written reply to grant or deny the request shall be given by the Hospital as soon as possible. For any leaves of absence, available PTO shall be used at the beginning of the leave, at the employee's option.

**Section 14.2 Personal Leave.** Upon completion of one (1) year of continuous employment, employees may be entitled to a leave of absence up to one (1) year without loss of seniority or any other accrued benefits. A leave of absence granted for a period not exceeding thirty (30) calendar days shall entitle the employee to be returned to his/her previous position, including shift status. When a leave is granted for more than thirty (30) calendar days, the employee will be entitled to the first available position for which that employee is qualified. Rejection of any position offered may terminate leave of absence status. Accrued sick time may be used for the period of temporary disability for medical or maternity leave.

**Section 14.3 Bereavement Leave.** The Hospital shall grant a paid bereavement leave to full-time employees for twenty-four (24) hours at the employee's normal rate of pay. Regular part-time employees shall receive a paid bereavement leave on a prorated basis. Additional unpaid leave may be granted in the discretion of the Hospital under appropriate circumstances. The bereavement leave shall be for employee's immediate family as defined as follows: employee's parents, grandparents, spouse, children, brother, sister, spouse's brother or sister, mother-in-law, father-in-law, stepchildren and grandchildren. If an employee has encountered a death in the immediate family while on PTO leave, the employee shall receive bereavement leave in lieu of scheduled PTO time.

**Section 14.4 Industrial Injury.** During the period of time when an employee is on leave of absence resulting from an industrial injury sustained while in the course of employment with the Hospital, the employee shall accrue service credit for the purpose of promotions, wage tenure increases, and other accrued benefits for six (6) months or less.

**Section 14.5 Jury Duty.** Regular scheduled employees shall receive their regular salary when called to jury duty. The employee, on receiving the jury duty pay, will assign the daily jury duty stipend to the Hospital. Such leave shall not exceed twenty (20) paid days in any calendar year. The Hospital shall make reasonable attempt to accommodate employees who work other than the day shift.

**Section 14.6 Military Leave.** In the event an employee has to perform military reserve duty or is recalled to armed forces, such leave shall be granted without loss of seniority or other accrued benefits.

**Section 14.7 Federal Family and Medical Leave Act (FMLA).** All eligible employees will be covered by all applicable State and Federal Laws and current laws shall be posted in public

areas.

**Section 14.8 Dependent Care.** Leave for dependent care shall be in accordance with applicable state law. Such leave shall be administered in accordance with applicable state law.

**ARTICLE 15**

**ELIGIBILITY FOR BENEFITS**

All regular full-time and regular part-time employees as defined in Sections 2.5 and 2.6 shall be eligible for Hospital paid benefits after completion of the probationary period and as established in the particular benefit plan. Regular part-time employees shall receive prorated PTO, sick leave, health insurance (if twenty (20) hours or more) and other benefits based on their hire status.

**ARTICLE 16**

**INSURANCE**

**Section 16.1 Workers' Compensation.** All employees subject to this Agreement shall be covered by State Industrial Accident Insurance, or equivalent insurance, as provided for in RCW 51.04, *et seq.*

**Section 16.2 Group Insurance.** The Hospital will provide a group health insurance and group dental plan for employees who work at least twenty (20) hours per week. The Hospital's contribution for employee premiums will be one hundred percent (100%) of the premium for the hospital designated core plan. Benefits for part-time employees will be prorated as provided in Article 15. In addition, the Hospital's contribution for dependent coverage shall be:

Medical/Vision Rates

Employee	100% of cost for the Core Plan
Employee + Spouse	85% of the cost for the Core Plan
Employee + Child(ren)	85% of the cost for the Core Plan
Family	85% of the cost for the Core Plan

Dental Rates

Employee	100% of cost for the Core Plan
Employee + Spouse	85% of the cost for the Core Plan
Employee + Child(ren)	85% of the cost for the Core Plan
Family	85% of the cost for the Core Plan



On annual renewal, if the medical/dental/vision health premiums increase, on average greater than 5% from the previous year's premiums, the increased costs shall be borne equally by the employer and the employee. On annual renewal, if premium costs increase an average five percent (5%) or less from the previous year's premiums, the associated cost increase shall be borne by the employer, maintaining the percentage subsidy of one hundred percent (100%) for full-time employee only coverage and eighty-five percent (85%) for dependent coverage. Full-time for medical and dental insurance premium rates only shall be a .75 FTE or greater.

**Section 16.3 Benefits.** In the event the Hospital modifies a current benefit plan that is offered (i.e., medical, dental, vision, life, AD&D) or provides an alternative plan, where such modified or alternative plan does not offer benefits substantially equivalent to the existing plan design, the Hospital will discuss the proposed plan changes with the Union prior to implementation.

## ARTICLE 17

### PAID TIME OFF

**Section 17.1 Purpose.** The Hospital shall provide a consolidation of vacation, holidays and a portion of sick leave benefits in a benefit called Paid Time Off (PTO). The purpose of the PTO Plan is to provide employees the flexibility in using earned leave days to best meet individual needs and desires for personal health, family, recreation, business, low census or leisure time. Earned PTO may be used for any personal absence the employee wishes.

**Section 17.2 Eligibility.** Regular full-time and part-time employees are eligible to start accruing PTO benefits upon completion of a satisfactory probation period. Part-time employees will accrue PTO benefits on a pro-rata basis. After ninety (90) days' continuous employment, the employee may schedule and take PTO to the extent that they have earned. PTO should be scheduled by the employee in such a way as will least interfere with the function of a particular department and the continuity of patient care.

**Section 17.3 Scheduling.** Vacation shall be scheduled on a departmental basis. The Employer shall determine the number of employees in any department who shall be scheduled to utilize PTO at any one time. The Department Leader will be responsible for approval of PTO to provide for adequate staffing patterns to meet patient and operational needs.

Employees are required to submit their requests for PTO to their Department Leader by the 10<sup>th</sup> of each month to be effective in the following month. PTO requests shall be reviewed and a determination made between the 11<sup>th</sup> and 19<sup>th</sup> of each month. Schedules for the following month will be posted by the 20<sup>th</sup> of each month. Approved PTO requests will be denoted on the schedule. PTO requests received after the schedule has been posted shall be considered on a first-come, first-served basis and granted at the discretion of the Department Leader.

In addition to the procedure defined above, there shall be a special request period running from January 1<sup>st</sup> through January 31<sup>st</sup>. PTO requests submitted during this period shall be approved based upon the employee's seniority no later than February 20<sup>th</sup> of each year. All other PTO requests shall be approved on a first-come, first-served basis and responded to within seven (7) working days.

Once vacation time has been approved it will not be cancelled, by either party, unless mutually agreed to by the Employee and the Employer.

Employees who have accrued PTO in their bank will be granted time off prior to scheduling employees with no PTO in their bank. If the amount of accrued PTO is insufficient to cover the requested time off, approval of the request is at the discretion of the Department Leader.

Employees may utilize PTO hours to supplement their time card for low census. PTO may be used to supplement the amount received by an employee for Worker's Compensation Insurance, as provided under Section 16.1.

**Section 17.4 Accrual.** The maximum allowable PTO accrual is one and one-half (1½) times the yearly accrual amount. The employee will exercise their best effort to utilize PTO time within twelve (12) months of earning it. Any hours above the employee's maximum accrual in the PTO bank will, at the employee's option, be cashed out.

<u>Years of Service</u>	<u>Paid Time Off Hours</u>		
	<u>Payperiod Accrual</u>	<u>Annual Accrual</u>	<u>Maximum Accrual</u>
1 - 4 years	6.77	176	264
5 - 9 years	8.31	216	324
10 years and thereafter	9.85	256	384

## ARTICLE 18

### SPECIAL PROVISIONS

**Section 18.1 Meals.** The charge for on duty meals for dietary employees shall be as follows: breakfast, fifty cents (\$.50); lunch, one dollar and fifty cents (\$1.50); dinner, one dollar (\$1); snack, fifty cents (\$.50). The Employer shall reduce the price of meals to the fifty percent discounted price upon execution of this agreement. If the Employer plans to increase the overall costs of meals by greater than five percent (5%) in a calendar year period, the Employer will notify the Union of the proposed increase within thirty days of implementation for the purpose of providing the Union with an opportunity to consult with the Employer regarding the change.

**Section 18.2 In-service Programs.** The Hospital shall exercise reasonable efforts to schedule in-service education programs at times convenient to all shifts. Efforts will be made to minimize the impact on employees who are regularly scheduled to be off work through use of taped meetings, minutes or scheduling on same date each month, excluding weekends.

**Section 18.3 Posting In-service Programs.** In-service programs are to be posted in advance. The Hospital will indicate whether attendance is mandatory. Time spent at mandatory in-services shall be considered as time worked.

**Section 18.4 Education/Travel.** Employees mandated to attend training, conferences, or seminars shall receive overtime for hours in excess of their normal shift for attendance hours and travel time, in accordance with Section 11.4 of the current labor agreement. Such excessive hours may be compensated in overtime pay or, at the option of the employee, may

be scheduled in advance during the same pay period, by utilizing a flexible scheduling option.

All expenses, (registration fees, lodging, parking, meals and travel expenses) incurred while attending mandated training, conferences or seminars shall be at the employers expense.

## ARTICLE 19

### HOLIDAYS

**Section 19.1 Holidays.** Employees shall be paid time and one-half (1½) for hours actually worked on any of the following days:

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

**Section 19.2 Holiday Schedule.** The Hospital shall exercise good faith to rotate the work schedules so employees shall take turns when required to work on a recognized holiday.

**Section 19.3 Holiday – Department Closed.** In the event a department of the hospital is closed on a holiday and an employee of that department voluntarily chooses to work on the holiday, the time shall be paid at straight time for all hours actually worked on a holiday. A PAR must be completed by the employee and approved by the Department Leader in advance of the holiday.

## ARTICLE 20

### EXTENDED ILLNESS LEAVE

**Section 20.1 Accumulation.** Employees shall accumulate extended sick leave at the rate of .03077 the first eighty (80) hours compensated in a pay period and shall accumulate extended sick leave commencing with the ninety-first (91<sup>st</sup>) day of employment. Paid extended sick leave shall be computed as time worked for the purpose of accruing benefits. Extended sick leave accrual is limited to seven hundred and twenty (720) hours. Once employees reach the maximum amount of EIB accrual, they will no longer accrue EIB hours until such time as their balance drops below the seven hundred and twenty (720) hour maximum. Employees that have a balance above the 720 maximum amount, as of July 1, 2004, will not lose their excess hours. They will not accrue any additional EIB until their balance drops below the 720 maximum amount.

**Section 20.2 Notification of PTO or Extended Sick Leave.** Employees scheduled to work shall be required to notify the Hospital as soon as they know, or not less than two (2) hours in advance of the employee's scheduled shift, if unable to report for duty. The Hospital shall give consideration to extenuating circumstances that make such notice requirements impossible.

**Section 20.3 Payment.** The first sixteen (16) consecutive compensable hours of illness the employee shall draw out of the PTO bank except in instances of immediate hospitalization or

on-the-job injury (supplement worker's compensation up to one hundred percent (100%) of salary). Starting with the seventeenth (17<sup>th</sup>) consecutive compensable hour of illness, earned leave in extended illness bank shall be used for immediate subsequent scheduled time the employee is unable to work due to illness. Extended sick leave pay shall be based on normal rate of pay.

**Section 20.4 Payroll Check Stubs.** Extended sick leave credits shall be shown on the bi-weekly payroll electronic pay stub for every payroll period.

## ARTICLE 21

### RETIREMENT BENEFITS

The Hospital shall continue to maintain a retirement program. Newly eligible employees are able to enroll at any time. Retirement benefits and eligibility requirements for participation shall be defined by the Employer's plan.

## ARTICLE 22

### GRIEVANCE PROCEDURE AND ARBITRATION

**Section 22.1 Grievance Defined.** A grievance is defined as an alleged violation of the terms and/or conditions of this Agreement. If any such grievance should arise, it shall be processed by the grievant or representative in accordance with the following procedure.

**Section 22.2 Time Limits.** Time limits set forth in the following steps may be extended only by mutual written consent of the parties hereto. If the grievant does not comply with the time limitations, this shall constitute automatic withdrawal of the grievance. If the Hospital does not comply with the time limitations, the grievant shall have the right to proceed to the next step of this procedure. Grievances not raised in accordance with the following procedure and time limits will be waived and will not be considered.

**Section 22.3 Procedure.** Except as specifically stated herein, this procedure shall serve as the sole mechanism for adjudication of disputes which may arise out of any violation of the terms of this Agreement alleged by the Union. At any step of this procedure, the Union representative shall have the right to be present.

#### **Step 1. Immediate Supervisor.**

All complaints and disputes concerning the interpretation and/or application of the terms of this Agreement shall be presented in writing by the grievant to the grievant's immediate supervisor within ten (10) working days (Monday through Friday) of the grievant's knowledge that a grievance exists. The written grievance shall specify the provision of this Agreement allegedly violated, the date of such violation, and the remedy sought by the grievant. The immediate supervisor shall be given ten (10) working days (Monday through Friday) to resolve or respond to the grievance.

#### **Step 2. Next Level of Supervision.**

If the grievance is not resolved to the employee's satisfaction at Step 1, the employee

(and the Shop Steward or Union Representative, if requested by the employee) shall present the grievance to the Director of Human Resources (or designated representative) within ten (10) working days (Monday through Friday) of the immediate supervisor's decision. The Director of Human Resources or designated representative shall reply in writing within ten (10) working days (Monday through Friday) following receipt of the grievance.

**Step 3. Hospital Administration.**

If the grievance is not resolved in Step 2 above, the grievant shall present the written grievance to the Hospital Administrator or designee within ten (10) working days (Monday through Friday) from the Step 2 decision. The Administrator or designee shall meet with a Union representative upon request and shall submit a written reply to the grievant, with copy to the Union representative, within ten (10) working days (Monday through Friday) following Administration receipt of grievance.

**Step 4. Mediation.**

The parties may mutually agree to submit a dispute to mediation. Costs of mediation, if any, shall be equally borne by the parties. The mediation process may be terminated through written notice to the other party at any time.

**Step 5. Arbitration.**

If the grievance is not settled on the basis of the foregoing procedure, the Union may submit the issue to arbitration by notifying the Hospital in writing within ten (10) working days (Monday through Friday) of receipt of the written response in Step 3. Within ten (10) working days (Monday through Friday) of notification that the dispute is submitted for arbitration, the Hospital and the Union shall each select one representative. These two shall promptly meet for the purpose of selecting an arbitrator. If the two (2) representatives cannot agree on the selection of an arbitrator, a list of eleven (11) Northwest arbitrators shall be requested from the Federal Mediation and Conciliation Service. The arbitrator shall be chosen from that list by the parties alternately striking (beginning with the Union) the names until only one (1) name remains. The arbitrator shall hold a hearing, utilizing the voluntary labor rules of the American Arbitration Association, unless mutually waived by the parties, and base his/her decision on the evidence elicited at such hearing together with post-hearing briefs, if any. The arbitrator's decision shall be final and binding upon the Hospital and the Union. The arbitrator shall have no power to add to or subtract from, alter, or amend the terms of this Agreement, or substitute his/her judgment for that of the Hospital or its management in any matter where this Agreement has specified whose judgment will be used, or where the right or matter in question has been reserved to the Hospital.

Each party shall bear one-half (1/2) the fee of the arbitrator and any other expenses directly incurred incident to the arbitration hearing. All other expenses shall be borne by the party incurring them and neither party shall be responsible for the expenses of the witnesses called by the other party.

## ARTICLE 23

### SAFETY

**Section 23.1 Safe Work Place.** The Hospital shall at all times provide safe materials, equipment and working conditions for all employees. The Hospital agrees to provide all employees with a safe work place and further agrees to comply with all federal, state and local laws applicable to the safety and health of its employees. Employees shall follow safe practices recommended by management.

**Section 23.2 Health and Safety Committee.** The Hospital shall form a Health and Safety Committee composed of employee and Hospital representatives. The Committee shall allow for proportionate membership representation of employee groups.

**Section 23.3 Orientation.** The Hospital shall provide adequate orientation, training and education for employees who may be routinely exposed to potentially hazardous substances and harmful biological and/or physical agents in their jobs or in other instances where safety is a job factor in their job duties.

## ARTICLE 24

### MANAGEMENT RIGHTS

The management of the Hospital and the direction of the work force is vested exclusively with the Employer, subject to the terms of this Agreement. All matters not specifically and expressly covered by the language of this Agreement may be administered for its duration by the Employer in accordance with such policies and procedures as it from time to time may determine.

## ARTICLE 25

### UNINTERRUPTED PATIENT CARE

The Hospital provides special and essential services to the community. Therefore, it is the intent of this Agreement to settle disputes by the grievance procedure provided herein. Therefore, during the term of this Agreement, (1) the Employer shall not lock out its employees and (2) neither the employees nor their agents or other representatives shall participate in any way in any strike including any sympathy strike, walkout, slowdown, boycott, or any other interference with the operations of the Hospital, nor shall any employee refuse to cross a picket line established against the Hospital. Any employee who is found to have violated this Article shall be subject to immediate discipline, including possible dismissal.

## ARTICLE 26

### CHANGES IN POLICY

**Section 26.1** The parties hereto have had an opportunity to raise and discuss all bargainable subjects leading to the adoption of this Agreement. Therefore, the parties hereto, for the life of

the Agreement, each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter not specifically referred to or covered in this Agreement, even though such subjects or matters may not have been within the knowledge or contemplation of any or all of the parties at the time they negotiated or signed this Agreement. The parties further agreed, however, that this Agreement may be amended by the mutual consent of the parties in writing at any time during its term.

**Section 26.2** The Hospital agrees to inform the Union office in writing of any significant changes in policy, procedures, or reorganization concerning bargaining unit employees at least thirty (30) days prior to implementation when practical. Upon request the Hospital will discuss such changes with the Union and attempt, in good faith, to resolve any issues that the Union raises regarding the proposed change. Nothing herein shall prevent the Hospital from implementing the proposed change for the duration of the agreement if the parties reach impasse.

## **ARTICLE 27**

### **PAST PRACTICES**

Any and all agreements, written or verbal, previously entered into by the Hospital and the OPEIU are in all things mutually cancelled and superseded by this Agreement. Unless specifically provided herein to the contrary, past practices shall not be binding on the Employer.

## **ARTICLE 28**

### **LABOR MANAGEMENT COMMITTEE**

The Union and the Employer agree to convene a Labor Management Committee at least quarterly or more frequently if mutually agreed for the purpose of seeking resolution on issues of common concern. The committee will be comprised of three (3) bargaining unit members plus management representatives. Participants shall receive no loss of pay or overtime for participation in such meetings. The Labor Management Committee shall in all cases include a representative of the Union and Human Resources.

## **ARTICLE 29**

### **SAVINGS CLAUSE**

In the event that any provision of this Agreement shall at any time be declared invalid by a court of competent jurisdiction or through government regulations or decree, such decision shall not invalidate the entire Agreement. The parties hereto agree to renegotiate such provisions of this Agreement for the purpose of making them conform to such governmental statutes. All other provisions not declared invalid shall remain in full force and effect.

**ARTICLE 30**

**SUBCONTRACTING**

The Employer shall notify the Union prior to contracting out bargaining unit work.

**ARTICLE 31**

**DURATION**

This Agreement shall become effective upon execution, and shall continue in effect until June 30, 2020. It is the express intent of the parties that this Agreement terminate in its entirety at such time and is excluded from the provisions of RCW 41.56.123.



EXECUTED at Seattle, Washington this 15<sup>th</sup> day of December 2017.

**SAMARITAN HEALTHCARE**

**OFFICE AND PROFESSIONAL  
EMPLOYEES INTERNATIONAL UNION  
LOCAL NO. 8, AFL-CIO**

By Theresa C Sullivan  
Theresa Sullivan  
Chief Executive Officer  
Signed IN MOSES LAKE, WA.

By Suzanne Mode  
Suzanne Mode  
Business Manager

By Thomas Wray  
Thomas Wray  
Union Representative

By Jesse Alvarado  
Jesse Alvarado  
Negotiating Committee

By Alex DeLeon  
Alex DeLeon  
Negotiating Committee

By Dorinda Gardner  
Dorinda Gardner  
Negotiating Committee

By Mona Moreno  
Mona Moreno  
Negotiating Committee

By Debbie Salvati  
Debbie Salvati  
Negotiating Committee

**LETTER OF UNDERSTANDING- BUBBLESHEET**  
**April 1, 2013**

The “bubblesheet” is a tool that has been implemented to assist in filling vacancies within the nursing units. Scheduling of overtime and double-time will be administered fairly to all CNAs desiring these shifts. The following guidelines will be followed for sign up on the “bubblesheet”.

1. By the 5<sup>th</sup> of each month all PARs will be turned into the individual responsible for completing the unit schedule. Employees completing PARs will complete them for the month submitted and for the next immediate week thereafter. All known vacancies will be identified on the unit’s staffing schedule. The CNA’s working in each unit will have first chance to express interest in any available over-time shifts (paid at one and one half 1 ½ times the employee’s regular rate of pay) on their unit. CNA’s may initially only sign up for a maximum of 4 open over-time shifts (paid at one and one half 1 ½ times the employee’s regular rate of pay) per month.
2. Between the 10<sup>th</sup> and the 12<sup>th</sup> of each month, the needs of each department will be presented at the Resource Pool staffing meeting. All open shifts and over-time shifts (paid at one and one half 1 ½ times the employee’s regular rate of pay) will be available for Resource Pool assignment at straight time up to their FTE. Units with Per Diem staff may exercise the flexibility to assign or staff open and/or over-time shifts (paid at one and one half 1 ½ times the employee’s regular rate of pay) at straight time at their discretion. Otherwise, unit specific CNA’s will retain the right to work the remaining open over-time shifts (paid at one and one half 1 ½ times the employee’s regular rate of pay).
3. Between the 14<sup>th</sup> and 18<sup>th</sup> of each month the “bubblesheet” will be posted by the 2<sup>nd</sup> floor locker rooms for all CNA’s to review and sign up for the extra shifts listed. If a department does not have any open shifts for the upcoming schedule period, a “bubblesheet” will not be posted for that department.
4. By the 19<sup>th</sup> of each month the schedule shall be returned to department directors for final approval of needs.
5. By the 20<sup>th</sup> of each month the schedule will be posted. Any changes or requests for changes are the responsibility of the person desiring a change and needs to be done without putting anyone into overtime and must have the department director’s approval.

Signing up for shifts needs to be done in ink. Names cannot be erased by anyone else. In a one month period, no CNA may sign up for more than 6 shifts total in addition to their normal FTE.

When a CNA accepts a “bubblesheet” shift, they are responsible for that shift. CNAs scheduled to work “bubblesheet” shifts may be placed on low census or low census standby in accordance with Section 10.6 of the current labor agreement. The CNA may also be floated to other departments based upon qualification and patient care needs. This shall not apply to CNAs who agree to work a short notice (less than 24 hours notice ) shift.

A CNA making up a low census day at straight time can replace a CNA working a “bubblesheet” shift. If a CNA does not complete a “bubblesheet” shift they are responsible for, the current

COLLECTIVE BARGAINING AGREEMENT  
OPEIU LOCAL 8 – SAMARITAN HEALTHCARE

Attendance Policy will apply.

CNAs can request to be excused from a “bubblesheet” shift they have previously signed up for. If this request is not approved, the CNA is expected to work the agreed upon shift.

CNAs who work a “Bubblesheet” shift and then do not work their FTE for the week, will have their over-time shifts (paid at one and one half 1 ½ times the employee’s regular rate of pay) converted to straight time. CNAs who do not work their FTE for the week due to LC or LCSB will continue to receive over-time (paid at one and one half 1 ½ times the employee’s regular rate of pay) for those assigned shifts.

**TEN (10) HOUR SHIFT SCHEDULE ADDENDUM**

All existing contractual provisions shall apply unless otherwise provided for herein.

1. The ten (10) hour shift schedule shall provide for a ten (10) hour work day consisting of ten and one-half (10 ½) hours to include one (1) thirty (30) minute unpaid lunch. Rest periods shall be permitted in accordance with state law, with ten (10) minutes in each four (4) hours of work. Shift start times shall be determined by the Employer.
2. The normal work week shall consist of forty (40) hours of work within a seven (7) day period.
3. Overtime shall be paid at the rate of one and one-half (1½) times the straight-time hourly rate of pay for all hours worked in excess of forty (40) hours in a seven (7) day period.
4. If holidays are worked, time and one-half (1½) will be paid for the actual hours worked on a holiday as listed in Section 19.1.
5. Evening shift differential shall be paid for all hours worked on or after 3:00 p.m. but before 11:00 p.m. The night shift differential shall be paid for all hours worked on or after 11:00 p.m. but before 7:00 a.m. (9:00 a.m. for ten (10) hour shifts beginning at 11:00 p.m.). For those employees assigned to evening or night shift, shift differential shall be considered as part of the basic wage schedule for the purpose of calculating vacation pay, payment of overtime, holiday and sick leave. Shift differential only applies to employees working four (4) hours or more during the appropriate time frame.
6. Section 12.4 shall be applied to provide premium pay in the event at least ten (10) hours off duty between shifts is not available.
7. When requesting time off, employees will use accrued PTO or EIB equal to each employee's scheduled hours. Unpaid leave may be granted when mutually agreed to between the employee and the department manager.

**TWELVE (12) HOUR SHIFT SCHEDULE ADDENDUM**

All existing contractual provisions shall apply unless otherwise provided for herein.

1. The twelve (12) hour shift schedule shall provide for a twelve (12) hour work day consisting of twelve and one-half (12 ½) hours to include one (1) thirty (30) minute unpaid lunch. Rest periods shall be permitted in accordance with state law, with ten (10) minutes in each four (4) hours of work. Shift start times shall be determined by the Employer.
2. The normal work week shall consist of forty (40) hours of work within a seven (7) day period.
3. Overtime shall be paid at the rate of one and one-half (1½) times the straight-time hourly rate of pay for all hours worked in excess of forty (40) hours in a seven (7) day period.
4. If holidays are worked, time and one-half (1½) will be paid for the actual hours worked on a holiday as listed in Section 19.1.
5. Evening shift differential shall be paid for all hours worked on or after 3:00 p.m. but before 11:00 p.m. The night shift differential shall be paid for all hours worked on or after 11:00 p.m. but before 7:00 a.m. (9:00 a.m. for ten (10) hour shifts beginning at 11:00 p.m.). For those employees assigned to evening or night shift, shift differential shall be considered as part of the basic wage schedule for the purpose of calculating vacation pay, payment of overtime, holiday and sick leave. Shift differential only applies to employees working four (4) hours or more during the appropriate time frame.
6. Section 12.4 shall be applied to provide premium pay in the event at least ten (10) hours off duty between shifts is not available.
7. When requesting time off, employees will use accrued PTO or EIB equal to each employee's scheduled hours. Unpaid leave may be granted when mutually agreed to between the employee and the department manager.

### **SEVEN DAYS ON and SEVEN DAYS OFF ADDENDUM**

All existing contractual provisions shall apply unless otherwise provided for herein. Seven Days On-Seven Days Off schedules may be offered to Staff Pharmacists. Employees accepting these positions will meet the following requirements:

1. This schedule will be seven (7) consecutive days, ten (10) hours per day on duty with the following seven (7) days off. The ten (10) hour shift schedule shall provide for a ten (10) hour work day consisting of ten and one-half (10 ½) hours to include one (1) thirty (30) minute unpaid lunch. Rest periods shall be permitted in accordance with state law, with ten (10) minutes in each four (4) hours of work. Shift start times shall be determined by the Employer.
2. Under this staffing pattern, the work week will be forty (40) hours during one (1) work week and thirty (30) hours during the next work week for a total of seventy (70) hours on duty during a single pay period.
3. Compensation shall be based upon eighty (80) hours each pay period. The employee must physically work the seventy (70) hours in order to receive the compensation for the eighty (80) hours each pay period. Time paid for but not worked (PTO, EIB, etc.) does not count towards the seventy (70) hour requirement.
4. Employees working the Seven Days On – Seven Days Off schedule will not be entitled to any additional compensation for working seven (7) consecutive days.
5. Overtime shall be paid at the rate of one and one-half (1½) times the straight-time hourly rate of pay for all hours worked in excess of forty (40) hours in a work week, provided the employee has physically worked 40 hours within a work week.
6. Hours paid as a premium under one provision of this agreement shall not be used to determine premium, pay under another section of this agreement.
7. If holidays are worked, time and one-half (1½) will be paid for the actual hours worked on a holiday as listed in Section 19.1.
8. Evening shift differential shall be paid for all hours worked on or after 3:00 p.m. but before 11:00 p.m. The night shift differential shall be paid for all hours worked on or after 11:00 p.m. but before 7:00 a.m. (9:00 a.m. for ten (10) hour shifts beginning at 11:00 p.m.). For those employees assigned to evening or night shift, shift differential shall be considered as part of the basic wage schedule for the purpose of calculating vacation pay, payment of overtime, holiday and sick leave. Shift differential only applies to employees working four (4) hours or more during the appropriate time frame.
9. Section 12.4 shall be applied to provide premium pay in the event at least ten (10) hours off duty between shifts is not available.
10. When requesting time off, employees will use accrued PTO or EIB equal to each employee's scheduled hours. Unpaid leave may be granted when mutually agreed to between the employee and the department manager.

## BONUS PLAN ADDENDUM

This Addendum shall serve to confirm agreement regarding the Bonus Plan.

Prelude. Compensation and the mechanics of any compensation system are important to Samaritan Healthcare's leaders and staff. A system of compensation that contributes to job satisfaction and the perceived value of work enhances the overall experience as a Samaritan employee. As an element of the compensation system, the potential to earn a bonus is a key tool in creating alignment between the work of leaders and staff and the organization's vision, mission, values, and strategic plan. The following establishes the guidelines for participating in the Samaritan Healthcare Bonus Plan.

1. Eligibility. All bargaining unit employees are eligible to participate in the Bonus Plan. Furthermore, the employee must be an "active" employee on the date the bonus payment is made in order to receive a payment.
2. Criteria. Criteria under which a bonus may be paid will be defined by Samaritan Healthcare's Board of Commissioners and Administration and agreed to by the bargaining unit.
3. Bonus Payment Determination. The Board of Commissioners will maintain sole discretion in determining if bonus pay is appropriate and at what dollar amount the bonus shall be paid to the eligible employees. Further, the bonus would be distributed equally amongst the eligible parties.
4. Calculation. Bonus payments will be calculated as the amount determined by the Board of Commissioners *times* the number of hours worked (\$ x hours worked) and will be based on the pay types listed in Section 4(a). Hours will not exceed a total of 2080 hours in the full calendar year, January through December.
  - a. Pay Types: Regular Hours worked, Holiday Worked, Paid Time Off (PTO), Extended Illness (EIB), Bereavement, Education, Jury Duty, Double Overtime, and Overtime in the OPEIU bargaining unit job classifications.

The plan covers a full calendar year, January through December. Dollars paid as a bonus will be in a lump sum payment and not added to the base rate of pay. Payment will be made via a separate check from the standard payroll process and paid on or before March 15<sup>th</sup> of each calendar year.

## EXEMPT STATUS ADDENDUM

This Addendum shall serve to outline the terms and conditions of employment for FLSA exempt positions that fall under the OPEIU Collective Bargaining Agreement. Except where otherwise noted, this Addendum shall not replace terms and conditions outlined in the current collective bargaining agreement between OPEIU and Samaritan Healthcare.

1. Samaritan Healthcare shall determine the exempt/non-exempt status of each position that falls under the current collective bargaining agreement. Samaritan shall use the Fair Labor Standards Act as the test for determining exempt/non-exempt status for the purposes of computing overtime.
2. In the event, Samaritan Healthcare determines that a job classification meets the FLSA standard for exempt status, the Union shall be notified via letter of this status.
3. Job classifications considered to be exempt under the FLSA shall be paid an annual salary. The annual salary shall be calculated by determining the hourly rate of pay (as determined by Appendix A of the current collective bargaining agreement) and multiplying that amount by 2080 hours.
4. Job classifications that fall under the exempt category shall not be eligible to receive overtime, double-time, standby, reporting pay, shift differential, weekend premium, charge premium, lead premium, preceptor premium, supervisor pay or callback as defined in the current collective bargaining agreement. In the event an employee, whose job classification has been classified as exempt, works on a holiday, they shall receive holiday worked OT. Holidays are defined in section 19.1 of the collective bargaining agreement.
5. Section 12.4, Rest Between Shifts shall not apply to job classifications considered FLSA Exempt.
6. Job classifications considered FLSA exempt shall not receive a step increase as outlined in section 13.5 of the collective bargaining agreement. Rather, these positions shall receive the negotiated contractual rate increase calculated on their annual salary. This increase in pay shall be effective on the first pay period following the effective date of the increase.
7. Work schedules for exempt employees shall be determined by the Employer. Exempt employees will not be required to use the electronic time and attendance system to track the start and end of their shifts of work. However, exempt employees will be required to track the use of PTO, EIB, Jury Duty, Bereavement, Military Leave and FMLA in the electronic time and attendance system.
8. Exempt employees are eligible to receive Certification Pay and participate in the Samaritan Healthcare Bonus Plan as outlined in the current collective bargaining agreement.
9. All other provisions of the collective bargaining agreement, not pertaining to wages, shall be in effect for job classifications classified as FLSA exempt.



**Job Classifications with Premiums Addendum**

for

Office and Professional Employees International Union Local 8

<b>Group A</b>	
Pharmacist	Respiratory Tech - Certified
MRI Tech	Respiratory Tech – Reg
Radiology Tech	Physical Therapist
Radiology Tech/CT Tech	Occupational Therapist
Mammography Tech	Medical Technician
Nuclear Medicine Tech	Medical Lab Tech
Ultrasound Tech I	Infection Control
Ultrasound Tech II	Dietician
Echo Tech	Biomedical Tech
Education Instructor – Non RN	Agency Affiliated Counselor
Speech Language Pathologist	Exercise Specialist

**PREMIUMS:**

Evenings:	\$2.75
Nights:	\$3.75
Standby:	\$4.00
Weekend	\$2.00

<b>Group B</b>	
Pharmacy Tech	Maintenance Worker I
Anesthesia Tech	Maintenance Worker II
CNA/HUC	Sterile Process Tech
Medical Assistant, Certified	Sterile Core Tech
OR Tech	Interpreter
OB Tech	PC Support Analyst
Phlebotomist	Diet Tech II
Orthopedic Assistant	Health Unit Coordinator
Perioperative Materials Specialist	

**PREMIUMS:**

Evenings:	\$1.85
Nights:	\$2.75
Standby:	\$4.00
Weekend	\$2.00

<b>Group C</b>	
EVS Tech I	Surgery Turnover Tech
EVS Tech II	Office Assistant (all departments)
Food Preparer	Courier
Cook	Groundskeeper
Diet Tech I	All HIM Department
Staffing Coordinator	All PFS Department
Surgery Scheduler	All other jobs not already listed

**PREMIUMS:**

Evenings:	\$1.60
Nights	\$1.85
Standby:	\$4.00
Weekend	\$2.00











