



COLLECTIVE BARGAINING AGREEMENT

between

KAISER FOUNDATION HOSPITALS
& KAISER FOUNDATION
HEALTH PLAN OF OREGON



SERVICE EMPLOYEES INTERNATIONAL UNION
LOCAL 49

in effect from

OCTOBER 1ST, 2019

— *through* —

SEPTEMBER 30TH, 2023

3536 SE 26TH AVE PORTLAND, OR 97202



1-800-955-3352 | FAX 503-238-6692

www.SEIU49.ORG

Duration: October 1, 2019 through September 30, 2023

SEIU members are 68,000 of the 85,000 Kaiser Coalition of Unions memberships. In this round of negotiations we demonstrated that when SEIU members stick together with other union members around the country we truly are stronger together. Through incredible member action and unity, we protected our local contract and we were able to keep all those things we worked so hard on.

We showed Kaiser Permanente that we are stronger together. Together, we stickered up, did delegations, held rallies and worksite actions and came days away from our first strike at Kaiser in 20 years, but to make sure Kaiser knew that we would do what it takes for a fair contract.

Together, we brought home a contract that includes across-the-board 12% raises for the next 4 years in addition to many other protections and gains. With this “Yes” vote we won on all of our priorities including:

- Winning 12% raises for all members over the life of the contract. In addition to maintaining
- our step increases and longevity differential.
- Protecting our pensions. This includes protecting our 1.45% pension contribution and TSA match.
- Protecting our retiree medical benefits. We protected eligibility for retiree medical, so members continue to be eligible with 15 years of service and maintaining status quo for all currently retired members and their medical benefits.
- Protecting money for education and training up to \$3,000 per year, plus the additional \$1 million per year to support workers to be successful in redeployment and EISA.
- Protecting and extending our local contract.
- Protecting our full employer-paid family health insurance including our dental coverage.
- Winning protections on subcontracting and outsourcing of our jobs.
- Aligned our expiration date of Local and National Contract to September 30, 2023.
- Improving our rights on the job and enhanced our ability to create safe & healthy workplaces.
- And much, much more!

SEIU Local 49 Kaiser members continue to lead the way for healthcare workers across the region. To continue raising standards and protect what we have, we know we must continue to raise standards for caregivers across Oregon and Washington. Together, we will continue to organize to make sure all caregivers have good jobs and quality, affordable care and respect on the job.

Keep Informed & Get Involved!

- Friend us on Facebook. Search “SEIU Local 49”
- Visit: www.seiu49.org
- Sign up for email updates and mobile text alerts
- www.seiu49.org
- Become A Steward!

To get a copy of your contracts on-line visit: www.seiu49.org

If you have questions or would like more information, talk to your steward or call the SEIU Local 49 Kaiser Hotline 503-782-6228.

By sticking together, we are proud of our accomplishments we made. We look forward to continuing to build worksite strength and ensure we train and support stewards and leaders in all departments. We will continue to build industry strength by helping non-union workers form unions and come up to the pay and benefit standards we have accomplished through our union. And we will continue to increase community and political strength so that we can improve the lives of all working families. We look forward to seeing you at an upcoming union event - because our strength is our unity.

In Solidarity,

Your 2018 and 2019 Bargaining Team

Meg Niemi, President, SEIU Local 49
Julie Markiewicz, VP of Healthcare, SEIU Local 49
Bruce Fries, Sunnyside Medical Center
Angela Robinson, Sunnyside Medical Center
Cindy Vanderveer, Mount Scott
Don Arndt, Airport Way
Melissa Garcia, North Lancaster
Jacy LaPlante, Cascade Park
Dawn Martin, Battleground
Rick Campbell, Westside Medical Center
Liz Arndt, Westside Medical Center
Wally Walls, Tanasbourne Call Center
Teresa Harris, Grand Dental
Kelly Richards, Clackamas Dental
Jacqline Battle, Tanasbourne Call Center
Summer Villers, Tanasbourne Call Center
Igor Matveyev, Glisan Dental
Celeste Servo, Oregon City Dental
Carol Slavkovsky, North Lancaster

Honorable Mention

Cliff Pfenning, Cascade Park

Important Contact Information

If you have a workplace issue contact your shop steward. You can find a list of shop stewards at www.seiu49.org. Still have questions? Contact your contract specialist at 503-782-6228.

Service Employees International Union

Local 49

3536 SE 26th Avenue

Portland, Oregon 97202-2901

Phone: 503-236-4949 or 1-800-955-3352

Fax: 503-238-8653

www.seiu49.org

Kaiser Hotline: 503-782-6228

SEIU Education Trust

Kaiser Education

503-238-5945

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www.theedfund.org

Kaiser Partnership Tools & Agreements:

www.lmpartnership.org

Employee Benefits

1-877-457-4772

Local 49 Education Fund

SEIU49edfund@seiu49.org

Retirement Service Center

1-866-627-2826

Directions: How to use your collective bargaining agreement

This book includes both the Collective Bargaining Agreement for SEIU Local 49, for the Northwest.

This document represents agreements reached between Kaiser Permanente and SEIU and cover all employees represented by SEIU Local 49 in Oregon and Southwest Washington.

Some important things to remember when using this document:

In the local Collective Bargaining Agreement, you will find footnotes that reference language in the national agreement. The national language will provide additional information on the article or in some cases may represent that issue in total. This document can be viewed at

www.lmpartnership.org or www.seiu49.org

The local and national agreements have the same expiration date:

October 1, 2019 – September 30, 2023

Letters Of Agreement (LOUs) remain in effect during the life of the contract.

Letters of Understanding exist that may amend local language and provisions to these agreements.

For information on these Letters of Understanding, please contact your Contract Specialist or Steward.

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THIS AGREEMENT made and entered into as of October 1, 2019 by and between the KAISER FOUNDATION HOSPITALS and KAISER FOUNDATION HEALTH PLAN OF OREGON (hereinafter collectively referred to as “Employer”) and SERVICE EMPLOYEES UNION and its LOCAL NO. 49 (hereinafter collectively referred to as “Union”).

DURATION OF AGREEMENT

This agreement shall become effective October 1, 2019 and shall continue in effect until September 30, 2023. It shall continue from year to year thereafter unless amended, modified, changed or terminated.

Either party wishing to change or terminate this Agreement must serve written notice of a desire to amend to the other party at least ninety (90) days prior to the expiration date.

Notice of desire to change or terminate given by one party shall render unnecessary a similar notice by the other party.

WITNESSETH:

That the parties hereto have agreed as follows:

1.0 PURPOSE OF AGREEMENT/CONFORMITY TO LAW*

- 1.1 It is the intent and purpose of the parties to set forth herein their Agreement covering rates of pay, hours of work and conditions of employment for employees covered by this Agreement, to collaboratively work to provide high quality, affordable service and care for patients and members, and to promote harmonious relations between the Employer and the Union.
- 1.2 If any provision of this Agreement is found to be in conflict with State or Federal law, the remaining provisions of the Agreement shall remain in full force and effect. In the event any provision(s) are declared to be in conflict with any law, both parties shall meet immediately for the purpose of renegotiating only the provision(s) so invalidated.

2.0 SCOPE OF AGREEMENT

(Also refer to National Labor-Management Partnership Recognition and Campaign Rules 8/3/99 and LOU - Ground Rules for Union Organizing)

- 2.1 The term “Employee” or “Employees” as and wherever used in this Agreement shall mean and include employees of the employer employed in the classifications set forth in Schedule “A” attached hereto at the Employer’s Kaiser Permanente facilities, including but not limited to facilities located in Multnomah, Clackamas, Washington and Marion Counties in the State of Oregon, Clark County and Cowlitz County in the State of Washington.
- 2.2 This Agreement shall also apply to employees performing work in the classifications set forth in Schedule “A” as appropriate in any new facility operated by the Employer.
- 2.3 This agreement shall not apply to job classifications not referred to in Schedule A unless a job classification is added to the bargaining unit by the following procedure:
 - A. The Union will provide written notification to the Employer that it has obtained a showing of interest by signed and dated authorization cards of at least fifty percent (50%) of the employees in that job classification. The Employer will provide a list of employees in that job classification within five (5) days of written notification from the Union that will include name, address, telephone number, job location and Social Security number.

- B. An election date will be set within five (5) working days from the date the Employer receives the written notification from the Union. The date will be no later than three (3) weeks from the date the Employer receives the written notification from the Union. The election will be conducted by a neutral third party selected by the parties. Employees who have been hired or who have terminated after the list has been made will not be eligible to vote.
 - C. If a dispute exists regarding the employee list that cannot be resolved by the parties, a permanent arbitrator, which will be selected within fifteen (15) working days from the signing of this agreement, will hear and decide the issue prior to the date of the scheduled election.
 - D. The parties will meet at a mutually agreeable date and time to verify the Union's fifty percent (50%) showing of interest but no later than the date of the election. If the Union cannot show a fifty- percent (50%) showing of interest the election will not be held.
 - E. Elections will be conducted pursuant to this Article only for job classifications considered non-professional by the National Labor Relations Board. The Employer will send the Union on or about the fifteenth (15th) of January, April, July and October of each year, a list of unrepresented, non-professional job classifications by job code classification number, title and work location. If the Employer changes its job code or job classification system it will notify the Union and the arbitrator.
 - F. If an election determines the Union has a majority of employees in a job classification who wish to be represented by the Union, this job classification(s) will be covered by the Current Collective Bargaining Agreement with the exemption of wages which will be negotiated by the parties.
- 2.4 Under no circumstances will the provisions of this Agreement apply to supervisors, confidential employees or confidential secretaries.
- 2.5 The Employer recognizes the fact 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 policy to establish jobs or job titles for the purpose of excluding such employees from the unit established in this Article 2.0.
- 2.6 The parties recognize that the Employer has the right and obligation to assign and schedule employees in a manner compatible with efficient operations. It is also understood that supervisory personnel shall not be utilized to perform bargaining functions in a way that would result in a reduction in the number of bargaining unit employees or in a way that would result in a permanent reduction in scheduled hours of work of a member of the bargaining unit.

Volunteers and Special Programs*

- 2.7 The volunteer's role in the facilities is to provide services to patients that may not otherwise be offered.

The Employer agrees that programs such as volunteer programs and summer youth programs shall not be utilized to displace bargaining unit employees or to fill positions previously occupied by bargaining unit employees, nor shall they be used to reduce their hours of work.

The Employer shall notify the Union upon commencement of volunteer programs and summer youth programs of the number of participants, their classification, work location, hours of work per week, and the duration of the program.

- 2.8 In the event the Employer enters into an arrangement with an outside contractor to take over the employment of employees covered by this Agreement, every reasonable effort shall be made to enter into such an arrangement with a contractor whose employees are covered under the terms and conditions of a union labor agreement.

Management Rights

- 2.9 The Union recognizes that the Employer has the duty and the right to manage its facilities and to direct the working forces. This includes, for example, the right to hire, transfer, promote, demote, layoff, discipline and discharge employees, subject to the terms of this Agreement and the grievance procedure.

3.0 RECOGNITION AND UNION SECURITY

(Also refer to provisions of National Agreement: Section 1 [K])

- 3.1 The Employer recognizes the Union as the exclusive bargaining agent of the employees covered by this Agreement for the purposes of collective bargaining with respect to rates of pay, hours of work and working conditions.

Recognition*

- A. This Master Agreement (SEIU Cross-Regional language contained in this contract as noted by asterisk*) is entered into by the signatory parties and reflects the Employers' recognition of the Unions listed in Attachment I as the exclusive collective bargaining agents of the employees in the bargaining units listed in Attachment I with respect to the terms and conditions of employment set forth herein.

This Agreement shall also apply to any employees who are added to a covered bargaining unit by unit clarification, accretion and/or agreement of the parties.

This Agreement shall also apply to any new classifications(s) which may be established within the scope of duties now included within a covered bargaining unit.

The provisions of this Agreement shall supersede and replace the equivalent provisions of the local agreements between the Employers and the Unions listed in Attachment I. If a local agreement does not contain an equivalent provision the provision of this agreement shall become a new provision of the local agreement. If there are differences between the bargaining unit descriptions in Attachment I and the descriptions contained in a local agreement, the descriptions in the local agreement will control.

Union Membership*

- 3.2 It shall be a condition of employment that all employees covered by this Agreement and those hired on or after its effective date shall, within thirty-one (31) days following the beginning of such employment become and remain members of the Union or tender to the Union a fee equal to the initiation fees and periodic dues that are the obligations of members.

Employees who are required hereunder to join the Union and maintain membership in the Union, or pay initiation fees and periodic dues uniformly required of members, and who fail to do so shall upon notice of such fact in writing from the Union to the Employer be discharged.

- 3.3 The following general conditions will be applicable:

- A. New check-off authorization cards will be submitted to the Employer through the President of the Local Union at intervals no more frequent than once each month.

On or before the last Friday of each calendar month the Union shall submit to the Employer a summary list of cards transmitted in each month.

Deduction and Remittance of Union Dues and Fees*

- B. The Employer will honor written assignments of wages to the Union for the payment of Union dues and fees, uniformly required, when such assignments are authorized by a signed dues deduction form.

The Employer will promptly remit to the Union dues and fees deducted pursuant to such assignments together with a list on hard copy and a disk or electronically (on compatible format) supporting the amount of dues remitted including sufficient detail of employee information and individual payments.

- C. COPE Check-Off*

The employer will honor assignment of wages to the Union's Committee on Political Educations (COPE) fund, when such assignments are submitted in a form agreed to by the Employer and the Union, and will promptly remit such contributions to the Union. It is understood by all parties that such contribution will be on an individual and voluntary basis.

Employer Indemnification*

- 3.4 The Union shall indemnify the Employer and save 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 Employer for the purpose of complying with the foregoing provisions of this Article or in reliance on any list or certificate which shall have been furnished the Employer under such provisions.
- 3.5 To insure maximum utilization of both the Union and the State Department of Employment as referral sources, the Employer agrees that notices of job openings covered by this Agreement shall be transmitted to the Union and to the State Department of Employment concurrently with other recruitment sources as necessary to obtain qualified applicants, it being understood that the Employer is free to hire from any source.
- 3.6 In the event the Employer requires the services of temporary help in classifications covered by this Agreement, the Employer agrees to notify the Union before hiring such employees. In the event the Union cannot promptly respond to the Employer's needs in this regard and additional temporary help is obtained through an employment agency, such temporary help shall receive the contractual rate provided for in the Agreement. (Also refer to provisions of National Agreement: Section 1 [k] [4]).
- 3.7 When new employees are hired who are subject to the Agreement, the Employer shall deliver to such employees a written notice stating that the Employer recognizes the Union as the collective bargaining agent for the employees covered by the Agreement and quoting or paraphrasing the provisions of Article 3.0 of the Agreement.
- 3.8 By the first (1st) and fifteenth (15th) of each month, the Employer shall provide the Union with a listing of the name, address, telephone number, Social Security number, job title, hourly wage rate and scheduled hours of work of newly hired employees. The Employer shall also provide the Union with names of employees terminating and employee changes including leaves of absence, return from leaves of absence, change in status and change in classification.
- 3.9 The Employer shall also provide the Union with a listing of employees performing work in classifications covered by this Agreement along with related data on approximately January 15, April 15, July 15 and October 15 each year.

4.0 BULLETIN BOARDS

4.1 The Employer will provide adequate space at each facility for posting Union communications. In the event the Union demonstrates the need for a glass-enclosed, locked bulletin board, such shall be provided for the Union's use.

5.0 CONTRACT PRINTING

5.1 The Employer and the Union shall equally share expenses for the printing of an adequate supply of copies of this Agreement. The contract will be printed by a Union print shop.

6.0 NON-DISCRIMINATION

6.1 The Employer and the Union agree there shall be no discrimination against any employee or applicant because of membership in the Union or lawful activities on behalf of the Union, or because of race, color, religion, creed, national origin, ancestry, gender, sexual orientation, age, physical or mental disabilities, political affiliation, marital status, medical condition (as defined by applicable law), or veteran status.

There shall be no distinction between wages paid to men and women for the performance of comparable quality and quantity of work on the same or similar jobs.

7.0 UNION STAFF REPRESENTATIVES

7.1 A duly authorized Union Staff Representative shall have access to the facility at any operational time for the purpose of observing working conditions, monitoring compliance with this Agreement or following-up on inquiries and concerns of bargaining unit employees.

It is understood by the parties that Union Staff Representatives have legal obligations as employee representatives and, as such, have access rights beyond those of the public and other non-employees.

Union Staff Representatives will abide by patient confidentiality, infection control, and other Employer policies applicable to employees when using their access rights.

When entering any of the Employers facilities, Union Staff Representatives will wear their Union Representative badge issued by the Employer or the Union.

Union Staff Representatives may confer with an employee and/or his/her supervisor or an Employer representative on Employer time in connection with a complaint or problem concerning the employee, but such conference should not interfere with the work of the employee or the delivery of patient care.

8.0 UNION STEWARDS

8.1 Periodically, the Union will notify the Employer in writing the names of duly authorized Union Shop Stewards.

The Employer agrees that there will be no discrimination against the Shop Steward because of union activity.

Shop Stewards will obtain permission from their immediate supervisor before leaving their work area to conduct union business. Stewards shall not lose pay because of their participation in activities related to grievances, investigations or disciplinary meetings.

8.2 The Union and the Employer shall coordinate times for Union Representatives/Stewards to meet with new bargaining unit members for thirty (30) minutes during the New

Employee Orientation period. The Employer will provide the Union Representative with New Employee Orientation schedules and updates as they occur. Such time will be scheduled within the new employee orientation agenda. It is further understood that, should the Union designate a Union Steward to meet with new employees, the Steward's time will be paid and the Steward will be released from work for the time needed to meet with employees.

- 8.3 Chief Steward, Steward, or a Union designated representative at the employee's worksite will be given a fifteen (15) minute period of a regular work shift to meet with all newly hired bargaining unit employees for the purpose of Union orientation. Such time will not drive overtime or consecutive day pay.

9.0 LABOR MANAGEMENT PARTNERSHIP COOPERATION

(Also refer to provisions of National Agreement: Section 1 [B])

Courteous and Responsible Relationships*

- 9.1 The Union and the Employer, including all KP managers, supervisors, physicians, employees and Union staff, agree:

That ethical and fair treatment of one another is an integral part of providing high quality patient care.

To treat one another, regardless of position or profession, with dignity, respect and trust, and recognize and appreciate the individual contribution each of us make in our daily work.

To exhibit a personal, caring attitude toward each person we interact with and do so in ways that ensure courtesy, compassion, kindness and honesty.

To treat one another in the ways we want to be treated ourselves, including clear communications of expectations regarding performance, support of individual opportunities for growth, and provision of opportunities for input into decisions when they impact people directly.

The Union and the Employer shall be responsible for improving communications among all levels of the organization and shall be accountable for modeling and implementing the commitments of this section.

Joint Labor-Management Steering Committees

- 9.2 The Employer and Union agree to establish Medical and Dental Labor Management Committees (Dental structure to remain unchanged) to provide both management representatives and employees an opportunity to discuss issues of mutual concern.

NOTE: Dental Committee meets four (4) hours per month. Membership consists of five (5) union representatives and appointed management members

- 9.3 The Labor Management Steering Committee will consist of six (6) representatives of the SEIU Bargaining group and six (6) management representatives.
- 9.4 Meetings shall generally be held quarterly unless mutually agreed to by the parties. Meetings will be four (4) hours in length. Committee members shall not lose pay for attendance at committee meetings. Attendance at meetings will be considered voluntary. Employees will be paid for actual hours in attendance. Attendance at such meetings will not drive consecutive day pay.
- 9.5 Minutes of the meeting will be kept by either party and approved for accuracy prior to any distribution. Agendas will be distributed at least one week prior to the meeting. The

agenda will be established by at least one (1) Union member of the committee and one (1) Employer member of the committee.

- 9.6 The Steering Committees will examine and resolve issues brought to its attention. Decisions made by the consensus of the committee shall be implemented. However, it is not the intent of the parties to consider issues that should more appropriately be reviewed in collective bargaining or the grievance procedure.

Worksite Committees

- 9.7 Local Worksite Committee Liaisons will be allowed one half hour per month to check on Local Worksite LMC assignments during regularly scheduled work hours. Liaisons will be made whole for time needed to attend worksite meetings as problems arise, if required to attend by the Labor Management Steering Committee.
- 9.8 Worksite committees will be established at each Medical Office, Dental Office, Medical Center department or group of departments (e.g. Inpatient Nursing, Support Services, Process Center, Medical Records, and Transportation). Committees will consist of Employer and bargaining unit member representatives. It can be expanded to include others by mutual agreement. Each party will appoint its own members to the committees. Committee members shall not lose pay for attendance at committee meetings. Attendance at meetings will be considered voluntary. Employees will be paid for actual hours in attendance. Attendance at such meetings will not drive consecutive day pay.

- 9.9 Examples of Issues of Mutual Concern

The Union and Employer agree to cooperate with respect to the following:

- A. Mutual efforts to reduce absenteeism and turnover including the recruitment of personnel who will be stable, efficient employees interested in associating with our program on a long- term basis.
- B. Establishing and conducting personnel training programs designed to further upgrade the skills of all employees.
- C. Conducting employee attitude, job satisfaction and similar surveys to assist in identifying various problems and possible solutions.
- D. Staffing, workload, scheduling, safety and health, professional standards, and issues referred by the HRPPC.

- 9.10 Local Labor/Management Partnership Committees to encourage the use of the toolkits referenced in the Letter of Understanding regarding hiring and training for retention of the current Bargaining Agreement.

Toolkits will be a standing agenda item at Local Labor/Management Partnership Committees. Appeals will be handled per Article 9.5.

Management will track and report financial results. Local Labor/Management Partnership Committees will review results and report back to Regional Partnership Steering Committee.

9.11 Committee Membership – Term Limits (All Dental Employer-Union Committees)

There will be permanent committee members that consist of Labor and Management to keep the consistency of the committee. Other committee members will serve staggered terms and serve no more than two (2) consecutive, three (3) year terms. Exception of term limits due to hardship is an option of the Union.

The Committee will establish training for new committee members. The exiting committee member will mentor the prospective member to ensure a smooth transition.

10.0 TYPES OF EMPLOYEES

Probationary Employees*

10.1 The probationary period for employees regularly scheduled for twenty (20) hours or more shall be ninety (90) calendar days.

The probationary period for employees regularly scheduled for fewer than twenty (20) hours shall be three hundred (300) hours or ninety (90) calendar days, whichever occurs later.

During the probationary period, employees may be discharged without recourse to the grievance procedure. The probationary period may be extended only by mutual agreement between the Employer, the employee and the Union.

If an employee is on leave at any time during the probationary period, time spent on leave will not count towards fulfilling the probationary period.

Probationary employees shall be provided with appropriate training and orientation tools and a written performance evaluation shall be issued upon completion of sixty (60) calendar days.

In no case shall an employee be required to serve more than one (1) probationary period.

Regular Employees - Non 7/70 Schedule

10.2 A regular employee is one who is regularly employed to work a predetermined work schedule of twenty (20) or more hours per workweek. An employee designated as a regular employee shall accumulate and receive all fringe benefits as provided in this Agreement (except as set forth in Article 38.0) when he/she becomes and so long as he/she remains a regular employee.

10.3 If a regular employee changes status to an on-call employee, he/she shall continue to maintain past accumulated sick leave benefits, vested pension benefits, and shall receive payment for accrued vacation benefits to the time of status change.

Regular Employees - 7/70 Schedule

10.4 A regular employee is one who is regularly employed to work a predetermined work schedule of twenty (20) or more hours per workweek. An employee designated as a regular employee shall accumulate and receive all fringe benefits as provided in this Agreement (except as set forth in Article 38.0) when he becomes and so long as he remains a regular employee.

- 10.5 If a regular employee changes to the 7/70 staffing system, the employee shall continue to maintain past accumulated sick leave benefits and shall receive payment for accrued vacation benefits to the time of status change.

Other Regular Employees – Coded Replacement

- 10.6 A coded replacement is an employee who works varying shifts and in varying departments and locations as defined by the job posting. A coded replacement must be available two (2) shifts and five (5) days per week which includes every other weekend. A coded replacement employee replaces staff for time away from work. Coded replacements will be coded for twenty (20) hours per week for benefit purposes only.
- 10.7 Coded replacement positions shall be created through conversion of on-call employees upon request of the employee if after one BAH period in their respective status an employee has consistently worked forty (40) hours or more per pay period. The Employer will respond in writing to each request. Coded replacements also may be created through job posting procedures. Coded replacements will be coded for twenty (20) hours per week (for benefit purposes only) in a home base worksite but may not have recourse to short-term reduction in force procedures to maintain coded hours. Coded replacements will accrue seniority within their job classification.
- Upcoded hours achieved by replacement will remain replacement hours. Replacement hours are not guaranteed.
- 10.8 Coded replacement employees who do not submit availability or who develop a pattern of not accepting available shifts may, on review, be converted to on-call status.

Coded Replacement Upcoding

- 10.9 The Employer shall agree to upcode a coded replacement who is working above current coding to part-time or full-time coded hour status at the employee's request if the coded replacement employee is working twenty percent (20%) or more hours above coding or two (2) consecutive BAH periods. It is understood that this applies only to benefits. Coded replacement employees can gain regular full-time and part-time positions only by bidding.
- Upcoded hours achieved by replacement will remain replacement hours. Replacement hours are not guaranteed.

Temporary and On-call Employees

- 10.10 The following definitions shall apply:
- A. A temporary employee is one who is hired as an interim replacement, or for temporary work on a predetermined work schedule which does not extend beyond three (3) calendar months;
 - B. An on-call employee is one who works varying days and shifts on an intermittent basis.
On-call employees are used primarily for replacement and temporary increases in workload.
 - On-Call employees hired prior to October 5, 1997, will submit availability for three (3) days per week, (one (1) of which will be Monday or Friday). All new on-calls will be hired with availability in place for three (3) days per week. This availability can only be changed by mutual agreement between the Employer, employee and a Union designated representative.

- On-call employees who do not submit availability or who develop a pattern of not accepting available shifts may, upon review, be subject to corrective action up to and including termination.

- 10.11 All temporary and on-call employees as defined above shall be ineligible for fringe benefits provided under this Agreement (except as set forth in Article 10.14) except for premium pay of time and one-half (1-1/2) for worked holidays, shift differential pay and tenure increase eligibility.
- 10.12 If the Employer assigns a temporary or on-call employee to work a schedule of twenty (20) or more hours per week for a period in excess of three (3) months due to replacement of regular employees on vacation or during temporary absences of regular employees, the Union will be so notified.
- 10.13 Regular or on-call employees who meet the minimum qualifications may apply to fill a posted temporary vacancy. The employee may assume an interim assignment without loss of status, seniority, or return rights to their previous position.

In-Lieu-of-Benefits Eligibility

- 10.14 Temporary and on-call employees shall receive a wage differential of forty cents (\$0.40) per hour above the rate provided for in Schedule "A." In no event will there be any duplication of the differential payment and accumulation of rights to fringe benefits and tenure adjustments other than those specified above.

Hours worked by new on-call employees will be reviewed monthly after three (3) months in their respective status. If an employee has consistently worked forty (40) or more hours per pay period for the preceding three (3) months and the Employer determines that such a pattern is likely to continue, the employee will be eligible for benefits effective the first of the following month. Continuing eligibility for benefits will thereafter be determined by Benefit Average Hours (BAH).

Upcoding On-Call to Coded Replacement – See Article 10.7 Upcoding of Part-time Employees

- 10.15 The upcoding of part-time employees shall at the request of the employee be done in the following manner.
- A. Requests may be made on or about January 1st and July 1st after the Employer has recalculated the BAH of all employees.
 - B. Part-time employees may request to be upcoded if the hours worked at the same worksite exceed current coding.
 - C. If a part-time employee is consistently working above his/her coded hours for two (2) consecutive BAH periods, the employee will be upcoded at the employee's request.

The Employer will be responsible for communication to the employee and the Union Office.

- 10.16 Replacement Pool (consists of on-calls, coded replacement and regular employees who replace staff for time away from work)

The Employer and Union support scheduling dental/medical replacement employees using the geographical area concept with the creation of replacement pools.

Scheduling of full and part time employees without a regular permanent assignment, coded replacement and on-call employees may be done by geographic area.

The definition of geographic areas shall be outlined as follows:

- A. Dental, Lab, and Primary Care Medical (Family Practice, Internal Medicine, Pediatrics, and HAP).

Longview/Kelso; Clark County; West Portland Metro; East Portland Metro; Central Portland Metro; Salem

- B. Specialty Medical

Longview/Kelso, Portland/Vancouver Metro, Salem.

Employees hired into a replacement pool will use that replacement pool as their home base. For the purposes of Area scheduling, regular employees who indicate availability will obtain extra available hours in their home base first prior to granting hours to coded replacement and on-call employees hired into replacement pools in the following order:

- Medical department/lab office (home base)
- Building
- Service Area

(See dental procedure for additional information – scheduling additional hours).

If hours become available at the “home” (coded) dental/medical office/lab after an employee is scheduled elsewhere, every reasonable effort will be made to offer the employee the “home” office hours.

11.0 SENIORITY

- 11.1 Seniority of employees shall be based on their last date of hire with the Employer (KPNW) within a position represented by the Union, (except for accreted employees. The seniority date for accreted employees will be the date they came into a classification, which is currently represented by SEIU). Seniority shall not be broken by leaves of absence of less than ninety (90) days or by medical or disability leaves of absence.
- 11.2 Seniority shall be used to determine the assignment of start times within a shift. Permanent start time changes of greater than two (2) hours may be voluntarily accepted by a work group employee; otherwise the job position shall be posted.
- 11.3 Seniority shall be lost by virtue of:
- A. Discharge (if not reinstated).
 - B. Resignation if not rescinded by mutual agreement. All benefits, including seniority, shall remain intact if rehired after voluntary resignation or voluntary resignation is rescinded by mutual agreement within thirty (30) days of resignation date.
 - C. Layoff in excess of twenty-four (24) months.
 - D. Failure to return to work after layoff when properly notified by the Employer by certified letter to the employee’s last known address. It shall be the employee’s responsibility to keep current addresses on record with the Employer.
 - E. Transfer out of, or leave of absence from the bargaining unit for a period in excess of six (6) months or, if extended, the length of the leave from the bargaining unit.
 - F. Failure to return from an authorized leave of absence on the agreed upon date, unless mutual agreement has been reached to extend the leave, seniority shall

accrue during such absence.

- G. Employees returning to formerly held classification within six (6) months of transferring to another classification (including those outside the bargaining unit) shall have all previously accrued seniority within the original classification restored to them.

12.0 JOB BIDDING

- 12.1 All job vacancies covered by this Agreement shall be posted on a bulletin board at each worksite by the Employer in addition to the bulletin boards in the cafeteria area of KSMC.

A copy of job posting notices will also be mailed to the President of the Union. Such job postings will include job title; qualifications for the job; shift; weekly hours; worksites for dental and medical specialties when a provider is working in two worksites, and geographic area for coded replacement and on-calls); and pay rate and will be posted for a minimum of seven (7) calendar days. All transfer applications shall be forwarded to the hiring supervisor. Employee is to be released within three (3) weeks unless mutually agreed upon between management, employee and Union, to increase or decrease the release time.

NOTE: In cases where additional hours may become available, but do not in themselves constitute an available position, such additional hours will be posted and part-time employees in the affected department/worksites and shift who wish to increase hours may apply for posted hours in accordance with the provisions of this Article.

- 12.2 It is the intent of the parties that the seniority of eligible employees be a primary factor in filling open jobs. In cases of job bidding and promotions, provided that performance, experience and qualifications are approximately equal and bargaining unit applicants are qualified to perform the work required, the principle of seniority shall first govern for regular employees, second, for on-call employees in the following manner:

- A. Seniority in classification for regular employees by date of hire.
- B. Seniority by hire date on a Region wide basis.
- C. In situations, when after applying the screening tests above, there still exists a tie among two (2) or more employees; the following two (2) tests shall be applied in order:
 - 1. Coded hours (the most coded hours would be the most senior)
 - 2. Earliest date of birth (earliest month and day of year)

- 12.3 Facility as referred to in Section 14.6 and elsewhere in this Agreement shall mean:

- A. Kaiser Sunnyside Medical Center, Regional Process Center, Regional Supply Center and Regional Laboratory.
- B. Portland/Vancouver Medical Offices* including Regional Offices (Nicolai, MPD, KPB) for the purposes of long-term reductions;

NOTE: Edgar Kaiser Campus (Central Interstate Medical Office, South Interstate Medical Office, Town Hall, Overlook Building, West Interstate Medical Office, East Interstate Medical Office, Health Research Center) shall be considered a single worksite.

- C. Portland/Vancouver Dental Offices

- D. Kelso/Longview Medical Offices
- E. Kelso/Longview Dental Offices
- F. Salem Medical Offices
- G. Salem Dental Offices
- H. Continuing Care Services

*Medical Offices refer to the Employer's outpatient worksites.

Dental Program

- 12.4 Dental employees may transfer within the dental program before three (3) months of service by mutual agreement of Employer and Union.

Also, the progression of a DAI to a DAII shall be accomplished within nine (9) months from date of hire. A maximum extension of three (3) months may be granted upon mutual agreement between the Union and the Employer.

For the purposes of job bidding, Dental Assistant IIs, Orthodontic Assistants, PTDA Assistants, and TMD Assistants will be considered the same classification.

General

- 12.5 An employee must have completed at least three (3) months of service in his/her present position to be eligible to transfer to another department. Intra-department transfers will be considered at any time. For the purposes of this paragraph, a change of position shall have been deemed to have occurred when an employee changes worksites, departments (e.g., OPD Nursing to Housekeeping) or job classification.
- 12.6 Where two (2) or more employees have submitted a request for the same job or shift, seniority, as provided for above, shall prevail providing performance, experience and qualifications are approximately equal. Bargaining unit employees requesting a change in accordance with the foregoing shall be given preferential consideration over outside applicants or employees not in the bargaining unit provided they possess the necessary qualifications for the job or have performance, experience and qualifications that are approximately equal to outside applicants.
- 12.7 Successful bidders for jobs on a non 7/70 work schedule will be given thirty-one (31) calendar days from the first working day as a trial period to determine if they wish to remain on the job and the Employer will have the same period to determine if they are competent to do the job. If the employee voluntarily gives up the job or is removed for inability to perform the work prior to the thirty-first (31st) day, he/she will not acquire job classification seniority and will be returned to his/her former position without any loss of seniority.

In such instances the next senior qualified bidder, based on the foregoing, will be given a trial period on the job. For the purposes of 12.7 and 12.8 "position" shall mean: The same worksite, the same shift, the same scheduled hours, and the same classification.

- 12.8 Successful bidders for jobs on a 7/70 work schedule will be given three (3) seven (7) day work periods on the job (twenty-one [21] days) as a trial period to determine if they are competent to do the job. Trial period considerations must be completed in seven (7) day work increments on the job (7, 14, 21 days). If the employee voluntarily gives up the job or is removed for inability to perform the work prior to the start of the fourth (4th) work period on the job, the employee will not acquire job classification seniority and will be returned to the employee's former position without loss of seniority.

SEIU Cross-Regional Job Bidding

12.9 Once the internal job bidding has occurred, any SEIU member from another Kaiser Permanente region who possesses the necessary qualifications for the job, will be given preferential consideration over outside applicants or employees not in the bargaining unit. If more than one SEIU member from another region applies for the same job, seniority, as defined as total service with Kaiser Permanente, shall prevail providing performance, experience and qualifications are approximately equal. Once this employee has accepted a position they would be subject to all the requirements of a new hire.

13.0 JOB BIDDING - LEADPERSONS

13.1 Permanent lead positions will be posted for application by employees in the work group where the responsibilities exist. If no employee in the immediate work group qualifies for the lead position, the position will be posted so that other interested and qualified candidates may apply. Selection of permanent leadpersons and the assignment of temporary leadpersons will be from a pool of the three most senior candidates that meet all qualifications of the position. Selection will include participation from SEIU Local 49 unit staff; however, the ultimate decision will be made by the Employer.

13.2 All qualified candidates for a permanent lead position will be interviewed and if not selected, will be informed of the reasons for non-selection.

13.3 It is not the Employer's intent to select lead personnel for the purpose of circumventing established procedures for filling a non-lead position.

13.4 Leadpersons shall receive eighty cents (\$0.80) per hour above the top step rate referred to above of any classification of employees being supervised.

13.5 The Employer will make its best effort to provide sufficient time for the leadperson to accomplish their lead and regular duties within their normal shift.

14.0 REDUCTION IN FORCE

14.1 In cases of reduction in force or reduction of hours or shifts in the department where such change occurs, the reduction shall take place within classifications within the worksite where the reduction occurs in the following order providing the employees remaining have the necessary skills and ability to effectively perform the work required:

A. Volunteers

B. Temporary employees

C. On-call employees by seniority date

D. Coded Replacement by seniority date

E. Regular employees by seniority date

14.2 Recall or increase of hours or shifts that have been reduced shall be in reverse order of the foregoing.

14.3 Long-Term Reductions

- A. Long-term reductions shall be based on the employee's seniority date as defined in Article 11. Employees laid off shall, if they so request, be provided with a written statement giving the reason for such layoff.
- B. For the purposes of this language, reduction in hours is defined as a reduction in coded hours. That is, employees who maintain their coded hours in each pay period shall not be considered to have been reduced in hours although a cancellation of scheduled hours might have occurred.
- C. At their option, employees affected by this language may elect to reduce their weekly coded hours to achieve an open position or a bumped position closer to their own needs.
- D. The ability of the staff to provide safe and effective patient care shall not be infringed by the bumping process.
- E. For the purposes of Reduction in Force, Dental Assistant IIs, Orthodontic Assistants, PTDA Assistants, and TMD Assistants will be considered the same classification.

14.4 Options for employees affected by long-term reduction

- A. Employees whose positions in their own worksites are being eliminated or hours reduced by change of worksite due to provider and/or team worksite change within a geographic area, will have the option of accompanying their provider or exercising long-term reductions rights (per Article 14).
 - 1. Dental & Medical Primary Care

For the purposes of this paragraph geographical area will be defined:
Longview/Kelso, Clark County, West Portland Metro, Central Portland Metro, east Portland Metro, Salem.
 - 2. Medical Specialty - Longview/Kelso, Portland/ Vancouver Metro, Salem.
 - 3. In the event that a staffing surplus is created when a provider and a support person mutually agree to move to a facility, the affected staff member at the facility may be offered an incentive to move to an open position at another facility in lieu of bumping at their current site.
- B. Regular employees whose positions are eliminated or whose hours have been reduced may choose to fill open, unfilled positions within the same classifications, with comparable hours on a region-wide basis. For the purposes of this language, comparable shall mean any position with the same or eight (8) additional hours per week of the employee's current coded hours.
- C. Open positions will be considered the least senior positions for the purpose of reductions of staff, hours or shifts.
- D. Provided no open positions of comparable hours are available or the employee elects not to fill an open position at the time of reduction, regular employees shall be able to exercise their seniority in the following manner: by bumping from among the three (3) least senior employees in the same job classification with comparable hours and in the same status, first (1st) in the same shift then on any shift within the worksite. This process shall be repeated until the least senior, regular status employee in the work site remains. For medical and dental offices this employee may then exercise similar bumping right in the facility as defined in 14.6.

- E. If comparable positions as defined in 14.4B in the same classification are not available, employees may accept open positions in other classifications of comparable pay and hours for which they possess the minimum qualifications as defined by the job description.
- F. The least senior regular employee so affected shall have bumping rights into a coded replacement or an on-call position.
- G. Regular or coded replacement employees whose only bumping option is into an on-call position may elect one (1) of the following: (a) to be placed on lay-off status as stipulated in 14.4 with rights to recall to available hours or position for the period of one (1) year, (b) accept an on-call position with the same rights and privileges of other on-call employees.
- H. Employees electing recall pool will be entitled to first (1st) call (before on-call employees only) for available weekly hours, in their respective worksites, up to the number lost by reduction. First call will end after one (1) year or after the acceptance of a position of comparable status by the employee.
- I. Open positions held pursuant to this language shall be posted within thirty (30) days if not filled by an employee affected by the reduction.

14.5 Regular, coded replacement or on-call employees who are laid off shall be eligible for recall during a period equal to their length of service with a maximum of twelve (12) months following date of layoff. The Employer's obligation under the recall provision contained herein shall cease upon expiration of the above time limits, or if the employee is placed in or refuses to accept an offer of comparable employment. Comparable employment shall be defined as a position of the same status; regular to regular (coded 20 hours or more), on-call to on-call in the employee's previous classification. Employees who are recalled in accordance with this provision will have their former seniority and attendant benefits restored.

14.6 Facility as referred to in this article shall mean:

- A. Kaiser Sunnyside Medical Center, Regional process Center, Regional Supply Center and Regional Lab.
- B. Portland/Vancouver Medical Offices* including Interstate South Medical Office, Sunnyside Medical Offices, Stevens Plaza, UCC and ER, Regional Offices, (Nicolai, MPO, NISB, KPB) Fisher's Landing, Salmon Creek, Airport Way, St. Vincent Medical Office, Southwest Washington, for the purpose of long-term reductions:

NOTE: Edgar Kaiser Campus (Central Interstate Medical Office, South Interstate Medical Office, Town Hall, Overlook Building, West Interstate Medical Office, East Interstate Medical Office, Health Research Center) shall be considered a single worksite.

For the purposes of long-term reduction only, Kaiser Sunnyside Campus shall be considered a single worksite for the Laboratory and Environmental Services.

- C. Portland/Vancouver Dental Offices
- D. Kelso/Longview Medical Offices
- E. Kelso/Longview Dental Offices
- F. Salem Medical Offices

G. Salem Dental Offices

H. Continuing Care Services

*Medical Offices refer to the Employer's outpatient worksites

14.7 Short-term Reductions

- A. No bumping shall occur if double pay, premium pay, or overtime is thereby incurred.
- B. The ability of the staff to provide safe and effective patient care shall not be infringed by the bumping process.
- C. In case of short-term reductions in force, reduction of hours, or shifts (not to exceed thirty [30] days), such reductions shall take place on the same shift within job classifications in the worksite where the reduction occurs.
- D. Senior affected employees shall be able to bump the least senior employee in classification in the worksite on the same day and shift provided employees remaining can effectively perform the task of the position bumped. However, an employee may be allowed to work on another shift on the same day in order to maintain his/her hours (Continuing Care Services/Hospice Department, different day same week). In such cases, the employee shall waive his/her rights to overtime or premium pay as provided in this Agreement.
- E. Regular employees suffering a loss of shifts or reduction of hours may request orientation to other areas or units at their worksite. Such orientation and/or cross-training shall be provided by the Employer when the circumstances warrant and when a need exists as determined by the Employer.
- F. Regular 7/70 employees who suffer a reduction of hours or shifts may make themselves available to work open shifts on another team at straight-time rates of pay.
- G. It is the intent of the parties that regular employees should not be reduced in hours while short-hour, on-call, or temporary employees in the same job classification remain on duty in the work site on the same shift.

14.8 Clinician Driven Reductions: Short-Term Reductions Only

- A. When a provider is prescheduled off (at the time the final schedule is posted), the assigned support person:
 - 1. Will be scheduled to fill a vacancy at their home worksite.
 - 2. If a vacancy does not exist at the home worksite, but a vacancy exists within the home geographic area that cannot be filled by replacement staff, the affected employee may choose to work at that alternate location. The Employer will pay a twenty-five dollar (\$25) bonus for such regular provider support staff and consideration will be given for special circumstances.
 - 3. If the employee chooses not to travel to another location as described in #2 above, the employee may:
 - a. Volunteer off without pay, or
 - b. Take unscheduled vacation, or
 - c. Be pre-assigned alternate work in the home worksite

- B. When a provider calls in on short notice (after the final schedule is posted), the assigned support person:
1. Will fill a vacancy at their home worksite
 2. If no vacancy at the home worksite, may bump an on-call or coded replacement at their home worksite.
 3. If 1 or 2 do not apply, but a vacancy exists within the home geographic area that cannot be filled by replacement staff, the affected employee may choose to work at that alternate location. The Employer will pay a twenty-five dollar (\$25) bonus for such regular provider support staff and consideration will be given for special circumstances.
 4. If the employee chooses not to travel to another location as described in #3 above, the employee may volunteer off without pay or take unscheduled vacation.
 5. Alternate work will be assigned in the home-based worksite, if there is not a vacancy.

15.0 FLOATING

- 15.1 In the event that the Employer determines that it is necessary to float an employee from his/ her regular work assignment, an attempt will be made to fill the need from available volunteers. If staffing needs cannot be filled by volunteers, employees will be floated by inverse seniority subject to the requirements of efficient operations.
- 15.2 Unit Specialists may be asked to assist on more than one (1) floor during a shift. Unit Specialists may be held directly accountable only for those work responsibilities directly related to the floor and time period assigned.
- 15.3 Employees who are on duty as a result of advance scheduling shall be given preference for prescheduled assignment over employees who are called in for unscheduled duty whenever possible.

16.0 HOURS OF EMPLOYMENT AND OVERTIME

(Also refer to provisions of National Agreement: Section 1 [H] [3]) 5/40 Schedule Employees

- 16.1 "Payroll Week" as referred to in this Article shall mean and consist of the seven (7) day period beginning at 12:01 a.m. Sunday or at the shift-changing hour nearest that time.
- "Payroll Day" as referred to in this Article shall mean and consist of the twenty-four (24) hour period beginning at the time the employee commences work.
- 16.2 Employees shall be paid at the rate of one and one-half (1-1/2) times the straight-time hourly rate, including shift differential, for all hours of work performed in excess of eight (8) hours in any one payroll day (except on occasions when the start time of an employee has been temporarily changed by two [2] hours or less) and for all hours worked in excess of forty (40) hours within the payroll week.
- 16.3 All hours worked on the sixth (6th) consecutive day of work shall be paid at the rate of time and one-half (1-1/2), except when there is a change of schedule agreed upon between the employee and the Employer, and all hours worked on the seventh (7th) consecutive day of work shall be paid at the rate of double (2) time except when there is a change of schedule agreed upon between the employee and the Employer (i.e., trading of scheduled shifts). In all cases, however, overtime shall be paid for hours worked in excess of forty (40) per week.

- 16.4 The Employer will exercise its efforts in good faith, subject to the requirements of efficient operations, to the extent that employees will be scheduled on a basis of a normal work week of forty (40) hours within five (5) consecutive eight (8) hour days, followed by two (2) consecutive days of rest.

Extended Hours

- 16.5 Employees may work daily shifts greater than eight (8) hours and less than ten (10) hours and be compensated for such shifts at straight-time. This arrangement will hereafter be referred to as extended hours.
- A. The reason for extended hours is to accommodate clinician needs and may only apply to employees whose schedules are directly clinician driven.
1. For regularly scheduled employees, shifts of greater than eight (8) hours, but less than ten (10) hours must be scheduled three (3) weeks in advance. For on-call, or regular employees contacted for unscheduled replacement, employees must be notified that they will work an extended shift at straight-time at least one (1) hour before reporting to work.
- B. The employees will have the right to vote on extended hours through the following election process: A vote shall be conducted jointly by an Employer representative and a Union representative for the group of employees selected by the Employer to be subject to extended hours. The question presented shall be whether the employees wish to work extended hours. A majority of the ballots cast shall be determinative.
- C. Job postings will conform to Article 12 and in addition, contain the notation "expanded hours/waiver required."

4/40 Schedule Employees

- 16.6 "Payroll Week" as referred to in this Article shall mean and consist of the seven (7) day period beginning at 12:01 a.m. Sunday or at the shift changing hour nearest that time. "Payroll Day" as referred to in this Article shall mean and consist of the twenty-four (24) hour period beginning at the time the employee commences work.
- 16.7 Employees shall be paid at the rate of one and one-half (1-1/2) times the straight-time hourly rate, including shift differential, for all hours of work performed in excess of ten (10) hours in any one payroll day (except on occasions when the start time of an employee has been temporarily changed by two hours or less), and for all hours worked in excess of forty (40) hours within the payroll week.
- 16.8 All hours worked by full-time employees on the fifth (5th) or sixth (6th) consecutive day of work in a payroll week shall be paid for at the rate of time and one-half (1-1/2) and all hours worked on the seventh (7th) consecutive day of work shall be paid for at the rate of double (2) time.
- 16.9 Employees scheduled less than forty (40) hours in a specific work week shall be ineligible for time and one-half (1-1/2) payment for hours worked on a fifth (5th) consecutive day in that week.

7/70 Schedule Employees

- 16.10 The workweek is defined as a "fixed and regularly recurring period of one hundred sixty-eight (168) hours - seven (7) consecutive twenty-four (24) hour periods." It need not coincide with the calendar week and may begin at any hour or any day for employees assigned to the specific workweek.

- A. The work week for the day and evening shift will commence at 12:01 a.m. on Friday and end at 12:00 p.m. (midnight) the following Thursday.
- B. The workweek for the night shift will commence at 12:01 p.m. on Thursday and end at 12:00 p.m. (noon) the following Thursday.
- C. It is intended that the employees' work shifts will typically be scheduled within the workweeks as follows:

Day Shift - Starts Tuesday @ 6:45 a.m. to 5:15 p.m. Evening Shift - Starts Tuesday @ 12:45 p.m. to 11:15 p.m. Night Shift - Starts Monday @ 9:15 p.m. to 7:45 a.m.

- 16.11 The employees' work shifts are subject to change as may be dictated by operational requirements.
- 16.12 Employees shall be paid at the rate of one and one-half (1-1/2) times the straight-time hourly rate, including shift differential, for all hours of work performed in excess of ten (10) hours in any twenty-four (24) hour work day (except on occasions when the start time of an employee has been temporarily changed by two [2] hours or less) and for all hours worked in excess of forty (40) hours within the work week.
- 16.13 All hours worked on the eight (8th) consecutive day of work shall be paid at the rate of time and one-half (1-1/2) except when there is a change of schedule agreed upon between the employee and the Employer and all hours worked on the ninth (9th) consecutive day shall be paid for at the rate of double (2) time.

General

- 16.14 If a thirty six (36) or more hour coded employee's scheduled day off for the following week is changed by the supervisor after the final schedule is posted, the employee shall receive premium pay (one and one-half [1 ½] times straight-time hourly rate) for working the previously scheduled day off.
 - A. Schedules of starting times and quitting times, and days off of regular employees will be posted according to Article 17, subject to emergency situations, and as much advance notice of overtime requirements will be given as permitted by operational circumstances.
 - B. An "emergency" for the purpose of the above paragraph, is a situation in which the Employer is obligated without advance planning to change schedules with less than twenty four (24) hours notice. In cases of emergencies, work schedules may be adjusted, provided the employees are given reasonable notice of the change in their schedule. In making changes, however, the Employer shall give consideration to any prior commitments of the employees. It is the employee's responsibility to keep the Employer informed of his/her telephone number or how else he/she can be reached.
 - C. In order for supervisors to post schedules according to Article 17, employee requests for time off shall be presented in writing on the prescribed form within department guidelines.
- 16.15 An employee may request, in writing, a change in day(s) off. If the request is approved by the supervisor, the employee will be paid at his/her regular straight-time rate for working the previously scheduled day off.
- 16.16 Eligibility for premium pay for working the previously scheduled day off may be waived by a mutually acceptable agreement between the employee and supervisor only in cases where the employee desires to make up for wages lost during the regularly scheduled work week.

- 16.17 Paid sick leave, paid vacation and paid holidays shall count toward forty (40) hours in the work week for the purpose of computing overtime but not consecutive day pay.
- 16.18 Overtime paid for a previously scheduled day off may not be used to drive sixth (6th) consecutive day overtime for a regularly scheduled day (fifth [5th] day for 4/40 scheduled employees). There will be no duplication or pyramiding of overtime.
- 16.19 All scheduled shifts will be for a minimum of four (4) hours except for shifts which may exist at the date of this agreement which shall be for a three (3) hour minimum. If a shift with a three (3) hour minimum is discontinued, it may not be re-initiated for less than a four (4) hour shift.

17.0 SCHEDULING

Medical/Dental Clinics - and all other Outpatient Departments

- 17.1 Final schedules including days off will be posted at least by 12:00 noon Friday three (3) weeks in advance of the week to be worked. The Employer has no obligation to grant additional time off after schedules are posted. In the event the schedule is changed after the final schedule is posted the Employee is to be notified and confirmed of the change in as timely a manner as possible.
- 17.2 Extra straight-time and overtime hours will be made available prior to the final posting of the schedules by using the following process:
 - A. Employees available to work prescheduled hours above coding, either straight time or overtime, shall submit an Availability Form by 12:00 noon on Friday five (5) weeks preceding the posting of the final schedule.

The Availability Form shall be considered valid for one (1) year or until a new form is submitted. Any changes in the employee's availability shall necessitate the submission of a new Availability Form. Available hours will be assigned by seniority based on the Availability Form information in the following order:

1. Regular full and part-time
2. Coded replacement
3. On-call

Straight time hours will be scheduled before overtime.

Employees who show a pattern of denying offered shifts will receive a "letter of non-availability" from his/her supervisor. The letter will not be placed in the employee's file, nor be used for discipline or performance evaluation. Once a letter of non-availability is issued, the employee will not be called for extra shifts beyond coding until the employee updates his/her availability.

17.3 KSMC Inpatient Nursing

Departments Purpose:

Staffing Process for Certified Nursing Assistants (CNA), Certified Patient Care Assistants (CPCA), Unit Specialists (US), Transport Orderlies, Member Intake Specialist (KSMC ER) and Medical Assistants (KSMC ER).

A. Prescheduling

- Availability is submitted by on-calls; part time staff may submit availability (Note: availability must meet contractual requirements for all on-calls).
- On-calls and part time staff: Shifts are assigned in seniority order, (using availability and preferences and skills matched against open slots)
- Hours above coding (but not overtime) are assigned as requested, in seniority order after coded hours assigned, (and matches found with availability)
- On-calls and part time staff who submit availability are assigned shifts up to full-time (no overtime)
- Overtime/double-time is never prescheduled

B. Pre-schedules mailed out

C. Ten-day open sign-up window (10 days from time schedules mailed)

- During this window extra sign-ups will be accepted by voice mailbox (571-4856) and by e-mail account only (SEIU Availability); no drop-ins or direct calls to Staffers will be accepted during this window, due to the high volume of contacts.

D. Scheduling of extra shifts

- At end of 10-day window, work is assigned in seniority order, matching availability, skills with needs. Straight time assigned before overtime, overtime before double time.
- If no work is available, names are put on availability list.

E. Open Scheduling After 10-Day Window

- After 10-day window, needs are filled using the availability list (NOTE: Staff are not required to work when contacted, when name is on the availability list, after the 10-day window)
Straight time scheduled before overtime, overtime before double time. Overtime will be assigned on a first come first sign-up basis with tiebreakers for signing up on the same day going by seniority.
- If no one on availability list, first come, first serve for those requesting work, including overtime.

F. Ill Calls and Other Last Minute Replacement

- Replaced off of availability list. (Straight time before overtime, overtime before double-time). Overtime/double-time will be assigned on a first come first sign-up basis with tiebreakers for signing up on the same day going by seniority.
- If no availability on list first comes first serve.

G. Cancellation

Per Contract but few clarifications:

- If extra staff are on the schedule, will cancel overtime and utilize a straight time person from another area, who is qualified to do the work; but would not call in a straight time person from the availability list.
- Cancellation will be in reserve seniority in the following order:
 1. Those who signed up after the 10-day window

2. Those who signed up during the 10-day window
3. Pre-scheduled staff who are picking up hours above coding
4. Regularly scheduled staff who are picking up coded days

17.4 Department of Transportation Final schedules will be posted at least by 12:00 noon Friday three (3) weeks in advance of the week to be worked.

Extra straight-time and overtime full shifts will be made available prior to the final posting of the schedules using the following process:

- A. Employees available to work pre-scheduled hours above coding, either straight time or overtime, shall submit availability by 12:00 noon on Friday five (5) weeks preceding the posting of the final schedule.

The Availability form shall be considered valid for one (1) year or until a new form is submitted. Any changes in the employee's availability shall necessitate the submission of a new Availability Form. Available full-shifts will be assigned by seniority based on the Availability Form information in the following order:

1. Regular full and part-time
2. Coded Replacement
3. On-Call

General

17.5 Once the final schedule has been posted, additional straight-time or overtime hours (except shifts for transportation and Inpatient Services) will be offered according to seniority first to those employees who provided such information on an Availability Form in the following order:

- A. Regular full and part-time
- B. Coded Replacement
- C. On-Call

NOTE: Although it is the intent of the Employer to schedule by order of seniority, it is recognized by the parties that scheduling occasionally may not be in seniority order.

However, should a pattern of out-of-seniority scheduling develop, affected employees may then have recourse to the grievance process to review his/her complaint.

Straight time hours will be scheduled before overtime. However, for Department of Transportation and Inpatient Services, full-time shifts involving a combination of straight time and overtime will be offered by seniority.

True Shift Trades:

Employees may arrange among themselves and submit changes to their supervisor or designee for approval. Such trades will not result in any additional cost.

Trades will go in order of seniority with documentation. Employee will be responsible for traded shift. Employee must be qualified to do the job.

Employee trades will be processed in a timely fashion. Approval will not be unreasonably denied.

17.6 The Employer shall use its best efforts to distribute overtime among employees in the same classification at the same worksite on the same shift by seniority subject to the efficiency of operations. It is understood that employees must make their preferences

known in writing.

- 17.7 Existing schedules which are acceptable to the Union and Employer shall not be deemed to violate the provisions of this Article. If in the interest of efficient operations, it becomes necessary to change or establish schedules departing from work days or work weeks as provided for in this Article, or from a permanently established 4/40, 5/40, or 7/70 mode of scheduling for regular employees, the Employer shall confer with the Union in an attempt to arrange mutually satisfactory schedules; however, it is understood that the final right to establish schedules rests exclusively with the Employer.
- 17.8 The Employer, subject to efficient operations, will encourage the establishment and maintenance of full-time employment.

Workload*

- 17.9 It is the intent of the Employer to distribute the workload equitably among employees in both single work units and departments with due regard for employee safety.

When an employee is absent for any reason and if a replacement cannot be obtained in time, it is the intent of the Employer to distribute the workload equitably among the employees in the work unit so that no undue hardship may be placed on an individual worker.

18.0 REPORTING PAY

- 18.1 Employees who are scheduled to report for work and who are permitted to come to work without receiving prior notice that no work is available shall be paid at their regular rate for a minimum of four (4) hours pay (five [5] hours pay for 4/40 and 7/70 employees, six [6] hours for twelve [12] hour employees). The Employer may assign such employees to any work for which they are qualified in lieu of being released.
- 18.2 Regularly scheduled employees called to work on what would otherwise have been a regularly scheduled day off, who do not receive at least one (1) hour notice before the start of the required shift, shall be paid for the hours of work actually performed plus one (1) hour at the straight time rate. Such employees shall be paid not less than four (4) hours or one-half (1/2) the hours of a regular shift, whichever is more, (e.g., four hours for an eight (8) hour shift) unless they work more hours in that shift.
- 18.3 It shall be the employee's responsibility to notify the Employer in writing of their current address and telephone number. Failure to do so shall excuse the Employer from the requirements of this Article.

19.0 WAGE RATES

- 19.1 The minimum straight-time hourly rates of pay shall be as shown in Schedule "A" attached here to and made a part hereof.
- 19.2 No employee covered by this Agreement, shall as a result hereof, suffer a reduction in wages or overtime benefits except as may result from the application of Article 14.0 or the waiver provisions referred to in Article 16.0.

(Also refer to provisions of National Agreement: Section 2 [A])

- 19.3 Recruitment, Retention and Other Adjustments

A. The parties will create a joint committee based on an interest-based problem-solving model to evaluate and recommend wage adjustments and other recruiting/retention incentives. The committee will be composed of three (3) or four (4) representatives

from each party. Each party will name their own representatives.

- B. The parties will create the joint committee no later than sixty days after the ratification of this collective bargaining agreement.
- C. Either party may refer an issue to the joint committee.
- D. The committee will research data and seek information from affected employees and supervisors which is pertinent to the issues raised. Both parties may appeal recommendations to the Regional Partnership Steering Committee.
- E. The joint committee will annually review wage rates based on the formula developed by National Negotiations.
- F. The committee will establish a process to evaluate the effectiveness of implemented projects.
- G. The committee will utilize the following criteria in considering referred issues:
 - What is the impact on cost/savings?
 - Is the project effective in recruiting/retaining employees?
 - What is the impact on current employees in the affected jobs?
 - Does the project offer incentives to current employees first?

20.0 PAYDAY AND PAYCHECKS*

- 20.1 Payday shall be every other Friday. When a payday falls on a holiday, employees shall be paid on the day immediately preceding the holiday.

Employees upon written request may direct automatic deposit of their paycheck to a bank or saving institution of their choice provided such bank or institution participates in the National Automatic Clearing House Association. Employees electing automatic deposit shall receive a check stub or equivalent information each pay period indicating all payments made.

Paycheck shortages shall be paid no later than the end of the next business day upon request of the employee; otherwise, paycheck shortages shall be paid on the next pay period or per applicable law.

Termination Pay

- 20.2 When an employee is voluntarily or involuntarily separated from employment, the employee will be paid all monies owed pursuant to applicable collective bargaining agreements, state or federal laws.
- 20.3 Any employee who quits of his/her own volition shall receive all wages due within twenty-four (24) hours of termination of employment. All employees discharged or laid off shall receive all moneys at the time of discharge or layoff

21.0 PRIOR EXPERIENCE

- 21.1 Credit shall be given employees in the tenure brackets set forth in Schedule "A" above for prior experience in the same classifications acquired in Class A hospitals or other facilities acceptable to the Employer. Such credit shall commence on the date satisfactory proof is provided by the new employee of such prior experience at which time such employee shall be advanced from tenure in accordance with the following formula:

- A. Classifications in the medical/technical job family shall receive year for year credit.
- B. Classifications in the maintenance/delivery, service and clerical job families shall advance from tenure on the basis of two (2) years prior experience equaling one (1) year prior experience credit, up to a maximum of three (3) years prior experience credit. Prior Kaiser Permanente experience shall be credited on a year for year basis provided the employees last day of work was no more than six (6) months prior to the date of re-employment.

22.0 TENURE STEP ADJUSTMENTS

- 22.1 Tenure increases and across the board increases shall become effective at the beginning of the first (1st) full payroll period nearest the employee's date of eligibility for such increase.
- 22.2 One Thousand Forty (1040) compensated hours and one (1) year shall be considered to constitute a working year in advancing from one (1) full year tenure step to another. Five Hundred Twenty (520) compensated hours and six (6) months shall qualify for advancing along six (6) month steps.
 - A. No adjustment shall be made to the tenure eligibility date or the tenure hours requirement due to a leave of absence.
 - B. Tenure hours earned toward the tenure hours requirement shall be limited to eighty (80) hours in a pay period.
 - C. The tenure hours required and the tenure eligibility date will be set at the most recent date of hire or promotion.

23.0 "RED CIRCLE" RATES

- 23.1 An employee's wage rate which exceeds the maximum rate for his/her job classification shall be considered "red circle." When general wage rate increases are applied to the wage rates shown in Schedule "A" the rate for an employee whose wage rate was "red circled" on or before the ratification of the 2000 Agreement, shall be adjusted by 90% of the negotiated tenure step adjustment until the "red circle" situation is eliminated.

For employees whose wage rate was "red circled" on or after ratification of the 2000 Agreement, the rate shall be adjusted by 70% of tenure step adjustment until the "red circle" situation is eliminated.

24.0 RECLASSIFICATION

- 24.1 The Employer and the Union agree that the classification for each job shall continue in effect unless there is an authorized change in job content significant enough to justify a review and reclassification. Either the Employer or the Union may request a reclassification review. All reclassification requests will be handled in the manner outlined in the following procedure and shall not be subject to the grievance/arbitration procedure.
- 24.2 Reclassification is defined as a significant change in duties of a job over time.
- 24.3 Reclassification requests originated by employees shall be referred to the Union representative. The Union representative will review the request and if he/she believes that there has been a significant change in job duties which warrants a reclassification, shall submit the request, along with information to support the request, to the Regional Human Resources office.

- 24.4 Within thirty (30) days of the receipt of request the Human Resources Department shall conduct a job audit of the affected position(s) and communicate in writing with the employee(s) detailing its findings.
- 24.5 If the employee(s) disagrees with the determination of the Human Resources Department, they may file a letter of appeal detailing their objections with the Human Resources Department within fifteen (15) days of receipt of the Human Resources determination.
- 24.6 A review committee composed of two (2) members appointed by the Employer and two (2) members appointed by the Union, one of whom will be a member of the bargaining unit, will meet to evaluate the appeal and render a decision. Information submitted by the employee and collected by the Employer and the Committee will be used in determining the appropriate job classification.
- 24.7 If the determination of the Department of Human Resources or the final determination of the review committee places the job in a classification of higher pay, the incumbent employee(s) will receive, retroactive to the time of the request, an increase in pay in accordance with promotion policy.
- 24.8 If the determination of the Human Resources Department or the final determination of the review committee results in the placement of the position(s) in a new classification, the Union and the Employer will immediately commence negotiations to determine the wage rate of the new classification. Incumbents in the position(s) will receive, retroactive to the time of the request, an increase in pay in accordance with promotion policy.^{30.0}

25.0 JOB DESCRIPTIONS

(Also see provisions of National Agreement: Section 1 [C] [4])

- 25.1 The Employer and the Union recognize the importance of maintaining job descriptions that reflect the various duties and responsibilities associated with the job titles contained in Schedule "A" as appropriate. Such duties and responsibilities shall be used as the basis for determining an employee's appropriate job title and related wage rate. Any revisions to such descriptions shall be by mutual agreement. It is recognized, however, that the maintenance of job descriptions is a continuing and on going process necessitating review and revisions as circumstances indicate.

26.0 MILEAGE

Employees required to use their personal automobile for employer business will be reimbursed according to the Employer's current policy on mileage reimbursement.

26.1 Travel Time and Mileage

26.2 Replacement Pool Employees and Other Employees Work Extra Hours

- A. Employees hired into a Regional on-call replacement pool or making themselves available for hours in such a pool (Environmental Services, Occupational Medicine) will be paid round-trip mileage at the standard reimbursement rate according to Kaiser Permanente policy for commutes that exceed a thirty (30) mile distance one way from the employee's home.
- B. Employees qualifying for mileage reimbursement under paragraph A will also be paid travel time, provided such driving time is within a reasonable norm for the journey.

26.3 General Mileage Reimbursement Provisions

- A. Employees with regular work location requested to work at another location more than thirty (30) miles from the home work location, and who accept such an assignment, will be reimbursed mileage and paid travel time in accordance with Article 26.2 (A) and (B).
- B. Employees that report to their assigned worksite and are requested to go to another worksite will be paid for all mileage incurred to travel to the second worksite and time spent driving to the second worksite.
- C. Posted positions for which a regular job-site employee bids and is awarded or an outside applicant is hired that are located more than thirty (30) miles from the employee's home are not covered by this agreement. Such employees do not qualify for mileage reimbursement nor travel time.

27.0 STANDBY PAY

- 27.1 Employees on standby duty beyond their regularly scheduled workday or workweek, who are called in to work on other than a recognized holiday, shall be paid for the time worked at one and one-half (1-1/2) times their basic straight-time hourly rate. Employees on standby duty, who are called in to work on a recognized holiday, shall be paid for the time worked at two and one-half (2-1/2) times their basic straight-time hourly rate. Pay for such hours shall commence when the employee reports for work at the worksite.
- 27.2 Employees on standby duty shall be guaranteed a minimum credit of three (3) hours' work or pay for each occasion on which they are called in. However, the total hours paid at time and one-half (1-1/2) shall not exceed the number of hours in the standby period assigned unless total hours worked are greater than the standby period. The number of hours paid at one and one-half (1-1/2) shall be deducted from the number of hours for which standby pay is received.
- 27.3 Pay shall be \$2.75 per hour for standby hours assigned on other than a recognized holiday. Standby duty assigned on a recognized holiday shall be paid at \$6.88 per hour.

28.0 DIFFERENTIALS

28.1 Shift Differentials

- A. All employees who work a shift of four (4) hours or more commencing at or after 12:00 noon and prior to 6:00 a.m. shall be eligible for a shift differential.
- B. Shift differential shall be eighty-five cents (\$0.85) per hour for evening shift and one dollar and twenty cents (\$1.20) per hour for night shift.
- C. Evening shift shall be defined as any shift of four (4) hours or more commencing at or after 12:00 noon and terminating after 6:00 p.m.
- D. Night shift shall be defined as any shift of four (4) hours or more starting before midnight whose majority of hours is worked after midnight or a shift of four (4) hours or more starting between 12:00 midnight and 6:00 a.m.
- E. Shift differential payment shall be included in vacation; sick leave and holiday pay for employees consistently scheduled for evening or night shift. Shift differential shall be paid on overtime hours worked for days or hours that qualify for payment as described above.

28.2 Service Differentials

Employees who complete at least five (5) years continuous service with the Employer shall receive five cents (\$.05) per hour service premium; ten (10) years' continuous service with the Employer shall receive an additional ten cents (\$.10) per hour; fifteen (15) years of service (for a total of fifteen cents (\$.15) per hour effective October 1, 2000.

28.3 Training Differentials

Medical Intake Specialists shall receive eighty cents (\$.80) per hour for training new employees and teaching new skills to existing employees.

28.4 Bi-Lingual

A differential of one dollar (\$1.00) per hour will be paid for MIS positions working at the Regional Appointment Center providing certified language interpretation in the course of their normal job duties and for the majority of their work shift. MIS positions requiring certified language interpreter skills shall be posted with requirements and differential included.

28.5 Gardner/Irrigation Specialist

A differential of two dollars (\$2.00) per hour will be paid for Gardner/Irrigation Specialist positions.

28.6 Lead Worker (see Article 13.0)

28.7 LTA-Surgical Pathology/Autopsy Assistant

A differential of fifty-two cents (\$.52) per hour will be paid for LTA's is a Surgical Pathology/ Autopsy Assistant.

28.8 Orthodontic Assistant Trainee

Individuals who qualify to work as orthodontic trainees will be paid at the orthodontic assistant trainee wage – Dental Assistant II wages plus an additional twenty cents (\$.20) per hour. To be permanently hired as an orthodontic assistant, EFODA (Expanded Function Orthodontic Dental Assistant) certification is required after 1040 hours or twelve (12) months orthodontic assisting experience or whichever comes first for these individuals working in the State of Oregon. Individuals working in the State of Washington must agree to successfully complete an equivalent Kaiser Permanente developed examination and certification process. Individuals who successfully complete certification or the Washington equivalent will be promoted to EFODA and paid at that wage.

28.9 Emergicenter MIS Replacements

MIS replacement staff regularly assigned to other areas or a replacement pool, when these employees work in the MIS role in the Emergicenter at South Interstate. Effective the start of the pay period including the ratification date of this agreement, such replacement staff (on-call and support services floaters will be paid a differential fifty cents [\$0.50] per hour for on-call and twenty-eight cents [\$0.28] per hour for floaters) for hours worked in the Emergicenter as Emergicenter MIS.

28.10 Pre-Analytical Trainer

The Pre-Analytical Trainer position will be compensated at the phlebotomist rate with an eighty cent (\$0.80) per hour differential.

28.11 Homebound Phlebotomist

A differential of one dollar and twenty-five cents (\$1.25) per hour will be paid for Homebound Phlebotomists.

28.12 Medical Records Warehouse Work by Health Record Clerks

Labor and Management have agreed to pay a wage differential of eighty cents (\$.80) per hour effective March 1, 2006 for Health Record Clerks working at the Medical Records warehouse located on Airport Way.

29.0 WORK IN A HIGHER CLASSIFICATION

29.1 Any employee who performs work in a higher classification for one (1) hour or more (except for rest periods and meal relief) shall be paid for such hours worked at the step rate in the higher classification that results in a rate at least thirty cents (\$0.30) per hour above the rate paid in the employee's regular classification.

30.0 PROMOTIONS

- 30.1 An employee who is permanently promoted to a job in a higher classification shall be paid that tenure step rate in their new classification at no less than the step above their former rate and which results in a wage increase of at least thirty cents (\$0.30) per hour. However, employees with prior service in the same classification whether at Kaiser Permanente or at another hospital or facility with another employer, will be given credit on tenure brackets per Article 21.1. A new tenure eligibility date is thereby established in determining an employee's eligibility for future step rate increases in his/her new job.
- 30.2 An employee who transfers to a job in a lower job classification shall be paid that tenure step rate in his/her new classification, which is closest to his/her former rate.

31.0 REST AND MEAL PERIODS

31.1 Employees are entitled to take rest periods daily, which insofar as practicable shall be in the middle of each work period.

Rest and meal periods shall be computed as follows:

Shift	Rest Period (during each Half of work shift)	Meal Period (minimum)
4 hours	15 minutes	n/a
5 hours	15 minutes	30 minutes
8 & 9 hours	2-15 minute periods	30 minutes
10 hours	2-20 minute periods	30 minutes
12 hours	3-15 minute periods	30 minutes

31.2 No wage deduction shall be made for such rest periods.

31.3 Except as provided below, meal periods shall be on an unpaid basis.

31.4 In the event an employee is called back to work during a scheduled meal period, the scheduled meal period, of at least thirty (30) minutes, shall count as hours worked and another meal period of thirty (30) minutes will be rescheduled within two (2) hours.

32.0 HOLIDAYS

(Also refer to provisions of National Agreement: Section 2 [B] [1] [e])

Non 7/70 Schedule Employees

32.1 The following days shall be observed as holidays:

	<u>2021</u>	<u>2022</u>	<u>2023</u>	<u>2024</u>
New Year's Day	01/01	01/01	01/01	01/01
Memorial Day	05/31	05/30	05/29	05/27
Independence Day	07/04	07/04	07/04	07/04
Labor Day	09/06	09/05	09/04	09/02
Thanksgiving Day	11/25	11/24	11/23	11/28
Christmas Day	12/25	12/25	12/25	12/25

32.2 There shall be no deduction in pay for the observance of the foregoing holidays for employees who have been in a benefited status for at least thirty (30) consecutive days prior to the holiday. Such employees working on one (1) of the foregoing holidays shall be paid at the rate of one and one-half (1-1/2) times the regular rate of pay in addition to their regular rate of pay. Pay for holidays not worked shall be on the following basis:

- A. If the holiday falls on a normally scheduled workday and the employee is scheduled off because of the holiday, the pay for such holiday not worked shall be for the number of hours at the straight-time rate, the employee would have received had he/she worked.
- B. If the holiday falls on a day normally scheduled off, the employee shall, at the option of the Employer, receive a paid day off or additional pay equal to one-fifth (1/5) of the employees scheduled weekly hours or BAH, whichever is greater: one-fourth (1/4) for 4/40 employees and employees regularly scheduled more than eight (8) hours but less than ten (10) hours.

7/70 Schedule Employees

32.3 Employees shall receive pay for holiday accumulations on each check. The holiday hours will accrue based on compensable hours and be paid out on the following check.

32.4 Flexible Personal Days

Employees who have been in benefited status for three (3) months shall be eligible for three (3) personal days per year. Employees with ten (10) to fourteen (14) years of employment in a benefited status shall be eligible for four (4) personal days per year. Employees with fifteen (15) or more years employment in a benefited status shall be eligible for five (5) personal days per year.

(Also refer to provisions of National Agreement: Section 1 [C] [3] [c])

General

32.5 Temporary and on-call employees who have been on the payroll for at least thirty (30) consecutive days prior to a holiday shall receive no pay for holidays not worked but

shall receive one and one-half (1-1/2) times the regular rate of pay for all work performed on one of the foregoing holidays.

- 32.6 If an employee's work shift includes work on both a holiday and a non-holiday, the entire shift shall be paid at the holiday rate in cases where a majority of hours worked on such shift are between 12:01 a.m. and the following midnight of the holiday.
- 32.7 Paid holidays shall count toward forty (40) hours in the workweek for the purpose of computing overtime.

33.0 VACATIONS

Non 7/70 Schedule Employees

- 33.1 Vacation benefits consisting of the average number of straight time hours worked per week shall accrue for employees as follows.
- 33.2 All regular employees who have been continuously in service with the Employer for a period of one (1) year shall annually be entitled to two (2) weeks vacation with pay.
- A. If an employee terminates within the first six (6) months of employment, no vacation will be granted.
- B. After the completion of six (6) months of employment in a regular employee status or as a benefited on-call, an employee shall be entitled to prorated vacation credits which may have accrued.
- 33.3 All regular employees who have been continuously in service with the Employer for a period of five (5) years shall annually be entitled to three (3) weeks vacation with pay.
- 33.4 All regular employees who have been continuously in a service for a period of ten (10) years shall annually be entitled to four (4) weeks' vacation with pay.
- 33.5 Employees shall receive prorated vacation time as follows:
- A. Less than five (5) years continuous service, 3.07 hours per eighty (80) compensable hours;
- B. Five (5) or more years continuous service, 4.616 hours per eighty (80) compensable hours;
- C. Ten (10) or more years continuous service, 6.154 hours per eighty (80) compensable hours.
- 33.6 Split vacation may be taken subject to the requirements of efficient operation. Such determination rests exclusively with the Employer.
- 33.7 If a holiday falls during an employee's vacation period, an additional day off with pay shall be added to the employee's vacation or pay given in lieu thereof.
- 33.8 Vacation pay shall be paid to employees prior to the start of their vacation providing the employee requests in writing that he/she receive such pay seven (7) days prior to the commencement of any vacation scheduled for a period of one (1) or more weeks.
- 33.9 Up to thirty (30) days absence from work on unpaid leave shall count as time worked for vacation accrual purposes for full-time employees.

- 33.10 The Employer may require two (2) weeks' notice of an employee's intention to quit as a condition of eligibility for prorated vacation pay at termination.
- 33.11 An employee who is hospitalized for any length of time, or one who is incapacitated for five (5) consecutive days or more with documentation of care in progress during a paid vacation, may elect to substitute accrued sick leave for such time off and reschedule that vacation time. Certification by the attending physician is required by the Employer.
- 33.12 Vacation accrual is limited to two (2) times the annual accrual or three hundred and twenty (320) hours.

33.13 Vacation Scheduling - Non 7/70 Schedule Employees

- A. Seniority prevails for vacation and holiday requests received as described in paragraph B. Any requests received after the deadline shall be approved on a first-come, first-served basis regardless of seniority within departmental staffing limits. The time off request box will be checked on a timely basis by the staffing supervisor.
- B. Requests for time off will be accepted up to October 31 at 5:00 p.m. for the period of January 1 - March 31 of the next year. Requests will be accepted up to January 31 at 5:00p.m. for the period of April 1 - June 30. Requests will be accepted up to April 30 at 5:00p.m. for the period of July 1 - September 30. Requests will be accepted up to July 31 at 5:00 p.m. for the period of October 1 - December 31.

The supervisors will notify the employees in writing of the request status (approved or denied) within five (5) working days after the deadline.

Exceptions to the above deadlines will be considered when it is critical that travel plans be made well in advance. Proof of reservations may be required (e.g. plane tickets, documentation of reservation deadline, etc.).

- 33.14 No employee may receive more than two (2) major and two (2) minor holiday periods off per year unless coverage is available.

If major and minor holiday periods are to be minimally staffed, staffing will be offered on a voluntary basis by seniority or, if necessary, work will be assigned by inverse seniority to qualified employees.

Major Holidays: New Year's Day, Thanksgiving, Christmas.

Minor Holidays: Memorial Day, Fourth of July, Labor Day.

A holiday period is a series of days surrounding major or minor holidays unbroken by a return to work.

- 33.15 Scheduling request for vacation time and personal days will be given priority consideration over WOP day requests.
- 33.16 Employees have the ability to cancel vacation time they have scheduled. If the employee wishes to cancel previously authorized time off, the employee will notify the supervisor two (2) weeks prior to the posting of the final schedule to be guaranteed regular hours. If time off is canceled after this date the employee can make him/herself available to work but cannot bump regular employees in the schedule.
- The canceled vacation time, if available, will be posted in the affected area and awarded to the senior person that makes the request prior to the Friday the final schedule is posted.

33.17 Employees may vote to change their current vacation procedure in their own dept./worksite/ program/work group if they so desire one time during the life of the agreement. Employees shall contact their Union Representative to set up a vote.

7/70 Schedule Employees

33.18 After completion of six (6) months continuous employment in a benefit status, employees shall receive pay for vacation accumulations on each check. The vacation will continue to accrue based on compensable hours and be paid out on the following check.

33.19 After the completion of five (5) years of continuous employment in a benefit status with the Employer, employees shall receive a lump sum vacation payment equivalent to one (1) week of pay, and begin the new three (3) weeks per year accrual rate.

33.20 After the completion of ten (10) years of continuous employment in a benefit status with the Employer, employees shall receive a lump sum vacation payment equivalent to one week of pay, and begin the new four (4) weeks per year accrual rate.

General

33.21 Vacation pay will be computed on the employee's regular hourly rate of pay at the time the vacation is taken, including shift differential if applicable.

34.0 SICK LEAVE

(See also provisions of National Agreement: Section 1 [C] [3]) Non 7/70 Schedule Employees

34.1 Regular full-time employees shall accumulate paid sick leave at the rate of eight (8) hours per month for each calendar month of employment. Regular part-time and on-call employees shall accumulate paid sick leave at the rate of eight (8) hours for each one hundred seventy-three (173) hours paid.

7/70 Schedule Employees

34.2 Regular full-time, part-time and on-call employees shall accumulate paid sick leave at the rate of one (1) hour for every nineteen (19) hours paid.

General

34.3 Accrued sick leave shall be payable for absences of employees due to their own medical disability or for the medical disability of a dependent minor child, and related medical appointments.

34.4 Paid sick leave begins to accumulate during the first (1st) calendar month of employment but may not be applied to any illness that occurs during the first six (6) months of employment.

34.5 The Employer may require reasonable proof that the employee claiming sick leave (or for his/ her dependent child) was suffering from a bona fide illness or injury justifying the employee's absence from work for the period claimed.

34.6 Earned sick leave may at the employee's discretion be integrated with Workers' Compensation Disability payments to the extent necessary to permit an employee to maintain his/her regular straight time earnings during the period of disability. The foregoing will be applicable to the extent that an employee has Employer paid sick leave accrued but not used.

- 34.7 Paid sick leave shall count toward forty (40) hours in the workweek for the purpose of computing overtime.
- 34.8 For employees with accrued sick leave, a maximum of four (4) hours sick leave pay will be granted for time off the job if necessary due to appointments of the employee for travel time, waiting time, and time for the appointment. Except in case of emergency appointments, at least seven (7) days prior notice must be given to the supervisor. Whenever possible, employees will be expected to schedule their medical or dental appointments at the beginning or end of their workday, or on their days off. An emergency shall be defined as something of an immediate and urgent nature that could not have been reasonably anticipated.
- 34.9 The Employer will provide employees with an accumulative total of available sick time to accompany their paycheck.

35.0 BEREAVEMENT LEAVE

(Also refer to provisions of National Agreement: Section 1 [G])

- 35.1 An employee in a benefit status who has a death in the family will be granted three (3) regularly scheduled working days (plus an additional two [2] days when traveling more than three hundred [300] miles) within a two (2) week span for the purpose of attending and/or arranging the funeral of:
- Spouse/Domestic Partner
 - Parent/Step Parent/Parent In-Law/Step Parent In-Law/In loco Parentis Child/Step Child/ Legal Ward/Foster Child/Adopted Child
 - Daughter/Step Daughter/Daughter In-Law/Step Daughter In-Law
 - Son/Step Son/Son In-Law/Step Son In-Law
 - Sister/Step Sister/Sister In-Law/Step Sister In-Law
 - Brother/Step Brother/Brother In-Law/Step Brother In-Law
 - Grandparent/Step Grandparent
 - Grandchildren/Step Grandchildren
 - Relative living in the same household

An employee shall not be entitled to both funeral leave pay and holiday pay, sick leave pay or vacation pay for the same day.

- 35.2 The employer may allow an employee a leave of absence without pay for employees that need to have more than three (3) days for the bereavement of any of the above.
- 35.3 The employer will allow an employee a leave of absence to attend or arrange for the funeral of a person who is close to them. The employee may use vacation, personal days, or a without payday to cover the time loss. Alleged abuse of this Article will be resolved in a dispute resolution process, by the appropriate Partnership committee.
- 35.4 Employees on an unpaid leave are not eligible for bereavement leave unless the unpaid leave is for the purpose of caring for a family member described in Article 35.1.

36.0 JURY DUTY

- 36.1 Employees in a benefit status who are called for jury service will be excused from work on days which he/she serves and shall receive for each day of jury service, his/her regular straight time day's pay. Hours paid for jury duty will not count as hours worked in determining eligibility for overtime. The employee must show proof of jury service and attendance.

- 36.2 Employees will be excused from work without loss of pay for time spent in a recognized court or government hearing or civil deposition when requested to appear or subpoenaed by the Employer.

37.0 TIME OFF REQUESTS

- 37.1 For the purpose of granting time off for Unit Specialists, Certified Patient Care Assistants and Certified Nursing Assistants in the inpatient area of the Kaiser Sunnyside Medical Center, at least two (2) on day/evening shift, one (1) on night shift of each classification on each of the three (3) shifts may be able to take unpaid vacation time or personal day at the same time. Granting of such time off will be based on staff needs and efficient operations.

Without Pay Days

- 37.2 Employees coded at least thirty (30) hours or more may use a maximum of two (2) days without pay on a prescheduled basis per calendar year.
- 37.3 Employees affected by a short-term reduction may use without paydays. These days will not be counted in the above-mentioned days.

38.0 TAX SHELTERED SAVINGS PLAN

- 38.1 The Employer agrees to contribute \$0.26 per compensated hour per eligible employee to the tax sheltered savings plan;

Details of the administration of the tax sheltered savings plan and procedures for withdrawal of funds will be reduced to writing in a letter of agreement between the parties.

- 38.2 Effective January 1, 1992, employees who are subject to payroll deductions for their medical and dental plans (scheduled weekly hours or benefit average hours between twenty [20] and thirty-one and nine tenths [31.9] hours) may elect to waive the Employer's TSA contributions by noting the same on a form to be provided by the Employer. Employees failing to submit such waiver within sixty (60) days of hire, or by December 15, 1991, if later, and by December 15th for each of the following years, shall be deemed to have accepted the Employer TSA contributions for the next calendar year. Employees waiving such contributions shall be entitled to an annual lump sum distribution in the amount of any contributions due during the calendar year less withholding taxes. Lump sum distributions shall be made within sixty (60) days of the close of a calendar year or termination, whichever occurs first. Eligible employees may elect to change their contribution format from TSA to lump sum or vice versa once each year to be effective January 1 of any subsequent year, by submitting a written election on the Employer provided form no later than December 15th of the year preceding the year in which the change is to occur.

39.0 HEALTH PLAN

(Also refer to provisions of National Agreement: Section 2 [B])

- 39.1 Employer-paid Kaiser Foundation Health Plan, plus the standard supplemental Health Plan benefits, prescription drug and vision care benefits will be provided to employees and their eligible dependents on the basis of benefit average hours or coded hours, whichever is greater. This plan will include a five dollar (\$5) per visit Doctor Office fee and a three dollar (\$3) per prescription drug co-pay to provide up to a thirty (30) day supply if obtained at medical offices, or up to a 90 day supply for the three dollar (\$3) co-pay on maintenance medications if obtained through mail order as prescribed by the physician. The Doctor Office Visit Fee will be five dollars (\$5) per visit. Eligible dependents are a spouse or domestic partner (as stated in an Affidavit of Domestic

Partnership), an unmarried child of an employee, spouse or domestic partner under the age of 25 who is chiefly dependent upon the employee, spouse or domestic partner for support; or an unmarried child of the employee, spouse or domestic partner of an employee who is chiefly dependent for support and maintenance because the child is incapable of self-sustaining employment by reason of developmental disability or physical handicap which occurred prior to his/her reaching age 25. (Also refer to provisions of National Agreement: Section 2 [B] [1]).

- 39.2 Employees with eighteen (18) months or more of continuous employment who are receiving Employer-paid Health Plan coverage shall receive Employer-paid Health Plan, dental plan and group life insurance coverage during disability insurance leaves of absence up to a maximum of six (6) months provided that three (3) calendar months of active employment elapse between incidents of application.

Employees who are receiving Employer-paid Health Plan coverage shall receive Employer-paid Health Plan, dental plan and group life insurance coverage during absences due to industrial injury up to a maximum of six (6) months provided that three (3) calendar months of active employment elapse between the incidents of application.

- 39.3 Employees who are receiving Employer-paid Health Plan Medicare Coordinated coverage for themselves and/or dependents will be reimbursed the base rate premium paid to Social Security for their own and/or dependents Part B Medicare coverage.

Dental Program

- 39.4 Employer-paid Kaiser Foundation Dental Plan will be provided to employees and their eligible dependents on the basis of Benefit Average Hours or coded hours, whichever is greater beginning the first day of the month following three (3) months of continuous service as an employee.

40.0 DISABILITY INSURANCE

(Also refer to provisions of National Agreement: Section 2 [B] [3] [d]) Short-Term Disability

- 40.1 Employees shall receive disability insurance coverage for illness or injury not connected with the job effective the first (1st) day of the month following completion of one (1) year of continuous employment with benefit average hours (BAH) of twenty (20) or more per week. The disability insurance benefits provide income protection amounting to fifty percent (50%) of an employee's regular straight-time earnings up to a maximum of \$195.00 per week for twenty-six (26) weeks, commencing on the eighth (8th) day of disability or upon expiration of Employer-paid sick leave, if later.

- 40.2 Long-Term Disability (effective January 1, 2007)
(Also refer to provisions of National Agreement: Section 2 [B] [3] [d])

41.0 GROUP LIFE INSURANCE

- 41.1 The Employer will provide each employee in a benefited status on his/her coverage effective date with, at no cost to the employee, life insurance according to the following formula:

Take the hourly wage rate times the greater of scheduled weekly hours or benefit average hours (not to exceed forty [40] times 4.33333). Round to nearest cent.

Multiply the above result times 0.003. Round to the nearest cent.

Divide the latest result by the appropriate rate charged the Employer by the Employer's insurance carrier. The rate charged the Employer may be obtained by contacting Employee Benefits. Multiply by \$1,000. Round to the nearest cent.

The minimum amount of Employer-paid coverage will be \$10,000. The maximum amount of Employer-paid Life Insurance coverage will be \$50,000.

- 41.2 In addition, a total and permanent disability benefit of \$10,000 (distributed in equal payments over sixty [60] months) will be made available to an employee who qualifies for total and permanent disability. Any benefits received under this provision will reduce the ultimate death benefit paid under the plan.
- 41.3 Coverage shall become effective on the ninety-first (91st) day of continuous employment in a benefited status and thereafter, eligibility shall be based on remaining in a benefited status.
If an employee leaves benefited status after coverage has become effective, and returns to benefited status at a later date, the ninety (90) day waiting period will be waived and coverage will become effective on the first (1st) day that the employee is considered in benefited status, otherwise, the ninety (90) day waiting will be required again.

Voluntary Contributory Insurance

- 41.4 The Employer will make available a voluntary and contributory (employee paid through payroll deduction) employee age-rated life insurance program with open enrollment during the thirty (30) day period following the Employer provided coverage effective date, with age-rated life insurance coverage effective the first of the month following enrollment. The maximum total of Employer-paid and employee-paid coverage will be limited to \$500,000. To be eligible for voluntary and contributory coverage's the employee must have employer provided life insurance in effect.
- 41.5 The Employer will make available a voluntary and contributory (employee paid through payroll deduction) dependent life insurance program. Employees will have open enrollment during the thirty (30) day period following their Employer provided coverage effective date, with dependent life insurance coverage effective the first (1st) of the month following enrollment.

42.0 BENEFIT PREMIUMS

- 42.1 Benefit level will be based upon coded hours or BAH whichever is greater. Benefit Average Hours (BAH) is the average compensated hours worked per week in eleven (11) pay periods and applied prospectively. The pay periods used in the averaging will start on or about January 1 and July 1 each year.

Coded hours lost as a result of short-term reductions in hours at the request of the Employer shall be included in total. All such hours lost will not be compensated.

Employees will be assessed each pay period for health and welfare as follows:

20 – 25.99 BAH Or coded hours	\$27.97
26 – 31.9 BAH or coded hours	\$18.65
32 and above BAH or coded hours	\$00.00

Pre-Tax Deductions

- 42.2 The Employer will deduct the employee costs on a pre-tax basis.

Flexible Spending Accounts

42.3 The Employer agrees to provide a Health Care Reimbursement Account for employees.

The Employer agrees to provide a Dependent Care Reimbursement Account for employees.

43.0 FRINGE BENEFIT IMPROVEMENTS GUARANTEE

43.1 In the event improvements are granted to the Employer's non-union hourly employees relative to sick leave, vacation, holidays, Health Plan and Dental coverage, life insurance or shift differential for employees currently receiving eighty-five (\$0.85) or one dollar and twenty cents (\$1.20) per hour, such improvements shall also be extended to employees covered under this Agreement with the same effective date.

44.0 EMPLOYEE ASSISTANCE PROGRAM

(Also refer to provisions of National Agreement: Section 1[H])

44.1 For the life of this Agreement, bargaining unit employees will be provided access to Employee Assistance counseling.

45.0 RETIREMENT BENEFITS

(Also refer to provisions of National Agreement: Section 2 [B] [2])

45.1 Eligible employees shall be covered under the terms of the Kaiser Foundation Hospitals Oregon Pension Plan as amended ("KFHOPP").

45.2 The pension benefit computation formula shall provide 1.45% of average monthly compensation over the highest sixty (60) consecutive months of compensation during employment for each year of credited service. The minimum monthly pension shall be \$8.50 times the years of credited service. Sick Leave balances will be converted to time worked for eligible employees. The retirement plan impacted by this Credited Service is the Kaiser Permanente Northwest Pension Plan. The Sick Leave Benefit balance will not be used to determine service for the purpose of determining basic Plan eligibility or vesting.

Employees eligible for Tax Sheltered Annuity as described in Article 38.0 will have at time of retirement, a contribution made to the employee's TSA account for each hour of unused sick leave in the amount in effect at the time as described in Article 38.1.

45.3 Employees hired on or before December 31, 1984 who at the time of their retirement are eligible for Employer-paid Health Plan, prepaid prescription drugs, prepaid vision care and dental plan coverage who retire on a normal basis shall continue to have Employer-paid Health Plan, prepaid prescription drugs, prepaid vision care and dental plan coverage for themselves and their eligible dependents for the life of the retiree or eligible surviving dependent.

45.4 Employees hired on or after January 1, 1985 who retire as normal or postponed retirees under the provision of KFHOPP with at least fifteen (15) years of service and who are eligible for Employer-paid Health Plan and prepaid prescription drugs at the time of retirement shall receive Employer-paid Health Plan and prepaid prescription drugs for themselves and their eligible dependents for the life of the retiree.

45.5 In addition, employees who retire on or after January 1, 1985 as early retirees under the provisions of the Kaiser Foundation Hospitals Oregon Pension Plan with at least fifteen (15) years of service and who are eligible for Employer-paid Health Plan and prepaid prescription drugs at the time of retirement shall receive Employer-paid Health Plan and

prescription drugs with coverage commencing upon retiree's eligibility for Medicare and continuing for themselves and their eligible dependents for the life of the retiree.

- 45.6 Retirees who are receiving Employer-paid Health Plan Medicare Coordinated Coverage for themselves and their dependents and who were hired on or before December 31, 1984 will be reimbursed the base rate premium paid to Social Security for their own and/or dependents Part B Medicare coverage.
- 45.7 For employees hired on or before December 31, 1984, eligibility for Employer-paid Health Plan, prepaid prescription drugs, prepaid vision care and dental plan coverage at normal retirement (in accordance with this Article) shall not be conditional upon an employee having been a participant in the "Kaiser Foundation Hospitals Oregon Pension Plan" at retirement.
- 45.8 Employees hired on or after January 1, 1985 will not receive Employer reimbursement for Part B of Medicare premiums paid to Social Security.
- 45.9 Effective for employees initially eligible to retire on or after January 1, 1998, Kaiser will introduce changes to the Retiree Medical Program which will include \$5.00 office visit and prescription drug co-pays. Kaiser will also introduce additional cost sharing in the form of contribution requirements by future retirees and will freeze Medicare Part B premium reimbursement at the January 1, 1997 level for those eligible for this plan feature.
- 45.10 Employees eligible to retire and receive retiree medical benefits prior to January 1, 1998 are not affected by the above changes, even if they choose to retire at a date on or after January 1, 1998.
- 45.11 Initially, the cost sharing noted above will be 50/50 sharing of future Health Plan premium cost increases until the retiree's share of the total premium reaches 30%. For example, in the first year following implementation, if the monthly premium increases \$10.00, the retiree and Kaiser Permanente will share this cost increase at \$5.00 each. This would mean that if premium cost on 1/1/97 was \$200 and it increased to \$210 on 1/1/98, Kaiser Permanente would contribute \$205 per month and the retiree cost would be \$5.00 per month.
- 45.12 As time passes, the cost of retiree medical plan premiums will ultimately be born 70% by Kaiser Permanente and 30% by the retiree.
- 45.13 Kaiser has also re-designed the retiree medical program to include new features. These features include:
- A. Surviving spouse benefits (including some restrictions on the definition of eligible dependents).
 - B. Out of service area premium reimbursement for employees who chose to retire in an area which does not offer Kaiser Permanente coverage.
- 45.14 Employees (Subscribers) and eligible dependents who are eligible for both Part A and B of Medicare, will be eligible for the Medicare Coordinated Coverage plan including prepaid drug and prepaid vision care plan, but they must maintain enrollment in Part B of Medicare and assign both Part A and B of Medicare benefits to the Health Plan. If the employee or dependent is eligible for Part A but not for Part B, or for Part B but not for Part A, the employee or dependents must maintain the Medicare coverage for which the employee or dependent is eligible and assign benefits there under. Failure to maintain

and assign all Medicare benefits for which the employee or dependents are eligible will relieve the Kaiser Permanente Medical Care Program from its obligation to provide Employer-paid health benefits.

- 45.15 If a retiree or any eligible dependent as described is not eligible for either Part A or B or Parts A and B of Medicare, the Kaiser Permanente Medical Care Program will provide the regular Health Plan under aged 65 benefits. If the current Medicare program is discontinued, substantially modified or replaced by a national health care program, these benefits shall terminate; provided, however, that the employee will be offered as an alternative a plan substantially equivalent to that provided to the majority of the Employer's employees.
- 45.16 For purposes of this Article, normal retirement is defined as retirement at age 65, early retirement is defined as retirement prior to age 65 and postponed retirement is defined as retirement after age 65.

46.0 LEAVE OF ABSENCE

(Also see provisions of National Agreement: Section 1 [C] [3] [e])

Personal Leave

- 46.1 Personal leaves of absence without pay shall be granted upon written request when urgent personal and economic considerations justify such action and where Employer circumstances permit. An employee must have at least six (6) months of continuous service as a benefited employee to be considered eligible for a leave of absence for personal reasons. Except under unusual circumstances involving extreme personal hardship, personal leaves of absence shall not be authorized for a period exceeding ninety (90) days. Employees returning from a personal LOA of ninety (90) days or less shall be reinstated to the employee's former position. Employees returning to work from a leave in excess of ninety (90) days shall be given preferential consideration for any available position of comparable pay and status (benefited, coded replacement, on-call) for which the employee may be qualified.

Disability Leave

(Also refer to provisions of National Agreement: Section 2 [B] [3] [d])

- 46.2 An employee must have at least twelve (12) months' continuous service as a benefited employee to be considered eligible for disability insurance leave of absence. In accordance with the provisions of Section 40, disability insurance leaves of absence as certified by the attending physician will be granted after accumulated Employer-paid sick leave has expired. The period of such leaves will be based on the attending physician's certification of disability.

Medical Leave

- 46.3 An employee must have at least six (6) months' continuous service as a benefited employee to be considered eligible for medical leave of absence.
- A. Medical leaves of absence as certified by the attending physician will be granted upon written request after accumulated Employer-paid sick leave has been exhausted.
- B. The period of such leaves will be based on the attending physician's certification of disability. Initial leaves will not be granted for more than ninety (90) days, but may be extended for an additional period not to exceed ninety (90) days, if requested in writing and certified by the attending physician.

- C. Except under unusual circumstances medical leaves of absence shall not be authorized for a period exceeding six (6) months following expiration of Employer-paid sick leave.

Return from Leave of Absence

- 46.4 Two (2) weeks written notification of return from leave of absence must be given to the Employer. If an employee fails to return to work within seven (7) days of the expiration date of an approved leave of absence or the date arranged with the employee's supervisor, it will be assumed that the employee has voluntarily terminated his/her employment.
- 46.5 If an employee returns from an unpaid leave of absence of less than ninety (90) days in accordance with the foregoing, he/she will be returned to his/her previous position, station and shift.

The provisions of this paragraph shall not apply if the employee declines to accept the scheduled hours of work that were in effect for him/her prior to the granting of the leave.

General

- 46.6 Depending on the circumstances involved, including the nature of the job, the duration of an unpaid leave of absence, and various other factors relating to the work to be performed, the Employer shall make all reasonable efforts to reinstate an employee upon return from unpaid leave. If reinstatement to the original job is not feasible due to the circumstances, employees shall be given preferential consideration for any available job of comparable pay and status for which they may be qualified; or, if this is not possible, for any available work within their capabilities.
- 46.7 Any employee who meets minimum qualifications may apply to fill a posted temporary vacancy.
- 46.8 Approvals for leaves of absence shall be in writing on forms provided by the Employer and the employees shall receive a copy of such leave authorization as soon as possible but in no case later than two (2) weeks from the date the employee made the request.
- 46.9 Employees must make arrangements in advance to pay the required premium necessary to keep Health Plan, Dental Plan or Group Life Insurance coverage in effect during any leave of absence (unless otherwise provided). Disability insurance coverage is not available to employees on leave of absence unless the reason for such leave is due to non-industrial illness or injury.

Military Leave

- 46.10 Military leave of absence shall be in accordance with applicable law.

Leave for Union Position/Business

- 46.11 An employee, but not more than six (6) at any one time, nor more than one (1) from any one (1) department, who accepts an official position/business with the Union shall be granted a leave of absence without pay, not to exceed six (6) calendar months in duration. The Union will make a reasonable effort to provide the Employer with a minimum of thirty (30) days notice of such request, but under no circumstances will the request be less than two (2) working days in advance of the requested release date.

Such employees shall be reinstated by the Employer provided that such employee notifies the Employer of their intent to return to work thirty (30) calendar days in advance and provided that said employee is still qualified to perform the applicable job

duties. During this Leave of Absence, any employee acting as a temporary business agent will refrain from representing union members in handling grievances in their former worksite, work area, or department except if necessary to meet DFR requirements.

The Employer may hire a temporary employee specifically for replacement of the employee on this leave of absence.

The parties will conduct an annual review of requests for Union leave at the conclusion of each year of the Agreement (June of each year), and conduct good faith discussions in an effort to resolve any problems that have occurred in implementation of this article. Further, the parties agree to meet at the request of the other to resolve any dispute or problems that occur during the year.

Leave From Bargaining Unit

- 46.12 An employee may be allowed to take a “leave of absence from the bargaining unit” under the following terms and conditions:
- A. The period of the leave will not exceed ninety (90) days, but may be extended for an additional ninety (90) days by mutual agreement of the parties.
 - B. The purpose of the leave may only be to accept a temporary reassignment to perform non- bargaining unit work.
 - C. The employee shall continue to pay monthly Union dues and by so doing shall not suffer a reduction of the time spent on leave from their total seniority within the bargaining unit.
 - D. On their return to the bargaining unit at the expiration of the leave, the employee shall be returned to their previous position with full restoration of all rights and privileges of Union membership.
 - E. Requests for leaves of absence from the bargaining unit must be reduced to writing by the employee and approved by the Union.
- 46.13 Employees returning to formerly held classifications within six (6) months of transferring to another classification (including those outside the bargaining unit) shall have all previously accrued seniority within the original classification restored to them.

47.0 INTER-UNION JURISDICTIONAL DISPUTES

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

48.0 CONTRACT DISPUTES/GRIEVANCE AND ARBITRATION PROCEDURE*

(For disputes arising under the National Agreement, refer to provisions of National Agreement: Section 2 [C])

- 48.1 Work Stoppages. The Employer and the Union realize that the Employer’s facilities are different in their operations from other industries, because of services rendered to the community and for humanitarian reasons, and agree that there shall be no lockouts on the part of the Employer nor suspension of work on the part of the employees, it being

one of the purposes of this Agreement to guarantee that there will be no strikes, lockouts or work stoppages.

All disputes and other matters of controversy coming within the scope of this Agreement will be settled by the procedure hereinafter provided.

48.2 Grievance and Arbitration Procedure* Section 1 – General Principles

Basic Means of Settling Grievances: The following procedure shall be applied and relied upon by both parties as the basic means of seeking adjustment of and settling grievances. Grievance, as referred to in this Article, includes every dispute concerning interpretation and application of this contract and/or any dispute concerning wages, hours, or working conditions. All such disputes shall be subject to the grievance procedure.

Time Limits: Except for grievances alleging error in wages, benefits errors, or discharge, each grievance arising under this Agreement shall be presented to the appropriate party within thirty (30) calendar days after the grievant had knowledge of the event or should have had knowledge of the event. All discharge grievances shall be referred immediately to Step Two of this procedure within ten (10) calendar days from the date of the discharge. Any grievance not timely filed is deemed waived by the aggrieved party.

Both parties agree that the grievance and arbitration procedure should proceed as expeditiously as possible; however, by mutual agreement between the Union and the Employer, the time limits of any step of the grievance procedure may be extended and this extension must be confirmed in writing within the specified time limits. Both parties agree, however, to make their best effort to abide by the time limits outlined in this Agreement. In the event the Union fails to appeal a grievance in a timely manner, the Union may request an extension and the Employer shall grant such extension. If the Employer fails to respond to the grievance within the time limits specified, the grievance may be appealed to the next step of the grievance procedure by the Union.

Mandatory Meetings: There shall be mandatory meeting at each step of the grievance procedure unless waived by mutual agreement of the parties. Employees participating in such meetings shall not suffer any reduction in pay due to their participation.

Written Grievance Documents: All grievances, grievance appeals, grievance responses, requests for extensions of time limits and agreements to extend time limits will be given in writing.

Non Precedent-Setting Settlements: Grievance settlements or resolutions reached at Step One or Two of the grievance procedure shall not be precedent-setting for any purpose and shall not be used to interpret the language or associated practices of the agreement.

Good Faith Efforts to Resolve Issues: The goal of the parties is to achieve early and prompt resolution of issues and disputes through informal and formal interest-based discussions between the steward, employee(s) and the direct supervisor or department head in Step One and Step Two. The use of the procedures contained in this Article should not preclude, or be used by any party to avoid, active good faith efforts to achieve dispute or issue resolution.

Union Staff Representatives: Union staff representatives may participate at any level of the grievance procedure.

Necessary and/or Relevant Information: The parties agree and understand that the free exchange of necessary and/or relevant information is essential to their mutual understanding and satisfactory resolution of issues and disputes. Accordingly, the

parties agree to respond adequately, in a timely, good faith manner to requests for information, and to promptly address and resolve any disputes relating to the provision of requested information.

Section 2 – Steps of the Grievance and Arbitration Procedure

Step One: Step one of the grievance procedure is an informal process. The parties recognize that most issues or disputes can and should be resolved informally at the closest possible level to the unit/department in which they occur.

The Grievance procedure shall be initiated at Step One, except grievances specified in this Article as going directly to Step Two. A Union Steward representing an employee shall initiate the grievance procedure at Step One by presenting the issues to the employee's immediate supervisor. Within ten (10) calendar days after submission of the issues, a meeting shall be held. The parties are encouraged to continue to work collaboratively on the issue until either party feels the further work at this step will not resolve the issue. Once resolution is reached, or the decision is made that joint resolution is not possible, the supervisor shall respond to the grievant(s) and the Union Steward within ten (10) calendar days. Participants in Step One discussions should include the employee(s), the involved supervisor, and the Union Steward.

Step Two: All issues that are not resolved at Step One may be appealed to Step Two within ten (10) calendar days. An appeal to Step Two shall be submitted in writing as a formal grievance after either party feels the issue(s) cannot be resolved at Step One in a timely manner. The parties shall attempt to resolve the grievance within ten (10) calendar days after the appeal is received. If the parties are unable to resolve the grievance within these time limits, a grievance response shall be given within ten (10) calendar days thereafter.

Grievances regarding discharge must be initiated at Step Two within ten (10) calendar days after the action. In addition, grievances involving workload and suspension shall be introduced directly to Step Two of the Grievance and Arbitration Procedure. Participants in Step Two should include the employee(s), the Union Steward, the supervisor, and the Human Resources representative.

Step Three: All grievances that are not resolved at Step Two may be appealed to Step Three within ten (10) calendar days. The appeal to Step Three shall be submitted in writing to the parties' designees. Within ten (10) calendar days of the receipt of such appeal a meeting shall be held including the parties' designees, Union Steward and grievant(s). Within ten (10) calendar days after such meeting, the Employer's designee shall respond to the Union staff representative and other meeting participants in writing.

Step Four – Arbitration: In the event the grievance remains unresolved, the grieving party may appeal the grievance to arbitration. Written notice of such appeal must be received by the Director of Labor Relations or Designee within ten (10) calendar days after receipt of the Step Three response. No grievance shall be appealed to arbitration without first being processed through the appropriate steps of the Grievance and Arbitration Procedure except by mutual agreement.

Selection of Arbitrator: An impartial arbitrator shall be selected by mutual agreement of the parties. In the event mutual agreement is not reached, the party appealing the grievance to arbitration shall request a panel of arbitrators from the Federal Mediation and Conciliation Service. Upon receipt of said panel, the parties will select an arbitrator by alternately striking names.

Authority of Arbitrator: The arbitrator shall be prohibited from adding to, modifying or subtracting from, the terms of this Agreement or any supplemental written agreement of the parties. Further, it shall not be within the jurisdiction of the arbitrator to change any existing wages rate or establish a new wage rate. However, grievances involving

reclassification and upgrade are within the scope of the grievance procedure and are within the jurisdiction and powers of the arbitrator; the decision of the arbitrator, however, is limited to changes in the classification of a position within the existing wage schedule. The award of the arbitrator shall be final and binding on both parties.

Cost of Arbitration: Each party shall pay one-half (1/2) the cost of the arbitration proceedings which include but are not limited to the cost of the arbitrator, court reporter and transcript for the arbitrator, if mutually agreed to as necessary, conference room costs and other related costs, and each party shall be responsible for the cost of its own representatives and witnesses.

Section 3 – Grievances Associated With the Master Agreement

The parties agree that they will use their best efforts to identify any grievance that may involve interpretation or application of the Master Agreement, or practices relating to the provisions of the Master Agreement, before such a grievance is appealed to Step Three, and this shall be noted in either the Step Two response or the appeal to Step Three. If such a grievance is resolved at Step Three, it shall be resolved at the local bargaining unit level on either a non precedent –setting basis or as a precedent applicable to that bargaining unit only, unless otherwise agreed to by all parties to the Master Agreement. The parties will identify three (3) permanent arbitrators who shall be the only arbitrators who may be selected to hear grievances involving the Master Agreement. At the time an arbitrator is selected to hear a specific case, the parties will inform the arbitrator whether they wish the arbitrator to issue a precedent-setting decision, a non-precedent-setting decision, or to decide whether a decision will be precedent- setting as one of the issues in the case.

NOTE: Mediation Provisions contained in current Agreements shall be omitted.

49.0 DISCIPLINE AND DISCHARGE*

(For Local 49/NW Region use provisions of National Agreement: Section 1 [L] [1])

49.1 No employee shall be disciplined or discharged without just cause. Any employee who is discharged shall be informed in writing at the time of the discharge of the reason(s) for the discharge.

Supervisors shall ask employees if they wish the presence of a Union Steward and/or Union Representative in any meeting or investigation that may result in discipline. The selection of a Union Representative shall not unduly delay the proceeding.

It is the Employer's intent normally to make use of progressive discipline in accordance with established practices and policy.

In the event the Employer disciplines or discharges an employee, the Employer will, at the request of the employee and/or Union, furnish copies of necessary and/or relevant documents or written statements used by the Employer as a basis for the disciplinary action.

Employees shall have the right to respond in writing to any written disciplinary notices and documentation of employee counseling sessions, and shall have that response attached to the relevant material.

Written disciplinary notices and documentation of the employee counseling sessions shall be invalid after a period of one (1) year from the date of issuance except when there are other materials of the same or related nature. It is understood that while the employer may retain expired documents to satisfy legal and regulatory requirements, such documents will not be used to justify further disciplinary action.

50.0 HEALTH AND SAFETY

(Also refer to provisions of National Agreement: Section 1 [I & J])

50.1 The Employer agrees to make reasonable and proper provisions for the maintenance of appropriate standards of health and safety in the work place, to promptly review unsafe conditions brought to its attention, and to correct them as necessary. The employees acknowledge their responsibility to observe safety policies and procedures established by the Employer or mandated by state or federal laws or regulations related to employee's job or work area. The Employer acknowledges its' responsibility to appropriately train all employees regarding the Employer's safety policies, procedures, and state/federal laws and regulations.

The Employer and the Union agree that employees have the right to give input into the safety program of the Employer. In the event an employee believes that an unsafe condition exists, he/she shall first bring the situation to the attention of his/her supervisor. If, after bringing the situation to the supervisor's attention, the employee believes the problem still exists, the employee may then report the condition, in writing, to the Safety Committee and the Employer will take whatever appropriate action it determines necessary to resolve the situation.

50.2 Placement of Bargaining Unit Injured Worker

(Also refer to provisions of National Agreement: Section 1 [J] [1 & 2])

A member of the bargaining unit who has a compensable injury or for whom the Employer has a job placement obligation or such obligation under the Americans with Disabilities Act (ADA) and can no longer perform the duties of his/her regular employment will be offered suitable employment for which the employee is qualified after reasonable Employer paid training and/or orientation, having the same rights as a Bargaining Unit member in a permanent Reduction in Force to open position based on seniority.

An employee who is returned to work in a temporary assignment, as designated by the Integrated Disability Management Program, will continue membership in their original bargaining unit, will accrue seniority as defined in the Collective Bargaining Agreement, and will pay dues and fees to their current union.

When it is determined an employee with an accepted Workers Compensation claim may not return to their job due to permanent disability/work imitations but is able to perform work with the employer in a different position and/or job title, the employee will be awarded an available and suitable job for which they are qualified.

When it is determined an employee who has a non-occupational injury or illness may not return to their job due to permanent disability, the employee will be awarded an open and appropriate job for which they are qualified as part of the normal job bidding process for the open position, recognizing the contractual seniority provisions. In both circumstances the employees will be given preference for placement over outside applicants.

At such time as the employee is permanently placed into a new position, they will become a member of the new bargaining unit and will assume all rights and responsibilities of that bargaining unit position, without loss of seniority as defined by their previous bargaining unit position.

Safety Committees

50.3 Medical and Support Services

At each medical office, hospital, and at the Supply Center and Process Center, safety committees, with an equal number of Employer and employee representatives will regularly make recommendations on how to eliminate hazards and unsafe work practices and to improve accident and illness prevention programs. The Employee representatives will include employees represented by Local 49 as well as employees represented by other unions and unrepresented employees.

50.4 Dental Program

- A. For the Dental Program, one (1) safety committee will be established.
- B. The Dental Program's Environmental Health and Safety committee is comprised of four (4) managers and four (4) staff members. The staff members will include at least two (2) Local 49 members. The chair is elected by the committee.
- C. In addition, each dental office will have a safety representative who volunteers for a minimum of one (1) year who will be responsible for identifying safety hazards and for conducting environmental rounds in their offices. The safety representative is selected by the employee group and may be a Local 49 member. The safety representative will report concerns to management and the Labor Management Committee.

50.5 General

- A. The Labor Management Committee shall receive periodic reports from the safety committees.
- B. Local 49 members on the safety committees are by mutual consent of the Union and the Employer. Neither party will capriciously withhold consent.
- C. If, in the Union's view, the committee members are not placed in a timely fashion, the Employer will meet with the Union to attempt to resolve the situation.
- D. The Employer will continue to promote the use of safe medical/dental devices and comply with federal and state requirements relating to safety, infection control and hazardous substances.
- E. Local 49 representatives will be chosen by mutual consent of the Union and the Employer to product evaluation committees. The Employer will notify the Union about these product evaluation committees at the Labor Management Steering Committee.
- F. The Employer will provide a list of all safety committee members at every worksite identifying the worksite and the affiliation of each individual to the LMC Steering Committee on or before March 15th of each year.

51.0 STAFFING

(Also refer to provisions of National Agreement: Section 1 [F])

- 51.1 In the event technological or mechanical changes occur which result in reduced hours or positions, the Employer will discuss these changes in advance with the Union and make reasonable efforts to place affected employees into available jobs of comparable pay and hours for which they may be qualified, or into other available work within employees' capabilities for which they may be qualified with minimal retraining.

- 51.2 It is in the mutual interest of both parties that the delivery of health care be organized and structured in the most efficient manner possible. It is the intent of the Employer to have members of the bargaining unit continue performing those duties they have routinely done in the past; however, the Employer must retain the right to establish all work assignments affecting members of the bargaining unit. The Employer will provide the Union with schedule changes prior to implementation. The Union has the right to question the reasonableness of such assignments, and should the Union feel there is a problem with respect to work assignments, the Employer will meet with their representatives and attempt through mutual discussion to resolve the issue as expeditiously as possible.
- 51.3 Clinic employees on the payroll prior to April 5, 1976 who are assigned a reduced work schedule for reasons directly related to the change in clinic hours shall be treated in the same manner as Non-Union hourly employees with respect to vacation and sick leave accumulation and eligibility for Employer-paid Health Plan, Dental Plan, Group Life and Disability Insurance coverage.
- 51.4 Classification and Union Flexibility (Dental Only)
- Employees that have unscheduled time shall assist in areas that need extra support. This may include other classifications for which they are qualified to perform some or all of the duties. This may include other union bargaining units within dental and other Kaiser dental offices (movement is subject to twenty-five dollar (\$25.00) bonus per Article 14.8 - clinician driven reduction in force).

52.0 INSERVICE EDUCATION

- 52.1 When an in-service education program is provided by the Employer for employees in a particular classification or classifications covered under the Agreement, the Employer will use its best efforts to insure that the training sessions are available to all employees in such classification or classifications. Such best efforts shall include the presentation of programs on alternate shifts when appropriate and alternating the time and shift of presentation as operations permit.
- 52.2 Other interested employees may attend such programs when space is available to permit their attendance if supervisors are able to arrange their absence from their assignments without unduly affecting the workflow.
- 52.3 Information pertaining to the Employer's regional education program and tuition reimbursement program will be made available to employees upon request.
- 52.4 When the employer determines that an in-service program is mandatory, such in-service will occur on paid time.

53.0 EDUCATION

(Also refer to provisions of National Agreement: Section 1 [D and E])

- 53.1 The parties agree that education is a very important part of our professional lives, particularly in the health care field. In recognition of this, the Employer provides continuing education opportunities for bargaining unit employees within the budgetary process. Interested employees may contact Human Resources for specific information of programs and how to apply for educational funds.

The Employer will provide intranet access, by ensuring that a PC and printer is identified for all members at each facility for each shift. In facilities where PC and printers are not yet available, and until such time as they are, the building administration will maintain an

easily accessible supply of guidelines, applications and promotional information.

Tuition Reimbursement

- 53.2 Eligible employees covered under this Agreement shall be entitled to participate in the Employer's tuition reimbursement program in accordance with the policy effective May 1, 1988.

Education Fund

- 53.3 The Employer and SEIU Local 49 agree to continue the Education Committee established in the parties 2000-2006 Collective Bargaining Agreement. Any modifications to the structure of this committee will be jointly determined by the Labor-Management Steering Committee.

Bargaining unit representatives to the Education Committee will be entitled to twelve (12) hours of paid time per month paid from the education fund to engage in duties associated with administering these funds. The use of these hours will be determined by the Education Committee. These hours are in addition to the regularly scheduled monthly meetings of the Education Committee.

In each calendar year of the Labor Agreement, the Employer will contribute \$36,500 to be administered by the Education Committee for a broad range of educational purposes, both work-related and work-life balance education courses. Funds not spent in any calendar year will be rolled over into the next calendar year.

54.0 CHILD CARE

- 54.1 The Employer will work cooperatively with the Union to study options for childcare. The Employer and the Union may negotiate jointly with childcare providers for the purpose of obtaining child care services for employees. The Employer will not be liable for childcare costs.
- 54.2 The Employee agrees to make a federally approved pre-tax child care deduction plan available to bargaining unit employees. Details of this plan will be set forth in a separate letter of agreement.

55.0 CONSCIENTIOUS OBJECTION

- 55.1 The Employer and the Union recognize the rights of individuals to refuse to participate directly in therapeutic abortion procedures. Employees who wish to exercise those rights shall submit their written request to the Employer. The Employer shall honor such requests by making reasonable accommodation, except in an emergency situation, where the immediate nature of the patient's needs and rights shall take precedence over exercise of the employee's rights.

56.0 EMPLOYMENT SECURITY PROVISIONS

- 56.1 The Employer and the Union recognize that extensive restructuring is currently occurring in the health care industry.

In order to allow the Employer to respond to the demands of the market there may be occasions when employees are displaced from their current positions. When such actions appear imminent, the Employer commits to meeting with representatives of the bargaining unit thirty (30) days in advance of any anticipated long-term reduction to mutually explore ways to minimize the impact on employees, coordinate placement and other provisions of this Article. However, the provisions of this Article will not supersede any current written agreement, letters of understanding, or provisions of short-term or long-term RIF articles in the Current Agreement.

56.2 Retraining

- A. Coverage - Regular employees whose positions are eliminated, whose coded hours are reduced by fifty percent (50%) or greater, or whose coded hours are reduced below benefit eligibility, and are unable to be placed in an open position for which the employee meets minimum qualifications within the thirty (30) day notice period.
- B. Provisions - Requests may be made by employees for retraining into open Bargaining Unit positions. Employees will be placed into open positions as trainees providing there is a reasonable expectation that the employee can meet the position minimum qualification within the 90-day training period and in keeping with all other provisions of this Article. The trainee must demonstrate proficiency in performing the new job duties within sixty (60) days after completion of the training period. If the employee fails to do so, he/she will be offered and must choose one of the three (3) following options:
 - 1. Exercise seniority rights under Article 14.4D (bumping) in the former job classification.
 - 2. Accept an on-call position in the former job classification at the previous worksite or other acceptable open on-call position.
 - 3. Elect layoff and severance pay in accordance with this Article.

56.3 Severance Allowance

- A. Coverage - Regular employees coded twenty (20) hours per week or more (including coded replacement), whose positions are eliminated, and for whom no open position can be found as outlined in Article 14 during the thirty (30) day notice period who are terminated. An employee must have a minimum of six (6) months service to qualify for any benefit under this Article.
- B. Provisions - The severance allowance will be determined by full years of service. Eligible employees will receive one (1) week severance allowance for each full year of service, but a minimum of one (1) week, maximum of fifteen (15). Employees will be given a choice of either receiving the allowance as a lump sum payment or in biweekly payroll payments. Employees receiving severance allowance in a lump sum payment are not eligible for rehire for a period of six (6) months from their termination date. Employees receiving a severance allowance in biweekly payments are eligible for rehire at any point; however, if rehire occurs prior to exhaustion of their severance allowance, severance payments will stop on the date of rehire.
- C. Medical and Dental Benefits - Employees receiving severance allowance shall receive continuation of Employer-paid medical and dental benefits for the same number of weeks as severance benefits with a minimum of one (1) month beyond month of termination and a maximum of four (4) months. After the expiration of Employer-paid coverage, employees will have the opportunity to purchase continued group health plan and dental plan coverage for an additional eighteen (18) months.
- D. Outplacement Support - Regularly scheduled employees with twenty (20) or more coded hours per week who are terminated because their positions have been eliminated are eligible to receive outplacement support as outlined in the Employer's Employment Stability Policy.
- E. Employees rehired into a SEIU Bargaining Unit covered position will have the interval between termination and employment dates as unpaid leave of absence for the purpose of establishing seniority dates after rehire, provided no more than

two years have elapsed from date of termination to rehire date, and the employee was terminated due to lack of available work (layoff).

57.0 PERFORMANCE EVALUATIONS*

Performance evaluations shall be based on objective and observable behaviors or activities as outlined in job descriptions. Performance evaluations are to be used as a teaching tool, provide an opportunity for feedback, recognition, and identification of mutual interest.

Performance evaluations are not intended to be used as a means of discipline; therefore, the contents of such evaluations will not serve as a basis to deny transfer rights or promotions. Employees shall be provided performance evaluations annually and given a written copy of the performance evaluations document. Employees shall sign and date such material only as proof of receipt.

Employees shall be given an opportunity to read and attach written comments to performance evaluations prior to placement in the employee's personnel file.

Performance evaluations shall not be grievable.

58.0 CONFIDENTIALITY OF RECORDS AND PROTECTED HEALTH INFORMATION

In accordance with the Employer's compliance policies, indiscriminate or unauthorized review, use or disclosure of protected health information regarding any patient or employee is expressly prohibited. Reviewing, discussing, photocopying or disclosing patient information, medical or otherwise, is expressly prohibited, except where required in the regular course of business and where proper authorization has been obtained.

Duration of the Agreement

The local agreement shall become effective October 1, 2019 and shall continue in effect until September 30, 2023. It shall continue from year to year thereafter unless amended, modified, changed or terminated.

Any existing letters of agreement and/or understanding, unless otherwise noted, are carried forward for the duration of the new local agreement.

Either party wishing to change or terminate this Agreement must serve written notice of a desire to amend to the other party at least ninety (90) days prior to the expiration date.

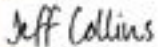
Notice of desire to change or terminate given by one party shall render unnecessary a similar notice by the other party.

DATED at Portland, Oregon this ____ day of _____, 2020.

For the Employer:

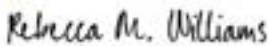
Kaiser Foundation Hospitals and Kaiser Foundation Health Plan of the Northwest

DocuSigned by:



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Jeffrey A. Collins
Interim Regional President



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Rebecca M. Williams
Chief Financial Officer, Vice President



Deanna W. Dudley
Vice President, Human Resources



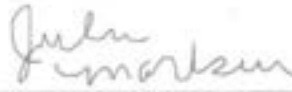
Robert L. Sokol
Director, Employee & Labor Relations

For the Union:

Service Employees International Union, Local 49



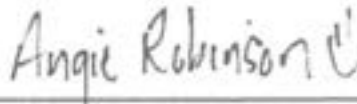
Meg Niemi, President



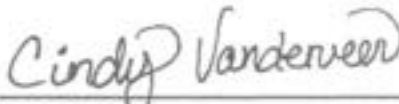
Julie Markiewicz, VP of Health Care



Bruce Fries, Sunnyside Medical Center



Angela Robinson, Sunnyside Medical Center




Cindy Vanderveer, Mt. Scott Medical Office



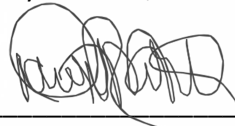
Don Arndt, Airport Way Lab



Melissa Garcia, North Lancaster Medical Office



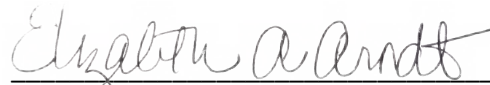
Jacy LaPlante, Cascade Park Medical Office



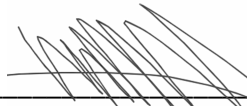
Dawn Martin, Battle Ground Medical Office



Rick Campbell, Westside Medical Center



Liz Arndt, Westside Medical Center



Wally Walls, Tanasbourne Call Center



Teresa Harris, Grand Dental Clinic



Kelly Richards, Clackamas Dental Clinic

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	<u>Article</u>
Without Pay Days “WOP” (See Time Off Requests).....	37.3
Work in Higher Classification	29.0


LOU on Float Holidays and Flexible Personal Time

The parties recognize that the implementation of the National Attendance program had unintended negative consequences for employees working shifts greater than eight (8) hours because the Flexible Personal Day was defined at the national level as being for eight (8) hours only. In the conversion of Float Holidays to Flexible Personal Days, employees working shifts greater than eight (8) hours would, therefore, have suffered a reduction in time off. SEIU Local 49 and Kaiser Permanente worked in the LMP process and reached the following agreements:


1. Float Holidays are restored into the Collective Bargaining Agreement between SEIU Local 49 (hereinafter referred to as the "Union") and Kaiser Foundation Hospitals and Kaiser Foundation Health Plan of the Northwest (hereinafter referred to as the "Employer"). The following language shall be added to the existing Collective Bargaining Agreement and shall renew thereafter unless renegotiated:

"Employees who have six (6) months or more of continuous employment as a benefited employee shall be eligible for three (3) float holidays per year. Employees with ten (10) to fourteen (14) years of employment in a benefited status shall be eligible for four (4) float holidays per year. Employees with fifteen (15) or more years of employment in a benefited status shall be eligible for five (5) float holidays. Each calendar year, the supervisor and the employee shall agree on the date to be taken as a float holiday. It is the responsibility of the employee entitled to a float holiday to give thirty (30) days notice of the day he/she wishes to take as the holiday. The float holiday must be taken within the calendar year or it shall be forfeited. In order to prevent the loss of float holidays, the first vacation days off in a year will be coded as float holidays at the employee's request."

2. The restoration of the Float Holidays to the existing Collective Bargaining Agreement between the Union and the Employer also nullifies the conversion of Float Holidays to Flexible Personal Days that was negotiated during Local Bargaining in 2005.
3. In order to take advantage of the Flexible Personal Days in the National Agreement, the parties agree to modify Article 34 "Sick Leave" to reduce the accrual rate of Sick Leave for full-time employees from ninety-six (96) hours per year (eight (8) hours per month) to eighty (80) hours per year. The sixteen (16) hours of Sick Leave shall be converted to sixteen (16) hours of Flexible Personal Days, as defined in the National Agreement. All terms and conditions of the Flexible Personal Days contained in the National Agreement shall apply unless specifically exempted in writing herein. Part-time employees shall have both their Sick Leave reduction and their Personal Flexible Days awarded on a pro-rated basis.


Shawn Ferguson
Sr. HR/Labor Relations Consultant

DATE: 11/1/07
Kaiser Permanente Building
500 N.E. Multnomah Street, Suite 100
Portland, OR 97232-2099


Alice Dale
President, SEIU Local 49

DATE: 11-6-07

LABOR-MANAGEMENT PARTNERSHIP AGREEMENT

CLARIFICATION OF EMPLOYMENT SECURITY PRINCIPLES AND APPLICATION

October 20, 1999

To "provide Kaiser Permanente employees with the maximum possible employment and income security within Kaiser Permanente and/or the health care field."

- one of the Partnership Goals, from the Labor-Management Partnership Agreement signed June, 1997

"The parties acknowledge a mutual obligation and intention to maximize employment security for Kaiser Permanente employees. As such, it is the intent of the parties of the Partnership to avoid the displacement of any Kaiser Permanente employee. We recognize that there could be circumstances when such a commitment cannot be achieved. In such cases, the Partnership will make use of attrition, growth of the business, aggressive job matching, short-term training efforts and other mechanisms agreed upon by the Partnership participants. There will be no loss of employment to any employee because of participation in a Partnership program at the worksite."

- Partnership Agreement, June 1997

Labor-Management Partnership Equation:
Performance = Security + Governance + Rewards

LABOR-MANAGEMENT PARTNERSHIP AGREEMENT

CLARIFICATION OF EMPLOYMENT SECURITY PRINCIPLES AND APPLICATION

October 20, 1999

LABOR-MANAGEMENT PARTNERSHIP EQUATION PERFORMANCE = SECURITY + GOVERNANCE + REWARDS

LANGUAGE FROM PARTNERSHIP AGREEMENT SIGNED JUNE, 1997:

PARTNERSHIP AGREEMENT GOAL: *"Provide Kaiser Permanente employees with the maximum possible employment and income security within Kaiser Permanente and/or the health care field."*

PARTNERSHIP AGREEMENT LANGUAGE: *"The parties acknowledge a mutual obligation and intention to maximize employment security for Kaiser Permanente employees. As such, it is the intent of the parties of the Partnership to avoid the displacement of any Kaiser Permanente employee. We recognize that there could be circumstances when such a commitment cannot be achieved. In such cases, the Partnership will make use of attrition, growth of the business, aggressive job matching, short-term training efforts and other mechanisms agreed upon by the Partnership participants. There will be no loss of employment to any employee because of participation in a Partnership program at the worksite."*

The National Labor-Management Partnership Agreement unites Kaiser Permanente and signatory labor organizations in a common goal to make Kaiser Permanente the pre-eminent deliverer of health care in the United States. We are jointly committed to demonstrating that labor-management collaboration produces superior health care outcomes, market leading competitive performance and a superior workplace for Kaiser Permanente employees.

Employment Security is a goal of the Partnership and one of the cornerstones of workforce engagement and, as such, is an integral part of the Partnership commitment to market leading performance. It represents an expression of the vision of Kaiser Permanente and the Unions to provide a new level of commitment to employment and income security for Kaiser Permanente employees covered by the Partnership, with a goal of doing everything reasonably possible to avoid the permanent displacement of personnel.

It is our belief that workforce engagement is critical to the success of changing the way we do work, resulting in better quality, greater efficiencies and increased growth. It is unrealistic, however, to expect employees to participate in process improvements if as a result they redesign themselves out of a job or if the result is their co-workers lose their jobs.

THE COMMITMENT TO EMPLOYMENT AND INCOME SECURITY

Our commitment is to re-deploy, not lay-off, employees who are displaced. Accomplishing our Employment Security goal will require new behaviors and approaches from both Kaiser Permanente and the Unions, including:

- Increased planning and flexibility – It is not the intent of the parties to discard or ignore existing contract provisions such as seniority, job posting, or displacement. However, the Employer's ability to honor its commitment to maximize employment security and locate economically feasible alternatives for displaced employees may be directly proportional to union flexibility with regard to such provisions. Accordingly, it is expected that unions will develop a process to achieve flexibility in contract provisions when necessary to maximize employee opportunities during periods of transition.
- Resources, time and new processes – Maximizing employment security requires a mutual commitment to engage in proactive problem solving at the onset of a problem and to allow sufficient time to process solutions. It also requires a commitment to provide reasonable transitions for those affected and to consider solutions in light of current business and operational goals and realities. And, it assumes establishment of an aggressive workforce planning process—a formal long-term approach to managing the “people” resources of Kaiser Permanente.

Turnover will provide opportunities to allow displaced persons to return to their former classification. However, the parties recognize that an employee's ability to return to his/her former classification may not always be possible due to rapid changes in technology and the health care environment.

The following is what it will minimally require to achieve the employment and income security in all situations other than those defined as extraordinary circumstances, and is intended to assist the parties in implementing the Employment and Income Security provision. The parties are encouraged to use creativity in adapting these principles to respond to local situations.

The Partnership Agreement recognizes that extraordinary circumstances, as deemed by Program level Health Plan/Hospitals leadership and Permanente Medical Group leadership, could present situations which would require the parties to come together for a high level joint review to examine what is appropriate for that situation. Examples of extraordinary circumstances are those which impact a significant number of employees and could include closure or divestiture of KP operations, severe KP membership or financial losses, technological changes which impact job classifications, legislative or regulatory changes which broadly affect operations, etc.

WORKFORCE PLANNING

Collectively, the parties will develop and oversee a comprehensive workforce planning strategy and implementation plan. Oversight responsibility for the plan elements and results relating to Employment Security will reside with the Senior Partnership Committee (SPC). Regions, together with their union partners and with Human Resources and Labor Relations, will have accountability in their areas of responsibility for developing and implementing plans which are integrated with the overall strategic business plans and consistent with Employment Security goals.

Workforce planning includes:

- Identification of existing and anticipated shortages
- Identification of both emerging and obsolete skills or job classifications
- Analysis of workforce demographics, e.g., age, skill, education
- Projections of changes in the health care field and implications for Kaiser Permanente
- Impact of Kaiser Permanente business plans on the workforce
- Mechanisms and action plans for:
 - Retraining opportunities
 - Harvesting vacancies for placing displaced employees
 - Creating positive incentives for managers to accept displaced employees and to provide retraining
 - Formal redeployment plans
 - Union and management flexibility in terms of policies, practices or contract language barriers
 - Changing hiring policies to compensate for redeployment efforts and reflect practices necessary to support a strong employment security commitment
 - Reviewing the feasibility of internalizing services or functions which are performed by external providers

The workforce planning strategy is expected to define roles and responsibilities, including both tasks and needed changes in awareness levels. Everyone, both management and union, must view potential vacancies as redeployment opportunities and be held accountable for achieving employment and income security goals.

EMPLOYMENT SECURITY

Employment security for re-deployment purposes is defined as:

- Comparable number of hours of previously scheduled weekly hours
- Comparable classification, if possible

- Placement at a facility within a reasonable geographic area of the previous facility or an employee's residence
- Comparable rate of pay (Same)
- Comparable shift (Day, Evening, or Night. Specific shift hours may vary.)

In situations where a comparable classification is not available, work as nearly comparable as possible will be provided, with the intent of re-assigning the employee to his/her former classification when and if such work becomes available.

In some situations, it may not be possible to provide comparability in all dimensions outlined above. Managers and unions within regions are advised to develop a process to handle such situations. An effective process will include a methodology for allowing employees to prioritize the dimensions that are most critical to them and for insuring that seniority of displaced employees is used in determining choice of available positions.

REDEPLOYMENT AND TRANSITION STATUS

A displaced employee who cannot secure a position in the same classification previously held will be placed into an available position in the most comparable classification for which he/she qualifies. The employee's current rate of pay will be maintained during a transition period of one year or longer, if mutually agreed to. (Individuals placed in a higher classification will be paid the higher wage rate.) The purpose of transition status is to maintain employment and income for an affected employee for a temporary period of time with the intent of returning to the previous classification when an appropriate vacancy becomes available. While in transition status, an employee will maintain the benefits status he/she held prior to transition.

During transition status, the Employer and the employee have a mutual accountability to monitor vacancies for potential placement back into the previously held position. Whenever possible, employees on transition status should have preference for such vacancies. Employees are expected to accept opportunities for a comparable position, or the privileges of the transition status will be forfeited. In the event there is a strong likelihood that the previous classification will no longer be available, the employee is expected to actively seek education and training to qualify for a different position. It is the intent of the parties to provide reasonable education and training opportunities for employees to pursue.

To effectively place employees out of the "transition status", a workforce planning strategy must be employed to plan for and capture potential vacancies. A joint process to review the situations of employees on transition status is recommended. The employer, the union and the employee have a mutual and continuing accountability to actively utilize the transition period to achieve return to the previous classification or to explore other avenues which help meet employment security goals.

At the end of one year, employees who have not returned to their prior classification will be paid in accordance with the wage scale of the position they occupy. Management and the unions in each Region are also encouraged to consider other options which may be mutually agreeable and which provide a reasonable transition. Examples include "red circle" formulas, "grandfathering", or other solutions. However, to assure appropriate consistency and fairness, the parties are encouraged to select a single option to apply to the current situation, or at a minimum, to clarify up front which option will apply in given circumstances. Existing contract language may also provide or define appropriate solutions.

PROCESS

The Partnership Agreement outlines the intent of Kaiser Permanente and the signatory unions to instill a culture of workforce engagement and joint problem solving. This means that when a problem or issue is identified, whether by management, unions or the workforce, all parties will engage in defining the problem and its resolution. This engagement means that management will need to be more inclusive in the solution finding process and the unions and employees will need to be more responsive in helping find the solutions. These employment security principles are intended to insure that the parties freely and creatively enter into problem solving.

It is hoped that these principles will assist the parties in exploring all reasonable efforts for redeployment and transition for employees impacted by changes. It is expected that each Region will develop and utilize a Partnership appeal mechanism to review any situations in which achieving employment security goals is particularly challenging or in which either party feels there is a failure to adhere to the mutual commitments regarding employment security. The following are suggested for inclusion in such a review:

- Redeployment opportunities explored
- Retraining opportunities explored
- Transition options explored
- Other avenues considered
- Alternatives such as voluntary severance, leaves of absence, etc.
- Options for resolving the situation

An impasse resolution mechanism will be defined by the parties in advance to address situations where the parties cannot reach agreement on the above. Suggestions include the use of a third-party neutral or a small panel that is empowered to reach a decision. The panel could be composed of local representatives, representatives from the SPC or Office of Labor-Management Partnership (OLMP) or any other qualified representatives acceptable to both parties.

Letter of Agreement
Article 14.8
Kaiser Permanente and SEIU Local 49

The following is a settlement between Kaiser Permanente NW and SEIU Local 49 regarding the interpretation of Article 14.8 Clinician Driven Reductions in Force as it applies to the Sunnyside Campus and will settle the pending grievance on this matter in full.

The parties agree that worksite will be defined as the building for the purposes of Clinician Driven Reductions in Force (Article 14.8) for each building on the Sunnyside Campus.


The employer agrees to pay the \$25 travel bonus to each employee for each instance he or she left their worksite to fill a vacancy due to a clinician-driven reduction. Such payment will be from January 1, 2007 forward.

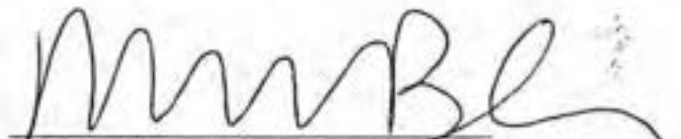
The parties will jointly compile a list of eligible employees and dates no later than 30 days from the signature of this agreement.

The \$25 bonus will be paid in the future for every instance an employee leaves their worksite and goes to another building as a result of Article 14.8. This includes travel between buildings on the Sunnyside Campus.

An instance is defined as a day except under the following circumstances, consistent with the 10/6/98 settlement, in which the bonus will be applied for a one week period of time:

- A) The provider is prescheduled off thus effecting the assigned support person.
- B) There is no vacancy to fill in the home worksite.
- C) The effected employee elects not to take time off without pay or vacation.
- D) The effected employee volunteers to work at one alternate worksite for the week.


Shawn Ferguson, Human Resources
Date: 5/5/08


Michelle Blau, SEIU Local 49
Date: 5/5/08

May 15, 2008

Ms. Alice Dale
President
Service Employees International Union, Local 49
3536 S.E. 26th Avenue
Portland, Oregon 97202-2901

Dear Ms. Dale:

Subject: Letter of Understanding - Rest Breaks and Meal Periods

Coverage: SEIU Contract All Kaiser Permanente State of Washington Facilities

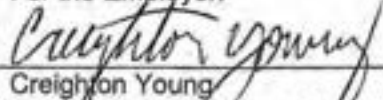
As permitted under the Kaiser Permanente State of Washington Variance, management at its discretion may authorize employees who are otherwise entitled to rest breaks and meal periods to combine rest breaks and meal period into a continuous rest and meal break. Such authorization will be by work group and shift. Management may cancel such authorization in a given work group or shift upon two weeks notice, and may cancel such authorization on any given shift due to operational need.

In a work group and shift in which management has authorized combination of rest breaks and meal periods, an employee will be permitted to take his or her rest breaks and meal periods separately if he or she prefers.

Nothing in this section shall modify the paid or unpaid status of rest breaks or meal periods.

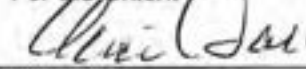
Agreed:

For the Employer:



Creighton Young
Senior Labor Relations Consultant

For the Union:



Alice Dale
President, SEIU Local 49

May 15, 2007

Ms. Alice Dale
President
Service Employees International Union, Local 49
3536 S.E. 26th Avenue
Portland, Oregon 97202-2901

Dear Ms. Dale:

Subject: Letter of Understanding - Rest Breaks and Meal Periods

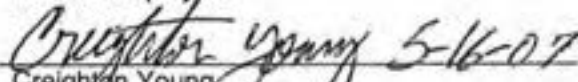
As permitted under Oregon State Law, management at its discretion may authorize employees who are otherwise entitled to rest breaks and meal periods to combine rest breaks and meal period into a continuous rest and meal break. Such authorization will be by work group and shift. Management may cancel such authorization in a given work group or shift upon two weeks notice, and may cancel such authorization on any given shift due to operational need.

In a work group and shift in which management has authorized combination of rest breaks and meal periods, an employee will be permitted to take his or her rest breaks and meal periods separately if he or she prefers.

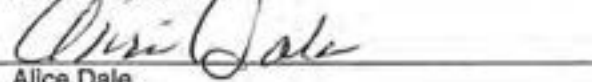
Nothing in this section shall modify the paid or unpaid status of rest breaks or meal periods.

Agreed:

For the Employer:


Creighton Young
Senior Labor Relations Consultant

For the Union:


Alice Dale
President, SEIU Local 49

POST RATIFICATION ECONOMIC ISSUES

Certain unresolved compensation-related issues may be resolved after ratification. In cases where processes developed at local bargaining table do not resolve the issue, either party may refer unresolved issues to the senior medical or dental manager in the Health Plan who will work with the senior leader of the local union(s) to resolve the matter. Decisions or a failure to reach agreement at this point are final and binding.

SHOP STEWARDS

In support of commitments in the National Agreement, the parties agree to:

- Continue the shop steward councils at 4 hours of paid time per month
- Provide for up to 8 hours of training for new shop stewards.
- Provide additional training as mutually-agreed and with mutually-developed curriculum
- Explore opportunities to jointly train managers/supervisors and shop stewards in Partnership.

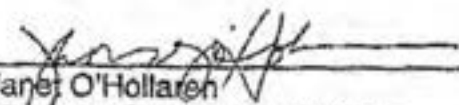
WORKFORCE PLANNING

By December 1, 2005 Medical, Dental and Human Resource senior leaders and union leaders will appoint an oversight group of two managers and two union leaders to consider how to implement the workforce planning commitments of the National Agreement in collaboration with the Northwest Workforce Planning Committee.

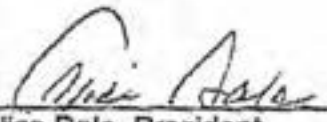
AGREED:

For the Employer:

For the Union:



 Janet O'Hollaren
 Manager, Employee Relations



 Alice Dale, President
 SEIU, Local 49

Date: 1/31/06

Date: 1/31/06

April 23, 2007

Michelle Blau
Service Employees International Union, Local 49
3536 S.E. 26th Ave.
Portland, OR 97202

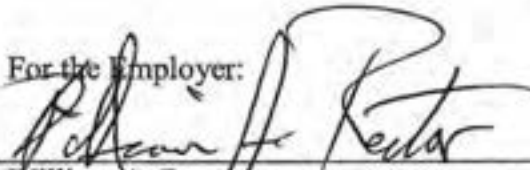
Subject: Standby Rate

The Employer hereby agrees to the Union request to increase the standby rate from the current \$2.75 per hour to \$3.50 per hour effective the start of the pay period following ratification of the Letter of Agreement.

If you agree with the above proposal, please indicate such agreement by signing in the space provided and return one signed copy of this letter to my attention.

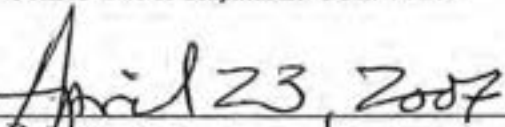
AGREED:

For the Employer:



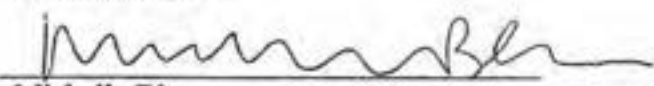
William A. Rector
Senior Labor Relations Consultant

Date:



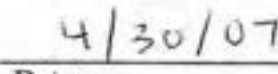
April 23, 2007

For the Union:



Michelle Blau
Internal Organizer
SEIU Local 49

Date:



4/30/07

SEIU LOCAL 49 WAGESCALES SCHEDULE A

Several job codes cover multiple job titles. In cases where there are multiple job titles they all move through the scale from step one to the top step.

JOB CODE	JOB TITLE	SCALE	GRADE	STEP	MONTHS	HOURS	10-1-19	10-1-20	10-1-21	10-1-22
3736	DISPATCHER, EVS, LINEN & BED	SE	01	01	0	0	\$19.66	\$20.25	\$20.85	\$21.48
		SE	01	02	6	520	\$20.18	\$20.79	\$21.41	\$22.05
		SE	01	03	12	1040	\$20.56	\$21.18	\$21.81	\$22.47
		SE	01	04	24	2080	\$21.41	\$22.05	\$22.72	\$23.40
		SE	01	05	36	3120	\$22.28	\$22.95	\$23.64	\$24.35
		SE	01	06	48	4160	\$23.18	\$23.87	\$24.59	\$25.33
		SE	01	07	60	5200	\$24.10	\$24.82	\$25.57	\$26.34
1022	ASST, LAB TECH (GEN)	SE	02	01	0	0	\$20.25	\$20.85	\$21.48	\$22.12
		SE	02	02	6	520	\$20.84	\$21.47	\$22.11	\$22.78
		SE	02	03	12	1040	\$21.42	\$22.06	\$22.73	\$23.41
		SE	02	04	24	2080	\$22.01	\$22.67	\$23.35	\$24.05
		SE	02	05	36	3120	\$22.60	\$23.28	\$23.97	\$24.69
		SE	02	06	48	4160	\$23.19	\$23.88	\$24.60	\$25.34
		SE	02	07	60	5200	\$23.79	\$24.50	\$25.23	\$25.99
		SE	02	08	72	6240	\$24.35	\$25.08	\$25.84	\$26.61
2092	ASST, SURG PATH AUTOPSY	SE	03	01	0	0	\$21.26	\$21.90	\$22.56	\$23.24
		SE	03	02	6	520	\$21.86	\$22.52	\$23.19	\$23.89
		SE	03	03	12	1040	\$22.47	\$23.15	\$23.84	\$24.56
		SE	03	04	24	2080	\$23.07	\$23.76	\$24.48	\$25.21
		SE	03	05	36	3120	\$23.68	\$24.39	\$25.12	\$25.88
		SE	03	06	48	4160	\$24.28	\$25.01	\$25.76	\$26.53
		SE	03	07	60	5200	\$24.87	\$25.61	\$26.38	\$27.17
		SE	03	08	72	6240	\$25.50	\$26.26	\$27.05	\$27.86
0085	RECEPTION/ CASHIER	SE	04	01	0	0	\$19.12	\$19.69	\$20.29	\$20.89
		SE	04	02	6	520	\$19.50	\$20.08	\$20.69	\$21.31
		SE	04	03	12	1040	\$19.91	\$20.51	\$21.12	\$21.75
		SE	04	04	24	2080	\$20.73	\$21.35	\$21.99	\$22.65
		SE	04	05	36	3120	\$21.50	\$22.14	\$22.80	\$23.49
		SE	04	06	48	4160	\$22.41	\$23.08	\$23.77	\$24.49
		SE	04	07	60	5200	\$23.69	\$24.40	\$25.13	\$25.89

JOB CODE	JOB TITLE	SCALE	GRADE	STEP	MONTHS	HOURS	10-1-19	10-1-20	10-1-21	10-1-22
0131	CASHIER, BUSINESS OFFICE	SE	05	01	0	0	\$19.11	\$19.68	\$20.27	\$20.88
		SE	05	02	6	520	\$19.48	\$20.06	\$20.66	\$21.28
		SE	05	03	12	1040	\$19.87	\$20.46	\$21.08	\$21.71
		SE	05	04	24	2080	\$20.64	\$21.26	\$21.90	\$22.56
		SE	05	05	36	3120	\$21.40	\$22.04	\$22.70	\$23.39
		SE	05	06	48	4160	\$22.17	\$22.83	\$23.52	\$24.22
		SE	05	07	60	5200	\$22.92	\$23.61	\$24.32	\$25.05
0446	CASHIER, HBO	SE	06	01	0	0	\$20.07	\$20.67	\$21.29	\$21.93
		SE	06	02	6	520	\$20.47	\$21.08	\$21.71	\$22.36
		SE	06	03	12	1040	\$20.88	\$21.50	\$22.15	\$22.81
		SE	06	04	24	2080	\$21.64	\$22.29	\$22.96	\$23.65
		SE	06	05	36	3120	\$22.48	\$23.16	\$23.85	\$24.57
		SE	06	06	48	4160	\$23.29	\$23.99	\$24.71	\$25.45
		SE	06	07	60	5200	\$24.07	\$24.79	\$25.54	\$26.30
1584	CLERK, DETAIL, KPRR	SE	07	01	0	0	\$25.55	\$26.32	\$27.11	\$27.92
		SE	07	02	6	520	\$26.01	\$26.79	\$27.60	\$28.42
		SE	07	03	12	1040	\$26.50	\$27.29	\$28.11	\$28.95
		SE	07	04	24	2080	\$27.50	\$28.33	\$29.18	\$30.06
		SE	07	05	36	3120	\$28.53	\$29.39	\$30.27	\$31.18
		SE	07	06	48	4160	\$29.61	\$30.49	\$31.41	\$32.35
		SE	07	07	60	5200	\$30.67	\$31.59	\$32.53	\$33.51
3118	SPEC, CENTRAL INTAKE IDM	SE	08	01	0	0	\$20.44	\$21.06	\$21.69	\$22.34
		SE	08	02	6	520	\$21.13	\$21.76	\$22.41	\$23.09
		SE	08	03	12	1040	\$21.82	\$22.48	\$23.15	\$23.84
		SE	08	04	24	2080	\$22.49	\$23.17	\$23.86	\$24.58
		SE	08	05	36	3120	\$23.18	\$23.87	\$24.59	\$25.33
		SE	08	06	48	4160	\$23.85	\$24.56	\$25.30	\$26.06
		SE	08	07	60	5200	\$24.52	\$25.26	\$26.01	\$26.79

JOB CODE	JOB TITLE	SCALE	GRADE	STEP	MONTHS	HOURS	10-1-19	10-1-20	10-1-21	10-1-22
1475	SPEC, DENTAL STAFF SCHED	SE	09	01	0	0	\$20.64	\$21.26	\$21.90	\$22.56
		SE	09	02	6	520	\$21.29	\$21.92	\$22.58	\$23.26
		SE	09	03	12	1040	\$21.91	\$22.56	\$23.24	\$23.94
		SE	09	04	24	2080	\$23.19	\$23.88	\$24.60	\$25.34
		SE	09	05	36	3120	\$24.47	\$25.20	\$25.96	\$26.74
		SE	09	06	48	4160	\$25.75	\$26.52	\$27.32	\$28.14
		SE	09	07	60	5200	\$27.02	\$27.83	\$28.67	\$29.53
2066	SECRETARY, HLTH CARE TEAM	SE	11	01	0	0	\$20.90	\$21.52	\$22.17	\$22.83
		SE	11	02	6	520	\$21.59	\$22.24	\$22.90	\$23.59
		SE	11	03	12	1040	\$22.29	\$22.96	\$23.65	\$24.36
		SE	11	04	24	2080	\$23.04	\$23.73	\$24.44	\$25.18
		SE	11	05	36	3120	\$23.73	\$24.45	\$25.18	\$25.93
		SE	11	06	48	4160	\$24.43	\$25.16	\$25.91	\$26.69
		SE	11	07	60	5200	\$25.14	\$25.90	\$26.67	\$27.47
3879	INTERPRETER- PATIENT ACCESS	SE	12	01	0	0	\$21.12	\$21.75	\$22.40	\$23.08
		SE	12	02	6	520	\$21.48	\$22.13	\$22.79	\$23.48
3880	INTERPRETER- REGISTRATION REP	SE	12	03	12	1040	\$21.89	\$22.55	\$23.23	\$23.92
		SE	12	04	24	2080	\$22.71	\$23.40	\$24.10	\$24.82
3152	SPEC, MEMBER INTAKE INTER	SE	12	05	36	3120	\$23.49	\$24.20	\$24.92	\$25.67
		SE	12	06	48	4160	\$24.41	\$25.14	\$25.89	\$26.67
		SE	12	07	60	5200	\$25.71	\$26.48	\$27.27	\$28.09
1040	PHLEBOTOMIST - OREGON	SE	13	01	0	0	\$21.23	\$21.87	\$22.53	\$23.20
		SE	13	02	6	520	\$21.86	\$22.52	\$23.19	\$23.89
3561	PHLEBOTOMIST - WASHINGTON	SE	13	03	12	1040	\$22.47	\$23.15	\$23.84	\$24.56
		SE	13	04	24	2080	\$23.09	\$23.78	\$24.50	\$25.23
3581	PHLEBOTOMIST - WA FLOAT	SE	13	05	36	3120	\$23.68	\$24.39	\$25.12	\$25.88
		SE	13	06	48	4160	\$24.27	\$25.00	\$25.75	\$26.52
3582	PHLEBOTOMIST - OR FLOAT	SE	13	07	60	5200	\$24.90	\$25.65	\$26.42	\$27.21
		SE	13	08	72	6240	\$25.50	\$26.26	\$27.05	\$27.86

JOB CODE	JOB TITLE	SCALE	GRADE	STEP	MONTHS	HOURS	10-19	10-20	10-21	10-22
5168	SPEC, CLIENT SERVICES SUPPORT	SE	13	01	0	0	\$21.23	\$21.87	\$22.53	\$23.20
		SE	13	02	6	520	\$21.86	\$22.52	\$23.19	\$23.89
		SE	13	03	12	1040	\$22.47	\$23.15	\$23.84	\$24.56
		SE	13	04	24	2080	\$23.09	\$23.78	\$24.50	\$25.23
		SE	13	05	36	3120	\$23.68	\$24.39	\$25.12	\$25.88
		SE	13	06	48	4160	\$24.27	\$25.00	\$25.75	\$26.52
		SE	13	07	60	5200	\$24.90	\$25.65	\$26.42	\$27.21
		SE	13	08	72	6240	\$25.50	\$26.26	\$27.05	\$27.86
1088	CLERK, LABORATORY	SE	15	01	0	0	\$18.97	\$19.54	\$20.13	\$20.73
		SE	15	02	6	520	\$19.38	\$19.97	\$20.56	\$21.18
		SE	15	03	12	1040	\$19.84	\$20.43	\$21.04	\$21.67
		SE	15	04	24	2080	\$20.71	\$21.33	\$21.97	\$22.63
		SE	15	05	36	3120	\$21.60	\$22.25	\$22.92	\$23.60
		SE	15	06	48	4160	\$22.56	\$23.23	\$23.93	\$24.65
		SE	15	07	60	5200	\$23.54	\$24.25	\$24.98	\$25.73
		0104	ASST, DEPARTMENT-NEUROLOGY	SE	16	01	0	0	\$19.99	\$20.59
SE	16			02	6	520	\$20.36	\$20.97	\$21.60	\$22.25
3875	SPEC, PATIENT ACCESS	SE	16	03	12	1040	\$20.77	\$21.39	\$22.04	\$22.70
		SE	16	04	24	2080	\$21.59	\$22.24	\$22.90	\$23.59
3876	REP, REGISTRATION	SE	16	05	36	3120	\$22.37	\$23.04	\$23.73	\$24.44
		SE	16	06	48	4160	\$23.28	\$23.98	\$24.70	\$25.44
		SE	16	07	60	5200	\$24.57	\$25.31	\$26.07	\$26.85
0912	CASHIER, CONTROL VAR	SE	18	01	0	0	\$21.73	\$22.38	\$23.05	\$23.74
		SE	18	02	6	520	\$22.17	\$22.83	\$23.52	\$24.22
		SE	18	03	12	1040	\$22.58	\$23.25	\$23.95	\$24.67
		SE	18	04	24	2080	\$23.43	\$24.13	\$24.86	\$25.60
		SE	18	05	36	3120	\$24.32	\$25.05	\$25.80	\$26.58
		SE	18	06	48	4160	\$25.22	\$25.98	\$26.76	\$27.56
		SE	18	07	60	5200	\$26.04	\$26.83	\$27.63	\$28.46

JOB CODE	JOB TITLE	SCALE	GRADE	STEP	MONTHS	HOURS	10-1-19	10-1-20	10-1-21	10-1-22
2630	PHLEBOTOMIST, HOMEBOUND - OR	SE	19	01	0	0	\$23.40	\$24.10	\$24.82	\$25.57
		SE	19	02	6	520	\$24.04	\$24.76	\$25.50	\$26.27
4591	PHLEBOTOMIST, HOMEBOUND - WA	SE	19	03	12	1040	\$24.66	\$25.40	\$26.16	\$26.94
		SE	19	04	24	2080	\$25.28	\$26.04	\$26.82	\$27.62
		SE	19	05	36	3120	\$25.86	\$26.63	\$27.43	\$28.25
		SE	19	06	48	4160	\$26.45	\$27.25	\$28.07	\$28.91
		SE	19	07	60	5200	\$27.07	\$27.89	\$28.72	\$29.58
		SE	19	08	72	6240	\$27.66	\$28.49	\$29.35	\$30.23
1599	SEC, TRANSPORTATION TEAM	SE	27	01	0	0	\$20.68	\$21.30	\$21.93	\$22.59
		SE	27	02	6	520	\$21.61	\$22.26	\$22.93	\$23.61
		SE	27	03	12	1040	\$22.57	\$23.24	\$23.94	\$24.66
		SE	27	04	18	1560	\$23.50	\$24.21	\$24.93	\$25.68
		SE	27	05	24	2080	\$24.45	\$25.18	\$25.94	\$26.71
		SE	27	06	30	2600	\$25.39	\$26.15	\$26.94	\$27.75
		SE	27	07	36	3120	\$26.34	\$27.13	\$27.94	\$28.78
		SE	27	08	42	3640	\$27.28	\$28.10	\$28.95	\$29.81
3563	SENIOR GARDNER	SE	28	01	0	0	\$23.74	\$24.46	\$25.19	\$25.95
		SE	28	02	6	520	\$24.61	\$25.34	\$26.10	\$26.89
		SE	28	03	12	1040	\$25.46	\$26.22	\$27.01	\$27.82
		SE	28	04	24	2080	\$26.33	\$27.12	\$27.93	\$28.77
		SE	28	05	36	3120	\$27.16	\$27.97	\$28.81	\$29.68
		SE	28	06	48	4160	\$28.03	\$28.87	\$29.74	\$30.63
		SE	28	07	60	5200	\$28.92	\$29.79	\$30.68	\$31.60
3477	OPHTH, PHOTOGRAPHER	SE	29	01	0	0	\$39.26	\$40.44	\$41.65	\$42.90
		SE	29	02	6	520	\$40.39	\$41.60	\$42.84	\$44.13
		SE	29	03	12	1040	\$41.50	\$42.74	\$44.03	\$45.35
		SE	29	04	28	1560	\$42.62	\$43.90	\$45.22	\$46.58
		SE	29	05	24	2080	\$43.74	\$45.05	\$46.40	\$47.79
		SE	29	06	30	2600	\$44.86	\$46.21	\$47.59	\$49.02
		SE	29	07	36	3120	\$45.96	\$47.34	\$48.76	\$50.23
		SE	29	08	42	3640	\$47.10	\$48.51	\$49.97	\$51.47

JOB CODE	JOB TITLE	SCALE	GRADE	STEP	MONTHS	HOURS	10-19	10-20	10-21	10-22
3589	COUNSELOR, FINANCIAL	SE	30	01	0	0	\$23.74	\$24.46	\$25.19	\$25.95
		SE	30	02	6	520	\$24.49	\$25.22	\$25.98	\$26.76
		SE	30	03	12	1040	\$25.24	\$25.99	\$26.77	\$27.58
		SE	30	04	18	1560	\$25.96	\$26.74	\$27.54	\$28.37
		SE	30	05	24	2080	\$26.72	\$27.52	\$28.34	\$29.19
		SE	30	06	30	2600	\$27.47	\$28.30	\$29.15	\$30.02
		SE	30	07	36	3120	\$28.20	\$29.04	\$29.92	\$30.81
		SE	30	08	42	3640	\$28.92	\$29.79	\$30.68	\$31.60
3872	ASST, NUTRITION	SE	33	01	0	0	\$19.68	\$20.27	\$20.88	\$21.50
		SE	33	02	6	520	\$20.43	\$21.05	\$21.68	\$22.33
		SE	33	03	12	1040	\$21.19	\$21.83	\$22.48	\$23.16
		SE	33	04	24	2080	\$21.98	\$22.64	\$23.32	\$24.02
		SE	33	05	36	3120	\$22.71	\$23.40	\$24.10	\$24.82
		SE	33	06	48	4160	\$23.49	\$24.20	\$24.92	\$25.67
		SE	33	07	60	5200	\$24.26	\$24.99	\$25.74	\$26.51
		3001	SPEC, IRRIGATION I	SE	34	01	0	0	\$22.10	\$22.76
SE	34			02	6	520	\$22.52	\$23.20	\$23.90	\$24.62
SE	34			03	12	1040	\$22.95	\$23.64	\$24.35	\$25.08
SE	34			04	24	2080	\$23.76	\$24.47	\$25.20	\$25.96
SE	34			05	36	3120	\$24.65	\$25.39	\$26.15	\$26.93
SE	34			06	48	4160	\$25.54	\$26.31	\$27.10	\$27.91
SE	34			07	60	5200	\$26.48	\$27.27	\$28.09	\$28.93
3337	ASST, AGENCY DENTAL - WA			SE	41	01	0	0	\$21.00	\$21.54
		SE	41	02	6	520	\$21.32	\$21.87	\$22.44	\$23.02
		SE	41	03	12	1040	\$21.74	\$22.30	\$22.88	\$23.48
		SE	41	04	24	2080	\$22.50	\$23.09	\$23.69	\$24.31
		SE	41	05	36	3120	\$23.25	\$23.86	\$24.49	\$25.13
		SE	41	06	48	4160	\$24.01	\$24.64	\$25.29	\$25.96
		SE	41	07	60	5200	\$24.90	\$25.56	\$26.24	\$26.94

JOB CODE	JOB TITLE	SCALE	GRADE	STEP	MONTHS	HOURS	10-1-19	10-1-20	10-1-21	10-1-22
1468	COOK, II	SE	44	01	0	0	\$22.51	\$23.19	\$23.89	\$24.60
		SE	44	02	6	520	\$22.98	\$23.67	\$24.38	\$25.11
		SE	44	03	12	1040	\$23.40	\$24.10	\$24.82	\$25.57
		SE	44	04	24	2080	\$24.41	\$25.14	\$25.89	\$26.67
		SE	44	05	36	3120	\$25.34	\$26.10	\$26.88	\$27.69
		SE	44	06	48	4160	\$26.42	\$27.22	\$28.03	\$28.87
		SE	44	07	60	5200	\$27.46	\$28.29	\$29.14	\$30.01
2547	SPEC, EQUIP, SUPPLY & INVTRY	SE	45	01	0	0	\$22.58	\$23.25	\$23.95	\$24.67
		SE	45	02	6	520	\$23.02	\$23.71	\$24.42	\$25.15
		SE	45	03	12	1040	\$23.43	\$24.13	\$24.86	\$25.60
		SE	45	04	24	2080	\$24.31	\$25.04	\$25.79	\$26.57
		SE	45	05	36	3120	\$25.22	\$25.98	\$26.76	\$27.56
		SE	45	06	48	4160	\$26.16	\$26.94	\$27.75	\$28.59
		SE	45	07	60	5200	\$27.13	\$27.94	\$28.78	\$29.64
0398	AIDE, PHYS MEDICINE	SE	46	01	0	0	\$19.87	\$20.46	\$21.08	\$21.71
		SE	46	02	6	520	\$20.22	\$20.83	\$21.46	\$22.10
2526	AIDE, REHABILITATION	SE	46	03	12	1040	\$20.61	\$21.23	\$21.87	\$22.52
		SE	46	04	24	2080	\$21.40	\$22.04	\$22.70	\$23.39
		SE	46	05	36	3120	\$22.19	\$22.85	\$23.54	\$24.25
		SE	46	06	48	4160	\$23.31	\$24.01	\$24.73	\$25.47
		SE	46	07	60	5200	\$23.88	\$24.60	\$25.33	\$26.09
3172	ASST, DENTAL MEMBER II	SE	47	01	0	0	\$21.02	\$21.65	\$22.30	\$22.97
		SE	47	02	6	520	\$21.45	\$22.10	\$22.76	\$23.44
		SE	47	03	12	1040	\$21.88	\$22.54	\$23.22	\$23.91
		SE	47	04	24	2080	\$22.76	\$23.44	\$24.14	\$24.87
		SE	47	05	36	3120	\$23.64	\$24.35	\$25.08	\$25.83
		SE	47	06	48	4160	\$24.65	\$25.39	\$26.15	\$26.93
		SE	47	07	60	5200	\$25.58	\$26.35	\$27.14	\$27.95

JOB CODE	JOB TITLE	SCALE	GRADE	STEP	MONTHS	HOURS	10-1-19	10-1-20	10-1-21	10-1-22
2404	ASST, AGENCY EFDA DENTAL	SE	49	01	0	0	\$23.23	\$23.93	\$24.64	\$25.38
		SE	49	02	6	520	\$23.56	\$24.27	\$25.00	\$25.75
		SE	49	03	12	1040	\$23.94	\$24.66	\$25.40	\$26.16
		SE	49	04	24	2080	\$24.76	\$25.51	\$26.27	\$27.06
		SE	49	05	36	3120	\$25.86	\$26.63	\$27.43	\$28.25
		SE	49	06	48	4160	\$26.92	\$27.72	\$28.56	\$29.41
		SE	49	07	60	5200	\$28.09	\$28.94	\$29.80	\$30.70
4934	SPEC, AMB CARE MEMBER SUPPORT	SE	50	01	0	0	\$22.93	\$23.62	\$24.33	\$25.06
		SE	50	02	6	520	\$23.40	\$24.10	\$24.82	\$25.57
		SE	50	03	12	1040	\$23.83	\$24.54	\$25.28	\$26.04
		SE	50	04	24	2080	\$24.82	\$25.56	\$26.33	\$27.12
		SE	50	05	36	3120	\$25.78	\$26.56	\$27.35	\$28.17
		SE	50	06	48	4160	\$26.86	\$27.67	\$28.50	\$29.35
		SE	50	07	60	5200	\$27.88	\$28.72	\$29.58	\$30.47
1473	SPEC, WAREHOUSE	SE	51	01	0	0	\$22.70	\$23.38	\$24.09	\$24.81
		SE	51	02	6	520	\$23.19	\$23.88	\$24.60	\$25.34
		SE	51	03	12	1040	\$23.58	\$24.28	\$25.01	\$25.76
		SE	51	04	24	2080	\$24.58	\$25.32	\$26.08	\$26.86
		SE	51	05	36	3120	\$25.59	\$26.36	\$27.15	\$27.97
		SE	51	06	48	4160	\$26.56	\$27.36	\$28.18	\$29.02
		SE	51	07	60	5200	\$27.90	\$28.74	\$29.60	\$30.49
1491	LPN	SE	52	01	0	0	\$23.26	\$23.96	\$24.68	\$25.42
4883	LPN, CCS-FIELD	SE	52	02	12	1040	\$24.49	\$25.22	\$25.98	\$26.76
		SE	52	03	24	2080	\$25.10	\$25.85	\$26.63	\$27.43
4923	LPN, CCS-HOSPICE	SE	52	04	36	3120	\$25.73	\$26.50	\$27.30	\$28.11
		SE	52	05	48	4160	\$26.37	\$27.16	\$27.98	\$28.82
4924	LPN, CCS-HOME HEALTH	SE	52	06	60	5200	\$27.14	\$27.95	\$28.79	\$29.65
		SE	52	07	72	6240	\$27.82	\$28.65	\$29.51	\$30.40
		SE	52	08	96	8320	\$28.56	\$29.41	\$30.29	\$31.20
		SE	52	09	120	10400	\$29.69	\$30.58	\$31.50	\$32.44
		SE	52	10	144	12480	\$30.68	\$31.60	\$32.55	\$33.52

JOB CODE	JOB TITLE	SCALE	GRADE	STEP	MONTHS	HOURS	10-19	10-20	10-21	10-22
1457	DRIVER, LARGE VAN	SE	53	01	0	0	\$23.74	\$24.46	\$25.19	\$25.95
		SE	53	02	6	520	\$24.21	\$24.93	\$25.68	\$26.45
		SE	53	03	12	1040	\$24.71	\$25.45	\$26.21	\$27.00
		SE	53	04	24	2080	\$25.71	\$26.48	\$27.27	\$28.09
		SE	53	05	36	3120	\$26.71	\$27.51	\$28.33	\$29.18
		SE	53	06	48	4160	\$27.74	\$28.57	\$29.42	\$30.31
		SE	53	07	60	5200	\$28.92	\$29.79	\$30.68	\$31.60
1458	MESSENGER	SE	54	01	0	0	\$16.63	\$17.13	\$17.64	\$18.17
		SE	54	02	6	520	\$16.98	\$17.49	\$18.01	\$18.55
		SE	54	03	12	1040	\$17.33	\$17.85	\$18.39	\$18.94
		SE	54	04	24	2080	\$18.04	\$18.58	\$19.14	\$19.71
		SE	54	05	36	3120	\$18.73	\$19.29	\$19.87	\$20.47
		SE	54	06	48	4160	\$19.50	\$20.08	\$20.69	\$21.31
		SE	54	07	60	5200	\$20.30	\$20.91	\$21.53	\$22.18
1477	AIDE, DENTAL STERILIZATION-OR	SE	55	01	0	0	\$17.05	\$17.56	\$18.09	\$18.63
		SE	55	02	6	520	\$17.44	\$17.96	\$18.50	\$19.06
4045	AIDE, DENTAL STERILIZATION-WA	SE	55	03	12	1040	\$17.70	\$18.23	\$18.78	\$19.34
		SE	55	04	24	2080	\$18.51	\$19.07	\$19.64	\$20.23
		SE	55	05	36	3120	\$19.17	\$19.75	\$20.34	\$20.95
		SE	55	06	48	4160	\$19.95	\$20.55	\$21.17	\$21.80
		SE	55	07	60	5200	\$20.76	\$21.38	\$22.02	\$22.68
1461	WORKER, LINEN ROOM	SE	56	01	0	0	\$17.05	\$17.56	\$18.09	\$18.63
		SE	56	02	6	520	\$17.44	\$17.96	\$18.50	\$19.06
1462	AIDE, HOUSEKEEPING	SE	56	03	12	1040	\$17.76	\$18.29	\$18.84	\$19.40
		SE	56	04	24	2080	\$18.46	\$19.01	\$19.58	\$20.17
		SE	56	05	36	3120	\$19.17	\$19.75	\$20.34	\$20.95
		SE	56	06	48	4160	\$19.97	\$20.57	\$21.19	\$21.82
		SE	56	07	60	5200	\$20.78	\$21.40	\$22.05	\$22.71

JOB CODE	JOB TITLE	SCALE	GRADE	STEP	MONTHS	HOURS	10-1-19	10-1-20	10-1-21	10-1-22
3227	FLOOR CARE/ PROJECT WORKER	SE	57	01	0	0	\$19.28	\$19.86	\$20.45	\$21.07
		SE	57	02	6	520	\$19.69	\$20.28	\$20.89	\$21.51
4736	AMBULWORKER, FLOOR CARE-PROJ	SE	57	03	12	1040	\$19.96	\$20.56	\$21.18	\$21.81
		SE	57	04	24	2080	\$20.68	\$21.30	\$21.93	\$22.59
		SE	57	05	36	3120	\$21.41	\$22.05	\$22.72	\$23.40
		SE	57	06	48	4160	\$22.20	\$22.87	\$23.55	\$24.26
		SE	57	07	60	5200	\$23.03	\$23.72	\$24.43	\$25.16
1479	ASST, DENTAL, I	SE	59	01	0	0	\$18.01	\$18.55	\$19.10	\$19.68
		SE	59	02	6	520	\$18.32	\$18.87	\$19.44	\$20.02
		SE	59	03	12	1040	\$18.73	\$19.29	\$19.87	\$20.47
		SE	59	04	24	2080	\$19.50	\$20.08	\$20.69	\$21.31
		SE	59	05	36	3120	\$20.25	\$20.85	\$21.48	\$22.12
		SE	59	06	48	4160	\$21.01	\$21.64	\$22.29	\$22.96
		SE	59	07	60	5200	\$21.89	\$22.55	\$23.23	\$23.92
1492	ASST, ORTHO CERT - OR	SE	61	01	0	0	\$20.78	\$21.40	\$22.05	\$22.71
		SE	61	02	6	520	\$21.21	\$21.85	\$22.50	\$23.18
1493	ASST, TMD	SE	61	03	12	1040	\$21.57	\$22.22	\$22.88	\$23.57
		SE	61	04	24	2080	\$22.48	\$23.16	\$23.85	\$24.57
1530	ASST, DENTAL, PREV TECH - OR	SE	61	05	36	3120	\$23.54	\$24.25	\$24.98	\$25.73
		SE	61	06	48	4160	\$24.71	\$25.45	\$26.21	\$27.00
		SE	61	07	60	5200	\$25.94	\$26.72	\$27.52	\$28.34
2397	ASST, ORAL SURGERY-CERTIFIED	SE	61	01	0	0	\$20.78	\$21.40	\$22.05	\$22.71
		SE	61	02	6	520	\$21.21	\$21.85	\$22.50	\$23.18
3222	ASST, ORTHO, CERT - WA	SE	61	03	12	1040	\$21.57	\$22.22	\$22.88	\$23.57
		SE	61	04	24	2080	\$22.48	\$23.16	\$23.85	\$24.57
3990	ASST, DENTAL, PREV TECH - WA	SE	61	05	36	3120	\$23.54	\$24.25	\$24.98	\$25.73
		SE	61	06	48	4160	\$24.71	\$25.45	\$26.21	\$27.00
		SE	61	07	60	5200	\$25.94	\$26.72	\$27.52	\$28.34

JOB CODE	JOB TITLE	SCALE	GRADE	STEP	MONTHS	HOURS	10-1-19	10-1-20	10-1-21	10-1-22
1476	SPEC, DENTAL REC REL	SE	62	01	0	0	\$19.97	\$20.57	\$21.19	\$21.82
		SE	62	02	6	520	\$20.81	\$21.44	\$22.08	\$22.74
		SE	62	03	12	1040	\$21.60	\$22.25	\$22.92	\$23.60
		SE	62	04	24	2080	\$22.51	\$23.19	\$23.89	\$24.60
		SE	62	05	36	3120	\$23.48	\$24.19	\$24.91	\$25.66
		SE	62	06	48	4160	\$24.75	\$25.49	\$26.26	\$27.05
		SE	62	07	60	5200	\$26.15	\$26.93	\$27.74	\$28.57
1455	CHART COURIER	SE	63	01	0	0	\$20.56	\$21.18	\$21.81	\$22.47
		SE	63	02	6	520	\$20.94	\$21.57	\$22.21	\$22.88
1467	COOK, I	SE	63	03	12	1040	\$21.40	\$22.04	\$22.70	\$23.39
		SE	63	04	24	2080	\$22.25	\$22.92	\$23.61	\$24.32
		SE	63	05	36	3120	\$23.18	\$23.87	\$24.59	\$25.33
		SE	63	06	48	4160	\$24.05	\$24.77	\$25.51	\$26.28
		SE	63	07	60	5200	\$25.04	\$25.79	\$26.56	\$27.36
1490	TECH, OPHTHALMIC	SE	65	01	0	0	\$24.47	\$25.20	\$25.96	\$26.74
		SE	65	02	6	520	\$24.92	\$25.67	\$26.44	\$27.23
		SE	65	03	12	1040	\$25.36	\$26.12	\$26.91	\$27.71
		SE	65	04	24	2080	\$26.35	\$27.14	\$27.95	\$28.79
		SE	65	05	36	3120	\$27.37	\$28.19	\$29.03	\$29.91
		SE	65	06	48	4160	\$28.49	\$29.35	\$30.23	\$31.13
		SE	65	07	60	5200	\$29.48	\$30.36	\$31.28	\$32.21
1481	AIDE, SURGERY	SE	66	01	0	0	\$18.32	\$18.87	\$19.44	\$20.02
		SE	66	02	6	520	\$18.71	\$19.27	\$19.85	\$20.45
		SE	66	03	12	1040	\$19.01	\$19.58	\$20.16	\$20.77
		SE	66	04	24	2080	\$19.85	\$20.44	\$21.05	\$21.69
		SE	66	05	36	3120	\$20.56	\$21.18	\$21.81	\$22.47
		SE	66	06	48	4160	\$21.39	\$22.03	\$22.69	\$23.37
		SE	66	07	60	5200	\$22.20	\$22.87	\$23.55	\$24.26

JOB CODE	JOB TITLE	SCALE	GRADE	STEP	MONTHS	HOURS	10-1-19	10-1-20	10-1-21	10-1-22
2193	TECH, CSP I	SE	67	01	0	0	\$18.32	\$18.87	\$19.44	\$20.02
		SE	67	02	6	520	\$18.71	\$19.27	\$19.85	\$20.45
2195	TECH, MATERIALS I	SE	67	03	12	1040	\$19.01	\$19.58	\$20.16	\$20.77
		SE	67	04	24	2080	\$19.85	\$20.44	\$21.05	\$21.69
		SE	67	05	36	3120	\$20.56	\$21.18	\$21.81	\$22.47
		SE	67	06	48	4160	\$21.39	\$22.03	\$22.69	\$23.37
		SE	67	07	60	5200	\$22.20	\$22.87	\$23.55	\$24.26
1464	AIDE, CAFETERIA	SE	68	01	0	0	\$18.03	\$18.57	\$19.13	\$19.70
		SE	68	02	6	520	\$18.36	\$18.92	\$19.48	\$20.07
		SE	68	03	12	1040	\$18.71	\$19.27	\$19.85	\$20.45
		SE	68	04	24	2080	\$19.50	\$20.08	\$20.69	\$21.31
		SE	68	05	36	3120	\$20.30	\$20.91	\$21.53	\$22.18
		SE	68	06	48	4160	\$21.08	\$21.71	\$22.36	\$23.03
		SE	68	07	60	5200	\$21.94	\$22.59	\$23.27	\$23.97
1465	AIDE, DIET	SE	69	01	0	0	\$18.92	\$19.49	\$20.07	\$20.68
		SE	69	02	6	520	\$19.32	\$19.90	\$20.50	\$21.11
1484	AIDE, HOME HEALTH	SE	69	03	12	1040	\$19.65	\$20.24	\$20.84	\$21.47
		SE	69	04	24	2080	\$20.46	\$21.07	\$21.70	\$22.35
3871	AIDE, NUTRITION	SE	69	05	36	3120	\$21.30	\$21.93	\$22.59	\$23.27
		SE	69	06	48	4160	\$22.13	\$22.79	\$23.47	\$24.18
4338	AIDE, HOSPITALITY	SE	69	07	60	5200	\$23.07	\$23.76	\$24.48	\$25.21
1454	GARDENER	SE	70	01	0	0	\$19.94	\$20.54	\$21.15	\$21.79
		SE	70	02	6	520	\$20.35	\$20.96	\$21.59	\$22.24
		SE	70	03	12	1040	\$20.78	\$21.40	\$22.05	\$22.71
		SE	70	04	24	2080	\$21.60	\$22.25	\$22.92	\$23.60
		SE	70	05	36	3120	\$22.48	\$23.16	\$23.85	\$24.57
		SE	70	06	48	4160	\$23.38	\$24.08	\$24.80	\$25.54
		SE	70	07	60	5200	\$24.32	\$25.05	\$25.80	\$26.58

JOB CODE	JOB TITLE	SCALE	GRADE	STEP	MONTHS	HOURS	10-1-19	10-1-20	10-1-21	10-1-22
1486	ASST, EFDA CERT DNLT - OR	SE	71	01	0	0	\$19.86	\$20.45	\$21.07	\$21.70
		SE	71	02	6	520	\$20.18	\$20.79	\$21.41	\$22.05
3306	ASST, EFDA CERT DNLT - WA	SE	71	03	12	1040	\$20.56	\$21.18	\$21.81	\$22.47
		SE	71	04	24	2080	\$21.39	\$22.03	\$22.69	\$23.37
		SE	71	05	36	3120	\$22.48	\$23.16	\$23.85	\$24.57
		SE	71	06	48	4160	\$23.31	\$24.01	\$24.73	\$25.47
		SE	71	07	60	5200	\$24.72	\$25.46	\$26.23	\$27.01
1471	ASST, DENTAL MEMBER	SE	72	01	0	0	\$19.12	\$19.69	\$20.29	\$20.89
		SE	72	02	6	520	\$19.50	\$20.08	\$20.69	\$21.31
1472	SPEC, DENTAL RECORD	SE	72	03	12	1040	\$19.91	\$20.51	\$21.12	\$21.75
		SE	72	04	24	2080	\$20.73	\$21.35	\$21.99	\$22.65
		SE	72	05	36	3120	\$21.50	\$22.14	\$22.80	\$23.49
		SE	72	06	48	4160	\$22.41	\$23.08	\$23.77	\$24.49
		SE	72	07	60	5200	\$23.31	\$24.01	\$24.73	\$25.47
1488	SPECIALIST, UNIT	SE	73	01	0	0	\$20.92	\$21.54	\$22.19	\$22.86
		SE	73	02	6	520	\$21.39	\$22.03	\$22.69	\$23.37
		SE	73	03	12	1040	\$21.74	\$22.39	\$23.06	\$23.75
		SE	73	04	24	2080	\$22.62	\$23.30	\$24.00	\$24.72
		SE	73	05	36	3120	\$23.54	\$24.25	\$24.98	\$25.73
		SE	73	06	48	4160	\$24.50	\$25.23	\$25.99	\$26.77
		SE	73	07	60	5200	\$25.42	\$26.19	\$26.97	\$27.78
1489	ASST, MEDICAL	SE	74	01	0	0	\$20.53	\$21.14	\$21.78	\$22.43
		SE	74	02	6	520	\$20.94	\$21.57	\$22.21	\$22.88
3217	ASST, MEDICAL - HCA CERT	SE	74	03	12	1040	\$21.32	\$21.96	\$22.61	\$23.29
		SE	74	04	24	2080	\$22.12	\$22.78	\$23.46	\$24.17
4531	ASST, MEDICAL WA-REGISTERED	SE	74	05	36	3120	\$22.93	\$23.62	\$24.33	\$25.06
		SE	74	06	48	4160	\$23.88	\$24.60	\$25.33	\$26.09
		SE	74	07	60	5200	\$24.99	\$25.74	\$26.52	\$27.31

JOB CODE	JOB TITLE	SCALE	GRADE	STEP	MONTHS	HOURS	10-1-19	10-1-20	10-1-21	10-1-22
1496	COMMUNICATIONS OPERATOR	SE	76	01	0	0	\$19.78	\$20.38	\$20.99	\$21.62
		SE	76	02	6	520	\$20.35	\$20.96	\$21.59	\$22.24
		SE	76	03	12	1040	\$20.90	\$21.52	\$22.17	\$22.83
		SE	76	04	24	2080	\$22.02	\$22.68	\$23.36	\$24.06
		SE	76	05	36	3120	\$23.19	\$23.88	\$24.60	\$25.34
		SE	76	06	48	4160	\$23.64	\$24.35	\$25.08	\$25.83
		SE	76	07	60	5200	\$23.74	\$24.46	\$25.19	\$25.95
3569	ASST, CERT NURSE II ACUTE CARE	SE	78	01	0	0	\$18.55	\$19.11	\$19.68	\$20.27
		SE	78	02	6	520	\$19.09	\$19.66	\$20.25	\$20.86
4399	ASST CERT NURSE II MOBILITY TEAM	SE	78	03	12	1040	\$19.47	\$20.05	\$20.65	\$21.27
		SE	78	04	24	2080	\$20.32	\$20.93	\$21.56	\$22.20
3717	PAT TRANS/ LT TEAM ACUTE CNA II	SE	78	05	36	3120	\$21.17	\$21.80	\$22.46	\$23.13
		SE	78	06	48	4160	\$22.08	\$22.75	\$23.43	\$24.13
		SE	78	07	60	5200	\$22.99	\$23.68	\$24.39	\$25.12
1723	ASST, CERT PT CARE	SE	79	01	0	0	\$20.90	\$21.52	\$22.17	\$22.83
		SE	79	02	6	520	\$21.39	\$22.03	\$22.69	\$23.37
		SE	79	03	12	1040	\$21.74	\$22.39	\$23.06	\$23.75
		SE	79	04	24	2080	\$22.61	\$23.29	\$23.99	\$24.71
		SE	79	05	36	3120	\$23.52	\$24.23	\$24.96	\$25.70
		SE	79	06	48	4160	\$24.50	\$25.23	\$25.99	\$26.77
		SE	79	07	60	5200	\$25.42	\$26.19	\$26.97	\$27.78
1470	MEMBER INTAKE SPECIALIST	SE	83	01	0	0	\$19.99	\$20.59	\$21.21	\$21.85
		SE	83	02	6	520	\$20.36	\$20.97	\$21.60	\$22.25
		SE	83	03	12	1040	\$20.77	\$21.39	\$22.04	\$22.70
		SE	83	04	24	2080	\$21.59	\$22.24	\$22.90	\$23.59
		SE	83	05	36	3120	\$22.37	\$23.04	\$23.73	\$24.44
		SE	83	06	48	4160	\$23.28	\$23.98	\$24.70	\$25.44
		SE	83	07	60	5200	\$24.57	\$25.31	\$26.07	\$26.85

JOB CODE	JOB TITLE	SCALE	GRADE	STEP	MONTHS	HOURS	10-1-19	10-1-20	10-1-21	10-1-22
1617	SPECIALIST, UNIT, II	SE	93	01	0	0	\$21.47	\$22.12	\$22.78	\$23.47
		SE	93	02	6	520	\$21.94	\$22.59	\$23.27	\$23.97
		SE	93	03	12	1040	\$22.37	\$23.04	\$23.73	\$24.44
		SE	93	04	24	2080	\$23.23	\$23.93	\$24.64	\$25.38
		SE	93	05	36	3120	\$24.14	\$24.87	\$25.61	\$26.38
		SE	93	06	48	4160	\$25.04	\$25.79	\$26.56	\$27.36
		SE	93	07	60	5200	\$25.92	\$26.70	\$27.50	\$28.32
1628	AIDE, TOWN HALL	SE	94	01	0	0	\$20.27	\$20.87	\$21.50	\$22.15
		SE	94	02	6	520	\$20.68	\$21.30	\$21.93	\$22.59
3370	SUPPORT, TOWN HALL	SE	94	03	12	1040	\$21.12	\$21.75	\$22.40	\$23.08
		SE	94	04	24	2080	\$21.89	\$22.55	\$23.23	\$23.92
		SE	94	05	36	3120	\$22.71	\$23.40	\$24.10	\$24.82
		SE	94	06	48	4160	\$23.54	\$24.25	\$24.98	\$25.73
		SE	94	07	60	5200	\$24.38	\$25.12	\$25.87	\$26.65
3720	ASST, CERT PT CARE ACUTE II	SE	95	01	0	0	\$21.19	\$21.83	\$22.48	\$23.16
		SE	95	02	6	520	\$21.78	\$22.43	\$23.11	\$23.80
3870	ASST, SURG PT CARE ACUTE II	SE	95	03	12	1040	\$22.22	\$22.89	\$23.57	\$24.28
		SE	95	04	24	2080	\$23.17	\$23.86	\$24.58	\$25.31
		SE	95	05	36	3120	\$24.15	\$24.88	\$25.62	\$26.39
		SE	95	06	48	4160	\$25.19	\$25.95	\$26.73	\$27.53
		SE	95	07	60	5200	\$26.19	\$26.98	\$27.79	\$28.62
2194	TECH, CSP II	SE	96	01	0	0	\$20.90	\$21.52	\$22.17	\$22.83
		SE	96	02	6	520	\$21.55	\$22.19	\$22.86	\$23.55
2196	TECH, MATERIALS II	SE	96	03	12	1040	\$22.19	\$22.85	\$23.54	\$24.25
		SE	96	04	24	2080	\$22.86	\$23.55	\$24.25	\$24.98
4819	ASST, PERIOPERATIVE	SE	96	05	36	3120	\$23.49	\$24.20	\$24.92	\$25.67
		SE	96	06	48	4160	\$24.14	\$24.87	\$25.61	\$26.38
		SE	96	07	60	5200	\$24.77	\$25.52	\$26.28	\$27.07

JOB CODE	JOB TITLE	SCALE	GRADE	STEP	MONTHS	HOURS	10-1-19	10-1-20	10-1-21	10-1-22
2509	ASST, WOUND CARE	SE	97	01	0	0	\$22.34	\$23.01	\$23.70	\$24.41
		SE	97	02	6	520	\$23.08	\$23.77	\$24.49	\$25.22
3384	ASST, ENDOSCOPY	SE	97	03	12	1040	\$23.81	\$24.52	\$25.26	\$26.01
		SE	97	04	24	2080	\$24.54	\$25.28	\$26.04	\$26.82
		SE	97	05	36	3120	\$25.29	\$26.05	\$26.83	\$27.63
		SE	97	06	48	4160	\$26.01	\$26.79	\$27.60	\$28.42
		SE	97	07	60	5200	\$26.77	\$27.57	\$28.40	\$29.25
2198	REP, MBR SRVC I RMSC	SE	100	01	0	0	\$21.02	\$21.65	\$22.30	\$22.97
		SE	100	02	6	520	\$21.72	\$22.37	\$23.04	\$23.73
		SE	100	03	12	1040	\$22.59	\$23.27	\$23.96	\$24.68
		SE	100	04	24	2080	\$23.02	\$23.71	\$24.42	\$25.15
		SE	100	05	36	3120	\$23.66	\$24.37	\$25.10	\$25.85
		SE	100	06	48	4160	\$24.33	\$25.06	\$25.81	\$26.59
		SE	100	07	60	5200	\$25.00	\$25.75	\$26.53	\$27.32
		SE	100	08	72	6240	\$25.67	\$26.44	\$27.23	\$28.05
2690	REP, MBR SRVC II CALL CENTER	SE	101	01	0	0	\$22.84	\$23.53	\$24.23	\$24.96
		SE	101	02	6	520	\$23.64	\$24.35	\$25.08	\$25.83
2225	REP, MBR SRVC III MEDICAL OFFICE	SE	101	03	12	1040	\$24.27	\$25.00	\$25.75	\$26.52
		SE	101	04	24	2080	\$25.08	\$25.83	\$26.61	\$27.40
		SE	101	05	36	3120	\$25.72	\$26.49	\$27.28	\$28.10
		SE	101	06	48	4160	\$26.42	\$27.22	\$28.03	\$28.87
		SE	101	07	60	5200	\$27.12	\$27.93	\$28.77	\$29.63
		SE	101	08	72	6240	\$27.82	\$28.65	\$29.51	\$30.40
1325	REP, MBR SRVC III RSRCH & SUPPORT	SE	102	01	0	0	\$24.77	\$25.52	\$26.28	\$27.07
		SE	102	02	6	520	\$25.63	\$26.40	\$27.20	\$28.01
		SE	102	03	12	1040	\$26.48	\$27.27	\$28.09	\$28.93
		SE	102	04	24	2080	\$27.36	\$28.18	\$29.02	\$29.89
		SE	102	05	36	3120	\$28.18	\$29.02	\$29.89	\$30.79
		SE	102	06	48	4160	\$29.03	\$29.90	\$30.80	\$31.72
		SE	102	07	60	5200	\$29.86	\$30.75	\$31.68	\$32.63
		SE	102	08	72	6240	\$30.72	\$31.64	\$32.59	\$33.57

JOB CODE	JOB TITLE	SCALE	GRADE	STEP	MONTHS	HOURS	10-19	10-20	10-21	10-22
4697	COORD, MATERIALS	SE	104	01	0	0	\$22.71	\$23.39	\$24.09	\$24.81
		SE	104	02	6	520	\$23.17	\$23.86	\$24.58	\$25.31
5100	TECH, SUPPLY CHAIN	SE	104	03	12	1040	\$23.63	\$24.34	\$25.07	\$25.82
		SE	104	04	24	2080	\$24.61	\$25.34	\$26.10	\$26.89
		SE	104	05	36	3120	\$25.62	\$26.39	\$27.18	\$28.00
		SE	104	06	48	4160	\$26.67	\$27.47	\$28.30	\$29.15
		SE	104	07	60	5200	\$27.78	\$28.61	\$29.47	\$30.35
		SE	104	08	72	6240	\$28.92	\$29.79	\$30.68	\$31.60
		SE	104	09	84	7280	\$29.75	\$30.64	\$31.56	\$32.51
		4872	ASST, CARE MANAGEMENT	SE	108	01	0	0	\$20.82	\$21.44
		SE	108	02	6	520	\$21.91	\$22.57	\$23.25	\$23.95
		SE	108	03	12	1040	\$23.01	\$23.70	\$24.41	\$25.14
		SE	108	04	24	2080	\$24.10	\$24.82	\$25.56	\$26.33
		SE	108	05	36	3120	\$25.19	\$25.95	\$26.73	\$27.53
		SE	108	06	48	4160	\$26.29	\$27.08	\$27.89	\$28.73
		SE	108	07	60	5200	\$27.38	\$28.20	\$29.05	\$29.92
5175	SPEC IRRIGATION II	SE	109	01	0	0	\$22.55	\$23.23	\$23.93	\$24.65
		SE	109	02	6	520	\$22.97	\$23.66	\$24.37	\$25.10
		SE	109	03	12	1040	\$23.40	\$24.10	\$24.82	\$25.56
		SE	109	04	24	2080	\$24.25	\$24.98	\$25.73	\$26.50
		SE	109	05	36	3120	\$25.14	\$25.89	\$26.67	\$27.47
		SE	109	06	48	4160	\$26.06	\$26.84	\$27.65	\$28.48
		SE	109	07	60	5200	\$27.01	\$27.82	\$28.65	\$29.51
		3981	REP, PATIENT ACCESS I	SN	01	01	0	0	\$22.28	\$22.95
		SN	01	02	6	520	\$23.08	\$23.77	\$24.49	\$25.22
		SN	01	03	12	1040	\$23.88	\$24.60	\$25.33	\$26.09
		SN	01	04	24	2080	\$24.68	\$25.42	\$26.18	\$26.97
		SN	01	05	36	3120	\$25.49	\$26.25	\$27.04	\$27.85
		SN	01	06	48	4160	\$26.32	\$27.11	\$27.92	\$28.76
		SN	01	07	60	5200	\$27.11	\$27.92	\$28.76	\$29.62

JOB CODE	JOB TITLE	SCALE	GRADE	STEP	MONTHS	HOURS	10-1-19	10-1-20	10-1-21	10-1-22
3982	REP, PATIENT ACCESS II	SN	02	01	0	0	\$23.70	\$24.41	\$25.14	\$25.90
		SN	02	02	6	520	\$24.66	\$25.40	\$26.16	\$26.94
		SN	02	03	12	1040	\$25.61	\$26.38	\$27.17	\$27.99
		SN	02	04	24	2080	\$26.56	\$27.36	\$28.18	\$29.02
		SN	02	05	36	3120	\$27.54	\$28.36	\$29.21	\$30.09
		SN	02	06	48	4160	\$28.51	\$29.37	\$30.25	\$31.16
		SN	02	07	60	5200	\$29.43	\$30.31	\$31.22	\$32.16
3983	REP, PATIENT ACCESS III	SN	03	01	0	0	\$26.36	\$27.15	\$27.96	\$28.80
		SN	03	02	6	520	\$27.39	\$28.21	\$29.06	\$29.93
		SN	03	03	12	1040	\$28.38	\$29.23	\$30.10	\$31.01
		SN	03	04	24	2080	\$29.41	\$30.29	\$31.20	\$32.13
		SN	03	05	36	3120	\$30.46	\$31.37	\$32.31	\$33.28
		SN	03	06	48	4160	\$31.51	\$32.45	\$33.43	\$34.43
		SN	03	07	60	5200	\$32.55	\$33.52	\$34.53	\$35.57
1295	CLERK, HEALTH RECORD	SN	04	01	0	0	\$18.83	\$19.39	\$19.97	\$20.57
		SN	04	02	6	520	\$19.18	\$19.76	\$20.35	\$20.96
		SN	04	03	12	1040	\$19.56	\$20.15	\$20.75	\$21.38
		SN	04	04	24	2080	\$20.34	\$20.95	\$21.58	\$22.23
		SN	04	05	36	3120	\$21.13	\$21.76	\$22.41	\$23.09
		SN	04	06	48	4160	\$21.96	\$22.62	\$23.29	\$23.99
		SN	04	07	54	5200	\$22.83	\$23.51	\$24.22	\$24.95
0964	CLERK, MED REC (OPD)	SN	05	01	0	0	\$19.01	\$19.58	\$20.16	\$20.77
		SN	05	02	6	520	\$19.37	\$19.95	\$20.55	\$21.17
3799	CLERK, HEALTH RECORD PURGE	SN	05	03	12	1040	\$19.73	\$20.32	\$20.93	\$21.56
		SN	05	04	24	2080	\$20.55	\$21.17	\$21.80	\$22.46
		SN	05	05	36	3120	\$21.30	\$21.93	\$22.59	\$23.27
		SN	05	06	48	4160	\$22.08	\$22.75	\$23.43	\$24.13
		SN	05	07	54	5200	\$22.82	\$23.50	\$24.21	\$24.93

JOB CODE	JOB TITLE	SCALE	GRADE	STEP	MONTHS	HOURS	10-1-19	10-1-20	10-1-21	10-1-22
3262	CLERK, DATA QLTY CON/ MED REC	SN	07	01	0	0	\$21.14	\$21.77	\$22.43	\$23.10
		SN	07	02	6	520	\$22.02	\$22.68	\$23.36	\$24.06
3263	SPEC, MED REC LITIGATION	SN	07	03	12	1040	\$22.89	\$23.58	\$24.29	\$25.02
		SN	07	04	24	2080	\$23.76	\$24.48	\$25.21	\$25.97
		SN	07	05	36	3120	\$24.66	\$25.40	\$26.16	\$26.94
		SN	07	06	48	4160	\$25.55	\$26.32	\$27.11	\$27.92
		SN	07	07	54	5200	\$26.42	\$27.22	\$28.03	\$28.87
0298	SPEC, SURGERY SCHED	SN	08	01	0	0	\$22.21	\$22.88	\$23.56	\$24.27
		SN	08	02	6	520	\$22.66	\$23.34	\$24.04	\$24.76
3286	SPEC, SURG SCED- MED OFFICE	SN	08	03	12	1040	\$23.14	\$23.84	\$24.55	\$25.29
		SN	08	04	24	2080	\$24.02	\$24.74	\$25.48	\$26.24
		SN	08	05	36	3120	\$24.91	\$25.66	\$26.43	\$27.22
		SN	08	06	48	4160	\$25.81	\$26.59	\$27.39	\$28.21
		SN	08	07	54	5200	\$26.66	\$27.46	\$28.29	\$29.14
0951	SPECIALIST, MED REC	SN	09	01	0	0	\$23.11	\$23.81	\$24.52	\$25.26
		SN	09	02	6	520	\$23.51	\$24.22	\$24.94	\$25.69
		SN	09	03	12	1040	\$23.90	\$24.62	\$25.36	\$26.12
		SN	09	04	24	2080	\$24.74	\$25.48	\$26.25	\$27.04
		SN	09	05	36	3120	\$25.59	\$26.36	\$27.15	\$27.97
		SN	09	06	48	4160	\$26.49	\$27.28	\$28.10	\$28.94
		SN	09	07	54	5200	\$27.41	\$28.23	\$29.08	\$29.95
3458	CLERK, SURG SCHED DATA ENTRY	SN	16	01	0	0	\$20.65	\$21.27	\$21.91	\$22.57
		SN	16	02	6	520	\$21.25	\$21.89	\$22.55	\$23.22
		SN	16	03	12	1040	\$21.84	\$22.50	\$23.17	\$23.87
		SN	16	04	18	1560	\$22.42	\$23.09	\$23.79	\$24.50
		SN	16	05	24	2080	\$23.03	\$23.72	\$24.43	\$25.16
		SN	16	06	30	2600	\$23.61	\$24.32	\$25.04	\$25.80
		SN	16	07	36	3120	\$24.18	\$24.91	\$25.66	\$26.43
		SN	16	08	42	3640	\$24.76	\$25.51	\$26.27	\$27.06

JOB CODE	JOB TITLE	SCALE	GRADE	STEP	MONTHS	HOURS	10-1-19	10-1-20	10-1-21	10-1-22
0807	COORD, REGISTRATION/SCHEDULE	SN	17	01	0	0	\$24.12	\$24.85	\$25.59	\$26.36
		SN	17	02	6	520	\$24.56	\$25.30	\$26.06	\$26.84
3457	COORD, SURG SCHED	SN	17	03	12	1040	\$25.04	\$25.79	\$26.56	\$27.36
		SN	17	04	24	2080	\$25.90	\$26.67	\$27.47	\$28.30
3928	SPEC, AMBUL SVCS SURG SCHED	SN	17	05	36	3120	\$26.79	\$27.59	\$28.42	\$29.27
		SN	17	06	48	4160	\$27.67	\$28.50	\$29.36	\$30.24
		SN	17	07	54	5200	\$28.59	\$29.44	\$30.33	\$31.24
4966	SCHED, INFUSION AMB SERVICES	SN	17	01	0	0	\$24.12	\$24.85	\$25.59	\$26.36
		SN	17	02	6	520	\$24.56	\$25.30	\$26.06	\$26.84
4938	COORD, DENTALCASE	SN	17	03	12	1040	\$25.04	\$25.79	\$26.56	\$27.36
4950	COORD, DENTAL CARE & QUALITY	SN	17	04	24	2080	\$25.90	\$26.67	\$27.47	\$28.30
		SN	17	05	36	3120	\$26.79	\$27.59	\$28.42	\$29.27
5187	SCHED, DENTAL SPECIALTY	SN	17	06	48	4160	\$27.67	\$28.50	\$29.36	\$30.24
		SN	17	07	54	5200	\$28.59	\$29.44	\$30.33	\$31.24
0188	RECPT, PURCHASING	SN	18	01	0	0	\$19.26	\$19.84	\$20.43	\$21.04
		SN	18	02	6	520	\$19.79	\$20.39	\$21.00	\$21.63
		SN	18	03	12	1040	\$20.32	\$20.93	\$21.56	\$22.20
		SN	18	04	18	1560	\$20.88	\$21.50	\$22.15	\$22.81
		SN	18	05	24	2080	\$21.42	\$22.06	\$22.73	\$23.41
		SN	18	06	30	2600	\$21.98	\$22.64	\$23.32	\$24.02
		SN	18	07	36	3120	\$22.51	\$23.19	\$23.89	\$24.60
		SN	18	08	42	3640	\$23.07	\$23.76	\$24.48	\$25.21
2637	ASST,PATIENT ACCTNG DEPT	SN	19	01	0	0	\$18.23	\$18.77	\$19.34	\$19.92
		SN	19	02	6	520	\$18.73	\$19.29	\$19.87	\$20.47
3034	ASST,THIRD PARTY LIABILITY	SN	19	03	12	1040	\$19.26	\$19.84	\$20.43	\$21.04
		SN	19	04	18	1560	\$19.76	\$20.35	\$20.97	\$21.59
		SN	19	05	24	2080	\$20.28	\$20.88	\$21.51	\$22.16
		SN	19	06	30	2600	\$20.81	\$21.44	\$22.08	\$22.74
		SN	19	07	36	3120	\$21.32	\$21.96	\$22.61	\$23.29
		SN	19	08	42	3640	\$21.84	\$22.50	\$23.17	\$23.87

JOB CODE	JOB TITLE	SCALE	GRADE	STEP	MONTHS	HOURS	10-1-19	10-1-20	10-1-21	10-1-22
1414	ASST, WORKCOMP	SN	20	01	0	0	\$19.29	\$19.87	\$20.46	\$21.08
		SN	20	02	6	520	\$19.84	\$20.43	\$21.04	\$21.67
		SN	20	03	12	1040	\$20.37	\$20.98	\$21.61	\$22.26
		SN	20	04	18	1560	\$20.93	\$21.56	\$22.20	\$22.87
		SN	20	05	24	2080	\$21.46	\$22.11	\$22.77	\$23.45
		SN	20	06	30	2600	\$22.03	\$22.69	\$23.37	\$24.07
		SN	20	07	36	3120	\$22.58	\$23.25	\$23.95	\$24.67
		SN	20	08	42	3640	\$23.10	\$23.80	\$24.51	\$25.24
0415	SPEC, DATA CONTROL	SN	21	01	0	0	\$19.84	\$20.43	\$21.04	\$21.67
		SN	21	02	6	520	\$20.39	\$21.00	\$21.63	\$22.28
		SN	21	03	12	1040	\$20.95	\$21.58	\$22.22	\$22.89
		SN	21	04	18	1560	\$21.52	\$22.16	\$22.83	\$23.51
		SN	21	05	24	2080	\$22.12	\$22.78	\$23.46	\$24.17
		SN	21	06	30	2600	\$22.65	\$23.33	\$24.03	\$24.75
		SN	21	07	36	3120	\$23.23	\$23.93	\$24.64	\$25.38
		SN	21	08	42	3640	\$23.80	\$24.51	\$25.25	\$26.00
0483	SPEC, A/P RESEARCH	SN	22	01	0	0	\$22.97	\$23.66	\$24.36	\$25.10
		SN	22	02	6	520	\$23.68	\$24.39	\$25.12	\$25.88
3772	REP, PRE-REGISTRATION	SN	22	03	12	1040	\$24.42	\$25.15	\$25.90	\$26.68
		SN	22	04	18	1560	\$25.13	\$25.88	\$26.66	\$27.46
0438	REP, PATIENT ACCOUNT	SN	22	05	24	2080	\$25.83	\$26.61	\$27.41	\$28.23
		SN	22	06	30	2600	\$26.54	\$27.33	\$28.15	\$29.00
		SN	22	07	36	3120	\$27.27	\$28.09	\$28.93	\$29.80
		SN	22	08	42	3640	\$28.00	\$28.84	\$29.70	\$30.59
3095	SPEC, CREDIT BALANCE-PBS	SN	22	01	0	0	\$22.97	\$23.66	\$24.36	\$25.10
		SN	22	02	6	520	\$23.68	\$24.39	\$25.12	\$25.88
5244	ANALYST, CUSTOMER SVS RESEARCH	SN	22	03	12	1040	\$24.42	\$25.15	\$25.90	\$26.68
		SN	22	04	18	1560	\$25.13	\$25.88	\$26.66	\$27.46
2177	SPEC, FEE/BENEFIT SUPP	SN	22	05	24	2080	\$25.83	\$26.61	\$27.41	\$28.23
		SN	22	06	30	2600	\$26.54	\$27.33	\$28.15	\$29.00
0444	SPEC, INSURANCE BILLING	SN	22	07	36	3120	\$27.27	\$28.09	\$28.93	\$29.80
		SN	22	08	42	3640	\$28.00	\$28.84	\$29.70	\$30.59

JOB CODE	JOB TITLE	SCALE	GRADE	STEP	MONTHS	HOURS	10-1-19	10-1-20	10-1-21	10-1-22
0481	SR RESEARCH ANLST/ ADTR	SN	23	01	0	0	\$24.95	\$25.70	\$26.47	\$27.27
		SN	23	02	6	520	\$25.75	\$26.52	\$27.32	\$28.14
3558	AUDITOR, CODING II - NON CERT	SN	23	03	12	1040	\$26.51	\$27.30	\$28.12	\$28.96
		SN	23	04	18	1560	\$27.34	\$28.16	\$29.00	\$29.87
2414	COLLECTOR, PATIENT ACCTS	SN	23	05	24	2080	\$28.09	\$28.94	\$29.80	\$30.70
		SN	23	06	30	2600	\$28.85	\$29.71	\$30.61	\$31.52
3395	LIASON, THIRD PARTY LIABILITY	SN	23	07	36	3120	\$29.67	\$30.56	\$31.48	\$32.42
		SN	23	08	42	3640	\$30.43	\$31.34	\$32.28	\$33.25
3793	SPEC, LAB BILLING	SN	24	01	0	0	\$25.45	\$26.21	\$27.00	\$27.81
		SN	24	02	6	520	\$26.25	\$27.04	\$27.85	\$28.69
		SN	24	03	12	1040	\$27.02	\$27.83	\$28.67	\$29.53
		SN	24	04	18	1560	\$27.81	\$28.64	\$29.50	\$30.39
		SN	24	05	24	2080	\$28.64	\$29.50	\$30.38	\$31.29
		SN	24	06	30	2600	\$29.42	\$30.30	\$31.21	\$32.14
		SN	24	07	36	3120	\$30.25	\$31.15	\$32.09	\$33.05
		SN	24	08	42	3640	\$31.01	\$31.94	\$32.90	\$33.89
3076	ADMIN/AUDTR, VENDOR COMPLIANCE	SN	25	01	0	0	\$27.09	\$27.91	\$28.75	\$29.61
		SN	25	02	6	520	\$28.02	\$28.86	\$29.73	\$30.62
3078	SPEC, PBS QUALITY CONTROL SYST	SN	25	03	12	1040	\$28.92	\$29.79	\$30.68	\$31.60
		SN	25	04	18	1560	\$29.86	\$30.75	\$31.68	\$32.63
		SN	25	05	24	2080	\$30.81	\$31.74	\$32.69	\$33.67
		SN	25	06	30	2600	\$31.70	\$32.65	\$33.63	\$34.64
		SN	25	07	36	3120	\$32.64	\$33.62	\$34.63	\$35.67
		SN	25	08	42	3640	\$33.56	\$34.56	\$35.60	\$36.67
3442	AUDITOR, CODING SR	SN	26	01	0	0	\$27.91	\$28.75	\$29.61	\$30.50
		SN	26	02	6	520	\$28.83	\$29.69	\$30.58	\$31.50
		SN	26	03	12	1040	\$29.80	\$30.69	\$31.61	\$32.56
		SN	26	04	18	1560	\$30.75	\$31.67	\$32.62	\$33.60
		SN	26	05	24	2080	\$31.70	\$32.65	\$33.63	\$34.64
		SN	26	06	30	2600	\$32.64	\$33.62	\$34.63	\$35.67
		SN	26	07	36	3120	\$33.61	\$34.62	\$35.66	\$36.73
		SN	26	08	42	3640	\$34.55	\$35.59	\$36.66	\$37.76

JOB CODE	JOB TITLE	SCALE	GRADE	STEP	MONTHS	HOURS	10-19	10-20	10-21	10-22
0993	SPEC, WORKERS COMP - CLAIMS	SN	28	01	0	0	\$23.65	\$24.36	\$25.09	\$25.84
		SN	28	02	6	520	\$24.37	\$25.11	\$25.86	\$26.63
2421	SPEC, WORKERS COMP BILLING	SN	28	03	12	1040	\$25.14	\$25.90	\$26.67	\$27.47
		SN	28	04	18	1560	\$25.91	\$26.69	\$27.49	\$28.31
		SN	28	05	24	2080	\$26.74	\$27.54	\$28.37	\$29.22
		SN	28	06	30	2600	\$27.55	\$28.37	\$29.22	\$30.10
		SN	28	07	36	3120	\$28.40	\$29.25	\$30.13	\$31.03
		SN	28	08	42	3640	\$29.32	\$30.20	\$31.11	\$32.04
		2463	AUDITOR, CODING II - CERT	SN	29	01	0	0	\$26.49	\$27.28
		SN	29	02	6	520	\$27.24	\$28.06	\$28.90	\$29.77
		SN	29	03	12	1040	\$28.04	\$28.88	\$29.75	\$30.64
		SN	29	04	18	1560	\$28.81	\$29.67	\$30.56	\$31.48
		SN	29	05	24	2080	\$29.67	\$30.56	\$31.48	\$32.42
		SN	29	06	30	2600	\$30.48	\$31.39	\$32.33	\$33.30
		SN	29	07	36	3120	\$31.36	\$32.30	\$33.27	\$34.27
		SN	29	08	42	3640	\$32.76	\$33.74	\$34.75	\$35.80
0214	BUYER, JR	SN	30	01	0	0	\$25.31	\$26.07	\$26.85	\$27.66
		SN	30	02	6	520	\$26.10	\$26.88	\$27.69	\$28.52
4789	TECH, CASE MANAGEMENT	SN	30	03	12	1040	\$27.16	\$27.97	\$28.81	\$29.68
		SN	30	04	18	1560	\$27.67	\$28.50	\$29.36	\$30.24
		SN	30	05	24	2080	\$28.50	\$29.36	\$30.24	\$31.15
		SN	30	06	30	2600	\$29.26	\$30.14	\$31.04	\$31.97
		SN	30	07	36	3120	\$30.04	\$30.94	\$31.87	\$32.82
		SN	30	08	42	3640	\$30.86	\$31.78	\$32.74	\$33.72
		0762	ADMITTING SPECIALIST	SN	31	01	0	0	\$21.98	\$22.64
		SN	31	02	6	520	\$22.65	\$23.33	\$24.03	\$24.75
		SN	31	03	12	1040	\$23.34	\$24.04	\$24.76	\$25.50
		SN	31	04	18	1560	\$24.04	\$24.76	\$25.50	\$26.27
		SN	31	05	24	2080	\$24.72	\$25.46	\$26.22	\$27.01
		SN	31	06	30	2600	\$25.41	\$26.17	\$26.96	\$27.77
		SN	31	07	36	3120	\$26.10	\$26.88	\$27.69	\$28.52
		SN	31	08	42	3640	\$26.81	\$27.61	\$28.44	\$29.29

JOB CODE	JOB TITLE	SCALE	GRADE	STEP	MONTHS	HOURS	10-19	10-20	10-21	10-22
3654	COORD, BED CONTROL	SN	32	01	0	0	\$23.89	\$24.61	\$25.35	\$26.11
		SN	32	02	6	520	\$24.65	\$25.39	\$26.15	\$26.93
		SN	32	03	12	1040	\$25.37	\$26.13	\$26.92	\$27.72
		SN	32	04	18	1560	\$26.14	\$26.92	\$27.73	\$28.56
		SN	32	05	24	2080	\$26.90	\$27.70	\$28.53	\$29.39
		SN	32	06	30	2600	\$27.63	\$28.46	\$29.31	\$30.19
		SN	32	07	36	3120	\$28.37	\$29.22	\$30.09	\$31.00
		SN	32	08	42	3640	\$29.14	\$30.02	\$30.92	\$31.85
0761	SENIOR ADMITTING SPECIALIST	SN	33	01	0	0	\$25.90	\$26.68	\$27.48	\$28.30
		SN	33	02	6	520	\$26.81	\$27.61	\$28.44	\$29.29
		SN	33	03	12	1040	\$27.68	\$28.51	\$29.37	\$30.25
		SN	33	04	18	1560	\$28.58	\$29.44	\$30.32	\$31.23
		SN	33	05	24	2080	\$29.44	\$30.32	\$31.23	\$32.17
		SN	33	06	30	2600	\$30.35	\$31.26	\$32.20	\$33.17
		SN	33	07	36	3120	\$31.20	\$32.14	\$33.10	\$34.09
		SN	33	08	42	3640	\$32.11	\$33.07	\$34.06	\$35.08
3943	SPEC, MED STAFF CRED SEIU	SN	35	01	0	0	\$26.07	\$26.85	\$27.65	\$28.48
		SN	35	02	6	520	\$27.01	\$27.82	\$28.66	\$29.52
		SN	35	03	12	1040	\$27.99	\$28.83	\$29.69	\$30.58
		SN	35	04	24	2080	\$28.90	\$29.77	\$30.66	\$31.58
		SN	35	05	36	3120	\$29.87	\$30.76	\$31.69	\$32.64
		SN	35	06	48	4160	\$30.85	\$31.77	\$32.72	\$33.71
		SN	35	07	60	5200	\$31.77	\$32.72	\$33.70	\$34.72
		SN	35	08	72	6240	\$32.76	\$33.74	\$34.75	\$35.80
0867	SPEC, QLTY MGMT RPTS	SN	36	01	0	0	\$24.04	\$24.76	\$25.50	\$26.27
		SN	36	02	6	520	\$24.76	\$25.51	\$26.27	\$27.06
		SN	36	03	12	1040	\$25.51	\$26.27	\$27.06	\$27.87
		SN	36	04	24	2080	\$26.30	\$27.09	\$27.90	\$28.73
		SN	36	05	36	3120	\$27.01	\$27.82	\$28.66	\$29.52
		SN	36	06	48	4160	\$27.75	\$28.58	\$29.44	\$30.32
		SN	36	07	60	5200	\$28.54	\$29.40	\$30.28	\$31.19
		SN	36	08	72	6240	\$29.29	\$30.17	\$31.07	\$32.01

JOB CODE	JOB TITLE	SCALE	GRADE	STEP	MONTHS	HOURS	10-19	10-20	10-21	10-22
3941	CLERK, QLTY DATA ENTRY	SN	37	01	0	0	\$20.48	\$21.09	\$21.72	\$22.37
		SN	37	02	6	520	\$21.42	\$22.06	\$22.73	\$23.41
4404	ASST, MED STAFF CREDENTIALS	SN	37	03	12	1040	\$22.34	\$23.01	\$23.70	\$24.41
		SN	37	04	24	2080	\$23.28	\$23.98	\$24.70	\$25.44
		SN	37	05	36	3120	\$24.22	\$24.94	\$25.69	\$26.46
		SN	37	06	48	4160	\$25.15	\$25.91	\$26.68	\$27.48
		SN	37	07	60	5200	\$26.08	\$26.86	\$27.66	\$28.49
		SN	37	08	72	6240	\$27.01	\$27.82	\$28.66	\$29.52
		SN	37	08	72	6240	\$27.01	\$27.82	\$28.66	\$29.52
3942	ASST, ADMIN III-QRM	SN	38	01	0	0	\$22.98	\$23.67	\$24.38	\$25.11
		SN	38	02	6	520	\$24.09	\$24.81	\$25.56	\$26.32
		SN	38	03	12	1040	\$25.21	\$25.97	\$26.75	\$27.55
		SN	38	04	24	2080	\$26.32	\$27.11	\$27.92	\$28.76
		SN	38	05	36	3120	\$27.44	\$28.26	\$29.11	\$29.99
		SN	38	06	48	4160	\$28.54	\$29.40	\$30.28	\$31.19
		SN	38	07	60	5200	\$29.67	\$30.56	\$31.48	\$32.42
		SN	38	08	72	6240	\$30.81	\$31.74	\$32.69	\$33.67
0813	ASST, DATA MGMT	SN	39	01	0	0	\$20.61	\$21.23	\$21.87	\$22.52
		SN	39	02	6	520	\$21.29	\$21.92	\$22.58	\$23.26
		SN	39	03	12	1040	\$21.96	\$22.62	\$23.29	\$23.99
		SN	39	04	24	2080	\$22.61	\$23.29	\$23.99	\$24.71
		SN	39	05	36	3120	\$23.28	\$23.98	\$24.70	\$25.44
		SN	39	06	48	4160	\$23.95	\$24.67	\$25.41	\$26.17
		SN	39	07	60	5200	\$24.63	\$25.36	\$26.13	\$26.91
		SN	39	08	72	6240	\$25.32	\$26.08	\$26.86	\$27.67
3984	COORD, BED CONTROL KSMC	SN	40	01	0	0	\$23.97	\$24.69	\$25.43	\$26.20
		SN	40	02	6	520	\$24.90	\$25.65	\$26.42	\$27.21
		SN	40	03	12	1040	\$25.83	\$26.61	\$27.41	\$28.23
		SN	40	04	24	2080	\$26.79	\$27.59	\$28.42	\$29.27
		SN	40	05	36	3120	\$27.69	\$28.52	\$29.38	\$30.26
		SN	40	06	48	4160	\$28.66	\$29.52	\$30.41	\$31.32
		SN	40	07	60	5200	\$29.64	\$30.53	\$31.44	\$32.39

JOB CODE	JOB TITLE	SCALE	GRADE	STEP	MONTHS	HOURS	10-1-19	10-1-20	10-1-21	10-1-22		
4082	SPEC, INSURANCE BILL	SN	41	01	0	0	\$23.65	\$24.36	\$25.09	\$25.84		
		SN	41	02	6	520	\$24.38	\$25.12	\$25.87	\$26.65		
4083	SPEC, PROVIDER ENROLL	SN	41	03	12	1040	\$25.13	\$25.88	\$26.66	\$27.46		
		SN	41	04	18	1560	\$25.86	\$26.63	\$27.43	\$28.25		
4084	REP, PAT ACCT CS	SN	41	05	24	2080	\$26.58	\$27.38	\$28.20	\$29.04		
		SN	41	06	30	2600	\$27.36	\$28.18	\$29.02	\$29.89		
4085	REP, MED FIN ASST	SN	41	07	36	3120	\$28.07	\$28.91	\$29.78	\$30.68		
		SN	41	08	42	3640	\$28.81	\$29.67	\$30.56	\$31.48		
4086	SPEC, CREDIT BALANCE	SN	42	01	0	0	\$24.34	\$25.07	\$25.82	\$26.60		
		SN	42	02	6	520	\$25.10	\$25.85	\$26.63	\$27.43		
4087	SPEC, REFUND	SN	42	03	12	1040	\$25.86	\$26.63	\$27.43	\$28.25		
		SN	42	04	18	1560	\$26.60	\$27.40	\$28.22	\$29.07		
		SN	42	05	24	2080	\$27.40	\$28.22	\$29.07	\$29.94		
		SN	42	06	30	2600	\$28.15	\$28.99	\$29.86	\$30.76		
		SN	42	07	36	3120	\$28.87	\$29.74	\$30.63	\$31.55		
		SN	42	08	42	3640	\$29.68	\$30.57	\$31.49	\$32.43		
		4088	LIAISON, PFS VENDOR	SN	43	01	0	0	\$25.09	\$25.84	\$26.62	\$27.41
				SN	43	02	6	520	\$25.87	\$26.64	\$27.44	\$28.26
4089	COLLECTOR, PAT ACCT	SN	43	03	12	1040	\$26.65	\$27.45	\$28.28	\$29.13		
		SN	43	04	18	1560	\$27.45	\$28.28	\$29.12	\$30.00		
		SN	43	05	24	2080	\$28.22	\$29.07	\$29.94	\$30.84		
		SN	43	06	30	2600	\$29.04	\$29.91	\$30.81	\$31.73		
		SN	43	07	36	3120	\$29.81	\$30.70	\$31.62	\$32.57		
		SN	43	08	42	3640	\$30.56	\$31.48	\$32.42	\$33.40		
4094	LIAISON, DATA CONTROL ACCT	SN	44	01	0	0	\$23.14	\$23.84	\$24.55	\$25.29		
		SN	44	02	6	520	\$23.79	\$24.50	\$25.23	\$25.99		
		SN	44	03	12	1040	\$24.45	\$25.18	\$25.94	\$26.71		
		SN	44	04	18	1560	\$25.12	\$25.87	\$26.65	\$27.45		
		SN	44	05	24	2080	\$25.77	\$26.54	\$27.34	\$28.16		
		SN	44	06	30	2600	\$26.44	\$27.24	\$28.05	\$28.90		
		SN	44	07	36	3120	\$27.11	\$27.92	\$28.76	\$29.62		
		SN	44	08	42	3640	\$27.77	\$28.60	\$29.46	\$30.34		

JOB CODE	JOB TITLE	SCALE	GRADE	STEP	MONTHS	HOURS	10-1-19	10-1-20	10-1-21	10-1-22
0147	SCHEDULER, OUTPATIENT	SN	45	01	0	0	\$25.56	\$26.33	\$27.12	\$27.93
		SN	45	02	6	520	\$26.02	\$26.80	\$27.61	\$28.44
		SN	45	03	12	1040	\$26.50	\$27.29	\$28.11	\$28.95
		SN	45	04	24	2080	\$27.50	\$28.33	\$29.18	\$30.06
		SN	45	05	36	3120	\$28.53	\$29.39	\$30.27	\$31.18
		SN	45	06	48	4160	\$29.55	\$30.44	\$31.35	\$32.29
		SN	45	07	60	5200	\$30.67	\$31.59	\$32.53	\$33.51
0328	SCHED, AMBULATORY CLINICIAN	SN	46	01	0	0	\$25.56	\$26.33	\$27.12	\$27.93
		SN	46	02	6	520	\$26.02	\$26.80	\$27.61	\$28.44
0764	SPEC, STAFF SCHEDULING	SN	46	03	12	1040	\$26.50	\$27.29	\$28.11	\$28.95
		SN	46	04	24	2080	\$27.50	\$28.33	\$29.18	\$30.06
		SN	46	05	36	3120	\$28.53	\$29.39	\$30.27	\$31.18
		SN	46	06	48	4160	\$29.55	\$30.44	\$31.35	\$32.29
		SN	46	07	60	5200	\$30.67	\$31.59	\$32.53	\$33.51
3236	SCHED, AMBULATORY BACK	SN	46	01	0	0	\$25.56	\$26.33	\$27.12	\$27.93
		SN	46	02	6	520	\$26.02	\$26.80	\$27.61	\$28.44
4013	SCHED, INPT CLINICIAN/ NWP PAYR	SN	46	03	12	1040	\$26.50	\$27.29	\$28.11	\$28.95
		SN	46	04	24	2080	\$27.50	\$28.33	\$29.18	\$30.06
2566	SCHED, MEMB SVS/ CONTACT CNTR	SN	46	05	36	3120	\$28.53	\$29.39	\$30.27	\$31.18
		SN	46	06	48	4160	\$29.55	\$30.44	\$31.35	\$32.29
		SN	46	07	60	5200	\$30.67	\$31.59	\$32.53	\$33.51
3057	ASST,STAFFING OFFICE	SN	48	01	0	0	\$16.97	\$17.48	\$18.00	\$18.54
		SN	48	02	6	520	\$17.43	\$17.95	\$18.49	\$19.05
		SN	48	03	12	1040	\$17.91	\$18.45	\$19.00	\$19.57
		SN	48	04	18	1560	\$18.37	\$18.93	\$19.49	\$20.08
		SN	48	05	24	2080	\$18.87	\$19.43	\$20.02	\$20.62
		SN	48	06	30	2600	\$19.33	\$19.91	\$20.51	\$21.12
		SN	48	07	36	3120	\$19.84	\$20.43	\$21.04	\$21.67
		SN	48	08	42	3640	\$20.31	\$20.92	\$21.54	\$22.19

JOB CODE	JOB TITLE	SCALE	GRADE	STEP	MONTHS	HOURS	10-1-19	10-1-20	10-1-21	10-1-22
3859	SPEC, PRIM SOURCE VERIFICATION	SN	49	01	0	0	\$19.92	\$20.52	\$21.13	\$21.77
		SN	49	02	6	520	\$20.48	\$21.09	\$21.72	\$22.37
		SN	49	03	12	1040	\$21.04	\$21.67	\$22.33	\$22.99
		SN	49	04	18	1560	\$21.61	\$22.26	\$22.93	\$23.61
		SN	49	05	24	2080	\$22.18	\$22.84	\$23.53	\$24.23
		SN	49	06	30	2600	\$22.73	\$23.42	\$24.12	\$24.84
		SN	49	07	36	3120	\$23.31	\$24.01	\$24.73	\$25.47
		SN	49	08	42	3640	\$23.86	\$24.57	\$25.31	\$26.07
0962	SPEC, STAFF-CONT CARE	SN	50	01	0	0	\$23.42	\$24.12	\$24.84	\$25.59
		SN	50	02	6	520	\$24.15	\$24.88	\$25.62	\$26.39
		SN	50	03	12	1040	\$24.87	\$25.61	\$26.38	\$27.17
		SN	50	04	18	1560	\$25.63	\$26.40	\$27.20	\$28.01
		SN	50	05	24	2080	\$26.35	\$27.14	\$27.95	\$28.79
		SN	50	06	30	2600	\$27.07	\$27.89	\$28.72	\$29.58
		SN	50	07	36	3120	\$27.81	\$28.64	\$29.50	\$30.39
		SN	50	08	42	3640	\$28.58	\$29.43	\$30.32	\$31.23
2416	SCHED, SURGERY II	SN	53	01	0	0	\$26.01	\$26.79	\$27.60	\$28.42
		SN	53	02	6	520	\$26.45	\$27.25	\$28.07	\$28.91
		SN	53	03	12	1040	\$26.94	\$27.75	\$28.58	\$29.44
		SN	53	04	24	2080	\$27.78	\$28.61	\$29.47	\$30.35
		SN	53	05	36	3120	\$28.70	\$29.56	\$30.45	\$31.36
		SN	53	06	48	4160	\$29.54	\$30.43	\$31.34	\$32.28
		SN	53	07	60	5200	\$30.47	\$31.38	\$32.32	\$33.29
		SN	53	07	60	5200	\$30.47	\$31.38	\$32.32	\$33.29
1290	FLOATER, HEALTH RECORD	SN	54	01	0	0	\$20.77	\$21.39	\$22.04	\$22.70
		SN	54	02	6	520	\$21.13	\$21.76	\$22.41	\$23.09
		SN	54	03	12	1040	\$21.50	\$22.14	\$22.80	\$23.49
		SN	54	04	24	2080	\$22.26	\$22.93	\$23.62	\$24.33
		SN	54	05	36	3120	\$23.03	\$23.72	\$24.43	\$25.16
		SN	54	06	48	4160	\$23.84	\$24.55	\$25.29	\$26.05
		SN	54	07	60	5200	\$24.66	\$25.40	\$26.16	\$26.94
		SN	54	07	60	5200	\$24.66	\$25.40	\$26.16	\$26.94

JOB CODE	JOB TITLE	SCALE	GRADE	STEP	MONTHS	HOURS	10-1-19	10-1-20	10-1-21	10-1-22
2239	SPEC, HLTH REC IMAGING	SN	55	01	0	0	\$19.78	\$20.38	\$20.99	\$21.62
		SN	55	02	6	520	\$20.15	\$20.76	\$21.38	\$22.02
		SN	55	03	12	1040	\$20.55	\$21.17	\$21.80	\$22.46
		SN	55	04	24	2080	\$21.36	\$22.00	\$22.66	\$23.34
		SN	55	05	36	3120	\$22.20	\$22.87	\$23.55	\$24.26
		SN	55	06	48	4160	\$23.08	\$23.77	\$24.49	\$25.22
		SN	55	07	60	5200	\$23.99	\$24.70	\$25.45	\$26.21
1288	SPEC, INFO-HLTH REC	SN	56	01	0	0	\$20.53	\$21.14	\$21.78	\$22.43
		SN	56	02	6	520	\$21.01	\$21.64	\$22.29	\$22.96
		SN	56	03	12	1040	\$21.47	\$22.12	\$22.78	\$23.47
		SN	56	04	24	2080	\$22.44	\$23.11	\$23.81	\$24.52
		SN	56	05	36	3120	\$23.44	\$24.14	\$24.87	\$25.61
		SN	56	06	48	4160	\$24.52	\$25.26	\$26.01	\$26.79
		SN	56	07	60	5200	\$25.65	\$26.41	\$27.21	\$28.02
1289	SPEC, DATA QUALITY	SN	57	01	0	0	\$23.11	\$23.81	\$24.52	\$25.26
		SN	57	02	6	520	\$23.51	\$24.22	\$24.94	\$25.69
		SN	57	03	12	1040	\$23.90	\$24.62	\$25.36	\$26.12
		SN	57	04	24	2080	\$24.74	\$25.48	\$26.25	\$27.04
		SN	57	05	36	3120	\$25.59	\$26.36	\$27.15	\$27.97
		SN	57	06	48	4160	\$26.49	\$27.28	\$28.10	\$28.94
		SN	57	07	60	5200	\$27.41	\$28.23	\$29.08	\$29.95
4081	SPEC, PAYMENT POSTING	SN	58	01	0	0	\$22.25	\$22.92	\$23.61	\$24.32
		SN	58	02	6	520	\$23.20	\$23.89	\$24.61	\$25.35
		SN	58	03	12	1040	\$24.13	\$24.86	\$25.60	\$26.37
		SN	58	04	18	1560	\$25.08	\$25.83	\$26.61	\$27.40
		SN	58	05	24	2080	\$26.00	\$26.78	\$27.59	\$28.41
		SN	58	06	30	2600	\$26.95	\$27.76	\$28.59	\$29.45
		SN	58	07	36	3120	\$27.90	\$28.74	\$29.60	\$30.49
		SN	58	08	42	3640	\$28.81	\$29.67	\$30.56	\$31.48

JOB CODE	JOB TITLE	SCALE	GRADE	STEP	MONTHS	HOURS	10-1-19	10-1-20	10-1-21	10-1-22
2385	TRANSCRIPTIONIST, MEDICAL (A)	SN	59	01	0	0	\$20.62	\$21.24	\$21.88	\$22.54
		SN	59	02	6	520	\$21.22	\$21.86	\$22.51	\$23.19
		SN	59	03	12	1040	\$21.82	\$22.48	\$23.15	\$23.84
		SN	59	04	18	1560	\$22.42	\$23.09	\$23.79	\$24.50
		SN	59	05	24	2080	\$22.98	\$23.67	\$24.38	\$25.11
		SN	59	06	30	2600	\$23.55	\$24.26	\$24.99	\$25.74
		SN	59	07	36	3120	\$24.16	\$24.89	\$25.64	\$26.40
		SN	59	08	42	3640	\$24.74	\$25.48	\$26.25	\$27.04
1403	TRANSCRIPTION, MED I	SN	60	01	0	0	\$21.94	\$22.59	\$23.27	\$23.97
		SN	60	02	6	520	\$22.56	\$23.23	\$23.93	\$24.65
		SN	60	03	12	1040	\$23.19	\$23.88	\$24.60	\$25.34
		SN	60	04	18	1560	\$23.80	\$24.51	\$25.25	\$26.00
		SN	60	05	24	2080	\$24.42	\$25.15	\$25.90	\$26.68
		SN	60	06	30	2600	\$25.07	\$25.82	\$26.59	\$27.39
		SN	60	07	36	3120	\$25.67	\$26.44	\$27.23	\$28.05
		SN	60	08	42	3640	\$26.29	\$27.07	\$27.89	\$28.72
0229	TRANSCRIPT, MED II	SN	61	01	0	0	\$23.58	\$24.28	\$25.01	\$25.76
		SN	61	02	6	520	\$24.32	\$25.05	\$25.80	\$26.58
		SN	61	03	12	1040	\$25.08	\$25.83	\$26.61	\$27.40
		SN	61	04	18	1560	\$25.80	\$26.58	\$27.37	\$28.20
		SN	61	05	24	2080	\$26.54	\$27.33	\$28.15	\$29.00
		SN	61	06	30	2600	\$27.28	\$28.10	\$28.95	\$29.81
		SN	61	07	36	3120	\$28.02	\$28.86	\$29.73	\$30.62
		SN	61	08	42	3640	\$28.75	\$29.62	\$30.51	\$31.42
1292	CLERK, TRANSCRIPTION SUP SVC	SN	64	01	0	0	\$18.63	\$19.19	\$19.76	\$20.35
		SN	64	02	6	520	\$19.16	\$19.74	\$20.33	\$20.94
2075	CLERK, TRANSCRIPTION	SN	64	03	12	1040	\$19.70	\$20.29	\$20.90	\$21.53
		SN	64	04	18	1560	\$20.21	\$20.82	\$21.44	\$22.09
2801	TECH, TRANSCRIPTION DATA	SN	64	05	24	2080	\$20.74	\$21.36	\$22.00	\$22.66
		SN	64	06	30	2600	\$21.27	\$21.91	\$22.57	\$23.25
		SN	64	07	36	3120	\$21.82	\$22.48	\$23.15	\$23.84
		SN	64	08	42	3640	\$22.34	\$23.01	\$23.70	\$24.41

JOB CODE	JOB TITLE	SCALE	GRADE	STEP	MONTHS	HOURS	10-19	10-20	10-21	10-22
1404	TRANSCRIPT, MED, III	SN	65	01	0	0	\$24.85	\$25.59	\$26.36	\$27.15
		SN	65	02	6	520	\$25.63	\$26.40	\$27.20	\$28.01
		SN	65	03	12	1040	\$26.41	\$27.20	\$28.02	\$28.86
		SN	65	04	18	1560	\$27.16	\$27.97	\$28.81	\$29.68
		SN	65	05	24	2080	\$27.98	\$28.82	\$29.68	\$30.57
		SN	65	06	30	2600	\$28.74	\$29.61	\$30.49	\$31.41
		SN	65	07	36	3120	\$29.51	\$30.40	\$31.31	\$32.25
		SN	65	08	42	3640	\$30.32	\$31.23	\$32.17	\$33.13
0442	ASST, PROJECT-EXP CARE	SN	66	01	0	0	\$24.18	\$24.91	\$25.66	\$26.43
		SN	66	02	6	520	\$24.96	\$25.71	\$26.48	\$27.28
		SN	66	03	12	1040	\$25.72	\$26.49	\$27.28	\$28.10
		SN	66	04	18	1560	\$26.46	\$27.26	\$28.08	\$28.92
		SN	66	05	24	2080	\$27.23	\$28.05	\$28.89	\$29.76
		SN	66	06	30	2600	\$28.01	\$28.85	\$29.71	\$30.61
		SN	66	07	36	3120	\$28.74	\$29.61	\$30.49	\$31.41
		SN	66	08	42	3640	\$29.51	\$30.40	\$31.31	\$32.25
1030	SPEC, REG LAB GLASSWARE	SN	67	01	0	0	\$17.05	\$17.56	\$18.09	\$18.63
		SN	67	02	6	520	\$17.58	\$18.10	\$18.65	\$19.21
		SN	67	03	12	1040	\$18.11	\$18.66	\$19.22	\$19.79
		SN	67	04	18	1560	\$18.65	\$19.21	\$19.78	\$20.38
		SN	67	05	24	2080	\$19.17	\$19.75	\$20.34	\$20.95
		SN	67	06	30	2600	\$19.72	\$20.31	\$20.92	\$21.55
		SN	67	07	36	3120	\$20.26	\$20.86	\$21.49	\$22.13
		SN	67	08	42	3640	\$20.78	\$21.40	\$22.05	\$22.71
0538	RECEPTIONIST, CHR	SN	68	01	0	0	\$19.85	\$20.44	\$21.05	\$21.69
		SN	68	02	6	520	\$20.39	\$21.00	\$21.63	\$22.28
0948	ASST, OFFICE-CCS	SN	68	03	12	1040	\$20.97	\$21.60	\$22.25	\$22.91
		SN	68	04	18	1560	\$21.51	\$22.15	\$22.82	\$23.50
		SN	68	05	24	2080	\$22.09	\$22.76	\$23.44	\$24.14
		SN	68	06	30	2600	\$22.65	\$23.33	\$24.03	\$24.75
		SN	68	07	36	3120	\$23.21	\$23.90	\$24.62	\$25.36
		SN	68	08	42	3640	\$23.75	\$24.47	\$25.20	\$25.96

JOB CODE	JOB TITLE	SCALE	GRADE	STEP	MONTHS	HOURS	10-19	10-20	10-21	10-22
0673	RECPT, COMMUNICATIONS OPR-SR	SN	69	01	0	0	\$19.99	\$20.59	\$21.21	\$21.85
		SN	69	02	6	520	\$20.56	\$21.18	\$21.81	\$22.47
		SN	69	03	12	1040	\$21.13	\$21.76	\$22.41	\$23.09
		SN	69	04	18	1560	\$21.69	\$22.35	\$23.02	\$23.71
		SN	69	05	24	2080	\$22.28	\$22.95	\$23.64	\$24.35
		SN	69	06	30	2600	\$22.86	\$23.55	\$24.25	\$24.98
		SN	69	07	36	3120	\$23.42	\$24.12	\$24.84	\$25.59
		SN	69	08	42	3640	\$24.00	\$24.72	\$25.46	\$26.22
0676	CLERK, OFFICE SVCS	SN	70	01	0	0	\$19.26	\$19.84	\$20.43	\$21.04
		SN	70	02	6	520	\$19.79	\$20.39	\$21.00	\$21.63
		SN	70	03	12	1040	\$20.35	\$20.96	\$21.59	\$22.24
		SN	70	04	18	1560	\$20.90	\$21.52	\$22.17	\$22.83
		SN	70	05	24	2080	\$21.44	\$22.09	\$22.75	\$23.43
		SN	70	06	30	2600	\$22.01	\$22.67	\$23.35	\$24.05
		SN	70	07	36	3120	\$22.54	\$23.21	\$23.91	\$24.63
		SN	70	08	42	3640	\$23.08	\$23.77	\$24.49	\$25.22
3284	CLERK, HEALTH RECORD-AIRPORT	SN	71	01	0	0	\$19.63	\$20.19	\$20.77	\$21.37
		SN	71	02	6	520	\$19.99	\$20.57	\$21.16	\$21.77
		SN	71	03	12	1040	\$20.36	\$20.95	\$21.55	\$22.17
		SN	71	04	24	2080	\$21.14	\$21.75	\$22.38	\$23.03
		SN	71	05	36	3120	\$21.93	\$22.56	\$23.21	\$23.88
		SN	71	06	48	4160	\$22.76	\$23.42	\$24.10	\$24.80
		SN	71	07	54	5200	\$23.62	\$24.30	\$25.01	\$25.74
		0808	ASST, MATERIALS/ PROJECTS	SN	73	01	0	0	\$19.99	\$20.59
SN	73			02	6	520	\$20.65	\$21.27	\$21.91	\$22.57
SN	73			03	12	1040	\$21.33	\$21.97	\$22.63	\$23.30
SN	73			04	24	2080	\$22.01	\$22.67	\$23.35	\$24.05
SN	73			05	36	3120	\$22.66	\$23.34	\$24.04	\$24.76
SN	73			06	48	4160	\$23.33	\$24.03	\$24.75	\$25.50
SN	73			07	54	5200	\$24.03	\$24.75	\$25.49	\$26.26

JOB CODE	JOB TITLE	SCALE	GRADE	STEP	MONTHS	HOURS	10-1-19	10-1-20	10-1-21	10-1-22
3338	AUDITOR, CODING II - SEIU	SN	74	01	0	0	\$24.70	\$25.44	\$26.20	\$26.99
		SN	74	02	6	520	\$25.48	\$26.24	\$27.03	\$27.84
		SN	74	03	12	1040	\$26.27	\$27.05	\$27.86	\$28.70
		SN	74	04	18	1560	\$27.01	\$27.82	\$28.66	\$29.52
		SN	74	05	24	2080	\$27.77	\$28.60	\$29.46	\$30.34
		SN	74	06	30	2600	\$28.58	\$29.43	\$30.32	\$31.23
		SN	74	07	36	3120	\$29.33	\$30.21	\$31.12	\$32.05
		SN	74	08	42	3640	\$30.10	\$31.00	\$31.93	\$32.89
3466	TECH, EMERGENCY DEPT	SN	75	01	0	0	\$21.44	\$22.09	\$22.75	\$23.43
		SN	75	02	6	520	\$22.08	\$22.75	\$23.43	\$24.13
		SN	75	03	12	1040	\$22.72	\$23.41	\$24.11	\$24.83
		SN	75	04	18	1560	\$23.42	\$24.12	\$24.84	\$25.59
		SN	75	05	24	2080	\$24.12	\$24.85	\$25.59	\$26.36
		SN	75	06	30	2600	\$24.83	\$25.57	\$26.34	\$27.13
		SN	75	07	36	3120	\$25.57	\$26.34	\$27.13	\$27.94
		SN	75	08	42	3640	\$26.36	\$27.15	\$27.96	\$28.80
0130	SPEC, MSD SUPPLY	SN	77	01	0	0	\$22.22	\$22.89	\$23.57	\$24.28
		SN	77	02	6	520	\$22.88	\$23.57	\$24.28	\$25.00
		SN	77	03	12	1040	\$23.49	\$24.20	\$24.92	\$25.67
		SN	77	04	18	1560	\$24.12	\$24.85	\$25.59	\$26.36
		SN	77	05	24	2080	\$24.76	\$25.51	\$26.27	\$27.06
		SN	77	06	30	2600	\$25.37	\$26.13	\$26.92	\$27.72
		SN	77	07	36	3120	\$26.03	\$26.81	\$27.62	\$28.45
		SN	77	08	42	3640	\$26.65	\$27.45	\$28.28	\$29.13
0196	TECH, BINDERY	SN	78	01	0	0	\$17.37	\$17.89	\$18.42	\$18.98
		SN	78	02	6	520	\$17.85	\$18.39	\$18.94	\$19.50
		SN	78	03	12	1040	\$18.34	\$18.89	\$19.46	\$20.04
		SN	78	04	18	1560	\$18.84	\$19.40	\$19.98	\$20.58
		SN	78	05	24	2080	\$19.33	\$19.91	\$20.51	\$21.12
		SN	78	06	30	2600	\$19.84	\$20.43	\$21.04	\$21.67
		SN	78	07	36	3120	\$20.32	\$20.93	\$21.56	\$22.20
		SN	78	08	42	3640	\$20.82	\$21.45	\$22.09	\$22.75

JOB CODE	JOB TITLE	SCALE	GRADE	STEP	MONTHS	HOURS	10-19	10-20	10-21	10-22
2201	SPEC, MAIL CENTER II	SN	79	01	0	0	\$18.77	\$19.34	\$19.92	\$20.52
		SN	79	02	6	520	\$19.30	\$19.88	\$20.47	\$21.09
		SN	79	03	12	1040	\$19.85	\$20.44	\$21.05	\$21.69
		SN	79	04	18	1560	\$20.36	\$20.97	\$21.60	\$22.25
		SN	79	05	24	2080	\$20.91	\$21.53	\$22.18	\$22.85
		SN	79	06	30	2600	\$21.43	\$22.08	\$22.74	\$23.42
		SN	79	07	36	3120	\$21.98	\$22.64	\$23.32	\$24.02
		SN	79	08	42	3640	\$22.50	\$23.18	\$23.87	\$24.59
2396	TECH, BINDERY SR	SN	80	01	0	0	\$19.13	\$19.71	\$20.30	\$20.91
		SN	80	02	6	520	\$19.67	\$20.26	\$20.86	\$21.49
		SN	80	03	12	1040	\$20.19	\$20.80	\$21.42	\$22.06
		SN	80	04	18	1560	\$20.74	\$21.36	\$22.00	\$22.66
		SN	80	05	24	2080	\$21.29	\$21.92	\$22.58	\$23.26
		SN	80	06	30	2600	\$21.84	\$22.50	\$23.17	\$23.87
		SN	80	07	36	3120	\$22.38	\$23.05	\$23.74	\$24.45
		SN	80	08	42	3640	\$22.93	\$23.62	\$24.33	\$25.06
3761	SPEC, WORDS/ GRAPHICS	SN	81	01	0	0	\$19.45	\$20.03	\$20.63	\$21.25
		SN	81	02	6	520	\$19.99	\$20.59	\$21.21	\$21.85
		SN	81	03	12	1040	\$20.53	\$21.14	\$21.78	\$22.43
		SN	81	04	18	1560	\$21.09	\$21.72	\$22.37	\$23.04
		SN	81	05	24	2080	\$21.64	\$22.29	\$22.96	\$23.65
		SN	81	06	30	2600	\$22.21	\$22.88	\$23.56	\$24.27
		SN	81	07	36	3120	\$22.77	\$23.45	\$24.15	\$24.88
		SN	81	08	42	3640	\$23.33	\$24.03	\$24.75	\$25.50
2828	COORD, CUST SVC- MAIL CTR	SN	82	01	0	0	\$19.74	\$20.33	\$20.94	\$21.57
		SN	82	02	6	520	\$20.31	\$20.92	\$21.54	\$22.19
		SN	82	03	12	1040	\$20.88	\$21.50	\$22.15	\$22.81
		SN	82	04	18	1560	\$21.43	\$22.08	\$22.74	\$23.42
		SN	82	05	24	2080	\$22.00	\$22.66	\$23.34	\$24.04
		SN	82	06	30	2600	\$22.57	\$23.24	\$23.94	\$24.66
		SN	82	07	36	3120	\$23.14	\$23.84	\$24.55	\$25.29
		SN	82	08	42	3640	\$23.70	\$24.41	\$25.14	\$25.90

JOB CODE	JOB TITLE	SCALE	GRADE	STEP	MONTHS	HOURS	10-1-19	10-1-20	10-1-21	10-1-22
3760	TECH, DSKTP PUBL SR SEIU	SN	83	01	0	0	\$22.54	\$23.21	\$23.91	\$24.63
		SN	83	02	6	520	\$23.33	\$24.03	\$24.75	\$25.50
		SN	83	03	12	1040	\$24.05	\$24.77	\$25.51	\$26.28
		SN	83	04	18	1560	\$24.72	\$25.46	\$26.23	\$27.01
		SN	83	05	24	2080	\$25.41	\$26.18	\$26.96	\$27.77
		SN	83	06	30	2600	\$26.11	\$26.89	\$27.70	\$28.53
		SN	83	07	36	3120	\$26.81	\$27.62	\$28.44	\$29.30
		SN	83	08	42	3640	\$27.49	\$28.32	\$29.17	\$30.04
0194	OPER, PRESS, SR	SN	84	01	0	0	\$22.71	\$23.40	\$24.10	\$24.82
		SN	84	02	6	520	\$23.43	\$24.13	\$24.86	\$25.60
		SN	84	03	12	1040	\$24.16	\$24.89	\$25.64	\$26.40
		SN	84	04	18	1560	\$24.89	\$25.64	\$26.40	\$27.20
		SN	84	05	24	2080	\$25.62	\$26.39	\$27.18	\$28.00
		SN	84	06	30	2600	\$26.35	\$27.14	\$27.95	\$28.79
		SN	84	07	36	3120	\$27.06	\$27.88	\$28.71	\$29.57
		SN	84	08	42	3640	\$27.78	\$28.61	\$29.47	\$30.35
2908	OPER,LARGE PRESS	SN	85	01	0	0	\$24.72	\$25.46	\$26.23	\$27.01
		SN	85	02	6	520	\$25.50	\$26.26	\$27.05	\$27.86
		SN	85	03	12	1040	\$26.31	\$27.10	\$27.91	\$28.75
		SN	85	04	18	1560	\$27.06	\$27.88	\$28.71	\$29.57
		SN	85	05	24	2080	\$27.88	\$28.72	\$29.58	\$30.47
		SN	85	06	30	2600	\$28.64	\$29.50	\$30.38	\$31.29
		SN	85	07	36	3120	\$29.42	\$30.30	\$31.21	\$32.14
		SN	85	08	42	3640	\$30.23	\$31.13	\$32.07	\$33.03
2436	AUDITOR, CODING I	SN	86	01	0	0	\$24.68	\$25.42	\$26.18	\$26.97
		SN	86	02	6	520	\$25.46	\$26.22	\$27.01	\$27.82
		SN	86	03	12	1040	\$26.27	\$27.05	\$27.86	\$28.70
		SN	86	04	18	1560	\$27.02	\$27.83	\$28.67	\$29.53
		SN	86	05	24	2080	\$27.81	\$28.64	\$29.50	\$30.39
		SN	86	06	30	2600	\$28.61	\$29.47	\$30.35	\$31.26
		SN	86	07	36	3120	\$29.36	\$30.25	\$31.15	\$32.09
		SN	86	08	42	3640	\$30.16	\$31.07	\$32.00	\$32.96

JOB CODE	JOB TITLE	SCALE	GRADE	STEP	MONTHS	HOURS	10-19	10-20	10-21	10-22
3810	COORD. CODING SUPPORT	SN	88	01	0	0	\$24.03	\$24.75	\$25.49	\$26.26
		SN	88	02	6	520	\$24.61	\$25.34	\$26.10	\$26.89
		SN	88	03	12	1040	\$25.19	\$25.95	\$26.73	\$27.53
		SN	88	04	18	1560	\$25.77	\$26.54	\$27.34	\$28.16
		SN	88	05	24	2080	\$26.37	\$27.16	\$27.98	\$28.82
		SN	88	06	30	2600	\$26.95	\$27.76	\$28.59	\$29.45
		SN	88	07	36	3120	\$27.54	\$28.36	\$29.21	\$30.09
		SN	88	08	42	3640	\$28.14	\$28.98	\$29.85	\$30.74
3781	COORD. FOOD/ NUTRITION SYSTEM	SN	89	01	0	0	\$22.12	\$22.78	\$23.46	\$24.17
		SN	89	02	6	520	\$22.78	\$23.46	\$24.16	\$24.89
		SN	89	03	12	1040	\$23.49	\$24.20	\$24.92	\$25.67
		SN	89	04	18	1560	\$24.17	\$24.90	\$25.65	\$26.42
		SN	89	05	24	2080	\$24.85	\$25.59	\$26.36	\$27.15
		SN	89	06	30	2600	\$25.56	\$26.33	\$27.12	\$27.93
		SN	89	07	36	3120	\$26.27	\$27.05	\$27.86	\$28.70
		SN	89	08	42	3640	\$26.95	\$27.76	\$28.59	\$29.45
0182	ANALYST I, DATA	SN	90	01	0	0	\$21.42	\$22.06	\$22.73	\$23.41
		SN	90	02	6	520	\$22.03	\$22.69	\$23.37	\$24.07
		SN	90	03	12	1040	\$22.64	\$23.32	\$24.02	\$24.74
		SN	90	04	18	1560	\$23.26	\$23.96	\$24.68	\$25.42
		SN	90	05	24	2080	\$23.86	\$24.57	\$25.31	\$26.07
		SN	90	06	30	2600	\$24.49	\$25.22	\$25.98	\$26.76
		SN	90	07	36	3120	\$25.10	\$25.85	\$26.63	\$27.43
		SN	90	08	42	3640	\$25.72	\$26.49	\$27.28	\$28.10
3036	ANALYST II, DATA	SN	91	01	0	0	\$22.96	\$23.64	\$24.35	\$25.08
		SN	91	02	6	520	\$23.68	\$24.39	\$25.12	\$25.88
		SN	91	03	12	1040	\$24.41	\$25.14	\$25.89	\$26.67
		SN	91	04	18	1560	\$25.13	\$25.88	\$26.66	\$27.46
		SN	91	05	24	2080	\$25.83	\$26.61	\$27.41	\$28.23
		SN	91	06	30	2600	\$26.54	\$27.33	\$28.15	\$29.00
		SN	91	07	36	3120	\$27.28	\$28.10	\$28.95	\$29.81
		SN	91	08	42	3640	\$28.02	\$28.86	\$29.73	\$30.62

JOB CODE	JOB TITLE	SCALE	GRADE	STEP	MONTHS	HOURS	10-1-19	10-1-20	10-1-21	10-1-22
3859	TECH, SCP II ENDO	SN	92	01	0	0	\$21.90	\$22.53	\$23.18	\$23.85
		SN	92	02	6	520	\$22.55	\$23.20	\$23.87	\$24.56
		SN	92	03	12	1040	\$23.19	\$23.86	\$24.55	\$25.26
		SN	92	04	24	2080	\$23.87	\$24.56	\$25.27	\$26.00
		SN	92	05	36	3120	\$24.49	\$25.19	\$25.92	\$26.67
		SN	92	06	48	4160	\$25.14	\$25.86	\$26.61	\$27.38
		SN	92	07	60	5200	\$25.77	\$26.51	\$27.28	\$28.07
3858	TECH, CSP II CERTIFIED	SN	93	01	0	0	\$23.23	\$23.93	\$24.64	\$25.38
		SN	93	02	6	520	\$23.89	\$24.61	\$25.35	\$26.11
		SN	93	03	12	1040	\$24.53	\$25.27	\$26.03	\$26.81
		SN	93	04	24	2080	\$25.21	\$25.97	\$26.75	\$27.55
		SN	93	05	36	3120	\$25.83	\$26.61	\$27.41	\$28.23
		SN	93	06	48	4160	\$26.48	\$27.27	\$28.09	\$28.93
		SN	93	07	60	5200	\$27.12	\$27.93	\$28.77	\$29.63
3857	TECH, SCP II INTRU/ENDO	SN	94	01	0	0	\$23.90	\$24.53	\$25.18	\$25.85
		SN	94	02	6	520	\$24.55	\$25.20	\$25.87	\$26.56
		SN	94	03	12	1040	\$25.19	\$25.86	\$26.55	\$27.26
		SN	94	04	24	2080	\$25.87	\$26.56	\$27.27	\$28.00
		SN	94	05	36	3120	\$26.49	\$27.19	\$27.92	\$28.67
		SN	94	06	48	4160	\$27.14	\$27.86	\$28.61	\$29.38
		SN	94	07	60	5200	\$27.77	\$28.51	\$29.28	\$30.07
4079	ASST, PAT FINANC SVCS	SN	98	01	0	0	\$18.31	\$18.86	\$19.43	\$20.01
		SN	98	02	6	520	\$18.83	\$19.39	\$19.97	\$20.57
		SN	98	03	12	1040	\$19.33	\$19.91	\$20.51	\$21.12
		SN	98	04	18	1560	\$19.87	\$20.46	\$21.08	\$21.71
		SN	98	05	24	2080	\$20.37	\$20.98	\$21.61	\$22.26
		SN	98	06	30	2600	\$20.91	\$21.53	\$22.18	\$22.85
		SN	98	07	36	3120	\$21.42	\$22.06	\$22.73	\$23.41
		SN	98	08	42	3640	\$21.95	\$22.61	\$23.28	\$23.98

JOB CODE	JOB TITLE	SCALE	GRADE	STEP	MONTHS	HOURS	10-19	10-20	10-21	10-22
4080	SPEC, CHRG ENTRY DATA CTL	SN	99	01	0	0	\$20.03	\$20.64	\$21.26	\$21.89
		SN	99	02	6	520	\$20.58	\$21.20	\$21.83	\$22.49
		SN	99	03	12	1040	\$21.16	\$21.79	\$22.45	\$23.12
		SN	99	04	18	1560	\$21.73	\$22.38	\$23.05	\$23.74
		SN	99	05	24	2080	\$22.30	\$22.97	\$23.66	\$24.37
		SN	99	06	30	2600	\$22.87	\$23.56	\$24.26	\$24.99
		SN	99	07	36	3120	\$23.46	\$24.16	\$24.89	\$25.64
		SN	99	08	42	3640	\$24.05	\$24.77	\$25.51	\$26.28
0098	SPEC, INPAT ADMIN STAFFING	SN	100	01	0	0	\$25.56	\$26.33	\$27.12	\$27.93
		SN	100	02	6	520	\$26.02	\$26.80	\$27.61	\$28.44
3128	SPEC, PAYROLL/ TIME	SN	100	03	12	1040	\$26.50	\$27.29	\$28.11	\$28.95
		SN	100	04	24	2080	\$27.50	\$28.33	\$29.18	\$30.06
1428	COORD, STAFFING HH	SN	100	05	36	3120	\$28.53	\$29.39	\$30.27	\$31.18
		SN	100	06	48	4160	\$29.55	\$30.44	\$31.35	\$32.29
		SN	100	07	60	5200	\$30.67	\$31.59	\$32.53	\$33.51
4188	SPEC, INPT STAFF- ING 12 HR	SN	101	01	0	0	\$25.88	\$26.65	\$27.44	\$28.25
		SN	101	02	6	520	\$26.35	\$27.13	\$27.93	\$28.76
		SN	101	03	12	1040	\$26.81	\$27.60	\$28.42	\$29.26
		SN	101	04	24	2080	\$27.82	\$28.65	\$29.50	\$30.38
		SN	101	05	36	3120	\$28.85	\$29.71	\$30.59	\$31.50
		SN	101	06	48	4160	\$29.87	\$30.76	\$31.67	\$32.61
		SN	101	07	60	5200	\$30.98	\$31.90	\$32.85	\$33.83
4826	COORD, REGISTRATION- SCHED LEAD	SN	105	01	0	0	\$26.00	\$26.78	\$27.59	\$28.41
		SN	105	02	6	520	\$26.82	\$27.63	\$28.46	\$29.31
2651	TRAINER, STAFF DEVELOPMENT	SN	105	03	12	1040	\$27.63	\$28.46	\$29.31	\$30.19
		SN	105	04	24	2080	\$28.57	\$29.42	\$30.31	\$31.21
		SN	105	05	36	3120	\$29.52	\$30.41	\$31.32	\$32.26
		SN	105	06	48	4160	\$30.58	\$31.50	\$32.45	\$33.42
		SN	105	07	60	5200	\$31.70	\$32.65	\$33.63	\$34.64

JOB CODE	JOB TITLE	SCALE	GRADE	STEP	MONTHS	HOURS	10-19	10-20	10-21	10-22
2499	COORD, OFFICE SYSTEMS	SN	107	01	0	0	\$18.50	\$19.06	\$19.63	\$20.22
		SN	107	02	6	520	\$19.05	\$19.62	\$20.21	\$20.81
		SN	107	03	12	1040	\$19.55	\$20.14	\$20.74	\$21.36
		SN	107	04	18	1560	\$20.10	\$20.70	\$21.32	\$21.96
		SN	107	05	24	2080	\$20.63	\$21.25	\$21.89	\$22.55
		SN	107	06	30	2600	\$21.16	\$21.79	\$22.45	\$23.12
		SN	107	07	36	3120	\$21.68	\$22.33	\$23.00	\$23.70
		SN	107	08	42	3640	\$22.20	\$22.87	\$23.55	\$24.26
4296	TECH, AUDIOLOGY HEALTH	SN	110	01	0	0	\$21.60	\$22.25	\$22.92	\$23.60
		SN	110	02	6	520	\$22.22	\$22.89	\$23.57	\$24.28
		SN	110	03	12	1040	\$22.86	\$23.55	\$24.25	\$24.98
		SN	110	04	24	2080	\$23.49	\$24.20	\$24.92	\$25.67
		SN	110	05	36	3120	\$24.12	\$24.85	\$25.59	\$26.36
		SN	110	06	48	4160	\$24.74	\$25.48	\$26.25	\$27.04
		SN	110	07	60	5200	\$25.36	\$26.12	\$26.91	\$27.71
4645	ASST, MEDICAL OR (BL)	SN	120	01	0	0	\$21.68	\$22.30	\$22.93	\$23.58
		SN	120	02	6	520	\$22.09	\$22.72	\$23.37	\$24.04
		SN	120	03	12	1040	\$22.47	\$23.11	\$23.77	\$24.45
		SN	120	04	24	2080	\$23.26	\$23.92	\$24.60	\$25.30
		SN	120	05	36	3120	\$24.09	\$24.78	\$25.49	\$26.22
		SN	120	06	48	4160	\$25.03	\$25.75	\$26.49	\$27.25
		SN	120	07	60	5200	\$26.15	\$26.90	\$27.67	\$28.47
4646	ASST, MEDICAL WA-CERT (BL)	SN	121	01	0	0	\$21.68	\$22.30	\$22.93	\$23.58
		SN	121	02	6	520	\$22.09	\$22.72	\$23.37	\$24.04
		SN	121	03	12	1040	\$22.47	\$23.11	\$23.77	\$24.45
		SN	121	04	24	2080	\$23.26	\$23.92	\$24.60	\$25.30
		SN	121	05	36	3120	\$24.09	\$24.78	\$25.49	\$26.22
		SN	121	06	48	4160	\$25.03	\$25.75	\$26.49	\$27.25
		SN	121	07	60	5200	\$26.15	\$26.90	\$27.67	\$28.47

JOB CODE	JOB TITLE	SCALE	GRADE	STEP	MONTHS	HOURS	10-1-19	10-1-20	10-1-21	10-1-22
4649	LPN (BL)	SN	124	01	0	0	\$24.41	\$25.11	\$25.83	\$26.57
		SN	124	02	12	1040	\$25.64	\$26.37	\$27.13	\$27.91
		SN	124	03	24	2080	\$26.25	\$27.00	\$27.78	\$28.58
		SN	124	04	36	3120	\$26.88	\$27.65	\$28.45	\$29.27
		SN	124	05	48	4160	\$27.52	\$28.31	\$29.12	\$29.96
		SN	124	06	60	5200	\$28.29	\$29.10	\$29.94	\$30.80
		SN	124	07	72	6240	\$28.97	\$29.80	\$30.66	\$31.55
		SN	124	08	96	8320	\$29.70	\$30.56	\$31.44	\$32.35
		SN	124	09	120	10400	\$30.84	\$31.73	\$32.65	\$33.60
		SN	124	10	144	12480	\$31.82	\$32.74	\$33.69	\$34.67
4632	ASST, ROI	SN	126	01	0	0	\$19.93	\$20.53	\$21.14	\$21.78
		SN	126	02	6	520	\$20.50	\$21.11	\$21.75	\$22.40
		SN	126	03	12	1040	\$21.10	\$21.73	\$22.38	\$23.05
		SN	126	04	24	2080	\$21.69	\$22.35	\$23.02	\$23.71
		SN	126	05	36	3120	\$22.33	\$23.00	\$23.68	\$24.40
		SN	126	06	48	4160	\$22.98	\$23.67	\$24.38	\$25.11
		SN	126	07	60	5200	\$23.64	\$24.35	\$25.08	\$25.83
		SN	126	08	72	6240	\$24.33	\$25.06	\$25.81	\$26.59
4634	SPEC, ROI	SN	128	01	0	0	\$23.43	\$24.13	\$24.86	\$25.60
		SN	128	02	6	520	\$24.14	\$24.87	\$25.61	\$26.38
3713	LIAISON, ROI CUSTOMER SERVICE	SN	128	03	12	1040	\$24.85	\$25.59	\$26.36	\$27.15
		SN	128	04	24	2080	\$25.59	\$26.36	\$27.15	\$27.97
		SN	128	05	36	3120	\$26.38	\$27.17	\$27.99	\$28.83
		SN	128	06	48	4160	\$27.15	\$27.96	\$28.80	\$29.66
		SN	128	07	60	5200	\$27.99	\$28.83	\$29.69	\$30.58
		SN	128	08	72	6240	\$28.81	\$29.67	\$30.56	\$31.48

JOB CODE	JOB TITLE	SCALE	GRADE	STEP	MONTHS	HOURS	10-19	10-20	10-21	10-22
4635	TRAIN/REVIEW, ROI ASST QA	SN	129	01	0	0	\$24.76	\$25.51	\$26.27	\$27.06
		SN	129	02	6	520	\$25.51	\$26.27	\$27.06	\$27.87
		SN	129	03	12	1040	\$26.30	\$27.09	\$27.90	\$28.73
		SN	129	04	24	2080	\$27.06	\$27.88	\$28.71	\$29.57
		SN	129	05	36	3120	\$27.90	\$28.74	\$29.60	\$30.49
		SN	129	06	48	4160	\$28.71	\$29.57	\$30.46	\$31.38
		SN	129	07	60	5200	\$29.57	\$30.46	\$31.38	\$32.32
		SN	129	08	72	6240	\$30.46	\$31.37	\$32.31	\$33.28
4636	TRAIN/REVIEW, ROI SPEC QA	SN	130	01	0	0	\$26.00	\$26.78	\$27.59	\$28.41
		SN	130	02	6	520	\$26.80	\$27.60	\$28.43	\$29.29
		SN	130	03	12	1040	\$27.59	\$28.42	\$29.27	\$30.15
		SN	130	04	24	2080	\$28.45	\$29.30	\$30.18	\$31.09
		SN	130	05	36	3120	\$29.28	\$30.16	\$31.06	\$32.00
		SN	130	06	48	4160	\$30.14	\$31.05	\$31.98	\$32.94
		SN	130	07	60	5200	\$31.05	\$31.98	\$32.94	\$33.92
		SN	130	08	72	6240	\$31.99	\$32.95	\$33.94	\$34.96
0242	TRAINER, TRANSCRIPTION/ QA	SN	131	01	0	0	\$25.98	\$26.76	\$27.56	\$28.39
		SN	131	02	6	520	\$26.79	\$27.59	\$28.42	\$29.27
		SN	131	03	12	1040	\$27.58	\$28.41	\$29.26	\$30.14
		SN	131	04	24	2080	\$28.39	\$29.24	\$30.12	\$31.02
		SN	131	05	36	3120	\$29.26	\$30.14	\$31.04	\$31.97
		SN	131	06	48	4160	\$30.13	\$31.04	\$31.97	\$32.93
		SN	131	07	60	5200	\$31.02	\$31.95	\$32.91	\$33.90
		SN	131	08	72	6240	\$31.97	\$32.93	\$33.92	\$34.93
4519	COORD, REFERRAL- CCS	SN	132	01	0	0	\$23.48	\$24.19	\$24.91	\$25.66
		SN	132	02	6	520	\$23.95	\$24.67	\$25.41	\$26.17
		SN	132	03	12	1040	\$24.42	\$25.15	\$25.90	\$26.68
		SN	132	04	24	2080	\$25.44	\$26.20	\$26.98	\$27.79
		SN	132	05	36	3120	\$26.50	\$27.29	\$28.11	\$28.95
		SN	132	06	48	4160	\$27.60	\$28.43	\$29.28	\$30.16
		SN	132	07	60	5200	\$28.73	\$29.60	\$30.48	\$31.40

JOB CODE	JOB TITLE	SCALE	GRADE	STEP	MONTHS	HOURS	10-19	10-20	10-21	10-22
4789	TECH, CASE MGMT-OH	SN	133	01	0	0	\$22.34	\$23.01	\$23.70	\$24.41
		SN	133	02	6	520	\$23.19	\$23.89	\$24.61	\$25.35
		SN	133	03	12	1040	\$24.03	\$24.75	\$25.49	\$26.25
		SN	133	04	24	2080	\$24.85	\$25.60	\$26.37	\$27.16
		SN	133	05	36	3120	\$25.71	\$26.48	\$27.27	\$28.09
		SN	133	06	48	4160	\$26.54	\$27.34	\$28.16	\$29.00
		SN	133	07	60	5200	\$27.40	\$28.22	\$29.07	\$29.94
		SN	133	08	70	6240	\$28.28	\$29.13	\$30.00	\$30.90
3967	ASST, PRIMARY CARE-HOME	SN	134	01	0	0	\$20.39	\$21.00	\$21.63	\$22.28
		SN	134	02	6	520	\$20.77	\$21.39	\$22.04	\$22.70
		SN	134	03	12	1040	\$21.18	\$21.82	\$22.47	\$23.14
		SN	134	04	24	2080	\$22.03	\$22.69	\$23.37	\$24.07
		SN	134	05	36	3120	\$22.80	\$23.48	\$24.19	\$24.91
		SN	134	06	48	4160	\$23.74	\$24.46	\$25.19	\$25.95
		SN	134	07	60	5200	\$25.07	\$25.82	\$26.59	\$27.39
1190	ASST, ADMINISTRATIVE III	SN	139	01	00	00	\$21.39	\$22.03	\$22.69	\$23.37
		SN	139	02	12	1040	\$22.43	\$23.10	\$23.79	\$24.50
		SN	139	03	24	2080	\$23.48	\$24.18	\$24.91	\$25.66
		SN	139	04	36	3120	\$24.52	\$25.26	\$26.02	\$26.80
		SN	139	05	48	4160	\$25.57	\$26.34	\$27.13	\$27.94
		SN	139	06	60	5200	\$26.63	\$27.43	\$28.25	\$29.10
		SN	139	07	72	6240	\$27.68	\$28.51	\$29.37	\$30.25
		SN	139	08	96	8320	\$28.72	\$29.58	\$30.47	\$31.38
		SN	139	09	120	10400	\$29.77	\$30.66	\$31.58	\$32.53
		SN	139	10	144	12480	\$30.82	\$31.74	\$32.69	\$33.67

JOB CODE	JOB TITLE	SCALE	GRADE	STEP	MONTHS	HOURS	10-1-19	10-1-20	10-1-21	10-1-22
5290	SPEC, PRODUCT & PROJECT	SN	142	01	12	1040	31.15	32.08	33.04	34.03
		SN	142	02	24	2080	31.93	32.89	33.88	34.90
		SN	142	03	36	3120	32.96	33.95	34.97	36.02
		SN	142	04	48	4160	33.99	35.01	36.06	37.14
		SN	142	05	60	5200	35.02	36.07	37.15	38.16
		SN	142	06	72	6240	36.07	37.15	38.26	39.41
		SN	142	07	84	7280	37.17	38.29	39.44	40.62
		SN	142	08	96	8320	38.30	39.45	40.63	41.85
		SN	142	09	120	10400	39.45	40.63	41.85	43.11
		SN	142	10	144	12480	40.63	41.85	43.11	44.40