

Agreement between SEIU Healthcare 1199NW  
& Virginia Mason Medical Center

**Virginia Mason Medical Center  
2025-2028 Contract  
Service/Technical/  
Professional Bargaining Unit**



**SEIU**Healthcare®  
United for Quality Care

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## PREAMBLE

This Agreement is made and entered into by and between Virginia Mason Medical Center (hereinafter referred to as the “Employer”) and SEIU Healthcare 1199 NW (hereinafter referred to as the “Union”). The purpose of this Agreement is to promote and improve labor and management relations between the parties and to achieve mutual understanding and agreement with respect to wages, hours of work, and other terms and conditions of employment.

## ARTICLE 1 - RECOGNITION

1.1 Recognition. The Employer recognizes the Union as the exclusive bargaining representative for all full-time, part-time, and per diem employees as certified by the National Labor Relations Board, Case Nos.19-RC-331305, and employed in job classifications set forth in Appendix "A," excluding all employees represented by other collective bargaining agents, all confidential employees, guards and supervisors as defined in the Act.

1.2 New Classification. New job classifications established during the term of this Agreement within the certification in National Labor Relations Board, Case No.19-RC-331305 shall be covered by this Agreement, unless they are administrative/management or supervisory positions, or otherwise excluded from the bargaining unit, as defined in Section 1.1 of this Agreement. The union will be notified of any new classifications within these parameters established by the Employer.

## ARTICLE 2 – MEMBERSHIP AND DUES DEDUCTIONS

2.1 Membership. All employees working under this Agreement who are members of the Union on its effective date and all employees who become members of the Union during their employment shall remain members in good standing for the life of the Agreement. New employees hired on or after the effective date of this Agreement shall be required to join the Union within thirty-one (31) days from the employee's date of hire or, in the alternative, shall pay to the Union an amount of money equivalent to the initiation fee, and each month thereafter, an amount of money equivalent to the regular Union dues as agency fees. Employees who choose not to join the Union or pay agency fees based on a bona fide religious tenet shall pay the same amount of money to a non-religious charity. The Union will accept the receipts as Union dues. Failure to comply with the above conditions shall, upon the written request of the Union, result in the discharge of the employee in accordance with the provisions of this Agreement. Nothing in this Article shall render the Employer liable for payment of any dues or fees to the Union, and the Union's sole recourse for a violation of this Article by an employee is to request termination of such employee.

2.1.1 Hold Harmless. The Union shall indemnify and hold the Employer harmless from all claims, demands, suits or other forms of liability that may arise against the Employer for or on account of any action taken by the Employer to terminate an employee’s employment pursuant to this Article.

2.1.2 Religious Objection. Any employee who is a member of and adheres to established and traditional tenets or teachings of a bona fide religion, body, or sect which has historically held conscientious objections to joining or financially supporting labor organizations shall not be required to join or financially support the Union as a condition of employment. In lieu of dues and fees, such an employee shall pay sums equal to such dues and fees to a non-religious charitable fund. These religious objections and decisions as to which fund will be used must be documented and declared in writing to the Union. Any employee exercising their right of religious objection must provide the Union with a receipt of payment to an appropriate charity every month.

2.2 Dues Deduction. During this Agreement, the Employer will deduct union dues from the pay of each member of the Union who submits a wage assignment authorization form. Additionally, upon request, the Employer will deduct specified amounts, including fees, back dues, and HLF/COPE contributions per 2.5. Upon receiving notification from the Union of a member's authorization, the Employer will confirm receipt and honor the deductions. Dues and fees will be transmitted to the Union via ACH transfer within five (5) days of the pay date, with HLF/COPE contributions sent separately. If paying by check, dues and fees will be transmitted no later than thirty(30) days after the pay period. The amount deducted and a roster of all employees using payroll deduction will be promptly transmitted to the Union. Upon issuance and transmission of dues and fees, the Employer's responsibility shall cease with respect to such deductions. The Union and each employee authorizing the assignment of wages for the payment of Union dues hereby undertakes to indemnify and hold the Employer harmless from all claims, demands, suits or other forms of liability that may arise against the Employer for or on account of any deduction made from the wages of such employee.

2.3 Bargaining Unit Roster. By the fifth of each month, the Employer shall provide, via Excel or other mutually acceptable program attached to email, the Union with a list of those employees covered by this Agreement. This list will contain each employee's name, home address, personal telephone number, employee number, unit, FTE, work status (full-time, part-time or per diem), rate of pay and date of hire. By the fifth of each month, the Employer shall provide, via Excel or other mutually acceptable program attached to email, the Union with a list of all employees covered by this Agreement hired during the previous month, and all employees moved into positions covered by this Agreement during the previous month. The list shall contain each employee's name, home address, personal telephone number, employee number, unit, FTE, work status (full-time, part-time or per diem), rate of pay and date of hire.

2.4 Voluntary Political Action Fund Deduction. During the term of this Agreement, the Employer shall deduct the sum specified from the pay of each member of the Union who voluntarily executes a political action contribution wage assignment authorization form that complies with WAC 390-17-100. Each such form shall be provided to the Employer. When filed with the Employer, the authorization form will be honored in accordance with its terms. The amount deducted and a roster of all employees using payroll deduction for voluntary political action contributions will be promptly transmitted to the Union by separate check payable to its order. Upon issuance and transmission of a check to the Union, the Employer's responsibility shall cease with respect to such deductions.

The Union and each employee authorizing the assignment of wages for the payment of voluntary political action contributions hereby undertakes to indemnify and hold the Employer harmless from all claims, demands, suits or other forms of liability that may arise against the Employer for or on account of any deduction made from the wages of such employee.

2.4.1 Reimbursement for Reasonable Costs. The parties recognize that the Union is obligated under the Federal Election Campaign Act (FECA) to reimburse the Employer for the reasonable cost of administering the COPE check off in the parties' Collective Bargaining Agreement. The Employer and the Union agree that one-quarter of one percent (.25%) of all amounts checked off is a reasonable amount to cover the Employer's costs of administering the checkoff.

2.5 New Employee Orientation. A union delegate/officer or designee may meet with new employees following hospital orientation (on the delegate/officer's unpaid time) to introduce employees to the Union and Union contract. Attendance for the delegate and new employee(s) shall be voluntary and on unpaid time. The employer will inform new employees about the union's new member orientation. The Employer will provide a list of new hires scheduled to attend the orientation by Friday prior to orientation. Employer representatives will not be present during the union presentation. The Employer will notify the union 30 days in advance of converting to virtual orientation and agrees to meet and discuss options for how the union can reach out to new members. The Employer will continue to provide a list of new hires unless the parties agree on an alternative way for the employer to provide the information. The list should contain the date of orientation, employee name, FTE, job classification, start date, shift, department, unit campus, personal phone number, and personal email when available.

2.5.1 Virtual New Employee Orientation. If the Employer holds its new employee orientation virtually due to public health concerns or any other reasons, the Union may meet with employees virtually for new employee orientation. In this case, the Union will provide a link for the orientation, which the Employer will then make available to new employees. The same conditions as outlined above shall apply.

2.5.2 Notification of Contract and Union Membership. Upon initial employment, the Employer shall provide each employee with a copy of this agreement and either a physical or online version of the Union's New Membership Form as long as the Union has provided copies to the Employer to handout.

### ARTICLE 3 - UNION REPRESENTATIVES

3.1 Access to Premises. Duly authorized representatives of the Union shall have access at reasonable times to those areas of the Employer's premises which are open to the general public for the purpose of investigating grievances and contract compliance. Union representatives shall not have access to employee lounges, nursing units or other patient care areas unless advance approval has been obtained from the Human Resources Department which shall not be unreasonably denied or delayed. Access to the Employer's premises shall be subject to the same general rules applicable to other non-employees and shall not interfere with or disturb employees in the performance of their work during working hours and shall not interfere with patient care or the normal operation of the Medical Center.

If the Union requires access outside of the time the general public is permitted on the premises, the union will need to either request a meeting space in accordance with Article 3.4 or coordinate with Human Resources to arrange an alternative process.

3.2 Delegates. The Union may select employees from the bargaining unit to serve as delegates. Delegates shall not be recognized by the Employer until the Union has given the Employer written notice of the selection. Unless otherwise agreed to by the Employer, the investigation of grievances and other union business shall be conducted only during the non-working time and shall not interfere with the work of other employees. In the event an investigatory meeting or grievance meeting cannot be scheduled at a mutually agreeable non-work time a union delegate shall be released without pay to 1) act as a Weingarten representative or 2) participate in a grievance meeting. The employer will make a good-faith effort to schedule investigatory and grievance meetings at a time and location accommodating to the schedules of those working evenings, nights, weekends, and at multiple locations.

3.2.1 Union Delegate Training. The Employer will grant one (1) day of release time once a year for Union Delegates to attend the Union's Delegate training, subject to thirty (30) days advance written notice to the employee's Manager, and subject to staffing and scheduling considerations.

3.2.2 Union Executive Board. The Employer may approve unpaid leave to bargaining unit members to attend union Executive Board meetings, delegate meetings and training sessions, delegate and leadership assemblies, and conventions.

3.3 Bulletin Boards. The Hospital shall furnish at least one designated bulletin board in a prominent place for the use of the local unit. Materials posted may include meeting notices, local unit newsletters, training and education information, and general matters relating to health care. Additionally, other unit bulletin boards may be used on a space available basis and with the prior approval of the appropriate Director for materials specifically relating to professional and educational matters. A Local Unit Representative shall promptly remove all outdated materials from the bulletin board. All postings must be initialed and dated by a delegate or union representative or carry the Union logo. The Union agrees to limit the posting of Union materials to the designated bulletin board. A designated Union delegate will have a key to any locked Union bulletin boards.

3.4 Meeting Rooms. In accordance with Employer policy, the Union may use designated meeting rooms of the Hospital for meetings of the bargaining unit, provided sufficient advance request for meeting facilities is made to and confirmed by the Human Resources Manager or designee and space is available. Requests shall not be unreasonably denied.

3.5 Electronic Communication. The Employer will provide communication, including responses to requests for information from the union, electronically. When requested by the Union, the Employer will provide information in a common electronic format, such as Excel, Google Docs, or Word, in a timely manner.

3.6 Successors. Before any sale, assignment, or any other change in ownership, the Employer shall provide the Union with ninety (90) days' advance notice in writing of such intended sale, assignment, or any other change in ownership. At least thirty (30) days before the effective date of the change, the Employer shall provide the Union the name and address of the prospective purchaser, assignee, and/or their designated agent.

3.7 Annual Leave Donations for Collective Bargaining. Employees participating in union negotiations will be eligible to receive donated annual leave hours from other bargaining unit employees subject to the following:

- a. Donations may be collected anytime during negotiations and up until seven (7) days post-ratification.
- b. Donations must be in increments of one (1) full hour of work, signed by the donor and submitted on a mutually agreeable form.
- c. Following ratification, SEIU will provide the Human Resources Department with copies of the signed/submitted donation forms and an Excel spreadsheet showing the distribution of hours for respective bargaining team members. However, to ensure continued participation, disbursement of donated hours may occur prior to ratification as needed.
- d. Annual leave hours will be disbursed to respective bargaining unit members' annual leave bank within two (2) pay periods following receipt of the disbursement instructions from the union.
- e. The donations and disbursements will be hour-for-hour.

#### ARTICLE 4 - DEFINITIONS

4.1 Full-time Employee. A regular full-time employee is one who is regularly scheduled to work forty (40) hours per week or eighty (80) hours within a fourteen (14) day period and has successfully completed the required introductory period.

4.2 Part-time Employee. An employee who is regularly scheduled to work sixteen (16) or more hours per week or thirty-two (32) or more hours in a two (2) week period, but less than forty (40) hours per week or eighty (80) hours in a fourteen (14) day period and who has successfully completed the required introductory period.

4.3 Probationary Employee. An employee who has been hired by the Employer on a full-time or part-time basis and who has been continuously employed by the Employer as a regular status employee for less than ninety (90) calendar days. After ninety (90) calendar days of continuous regular status employment, the employee shall be designated as a full-time or part time employee unless specifically advised by the Employer of an extended introductory period (not to exceed an additional ninety (90) days), the conditions of which shall be specified in writing.

Any extension of the probationary period will not adversely impact the accrual of, or eligibility for, or utilization of benefits. During the introductory period, an employee may be terminated without notice and without recourse to the grievance procedure.

4.4 Per Diem Employee. An employee hired to work on an "as needed" basis to relieve regular employees due to illness, to temporarily fill vacant positions, to work during vacation periods or leaves of absence, and during temporary fluctuations due to increased workload. Per diem employees do not accrue seniority nor receive any benefits unless required by law. Per diem employees shall receive fifteen percent (15%) above their regular hourly rate of pay in lieu of all benefits. A per diem employee must be available a minimum of four (4) standard scheduled shifts each month, or the equivalent in a six (6) month period at the approval of the Department Manager/Director, as well as a holiday expectation as defined by the department.

Per Diem staff may only be scheduled after regular staff have had the chance to sign up for additional shifts that do not create overtime or other premium pay situations and are not regularly utilized in lieu of filling or creating regular full-time and/or part-time positions. If the Union believes a per diem employee has been working regular hours for over three (3) months, they can request a review. The review will not count hours that were used to relieve regular employees due to illness, to temporarily fill vacant positions, to work during vacation periods or leaves of absence. If confirmed, the employer may post a full-time position and fill per Article 17. Job Postings and Transfers.

4.5 Temporary Employee. Temporary employees are hired for a definite limited period of time, not to exceed ninety (90) calendar days in length. An example would be vacation relief for a predetermined work schedule or a special project. Temporary employees are not eligible for benefits and longevity steps. In the event a temporary employee assumes a regular status position with no break in service, the employee's employment anniversary date will be established as the beginning of the temporary employment for establishing longevity step wage increases, benefit accrual levels and eligibility periods for health insurance and pension. Vacation and sick benefits shall not be retroactively accrued.

4.6 Preceptor. A preceptor is an experienced employee proficient in their work and communication skills who is assigned specific responsibility for planning, organizing and evaluating the new skill development of a new employee who has been placed in a defined preceptor program, the parameters of which have been set forth in writing by the Employer. Examples of when preceptors may be assigned include, but are not limited to, residents employed by the Medical Center and employees (including travelers) who have been newly hired or transferred into clinical areas in which they have no previous experience. A preceptor may be assigned to a student when it is determined to be appropriate by the Employer. Volunteers will be sought first.

4.7 Exempt Employees. Regular full-time and part-time employees who are exempt as defined by the Fair Labor Standards Act. The Employer and Union recognize the intent to transition current exempt employees into full-time equivalent (FTE) positions, with such transitions to take effect no earlier than January 1, 2026.

## ARTICLE 5 - HOURS OF WORK AND OVERTIME

5.1 Work Day. A normal workday shall consist of eight (8) hours' work to be completed within eight and one-half (8 1/2) consecutive hours.

5.2 Work Week. The normal work week shall consist of forty (40) hours of work within a seven (7) day period or eighty (80) hours within a fourteen (14) day period. The workday and work week specified in this article shall not constitute guaranteed hours of work.

5.3 Work Schedules. Monthly work schedules will be posted at least fourteen (14) calendar days before the start date. The employer will maintain regular schedule patterns. Any changes to an individual's scheduled work hours on the final posted work schedule can only be made with mutual consent.

5.3.1 Self-Scheduling. Departments that allow self-scheduling will continue to do so unless the Employer gives at least thirty (30) days' notice of a change in the practice and discusses such changes with the Union. Scheduling must be consistent with patient care and operational necessity and approved by the supervisor. The Employer shall make every effort to grant employee schedule requests made prior to the time the schedule is posted. The Employer reserves the right to modify self-schedules to ensure a balanced schedule and will notify the changes to employees in writing prior to the posted schedule timeframe per Article 5.3.

5.4 Overtime. Overtime shall be compensated for at the rate of one and one-half (1 1/2) the regular rate of pay for work performed beyond the normal work day or the normal work week. The Employer will comply with all applicable federal and state laws regarding mandatory overtime.

5.5 Meal/Rest Periods. Employees shall receive an unpaid thirty (30) minute meal period during each regular work day. If an employee is required by the Employer to remain on duty or is called back to work during a meal period, such time shall be considered as time worked for pay purposes. Employees shall receive one (1) fifteen (15) minute paid rest period during each four (4) hours of work. During rest periods, employees shall remain on Hospital premises. The application and administration of this section shall be consistent with state law. In accordance with departmental procedures, employees who carry an employer-provided communications device shall be responsible for giving the device to another employee during the employee's meal period.

5.6 Rest Between Shifts. In scheduling work assignments, the Medical Center will make a good-faith effort to provide each employee ten (10) hours off duty between shifts. In the event an employee is required to work with less than ten (10) hours off duty between shifts, all time worked within the ten (10) hour period shall be at time and one-half (1 1/2). This section does not apply to Standby assignments. This provision would not apply to time spent for educational purposes, committee, or staff meetings.

5.7 Weekend Scheduling. For the first year after ratification, this will be followed: Employees covered by this Agreement may be required to work weekends. The Employer will make a good faith effort to rotate weekend work in a fair and equitable manner, according to the needs of the department. Nothing in this section shall preclude employees from volunteering to work consecutive weekends. After the first year after ratification, the facility will move to follow this language:

The Employer will make a good faith effort to schedule all regular full and part-time employees for at least every other weekend off. In the event an employee works two (2) successive weekends, all time worked on the second weekend shall be paid at the rate of time and one half (1-½) the regular rate of pay. The third regularly scheduled weekend shall be paid at the employee's regular rate of pay. Subject to advance approval by their manager, employees may request the trading of weekends. This time and one-half (1-½) premium pay provision shall not apply to employees who request or agree to work more frequent weekend duty, or to employees who have agreed to trade weekend work, or if they have been hired with specific weekend requirements. The weekend shall be defined for day (including employees scheduled for 12 hour day shifts) and evening shift employees as Saturday and Sunday. For night shift employees (including employees scheduled for 12 hour night shifts), the weekend shall be defined as Friday night and Saturday night.

5.8 Report Pay. Employees who report to work as scheduled, but are released due to lack of work, will receive pay for either time actually worked on the shift or a minimum of three hours whichever is greater

5.9 Flexible Work Schedules. A flexible schedule is defined as a work schedule that requires a change, modification or waiver of certain provisions of this Agreement. Prior to the implementation of a flexible work schedule, the Employer and the Union will review and determine conditions of employment relating to that work schedule. Participation in established flexible work schedules shall be agreed upon in writing between the Employer and the employee(s) involved. Where flexible schedules are utilized by the Employer (including those flexible schedules set forth as addenda to this Agreement), the Employer retains the right to revert back to an eight (8) hour per day schedule or the work schedule which was in effect immediately prior to the flexible work schedule, after at least forty-five (45) days' advance notice to the employee(s) and Union. Employees will not be disciplined, and/or retaliated against for their participation in the Flexible Work Schedule process.

## ARTICLE 6 - EMPLOYMENT PRACTICES

6.1 Equal Opportunity. The Employer and Union agree that conditions of employment shall be consistent with applicable State and Federal laws regarding discrimination. The Employer and the Union shall not discriminate on account of an employee's race, creed, color, religion, age, sex, marital status, veteran's status, national origin, citizenship, language, gender expression/identity, genetic information, disability, or sexual orientation or presence of any sensory mental or physical disability, provided that bona fide occupational requirements and the ability to perform the requirements of the job are not thereby waived.

6.1.1 Equal Pay. The wage scales and recognition of past experience set forth in the Agreement will ensure equal pay.

6.1.2 Harassment. The Employer is committed to providing a work environment free from unlawful harassment, including sexual harassment. The Employer will not tolerate actions, words, jokes, or other forms of harassing behavior based on an individual's protective status (as listed in section 6.1) The Employer shall provide annual training for all employees on the prevention of harassment, including sexual harassment, and appropriate response protocols. Retaliation against a grievant or witness for a grievance is prohibited.

6.1.3 Restroom Equity. The Employer shall provide all employees with adequate access to the nearest available all-gender restroom.

6.1.4 Religious Accommodation. The Employer will make every effort to reasonably accommodate the religious beliefs and practices of its employees, and will make, upon request, an accommodation for such observances when a reasonable accommodation is available that does not create an undue hardship on operations. An employee whose religious beliefs or practices conflict with an aspect of their job, and who seeks a religious accommodation, must submit a written request to their immediate supervisor. The written request will include the type of religious conflict that exists and the employee's suggested accommodation. The immediate supervisor and Human Resources representative will evaluate the request and determine whether an accommodation is available that would not create an undue hardship on operations or patient care. Accommodations may be discussed in the labor management committee. Employee Identifiers (Name) will be excluded if the employee wishes to remain anonymous.

6.1.5 Lactation Breaks. Breastfeeding employees may request access to a designated place for the expression of breast milk consistent with Medical Center policy and applicable laws. Employees will be provided an area to be utilized, other than a bathroom, which is shielded from view and free from intrusion from coworkers and the public.

6.1.6 Language Protection. Employees have the right to communicate with each other in a language of their choice when not engaged in direct communication with, or while providing care or services, to a patient. When providing care, employees should not engage in a conversation of a social nature with each other that does not relate to the care of the patient. Nothing herein is intended to limit employees rights under the NLRA.

6.1.7 Inclement Weather and Disaster Response. The Employer and employees will follow and otherwise be subject to Events Conditions Affecting Staffing Guideline Policy. In the event inclement weather or a disaster necessitates that an employee remain at the Medical Center, the Employer shall provide sleeping accommodations and ensure that meals and beverages are made available if:

1. The employee stays to work extra hours  
or
2. The employee stays overnight to support staffing needs the following day at no cost to the employees.

6.2 Notice of Resignation. Employees shall be required to give at least fourteen (14) calendar days written notice of resignation. Unless approved by the employee's supervisor, failure to work the notice period shall result in loss of accrued annual leave, except for previously scheduled and approved time off.

6.3 Discipline and Discharge. No full-time or part-time employee shall be disciplined or discharged except for just cause. "Just cause" shall be defined to include the concept of progressive discipline (such as counseling, verbal and written reprimands and the possibility of suspension without pay). Any employee involved in gross misconduct shall not be subject to progressive discipline and shall be subject to immediate suspension or termination as the Employer determines to be appropriate. A copy of all written disciplinary actions shall be given to the employee. Employees shall sign the written disciplinary action to acknowledge receipt thereof. An employee may make a written request to the Human Resources Department for removal of verbal and/or written warnings from an employee's personnel file after one (1) year if no further corrective action is taken during such one (1) year period. Any removal of disciplinary actions from an employee's personnel file shall be at the sole discretion of the Employer. If the Employer chooses to not remove a disciplinary action as requested by an employee, then the Employer shall inform the employee in writing the reason(s) for declining to remove the discipline. Employees shall sign the written disciplinary action to acknowledge receipt thereof. An employee may request union representation during any investigatory meeting, which may lead to disciplinary action in accordance with the rights established under *NLRB v J. Weingarten, Inc.* 420 U.S. 251 (1975).

6.4 Personnel Files. Employees shall have the right to inspect their personnel files upon request, at least annually, during normal Human Resources Department hours and within a reasonable time of the request. Such a review may occur in the presence of an HR representative. Employees may also request a copy of their personnel file, consistent with RCW 49.12.250. Employees will be given the opportunity to provide a written response to any written evaluations or disciplinary actions to be included in the personnel file.

6.5 Parking. At a minimum, bargaining unit employees shall have the same parking privileges as, and at no greater costs than, other non-exempt employees of the Medical Center (excluding medical residents). On-call employees shall be provided parking within close proximity to the Medical Center. Any changes in parking of a substantial nature will be presented to the LMC prior to implementation for discussion and review. Parking accommodations will continue to be made for the night shift at no charge. Security will continue to be available to assist in walking or driving staff employees to and from their cars.

6.5.1 Commuter Pass. The Employer shall provide its employees with a discounted commuter pass on an annual basis for their daily commute to and from work. The cost of the pass shall be the same, and at no greater costs than, other non-exempt employees of the Medical Center (excluding medical residents).

6.6 Subcontracting. The Employer will give thirty (30) days' notice to the Union if the Employer contracts out services performed by bargaining unit employees, affected employees, by seniority, may elect from the following options:

1. Apply for a vacant position; and be granted preferential hiring status subject to skills, ability, experience, and past performance;
2. Accept the layoff.

6.7 Job Openings. Notices of vacancies in existing positions shall be posted internally for at least seven (7) calendar days, and newly created positions shall be posted internally for seven (7) calendar days electronically in advance of filling the position in order to afford current employees the first opportunity to apply. When a job opening occurs within the bargaining unit, length of service with the Employer shall be the determining factor in filling such vacancy, providing skill, competency, ability and prior job performance are considered equal in the opinion of the Employer. To be considered for any job openings, an employee must submit an application through the on-line employment process. If an employee is accepted for a new position, the employee will be ineligible to apply for another position for a six (6) month period unless agreed to by the employee's supervisor. This six (6) month requirement shall not apply to employees unable to perform a job due to an injury, illness or disability certified by a provider, or to employees on layoff status who have taken a position outside of their job classification, or at a reduced FTE, while awaiting recall. The Employer will strive to maintain current approved job postings.

6.8 Uniforms. The Employer will continue to provide a uniform stipend to employees as applicable. The Union will be notified in advance of any proposed changes to the stipend amount.

6.9 Paycheck Errors. In the event the Employer or the employee identifies a paycheck error, each must notify the other in writing within thirty (30) days of the pay error. Verified errors generally will be corrected by the next paycheck and in no event later than thirty (30) days of the date of notification of the error. Employees with an urgent financial need may request an exception to this rule. Neither party will have a responsibility to make any adjustments beyond the notification date. Nothing in this section prevents an employee from filing a complaint with the Washington State Department of Labor & Industries regarding wage and hour violations or workers rights.

## ARTICLE 7 - HEALTH AND SAFETY

7.1 Health and Safety. The Employer will maintain a safe and healthful workplace in compliance with all federal, state and local laws applicable to the safety and health of its employees. The Employer shall provide orientation, training and education for employees who may be routinely exposed to potentially hazardous substances and harmful biological or physical agents in their jobs.

7.2 Employee Safety Review Committee. The Employer will continue its Safety Committee in accordance with all regulatory requirements. The purpose of this committee shall be to investigate safety and health issues and to advise the Employer on education and preventative

health measures for the workplace and its employees. The Committee shall include an employee representative appointed by the Union as well as an employee elected in accordance with state law. Employees are encouraged to report any unsafe conditions to their supervisors and the Safety Committee.

7.2.1 Musculoskeletal injuries. As back and musculoskeletal injuries pose a significant risk to healthcare workers on the job, the Safety Committee shall review and provide recommendations for preventing such injuries. This includes identifying potential workplace risks and prevention techniques, such as establishing lift teams and providing each unit with mechanical lifting devices, training, as well as evaluating current workplace practices.

7.3 Public Health Emergency & Infectious Disease. In the event of a declared State of Emergency involving a public health crisis that impacts the Hospital's operations, the Hospital and the union will promptly meet to discuss safety measures. The Hospital is committed to maintaining the safest possible work environment and will regularly review an Infection Control Prevention Plan in accordance with Local, State and/or Federal Law. Copies of this plan will be readily available to the Union upon request.

Under a declared State of Emergency involving a public health crisis that impacts the Hospital's operations, the Hospital shall do the following:

7.3.1 Screening: In the case of a suspected outbreak or exposure of a communicable disease, the Employer shall provide such screening and/or testing for bargaining unit employees as a requirement or upon request at no cost to the employee and provide testing results as soon as practicable and accessible.

7.3.2 PPE: The Employer is fully committed to providing and ensuring the ready availability of personal protective equipment (PPE) in strict accordance with CDC, OSHA, and WSHA guidelines. Fit testing shall be conducted annually on paid work time.

7.3.3 Vaccines: The Employer will provide employees with the opportunity to receive all required infectious disease vaccine doses, if available, including any CDC-recommended boosters, at no cost to the employee.

7.3.4 Training: The employer is responsible for providing employees with protective equipment and proper work methods during paid work hours, especially when performing hazardous duties.

7.4 Workplace Violence Prevention Plan. The employer is dedicated to ensuring a safe and nonviolent workplace for all employees and will not tolerate any form of workplace violence. To uphold this commitment, the employer will develop and maintain a comprehensive Workplace Violence Prevention Plan.

This plan will include a thorough risk assessment and analysis, strategies to reduce identified risks, detailed incident response procedures, as well as a monthly review to identify and address any areas that require improvement.

7.5 Commitment to Workplace Safety. Both parties recognize the importance of the safety of all care team members. To ensure we have a safe workplace, the following measures shall be put in place:

1. The bargaining unit will be permitted to elect three (3) members to the Employee Safety Review Committee.
2. The Employer commits to de-escalation training for all staff with direct clinical patient care responsibilities beginning two (2) months after ratification.
  - ED and High Risk areas will receive in-person workplace violence training annually.
3. All employees will receive a personal safety device within six months of ratification upon request.
4. Within ninety (90) days of ratification, management from Security Services and Facilities Services will meet with the Employee Safety Committee and ER staff to understand safety concerns within the hospital and also specifically the ER space (examples: ER Security staffing, de-escalation training, security screening, bed security, etc.), evaluate the requested modifications, provide a written response to the safety committee to address each request, and the plan to implement any agreed upon safety changes.

## ARTICLE 8 - SENIORITY

8.1 Definition. Seniority is defined as a full-time or part-time employee's continuous length of service as an employee with Virginia Mason Medical Center from most recent date of hire. Seniority shall not apply to an employee until completion of the required introductory period. Upon satisfactory completion of this introductory period, the employee shall be credited with seniority from the most recent date of hire.

8.2 Layoff. A layoff is a permanent or prolonged reduction in the number of employees employed by the Medical Center. Layoffs shall be by job classification. In the event of a layoff within a job classification, seniority shall be the determining factor providing that skill, competency, performance and ability in a specific area are considered equal in the opinion of the Employer. Thirty (30) days' advance notice (or pay in lieu thereof, prorated for part-time employees) shall be given to the Union and to those employees affected by the layoff. This section shall not apply to low census conditions. Prior to implementing a layoff, the Employer will seek volunteers for layoff from among those employees on the unit(s) affected by the layoff.

8.2.1 Training and Orientation for New Positions. Bargaining unit employees will receive training or orientation, including cross training in the event of a unit merger, with adequate notice and compensated time provided. Management will provide a list to the Union of current and upcoming vacancies in other departments for which the employees are qualified.

8.3 Recall. Employees on layoff status shall be placed on a reinstatement roster for a period of one (1) year from the date of layoff. When vacancies occur, employees will be reinstated within a job classification in the reverse order of the layoff providing skill, competence and ability in a specific area and prior job performance are considered equal in the opinion of the

employer. Employees on layoff may apply for per diem positions that may come available within their department without waiving their right to recall.

8.4 Termination. Seniority shall terminate upon cessation of the employment relationship; for example, discharge, resignation, retirement, failure to return to work when recalled, after twelve (12) consecutive months of layoff, or failure to comply with specified recall procedures.

8.5 Roster. In the event of a layoff, the Union will be provided with a seniority roster.

8.6 Low Census. Low census shall be defined as a decline in patient care requirements or a period of low need resulting in a temporary staff decrease. During periods of low census, the Employer will equitably rotate mandatory low census among all available employees by unit, classification and shift providing skill, competence and ability are adequate to meet patient care needs. The rotation will be tracked and implemented fairly to avoid repeated impact on the same individuals. Traveler/Agency/Contract employees will be released from work, up to contractual maximum, prior to implementing a low census providing the other regular employees remaining on the unit possess the skills, ability and experience to perform the required work on the and patient safety is not a factor in the judgement of the Employer. When scheduled staff exceeds patient care needs, the Employer would intend to reduce its staff in the following cut order:

First Cut	Employees working in any time and one-half (1 1/2) condition (excluding employees receiving rest between shift premium pay)
Next Cut	Requested cut (volunteers)
Next Cut	Per Diem
Next Cut	Part-time working above their FTE
Next Cut	Mandatory rotational cut to include full-time and part-time

Cut hours will be applied in the above order by seniority within a job classification in the department providing skill, competency, and ability in a specific area are considered equal by the Employer. If an employee is inadvertently cut out of turn, the mistake will be remedied on the next rotation or as soon as possible.

In an effort to maintain an employee's hired FTE, an employee may be required to work in another department or unit in lieu of low census if they are qualified to perform the required work in the accepting department or unit, in the opinion of the Employer. Furthermore, Employees may pre-identify units to which they wish to orient, and their department manager or designee may send employees subject to low census to those floors to orient if the accepting department can accommodate an orientee at time of low census.

8.7 Severance Pay. The Employer will provide severance pay pursuant to Medical Center policy unless otherwise agreed to by the Union and the Employer.

8.8 Unit Merger and/or Restructure. The Employer will provide the Union at least thirty days (30) days advance notice prior to a unit merger or restructure. During this thirty (30) day period, the Employer and the Union will, upon request, meet to discuss the changes. In the event of a merger of two (2) or more units into a single unit or a restructuring of an existing unit, the

Employer will determine the number of full-time and part-time FTEs by shift required for the new or restructured unit. Prior to determining the schedule, the Employer will meet with the employees on the affected unit(s) to discuss the changes. A listing of the FTEs for each shift on the new/restructured unit, including any qualification requirements, shall be posted on the unit(s) for at least seven (7) days. Other vacant positions within the medical center will also be posted on the unit(s) at that time. By the end of the posting period, each employee shall have submitted to the Employer a written list which identifies and ranks the employee's preferences for all available positions (first to last). An employee may choose voluntary layoff rather than bid on a position. Based upon these preference lists and any qualification requirements, the Employer will assign employees to positions on the new/restructured unit based upon seniority. Employees who are not assigned a position on the new or restructured unit may take voluntary layoff or select a position from a listing of vacant positions within the medical center, may select the position (FTE) of the least senior employee in the clinical group, providing the employee displaced in the clinical group has less seniority, or, if eligible, a position from the Low Seniority Roster (Section 8.5), providing the employee is qualified for the position (Section 8.3) in the opinion of the Employer, based upon established criteria.

## ARTICLE 9 - COMPENSATION

9.1 Hourly Wage Rates. Employees will be paid in accordance with the hourly wage schedule set forth in Appendix A.

Ratification Date: July 11, 2025

Effective the first full pay period following August 1, 2026 - move scale up 3%

Effective the first full pay period following August 1, 2027 - move the scale up 4%.

Step Placement: Effective after two (2) full pay periods post ratification (August 17, 2025), employees will be placed on the wage scale that reflects their years of service within their position with the Employer at Virginia Mason Medical Center or placed on the scale that gives an employee an increase (whichever is higher). Employees above scale, if any, will remain at their pay rate until the scale exceeds their current hourly rate. Once the scale exceeds their current hourly rate, the employees will be placed on the scale in a step that reflects no loss of hourly rate.

9.2 Recognition of Past Experience. Effective upon ratification, all Employees hired during the term of this agreement shall be given full credit for continuous recent applicable experience as determined by the Employer when placed on the wage scale. An employee shall not experience a reduction in pay if hired in at a wage step higher than applicable experience.

For purposes of this section, continuous recent experience shall be defined as accredited acute care hospital or other relevant experience without a break in experience which would reduce the level of skills as determined by the Employer.

9.2.1 If a new employee is hired into a position at a step higher than that of a current employee in the same position with equivalent or greater work experience, the current employee will be placed at the same step as the new employee effective the first full pay period following the hire date of the new employee.

9.3 Step Progression. Effective six (6) months post ratification on the first full pay periods in that month, All employees, after placed on the scale, will move up a step on the wage scale. For all employees employed at time of ratification, their step increase will then be processed annually from that date on the first full pay period after that date.

For new employees hired after ratification, Step (wage) increases shall become effective at the beginning of the first full payroll period after the employee's anniversary date.

## ARTICLE 10 - OTHER COMPENSATION

10.1 Shift Differential. Employees working a scheduled second shift beginning on or after 3:00 pm shall receive a shift differential of two dollars (\$2.00) in addition to their hourly rate of pay. Professional employees will receive two dollars and seventy five cents (\$2.75) in addition to their hourly rate of pay for working a scheduled second shift beginning on or after 3:00 pm. Employees working a third shift beginning on or after 11:00 pm shall receive a shift differential of three dollars (\$3.00) per hour in addition to their hourly rate of pay. Professional employees will receive a shift differential of four dollars and seventy five cents (\$4.75) per hour in addition to their hourly rate of pay for working a scheduled third shift beginning on or after 11:00 pm. Employees shall be paid shift differentials for those hours worked on a second or third shift if four (4) or more hours are worked on the designated shift.

10.2 Lead Pay. All current lead pay differential pay practices will be maintained in their given departments or roles for the life of the contract. Any new lead pay introduced into a department will follow this process: Employees performing lead duties or lead positions assigned by the Medical Center or with the approval of the Department leader shall receive two dollars (\$2.00) per hour over the regular rate of pay.

10.3 Standby Pay. Employees placed on standby status off Hospital premises shall be compensated at the rate of four dollars and seventy-five cents (\$4.75) per hour. Standby duty shall not be counted as hours worked for purposes of computing overtime or count towards contributing hours for benefits. Employees on standby may be provided with signal devices upon request.

10.4 Call Back Pay. When an employee on standby is called in to work, they will be compensated at one and a half (1 ½) times their regular rate of pay. Callback pay will be provided in addition to standby pay. If an employee has been released from duty and is called back, they will receive one and a half (1 ½) times their regular rate of pay for a minimum of three (3) hours.

10.5 Weekend Premium. Any employee who works on a weekend shall receive two dollars and twenty-five cents (\$2.25) per hour premium pay for each hour worked on the weekend in addition to the employee's regular rate of pay. Professional employees who work on a weekend shall receive four dollars and twenty five cents (\$4.25) per hour premium pay for each hour worked on the weekend in addition to the employee's regular rate of pay.

Weekend premium pay shall not be included in the employee's regular rate of pay for overtime pay calculations, unless required by the Fair Labor Standards Act. The weekend shall be defined as all hours between 11:00 pm Friday and 11:00 pm Sunday. Premium pay provided for in this section shall not apply to time spent for educational purposes.

10.6 Preceptor Premium. Any employee assigned as a preceptor shall receive a premium of one dollar fifty cents (\$1.50) per hour.

10.7 Certification Pay. An employee holding a specialty certification recognized by the Employer shall be paid a premium of one dollar (\$1.00) per hour. The Employer reserves the right to determine which professional specialty certifications will be determined eligible for certification pay. An employee may submit a specialty certification program to the Employer and request consideration for certification pay. Such submission should include a thorough program description, including but not limited to purpose, scope, term, prerequisites, duration/recertification schedule, certifying body, and mailing address. The request should be submitted to Human Resources.

10.8 Report Pay. Employees who report for work on a regularly scheduled shift without working a minimum of three (3) hours shall be paid for three (3) hours' work at the regular rate of pay. Any staff choosing not to accept three (3) hours' work, shall only be paid for time worked.

10.9 Temporary Assignments. Temporary assignments to a lower paid position will not result in a decrease in the employee's regular rate of pay. Temporary assignments to a higher position will result in the employee being paid at the wage rate of the higher position.

10.10 Work On Day Off. Except for employees who are on standby status, a full-time employee called in on their regularly scheduled day off with less than twenty-four (24) hours notice shall be paid at the rate of one and one-half (1 1/2) times the regular rate of pay for the hours worked, so long as the employee works all hours of the employee's scheduled shifts during the same pay period. [Low census hours will count towards hours worked on the scheduled shift(s).] This section does not apply to training, education, or to other meetings.

10.11 Mileage Reimbursement. Employees will be reimbursed for mileage based on IRS guidelines and rate per mile when using their personal vehicles while on authorized business travel.

10.12 No Pyramiding of Overtime/Premium. With the exception of shift differentials, there shall be no duplication or pyramiding of overtime, premium pay, or differentials for the same hours, but in each case only the highest rate shall be paid.

## ARTICLE 11 - MEDICAL AND INSURANCE

11.1 Benefits Plan. Employees with an assigned FTE of forty (40) or more hours per pay period are considered benefit eligible. Employees must enroll in benefits within 31-days of their new hire date and the coverage will be effective on the first day of the month following thirty (30) days of active employment in a benefit eligible position. Unless otherwise indicated herein, the Employer will provide medical (including prescription), dental, and vision insurance plan at each of the facilities covered by this Agreement. The same plans shall be offered to

bargaining-unit Employees, with the same eligibility terms and the same employee/dependent/family cost-share premiums, as are offered to other employees at the same facility at the facility, including Prescription drugs, Emergency Department co-pay and Health and Wellness. Cost sharing for these plans will depend on the selected option and the employee's FTE status. All eligible employees may participate in available flexible spending accounts.

11.1.1 Maintenance of Benefits. No changes to plan design shall be made without prior notice to the Union. Prior to such changes, the Employer shall provide health benefit plan education to the Labor Management Committee to ensure informed discussion, transparency, and feedback.

11.2 Bargaining unit employees will be eligible to participate in the Employer's employee benefit programs not otherwise described herein on the same basis as other non-management Medical Center employees as such programs may, from time to time, be amended at the Employer's discretion with timely advance notice to the Union. In no such case shall the benefits drop below what is guaranteed in the first paragraph of 11.1 Benefits Plan.

11.3 Wellness Program. Virginia Mason will offer employees a wellness program to encourage a culture of health and wellness.

11.3.1 Wellness Participation. Virginia Mason will provide employees with computer access to enroll in and complete any online Wellness programs.

11.4 In-Network provider. Bargaining unit employees will participate in network coverage on the same basis as other non-management Medical Center employees as such programs may, from time to time, be amended at the Employer's discretion with timely advance notice to the Union. The Employer will also provide telemedicine options, particularly for those in rural or underserved areas.

11.5 Additional Benefits. During the term of this agreement, bargaining unit employees will be eligible to participate in the Employer's employee benefit programs not otherwise described herein on the same basis as other non-management Medical Center employees as such programs may, from time to time, be amended at the Employer's discretion with timely advance notice to the Union.

11.6 Premium Pay in Lieu of Benefits. Regular full-time and part-time employees may elect to receive a fifteen percent (15%) wage premium added to the employee's base rate. This election must occur within the first thirty (30) days of employment or thirty (30) days of signing this Agreement, whichever is later, or annually on dates designated in advance by the employer. Employees will be given advance notice of enrollment dates. After the employee decides to receive either wages plus benefits or wages plus premium pay in lieu of benefits, no compensation status change will be allowed except as provided herein.

11.7 Medical Assistance, Financial Assistance, and Medical Debt. Virginia Mason employees may receive medical assistance, financial assistance, and help with medical debt similar to what is offered to all patients at Virginia Mason Medical Center when they have received care at

Virginia Mason Medical Center. Getting financial help involves active participation from the employee.

11.8 Workers Compensation. Employees who suffer a work-related injury or illness will receive Workers' Compensation as required by law.

11.9 Transitional Duty. The Employer will make a good faith effort to provide return-to-work options through the Employer's Transitional Duty Program to employees who are injured on the job and medically released to modified duty. Any such assignment will be consistent with the medical restrictions certified by a physician. Employees will be offered work through the Transitional Duty Program that matches the shift and hours of their previous assignment.

11.10 Retirement Plan. For the remainder of the 2025 calendar year and for the 2026 calendar year, all employees will be eligible to defer either before-tax or Roth contributions into the ERISA 403(b) Plan.

For 2025 and 2026, eligible employees, meaning those who are paid for 1,000 hours in the applicable calendar year, will receive an employer-provided, non-elective contribution. The contribution amount will be set by the Employer's retirement plan and will be credited to the CommonSpirit 401(k) Plan A.

Beginning in 2027, employees will move from the 403(b) and will begin deferring before-tax or Roth contributions into the CommonSpirit 401(k) Plan A. Their benefits in the ERISA 403(b) Plan will remain in that Plan. Any employee who has never enrolled will be automatically enrolled in the 401(k) Plan A at 4% of pay on a before-tax basis. Employees will also participate in the employer's Retirement Choice Program starting in January 2027.

11.11 Plan changes for 2026. Health, Dental, Vision, and any other additional benefits; Bargaining unit Employees whose Benefits options will change will be able to elect new coverage during annual benefit enrollment in the Fall of 2025. Election changes will be effective January 1, 2026. This section 11.11 will sunset after the employees have transitioned plans in 2027.

## ARTICLE 12 - ANNUAL LEAVE

12.1 During the term of this agreement, bargaining unit employees will be eligible to participate in the Employer's Vacation time off benefit on the same basis as other non-management Medical Center employees as such programs may, from time to time, be amended at the Employer's discretion with timely advance notice to the Union.

12.2 Cash Out Option. Effective in 2026, Virginia Mason Medical Center will allow Annual Leave cash outs in accordance with IRS regulations. An employee may elect to cash out up to 50% of their Annual Leave accrual. Employees electing to receive cash in lieu of paid time off must indicate their interest in doing so by making an irrevocable election during November Annual Enrollment each calendar year prior to accruing the time off in the following year. For example, during Annual Enrollment an employer may make an irrevocable election to cash out up to no more than 50% of the Annual Leave hours they will accrue in the next calendar year. The payment will be made in the following calendar year during the pay periods defined below. Employees may elect to receive their cash out in one of the following ways:

- 100% of election amount paid by December 31
- 50% of election amount paid by July 31 and the remaining 50% paid by December 31.

Annual Leave cash out requests will be made via the Annual Open Enrollment online system and must be made during the Annual Open Enrollment timeframe. Employees who elect an Annual Leave cash out will accrue their elected Annual Leave cash out hours in a separate balance which will be visible on the pay stub. Employees will only have access to these accrued hours for purposes of elected cash out.

Employees who elect a pay out twice per year and who have not accrued 50% of their election by July will receive the amount they have earned toward their election and the remaining hours will be paid at the time of their December pay out.

Employees who experience a reduction in their overall Annual Leave accrual (i.e. change in hours worked, etc.) or who stop accruing Annual Leave due to a leave of absence or reaching the annual maximums for example may not reach their full cash out election amount and as such will only be paid what they have accrued toward the cash out election at the time of the payout.

Additionally, the employer shall provide a cash out option for unforeseeable emergencies and in an amount reasonably necessary to satisfy the emergency need consistent with the U.S. Department of Treasury regulations.

Employees terminating employment with Virginia Mason Medical Center shall not be subject to the limitations above and shall be paid at 100% in accordance with Article 6.2 of the Collective Bargaining Agreement.

#### ARTICLE 13 - SICK LEAVE

The Employer provides sick and safe leave benefits in accordance with all applicable state, federal and local laws or ordinances. In order to comply with paid sick leave laws, all employees, including per diem employees, accrue Sick and Safe Leave per the Sick Leave Benefit Plan policy as such policy may, from time to time, be amended at the Employer's discretion with timely advance notice to the Union.

#### ARTICLE 14 - LEAVES OF ABSENCES

14.1 Leave Requests. All leaves are to be requested from the Employer in writing as far in advance as possible, stating all pertinent details and the amount of time requested. A written reply to grant or deny the request shall be given by the Employer within thirty (30) calendar days. All leaves of absence shall be without pay, unless specifically provided for herein. The Employer's policies may, at its discretion, exceed applicable Federal or State medical or family leave minimums. As Federal or State laws may change, Virginia Mason will ensure it is compliant with those changes.

14.2 Medical Leave. A leave of absence for medical reasons shall be granted upon the recommendation of a physician for the period of disability up to six (6) months, without loss of benefits to the date such leave commences. A medical leave related to pregnancy shall be granted for the period of temporary physical disability, regardless of the employee's length of service.

14.3 Family and Medical Leave. As required by federal law, upon completion of one (1) year of continuous employment, any employee who has worked at least one thousand two hundred fifty (1,250 hours) during the prior twelve (12) months shall be entitled to up to twelve (12) weeks of unpaid leave per year for the birth, adoption or placement of a foster child; to care for a spouse or immediate family member, with a serious health condition; for the employee's own serious health condition that prevents them from working; or for other reasons as required by the Family and Medical Leave Act of 1993 (FMLA). The Employer shall maintain the employee's health benefits during this leave.

If a particular period of leave qualifies under FMLA, state law or the collective bargaining agreement, the leaves shall run concurrently.

The Employer shall maintain the employee's health benefits during this leave and shall reinstate the employee to the employee's former or equivalent position at the conclusion of the leave. The use of family leave shall not result in the loss of any employment benefit that accrued prior to the commencement of the leave. Per Federal law, under certain conditions, FMLA may be taken intermittently or on a reduced work schedule. This leave shall be interpreted consistently with the rights, requirements, limitations and conditions set forth in the federal law and shall not be more broadly construed. The confidentiality of employee medical information acquired by the Employer through FMLA processes will be protected under applicable law including HIPAA.

The employee is required to use any accrued paid time off for which the employee is eligible during the leave of absence prior to taking unpaid time off. Generally, employees must give at least thirty (30) days' advance notice to the Employer of the request for leave.

14.4 Parental Leave. Bargaining unit employees will be eligible for Parental Leaves on the same terms and conditions as other non-management employees of the Medical Center as such programs may, from time to time, be amended at the Employer's discretion with timely advance notice to the Union.

14.5 Washington Paid Family and Medical Leave. The Employer participates in the Washington State program provided under the Washington Paid Family and Medical Leave Act. Per the WPFML, if the employee qualifies for (WPFML) and the employee has accrued paid time available, the Hospital may supplement wages, if the employee so chooses, with accrued sick leave and/or annual leave to make up the difference between the compensation received under Paid Family and Medical Leave program and the employee's regular rate of pay, but not to exceed the approximate weekly wage the employee would have normally received during a normal work week. This will be administered to the extent permitted by law.

14.6 Childcare Leave. After one (1) year of continuous employment, unpaid leave may be granted to an employee to care for a dependent child who resides with the employee for conditions other than those set forth in Section 14.2. (Family and Medical Leave) without loss of seniority or accrued benefits. An employee on childcare leave shall be entitled to the first available position for which the employee is qualified. Such leave shall not exceed twelve (12) weeks.

14.7 Bereavement Leave. Up to forty (40) hours of paid leave (prorated for part-time employees) shall be allowed for a death in the immediate family. The employee may choose to take the time in no more than two increments; however, all forty (40) hours of bereavement leave must be utilized within ninety (90) days of the death. Bereavement leave will also be available when an employee or an employee's spouse or current domestic partner suffers a miscarriage. Immediate family shall be defined as grandparent, parent, spouse, domestic partner, sibling, child or grandchild or great grandchild, in the process of or legally adopted child, child-in-law, sibling in-law, parent-in-law, or step siblings, parents, grandchildren, and other persons living in the home. With supervisor approval, employees may utilize accrued but unused paid time off or unpaid time off (if no accrued paid time off is available) in instances where the employee may need additional time.

14.8 Jury Duty. All full-time and part-time employees who are required to serve on jury duty, shall be compensated by the Employer at their regular rate of pay. Employees will not be expected to work their scheduled shifts while serving on jury duty if jury duty is scheduled for the same day they work. The employee must give the Employer immediate notice of the call for jury duty and provide the Employer with a copy of the summons.

14.9 Military Leave. Any employee serving in the U.S. Armed Forces will be granted leave in accordance with federal and state laws to attend required training as a reservist or guard member, or when called to active duty. Upon return from military service, the employee shall be provided reinstatement rights set forth in the Uniformed Service Employment and Reemployment Rights Act (USERRA).

14.10 Personal Leave. After one (1) calendar year of continuous employment, an employee may apply for a personal leave of absence without pay. The employer will determine whether or not the leave shall be granted and the duration thereof. Personal leaves of absence will not generally be granted for longer than three (3) months.

14.11 Leave Without Pay. Employees on leave without pay for twelve (12) months or less shall not accrue nor lose seniority during the leave of absence.

14.12 Reinstatement from Leave. An employee will be entitled to reinstatement from a leave of absence as follows:

- a. FMLA Leave: The Employer shall reinstate the employee to the employee's former or equivalent position at the conclusion of the leave, in accordance with the requirements of the FMLA.
- b. Disability Leave: Employees who return to work within ninety (90) days following

an approved disability leave of absence shall return to the employee's prior position; provided, however, this commitment shall not apply to employees who have previously exhausted their FMLA leave entitlements within the last twelve (12) months.

Upon return from a disability leave in excess of ninety (90) days, the employee will be returned to the employee's prior position if still vacant; otherwise the employee will be offered the first available opening for which the employee is qualified for the remainder of the six (6) month period, consistent with state and federal law.

- c. Personal Leave: The employee will be reinstated to the same position if he/she returns from leave within thirty (30) calendar days. Upon return from a personal leave in excess of thirty (30) calendar days, the employee will be returned to the employee's prior position if still vacant; otherwise, the employee will be offered the first available opening for which the employee is qualified.
- d. Military Leave: An employee returning from a military leave will be reinstated as required by USERRA and state law.
- e. Jury Duty Leave: An employee will be reinstated to their prior position following jury duty.

14.13 Union Leave. If an employee desires to obtain a position with the union, the employee may request an extended unpaid leave of absence. The employer reserves discretion as to whether such requests will be granted based on unit/department needs and patient care needs. Leave to assume a position with the union will not exceed ninety (90) days in length. Employees on Union Leave will accrue seniority.

#### ARTICLE 15 - LABOR MANAGEMENT COMMITTEE

15.1 The Committee. Virginia Mason Medical Center and the Union agree to maintain a Labor Management Committee (LMC) which shall be comprised of up to six (6) Employer representatives and up to six (6) employee representatives. The purpose of the LMC is to develop a better understanding between the Employer and the Employees, to address problems of mutual concern, to consider suggestions relative to the delivery of patient care, and to facilitate communication between the parties.

The committee can establish new labor management subcommittees or give existing labor management committees authority to find the most effective resolutions to the issues mentioned. New subcommittees will have a specific time frame and focus on addressing the issues delegated to them by the LMC Committee.

15.2 Employee Representatives. Employee representatives shall be selected by the Union.

15.3 Meetings. The LMC shall meet bi-monthly for up to two hours per meeting. The LMC will identify co-chairs: one (1) designated by the Union and one (1) designated by the Employer. The agenda for the meeting shall be agreed upon by the Union and the Employer in advance of the meeting. Minutes of the meetings shall be kept and distributed to the appropriate departments.

15.4 Compensation. Time spent by employees who are members of LMC will be considered time worked and will be paid at the regular rate of pay up to two (2) hours per employee per meeting, unless extended by mutual agreement between the parties. Employees will be released from work to participate in the Committee subject to staffing considerations and will not be considered "time worked" for the purposes of overtime calculation. By mutual agreement, the parties can reschedule LMC meetings as needed.

15.5 Authority. The LMC has no authority to renegotiate the contract language during the course of the current contract.

15.6 Data Request. If requested, the Employer shall provide staffing data and analysis including but not limited to the use of traveler, agency, and contract workers during the next LMC meeting.

15.7 Staffing Concerns. Employees with a staffing concern such as excessive workloads, or unclear guidelines are encouraged to document it in writing and discuss it with their supervisor. Upon request, a unit-based meeting may be held to address the concern. Employees shall not be subject to retaliation for raising staffing concerns or participating in related Labor Management Committee activities.

#### ARTICLE 16 - HOSPITAL STAFFING COMMITTEE

16.1 Hospital Staffing Committee. The Staffing Committee shall oversee the development, implementation, and semiannual review of the unit-based staffing plans in compliance with RCW 70.41.420 and ESSB 5236. The committee shall file a charter with the Department of Health, submit an annual staffing report, and provide a draft plan to the CEO per the law. Staffing plans shall be reviewed semiannually and updated as needed. The Hospital shall report compliance to the staffing plan to the Department of Health monthly as outlined in the law. The Hospital shall post the staffing plan for each shift in a public area on each patient care unit and make it available to patients and visitors upon request.

16.2 Composition. The Hospital Staffing Committee shall be composed of at least fifty percent (50%) of employees providing direct patient care, plus the Chief Nursing Officer, Chief Financial Officer and other patient care unit directors or managers as determined by Virginia Mason Medical Center in accordance with RCW 70.41.420.

16.3 Committee Pay. Participation in the Hospital Staffing Committee by Virginia Mason Medical Center employees shall be on scheduled work time and compensated at the appropriate

rate of pay. Hospital Staffing Committee members shall be relieved of all other work duties during meetings of the committee.

16.4 No Retaliation. The Employer will not retaliate against or engage in any form of intimidation of an employee for performing any duties or responsibilities in connection with the Hospital Staffing Committee, or an employee who notifies the Hospital Staffing Committee or the Employer administration of their concerns about staffing employee staffing.

16.5 Process for Raising Staffing Concerns. Direct Patient Care staff with concerns related to staffing or patient care should report them to their manager or supervisor. Employees may report to the hospital staffing committee any variations where the nursing staff assignment in a patient care unit is not in accordance with the adopted staffing plan and may make a complaint to the committee based on the variations. Concerns should be documented in writing using a staffing concern form, or any other method used to communicate a staffing complaint, and submitted to their manager or supervisor. The form and any related actions taken shall be forwarded to the Hospital Staffing Committee for review and discussion. Managers will provide timely follow-up to the employee.

16.6 Changes to National or State Staffing Laws. Article 16 Hospital Staffing Committee shall be subject to all present and future applicable Federal and State laws, executive orders of Federal, State or County level, and rules and regulations of government authority. Should any provisions become unlawful by the virtue of the above or by declaration of any court of competent jurisdiction, such action shall not invalidate the entire Article. Any provisions of this Article not declared invalid shall remain in full force and effect for the term of the Agreement. If any provision is held invalid, the Employer and Union shall enter into negotiations for the purpose, and solely for the purpose, of arriving at a mutually satisfactory replacement for such provision.

#### ARTICLE 17 - JOB POSTING AND TRANSFERS

17.1 Job Openings. Notices of vacancies in existing positions shall be posted internally for at least seven (7) calendar days, and newly created positions shall be posted internally for seven (7) calendar days electronically in advance of filling the position in order to afford current employees the first opportunity to apply. When a job opening occurs within the bargaining unit, length of service with the Employer shall be the determining factor in filling such vacancy, providing skill, competency, ability and prior job performance are considered equal in the opinion of the Employer. To be considered for any job openings, an employee must submit an application through the on-line employment process. If an employee is accepted for a new position, the employee will be ineligible to apply for another position for a six (6) month period unless agreed to by the employee's supervisor. This six (6) month requirement shall not apply to employees unable to perform a job due to an injury, illness or disability certified by a provider, or to employees on layoff status who have taken a position outside of their job classification, or at a reduced FTE, while awaiting recall. The Employer will strive to maintain current approved job postings.

17.2 Request for Assignment Change. Requests for a different shift, schedule, or assignment, in the employee's present unit/department should be submitted to the employee's immediate

supervisor in writing. The Employer reserves the right to decline a request to change to ensure a balanced schedule. Employer's decision will be documented in writing to the employee. Seniority and skill mix will be considered when reviewing requests for a different shift, schedule, or assignment.

17.3 Vacancies. When the Employer receives notice that a bargaining unit FTE will be permanently vacated, the Employer will make a good faith effort to post the same FTE as soon as operationally feasible. This does not limit the employer's ability to choose to not fill a vacated position or change the position's FTE. Staffing vacancies shall be a topic at the Labor Management Committee. Employees may request to have reasons for vacancies of specific positions reviewed at the next scheduled Labor Management Committee.

## ARTICLE 18 - TRAINING AND UPGRADE FUND

18.1 Training Fund. [see implementation MOU] A Training and Upgrading Fund, known as the SEIU Healthcare 1199NW Multi-Employer Training and Education Fund (the "Fund") has been established for the purpose of creating a program for addressing the workforce needs of participating employers (collectively "Participating Employers") as well as the career, knowledge and skill aspirations of SEIU Healthcare 1199NW bargaining unit employees.

18.2 Contribution Rate. The Employer agrees to become a Participating Employer in the Fund, which will be established by an Agreement and Declaration of Trust ("Trust Agreement"). Unless mutually agreed to, the contributions will remain as follows:

1. The contribution to the Fund shall be an amount equal to one percent (1%) of the gross payroll of the Service employees in the bargaining unit.
2. Gross payroll shall be defined as the amount included in Box 5 of the W-2 form report of the Employer, excluding per diem employees.

18.3 Fund Trustees, Programs, Staff. The Trustees of the Fund are composed of an equal number of representatives designated by the Union and by the employers contributing to the Fund. While acting in a manner consistent with the Fund Principles established between the Union and Participating Employers, the Trustees will determine the overall parameters for these programs, and the staffing needed to carry out the purposes of the Fund. The Trustees of the Fund determine the size of the board.

18.4 Trust Agreement. The Employer and Union agree to abide by the Trust Agreement.

18.5 Availability of Onsite Rooms. In order to facilitate Employees' access to education and training, the Employer will make a good faith effort to make rooms available on-site for conducting training, counseling and other activities of the Fund.

18.6 Fund Contributions, Records, and Collections. The Employer shall remit the Fund contributions required under this Article on either a monthly or pay period basis, based upon the payroll for the previous month or pay period. Payments shall be due no later than thirty (30) days following the end of the month or pay period on which they are based. The Employer shall submit regular reports with its contributions in such form as may be necessary for the sound and

efficient administration of the Fund and/or to enable the Fund to comply with the requirements of Federal and applicable State law and for the collection of payments due pursuant to the Fund.

The Employer agrees to make available to the Fund, in accordance with Fund policy, such records of Employees which the Fund may require in connection with the sound and efficient operation of the Fund or that may be so required in order to determine the eligibility of Employees for Fund benefits.

The Employer agrees that the collection of delinquent Employer contributions shall be subject to the collection policy established by the Trustees of the Fund.

18.7 Employee Contact Information. The Employer shall provide the Fund with monthly electronic reports that include employee name, job title, bargaining unit, shift, FTE, date of hire, work email, work telephone, personal telephone, and home mailing address. The Employer shall provide the Fund with biweekly electronic reports that include employee name, job title, date of hire, bargaining unit, wages, and FTE.

#### ARTICLE 19 - ORGANIZATIONAL EQUITY AND INCLUSION (OEI)

All patients and staff deserve to be part of a diverse and valued workforce, where everyone is treated with respect, dignity, and equity. Every employee is entitled to a fair and supportive work environment, regardless of sex, race, age, disability, or other personal characteristics. The union will work with the employer to promote greater accountability, cultural change, prevention, resource allocation, and systemic change.

19.1 The Organizational Equity and Inclusion Joint Labor Management Committee. A New Virginia Mason Organizational Equity and Inclusion Joint Labor Management Committee will be established within four (4) months of contract ratification.

The new committee will be comprised of four (4) members represented by SEIU chosen by the union and four (4) management representatives. Other ad hoc guests, including other Virginia Mason employees, can be selected by joint agreement from labor and management.

The committee will meet every other month. Employees will be paid for their involvement in the meetings. In these meetings, the parties may discuss concerns; discuss equity and inclusion activities; and review trend data measuring equity and inclusion efforts. The committee will embrace the following:

- Understanding diverse perspectives,
- Valuing diversity and creating inclusion,
- Challenging biases in hiring, promotion, and work performance.

19.1.1 Workshops. Members of the Organizational Equity and Inclusion Joint Labor Management Committee will attend at least two (2) all-day (16-hour total) in-person workshops. One of these workshops will be conducted separately for labor and management, and the other will be done together. These workshops aim to enhance skills and awareness of hidden bias, cultural competency, and leadership skills.

The Committee will jointly select an independent facilitator within one (1) year of ratification with the intent of completing the training within one (1) year of ratification. The facilitator's cost will be paid by the Employer unless they are an SEIU Healthcare 1199NW or employer representative in which case that facilitator will be on paid time from their employing organization. Committee members will be paid for time spent in the workshops.

19.1.2 Work Plan. The work plan will include measurable goals for the organization's initiatives supporting equity, inclusion and belonging.

19.1.3 Committee Topics. The Organizational Equity and Inclusion Joint Labor Management Committee will review workplace policies on discrimination, harassment, equity and inclusion, analyze OEI data and Staffing and Safety Committee reports, provide input on the employer's sexual harassment training and response process, and assess employer provided training programs to address barriers to advancement. A report with suggested improvements will be produced.

19.1.4 Urgent Action Structure. Should the union receive a complaint inconsistent with the commitments set forth above, the union may request a special OEI meeting to review the issue. The parties will make reasonable efforts to meet within one week of the issue being raised to have an initial conversation about the intended approach and next steps. However, if the complaint involves harassment, discrimination or a gross misconduct issue, the medical center may not wait for this process to occur before commencing with any investigation into a complaint, which in the Employer's sole discretion, requires immediate action. If the medical center is actively investigating the situation at the time the union requests the meeting, the Employer will not postpone any investigation that may be required under the employer's policies or law. Further, the employer is not obligated to provide information to the union about the investigation that the Employer would not be lawfully required to share under applicable regulations.

The Employer and Union acknowledge the rapid response process is not intended to override or replace the employee's requirement to report violations of medical center standards of conduct, policies or law in accordance with established processes. Employees are protected from reprisal for reporting concerns of harassment, discrimination and gross misconduct.

19.2 Complaints. Employees who feel they have been the subject of bias, discrimination, harassment, or retaliation are encouraged to discuss such issues with their supervisor, administrator, or Human Resources consultant for local resolution. The goal of local resolution is to address and resolve problems as quickly as possible and to stop any inappropriate behavior for which a member of the community is responsible.

19.3 Retaliation against any employee for reporting concerns or complaints related to discrimination or harassment is strictly prohibited.

## ARTICLE 20 – MANAGEMENT RIGHTS

The Union recognizes that the Employer has the obligation of serving the public with the highest quality of medical care, efficiently and economically, and/or meeting medical emergencies. The Union further recognizes the right of the Employer without limitation to direct the work force; to operate and manage the Hospital; to determine and change job assignments and working schedules; to determine the materials and equipment to be used; to implement improved operational methods and procedures; to determine staffing requirements; to determine the kind and location of facilities; to determine whether the whole or any part of the operation shall continue to operate; to contract or subcontract the whole or any part of the operation; to select and hire employees; to promote and transfer employees; demote or discharge employees for cause; to lay off employees for lack of work; to recall employees; to require reasonable overtime work of employees; and to promulgate, change and abolish rules, regulations and personnel policies; provided that such rights shall not be exercised so as to violate any of the specific provisions of this Agreement.

The parties recognize that the above statement of management responsibilities is for illustrative purposes only and should not be construed as restrictive or interpreted so as to exclude those prerogatives not mentioned which are inherent to the management function. All matters not covered by the language of this Agreement shall be administered by the Hospital on a unilateral basis in accordance with such policies and procedures as it from time to time shall determine.

## ARTICLE 21 - GRIEVANCE PROCEDURE

Purpose. The grievance procedure provides a forum for bargaining unit members to address and resolve alleged contract violations in an efficient and expedient manner. To ensure this purpose is met, the parties will attempt to resolve issues at the lowest possible level within the management structure. The parties agree that potential grievances should be resolved informally whenever possible.

21.1 Grievance defined. A grievance is defined as an alleged breach of the terms and conditions of this Agreement. It is the desire of the parties to this Agreement that grievances be adjusted informally wherever possible and at the first level of supervision.

21.2 Filing a Grievance. When filing a grievance, the Employee/grievant must:

- Write a description of the alleged contract violation, identifying the violated Article(s) and date, or if the date is unknown, the approximate date of the violation.
- Describe the specifics of a requested remedy.
- Timeline extensions shall be made in writing and by mutual consent

21.3 Time Limits. Time limits set forth in the following steps may only be extended by mutual consent of the parties. Failure of an employee to file a grievance on a timely basis or to timely advance a grievance in accordance with the time limits set forth below will constitute withdrawal of the grievance. Failure of the Employer to comply with the time limits set forth below shall result in the grievance being automatically elevated to the next step without any action necessary on the part of the employee or union.

21.4 Noninterference. Employees shall be free from restraint, interference, coercion, discrimination, or reprisal from both the Employer and the Union in seeking resolution of their grievance when processed in accordance with this procedure.

21.5 Grievance Procedure. A grievance must be submitted in accordance with the following grievance procedure:

Informal Resolution.

If an employee or the Union has a dispute, the parties are expected to attempt to resolve the issue at the lowest possible level. The employee or the Union Representative should first confer with the employee's immediate supervisor or designee to attempt to resolve the matter. Nothing prevents the employee or Union from proceeding directly to the formal grievance process if appropriate.

Step 1. Immediate Supervisor.

If any employee or the Union wishes to file a grievance, the employee shall first present the grievance in writing to the employee's immediate supervisor within fourteen (14) calendar days from the date the employee was or should have been aware that the grievance existed. Upon receipt, the immediate supervisor shall attempt to immediately resolve the problem and shall respond in writing to the employee within fourteen (14) calendar days following the meeting of the parties. The parties shall meet in a timely manner to resolve the issue. The employee may have a union representation if requested, and the supervisor may elect to have a Human Resources Director or designee present at the meeting.

Step 2. Employee, Union Representative and Appropriate Director

If the matter is not resolved to the employee's satisfaction at Step 1, the employee and/or Union representative, shall present the grievance in writing to the director or designee within fourteen (14) calendar days of the immediate supervisor's decision. The Director and/or designee shall meet with the employee and Union representative. The meeting will be scheduled within fourteen (14) calendar days to resolve the grievance. The Director and/or designee shall provide a written reply within fourteen (14) calendar days after the Step 2 grievance meeting.

Step 3. Division Director, Employee & Labor Relations.

If the matter is not resolved in Step 2 to the employee's satisfaction, the grievance shall be referred in writing to the Human Resources Director, or designee, within fourteen (14) calendar days of the receipt of the Step 2 response. The Human Resources Director and/or designee, employee and Union representative shall meet for the purpose of resolving the grievance. The Human Resources Director, or designee, will issue a written reply within fourteen (14) calendar days after the Step 3 meeting.

#### Step 4. Arbitration.

If the grievance is not settled on the basis of the foregoing procedures, and if the grievant and the Union have complied with the specific time limitations specified in Steps 1, 2, and 3 herein, the Union may submit the issue in writing to arbitration within fourteen (14) calendar days following the receipt of the written reply from Human Resources Director or designee.

If the Employer and the Union fail to agree on an arbitrator, a list of seven (7) arbitrators shall be requested from the Federal Mediation and Conciliation Service. The parties shall thereupon alternate in striking a name from the panel until one name remains. The person whose name remains shall be the arbitrator. Any arbitrator accepting an assignment under this Article agrees to issue an award within forty-five (45) calendar days of the close of the hearing or the receipt of post-hearing briefs, whichever is later. The arbitrator's decision shall be final and binding on all parties.

The arbitrator shall have no authority to add to, subtract from, or otherwise change or modify the provisions of this Agreement, but shall be authorized only to interpret existing provisions of this Agreement as they may apply to the specific facts of the issue in dispute. The Arbitrator shall have no authority to award punitive damages. Each party shall bear one-half (1/2) of the fee of the arbitrator for an Award issued on a timely basis and any other expense jointly incurred incident to the arbitration hearing.

All other expenses shall be borne by the party incurring them and neither party shall be responsible for the expenses of witnesses called by the other party.

#### ARTICLE 22 - NO STRIKE/NO LOCKOUT

It is recognized that the Employer is engaged in a public service requiring continuous operation and it is agreed that recognition of such obligation of continuous service is imposed upon both the employee and the Union. During the term of this Agreement, neither the Union nor its representatives, and employees shall authorize, encourage, or participate in any unlawful strike, sympathy strike, walkout, picket, slowdown, or other work stoppage that disrupts operations. The Union and its officers will do everything within their power to end or avert the same.

Employees who engage in such unlawful activity may be subject to appropriate discipline, consistent with just cause. The Employer shall not retaliate against employees for lawful union activity conducted outside of work hours and duties. In return, the Employer agrees not to lock out employees during the term of this Agreement.

#### ARTICLE 23 - GENERAL PROVISIONS

23.1 Complete Agreement. The parties acknowledge that during the negotiations which resulted in this Agreement, all had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective

bargaining, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the Employer and the Union, for the term of this Agreement, each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter not specifically discussed during negotiations or covered in this Agreement. The parties further agree, however, that this Agreement may be amended by the mutual consent of the parties in writing at any time during its term.

23.2 State and Federal Laws. This Agreement shall be subject to all present and future applicable Federal and State laws, executive orders of the Federal, State or County level, and rules and regulations of governmental authority. Should any provision or provisions become unlawful by virtue of the above or by declaration of any court of competent jurisdiction, such action shall not invalidate the entire Agreement. Any provisions of this Agreement not declared invalid shall remain in full force and effect for the term of the Agreement. If any provision is held invalid, the Employer and Union shall enter into negotiations for the purpose, and solely for the purpose, of arriving at a mutually satisfactory replacement for such provision.

23.3 Past Practices. Any and all agreements, written and verbal, previously entered into between the parties hereto are mutually canceled and superseded by this Agreement. Unless specifically provided herein to the contrary, past practices shall not be binding on the Employer. The Employer agrees that it will not make any changes in past practices that would have the effect of discriminating solely against members of the bargaining unit. The Employer will communicate any changes in past practices to the Union and employees in advance of the change.

23.4 Changes/Amendments. Any change or amendments to this Agreement shall be in writing and duly executed by the parties hereto.

23.5 Standards Preserved. The parties agree that they do not intend that any employee shall suffer any unanticipated loss of benefits, economic or otherwise, as a result of this agreement, but the parties acknowledge that the new or revised terms of this agreement will result in modifications and changes to the benefits, economic or otherwise, provided to the employees and that these changes are not to be affected by this provision.

ARTICLE 24 - DURATION AND RENEWAL

Except as otherwise herein provided, this Agreement will be in force and effect upon ratification through, and including August 31, 2028, and shall continue in full force and effect from year to year thereafter unless written notice of desire to change or modify or terminate this Agreement is given by either party in writing to the other party at least ninety (90) days prior to the annual expiration date.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement this \_\_\_\_\_ day of \_\_\_\_\_, 2025.

VIRGINIA MASON MEDICAL CENTER

SEIU HEALTHCARE 1199NW

*Dalph Watson*



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Dalph Watson  
Region CHRO, NW

\_\_\_\_\_  
Stacey Opiopio  
Sr Director

\_\_\_\_\_  
Richard Robinson  
System VP, Employee and Labor Relations

\_\_\_\_\_  
Yolanda King Lowe  
Secretary-Treasurer  
*Jane Hopkins*

\_\_\_\_\_  
Jane Hopkins  
President



Alvino Bridgewater  
PCT PACU



Duc Trieu  
SPD Tech



Andy Ngo  
Cardiac Sonographer



Felicidad Barbosa  
EVS Technician



Belem Medoza  
EVS Technician



Frank Dominick  
Pharmacist



Bennie Hair  
Inventory Technician



Inga Frost  
Cook



Caelan Griggs  
Physical Therapist



Kelly Olson  
PCT J11 Ortho



Casey Whorton  
Occupational Therapist



Lori McCall  
Operator Switchboard



Laurence Anderson  
Monitor Technician



Maria Paraggua  
CT Technician



Chiyo King  
Case Manager



Matt Harrington  
Hyperbaric Chamber Specialist





Maya Phillips  
Ultrasonographer II



Narith Tith  
Respiratory Therapist




Rene Folk  
IR Technician



Jon Pekarcik  
Anesthesia Technician



Rick Harrison  
Inpatient Dietitian



Robin Opedal  
Radiology Technologist



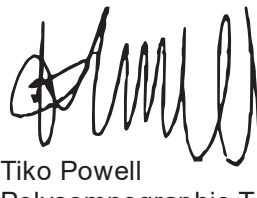
Sam Demboski  
SPD Technician



Taran Burnite  
PCT/PFC 17th Nuero



Taylor Lam  
Surgical Technician



Tiko Powell  
Polysomnographic Technician

**VMMC SEIU Service Wages**

**Effective pay period Aug 17, 2025 - Yr 1**

JobTitle	BASE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
Care Coordination Assistant	\$26.66	\$27.39	\$27.94	\$28.64	\$29.21	\$29.80	\$30.39	\$31.08	\$31.85	\$32.65	\$33.30	\$33.97	\$34.65	\$35.25	\$35.96	\$36.68	\$37.41	\$38.16	\$38.92	\$39.70	\$40.50
Cook	\$26.39	\$27.12	\$27.66	\$28.35	\$28.92	\$29.50	\$30.09	\$30.76	\$31.53	\$32.32	\$32.97	\$33.63	\$34.30	\$34.90	\$35.60	\$36.31	\$37.04	\$37.78	\$38.53	\$39.30	\$40.09
CS/Sterile Processing Technician	\$30.44	\$30.93	\$31.55	\$32.18	\$32.81	\$33.47	\$34.14	\$34.82	\$35.53	\$36.24	\$36.96	\$37.70	\$38.45	\$39.03	\$39.62	\$40.01	\$40.80	\$41.21	\$41.63	\$42.04	\$44.50
DIETETIC TECHNICIAN	\$24.27	\$24.93	\$25.43	\$26.07	\$26.59	\$27.12	\$27.67	\$28.29	\$28.99	\$29.72	\$30.31	\$30.92	\$31.54	\$32.09	\$32.73	\$33.39	\$34.05	\$34.74	\$35.43	\$36.14	\$36.86
Emergency Dept/Monitor Tech	\$28.95	\$29.53	\$30.12	\$30.72	\$31.49	\$32.12	\$32.76	\$33.41	\$34.25	\$34.94	\$35.63	\$36.52	\$37.26	\$38.00	\$38.76	\$39.54	\$40.33	\$41.13	\$42.16	\$43.21	\$44.30
Environmental Svcs Specialty Tech	\$25.28	\$25.78	\$26.17	\$26.93	\$28.00	\$28.58	\$29.34	\$30.22	\$30.94	\$31.33	\$31.72	\$32.06	\$32.42	\$32.71	\$33.02	\$33.36	\$33.72	\$34.07	\$34.43	\$34.77	\$35.12
Environmental Svcs Tech	\$24.54	\$25.03	\$25.41	\$26.15	\$27.18	\$27.75	\$28.49	\$29.34	\$30.04	\$30.42	\$30.80	\$31.13	\$31.48	\$31.76	\$32.06	\$32.39	\$32.74	\$33.08	\$33.43	\$33.76	\$34.10
Inventory Specialist	\$30.87	\$31.36	\$31.99	\$32.64	\$33.28	\$33.95	\$34.63	\$35.32	\$36.03	\$36.75	\$37.48	\$38.24	\$38.99	\$39.58	\$40.18	\$40.58	\$41.38	\$41.79	\$42.22	\$42.64	\$43.06
Inventory Technician	\$25.20	\$25.89	\$26.41	\$27.07	\$27.61	\$28.16	\$28.73	\$29.37	\$30.11	\$30.86	\$31.48	\$32.11	\$32.75	\$33.32	\$33.99	\$34.67	\$35.36	\$36.07	\$36.79	\$37.53	\$38.28
Lab Assistant	\$26.51	\$27.24	\$27.78	\$28.48	\$29.05	\$29.63	\$30.22	\$30.90	\$31.67	\$32.47	\$33.04	\$33.62	\$34.20	\$34.80	\$35.41	\$36.03	\$36.66	\$37.21	\$37.77	\$38.34	\$38.91
Lab Technical Asst	\$28.10	\$28.87	\$29.45	\$30.18	\$30.79	\$31.40	\$32.03	\$32.75	\$33.57	\$34.41	\$35.01	\$35.62	\$36.25	\$36.88	\$37.53	\$38.18	\$38.85	\$39.44	\$40.03	\$40.63	\$41.24
Lab Technical Asst - Non Cert	\$27.16	\$27.90	\$28.46	\$29.17	\$29.76	\$30.35	\$30.96	\$31.66	\$32.45	\$33.26	\$33.84	\$34.43	\$35.04	\$35.65	\$36.27	\$36.91	\$37.55	\$38.12	\$38.69	\$39.27	\$39.86
MONITOR TECH	\$28.44	\$29.01	\$29.59	\$30.18	\$30.78	\$31.40	\$32.03	\$32.67	\$33.32	\$33.99	\$34.67	\$35.27	\$35.89	\$36.52	\$37.16	\$37.81	\$38.47	\$39.14	\$39.83	\$40.53	\$41.24
Nursing Assistant - Registered	\$25.19	\$25.88	\$26.40	\$27.06	\$27.60	\$28.15	\$28.71	\$29.36	\$30.09	\$30.84	\$31.46	\$32.09	\$32.73	\$33.30	\$33.97	\$34.65	\$35.34	\$36.05	\$36.77	\$37.51	\$38.26
NURSING TECHNICIAN I-REGISTERED	\$24.50	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
NURSING TECHNICIAN II-REGISTERED	\$25.50	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Nutrition Asst I	\$24.39	\$24.88	\$25.38	\$25.88	\$26.40	\$26.93	\$27.46	\$28.01	\$28.57	\$29.14	\$29.73	\$30.09	\$30.45	\$30.81	\$31.17	\$31.54	\$31.90	\$32.26	\$32.63	\$32.97	\$33.30
Nutrition Asst II	\$25.24	\$25.75	\$26.27	\$26.79	\$27.32	\$27.87	\$28.42	\$28.99	\$29.57	\$30.16	\$30.77	\$31.14	\$31.52	\$31.89	\$32.26	\$32.64	\$33.02	\$33.39	\$33.77	\$34.12	\$34.47
Patient Care Tech	\$27.96	\$28.51	\$29.09	\$29.69	\$30.23	\$31.09	\$32.03	\$32.98	\$33.78	\$34.22	\$34.68	\$35.02	\$35.39	\$35.76	\$36.13	\$36.53	\$36.93	\$37.33	\$37.76	\$38.67	\$39.44
Patient Care Tech/Flow Coordinator	\$28.94	\$29.51	\$30.11	\$30.73	\$31.29	\$32.18	\$33.15	\$34.13	\$34.96	\$35.42	\$35.89	\$36.25	\$36.63	\$37.01	\$37.39	\$37.81	\$38.22	\$38.64	\$39.08	\$40.02	\$40.82
PATIENT FLOW COORD	\$28.79	\$29.36	\$29.96	\$30.57	\$31.13	\$32.02	\$32.99	\$33.96	\$34.79	\$35.24	\$35.71	\$36.07	\$36.45	\$36.83	\$37.21	\$37.62	\$38.03	\$38.45	\$38.88	\$39.83	\$40.62
PATIENT CARE/MONITOR TECH	\$28.85	\$29.43	\$30.01	\$30.61	\$31.38	\$32.01	\$32.65	\$33.30	\$34.13	\$34.82	\$35.51	\$36.40	\$37.13	\$37.87	\$38.63	\$39.40	\$40.19	\$40.99	\$42.02	\$43.07	\$44.14
Patient Safety Companion	\$24.51	\$25.00	\$25.50	\$26.01	\$26.53	\$27.06	\$27.60	\$28.15	\$28.71	\$29.28	\$29.87	\$30.32	\$30.77	\$31.24	\$31.71	\$32.19	\$32.67	\$33.16	\$33.66	\$34.16	\$34.67
Periop Support Tech	\$25.91	\$26.42	\$26.84	\$27.60	\$28.70	\$29.29	\$30.07	\$30.98	\$31.71	\$32.11	\$32.51	\$32.86	\$33.23	\$33.53	\$33.85	\$34.19	\$34.56	\$34.92	\$35.29	\$35.64	\$36.00
PERIOP EQUIPMENT TECHNICIAN	\$29.24	\$30.05	\$31.01	\$32.02	\$32.73	\$33.39	\$34.05	\$34.74	\$35.43	\$36.13	\$36.85	\$37.59	\$38.35	\$38.83	\$39.31	\$39.90	\$40.50	\$41.11	\$41.72	\$42.35	\$42.98
PHYSICAL MEDICINE AIDE	\$26.45	\$26.98	\$27.52	\$28.07	\$28.63	\$29.19	\$29.78	\$30.38	\$30.99	\$31.61	\$32.24	\$32.64	\$33.05	\$33.46	\$33.89	\$34.31	\$34.74	\$35.17	\$35.62	\$36.06	\$36.51
RESPIRATORY CARE ASST	\$27.96	\$28.52	\$29.09	\$29.68	\$30.22	\$31.08	\$32.01	\$32.96	\$33.76	\$34.19	\$34.66	\$35.00	\$35.37	\$35.75	\$36.12	\$36.52	\$36.92	\$37.32	\$37.76	\$38.67	\$39.05
SURGERY SCHEDULER	\$29.02	\$29.82	\$30.41	\$31.17	\$31.80	\$32.43	\$33.08	\$33.83	\$34.67	\$35.54	\$36.25	\$36.98	\$37.71	\$38.37	\$39.14	\$39.92	\$40.72	\$41.54	\$42.37	\$43.22	\$44.08
Switchboard Operator	\$23.36	\$24.00	\$24.48	\$25.09	\$25.59	\$26.10	\$26.63	\$27.23	\$27.91	\$28.60	\$29.18	\$29.76	\$30.36	\$30.89	\$31.50	\$32.13	\$32.78	\$33.43	\$34.10	\$34.78	\$35.48

**VMMC SEIU Service Wages**

**August 1, 2026 - Yr 2**

Job Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
Care Coordination Assistant	\$27.46	\$28.78	\$29.50	\$30.09	\$30.69	\$31.30	\$32.01	\$32.81	\$33.63	\$34.30	\$34.99	\$35.69	\$36.31	\$37.04	\$37.78	\$38.53	\$39.30	\$40.09	\$40.89	\$41.72
Cook	\$27.18	\$27.93	\$28.49	\$29.20	\$29.79	\$30.39	\$31.68	\$32.48	\$33.29	\$33.96	\$34.64	\$35.33	\$35.95	\$36.67	\$37.40	\$38.15	\$38.91	\$39.69	\$40.48	\$41.29
CS/Sterile Processing Technician	\$31.35	\$31.86	\$32.50	\$33.15	\$33.79	\$34.47	\$35.16	\$35.86	\$36.60	\$37.33	\$38.07	\$38.83	\$39.60	\$40.81	\$41.21	\$42.02	\$42.45	\$42.88	\$43.30	\$45.84
DIETETIC TECHNICIAN	\$25.00	\$25.68	\$26.19	\$26.85	\$27.39	\$27.93	\$28.50	\$29.14	\$29.86	\$30.61	\$31.22	\$31.85	\$32.49	\$33.05	\$33.71	\$34.39	\$35.07	\$35.78	\$36.49	\$37.22
Emergency Dept./Monitor Tech	\$29.82	\$30.42	\$31.02	\$31.64	\$32.43	\$33.08	\$33.74	\$34.41	\$35.28	\$35.99	\$36.70	\$37.62	\$38.38	\$39.14	\$39.92	\$41.54	\$42.36	\$43.42	\$44.51	\$45.63
Environmental Svcs Specialty Tech	\$26.04	\$26.55	\$26.96	\$27.74	\$28.84	\$29.44	\$30.22	\$31.13	\$31.87	\$32.27	\$32.67	\$33.39	\$33.69	\$34.01	\$34.36	\$34.73	\$35.09	\$35.46	\$35.81	\$36.17
Environmental Svcs Tech	\$25.28	\$25.78	\$26.17	\$26.93	\$28.00	\$28.58	\$29.34	\$30.22	\$30.94	\$31.33	\$31.72	\$32.06	\$32.42	\$32.71	\$33.02	\$33.36	\$33.72	\$34.07	\$34.43	\$35.12
Inventory Specialist	\$31.80	\$32.30	\$32.95	\$33.62	\$34.28	\$34.97	\$35.67	\$36.38	\$37.11	\$37.85	\$38.60	\$39.39	\$40.16	\$40.77	\$41.39	\$41.80	\$42.62	\$43.04	\$43.49	\$44.35
Inventory Technician	\$25.96	\$26.67	\$27.20	\$27.88	\$28.44	\$29.00	\$29.59	\$30.25	\$31.01	\$31.79	\$32.42	\$33.07	\$33.73	\$34.32	\$35.01	\$35.71	\$36.42	\$37.15	\$37.89	\$38.66
Lab Assistant	\$27.31	\$28.06	\$28.61	\$29.33	\$29.92	\$30.52	\$31.13	\$31.83	\$32.62	\$33.44	\$34.03	\$34.63	\$35.23	\$35.84	\$36.47	\$37.11	\$37.76	\$38.33	\$38.90	\$39.49
Lab Technical Asst	\$28.94	\$29.74	\$30.33	\$31.09	\$31.71	\$32.34	\$32.99	\$33.73	\$34.58	\$35.44	\$36.06	\$36.69	\$37.34	\$37.99	\$38.66	\$39.33	\$40.02	\$40.62	\$41.23	\$41.85
Lab Technical Asst - Non Cert	\$27.97	\$28.74	\$29.31	\$30.05	\$30.65	\$31.26	\$31.89	\$32.61	\$33.42	\$34.26	\$34.86	\$35.46	\$36.09	\$36.72	\$37.36	\$38.02	\$38.68	\$39.26	\$39.85	\$40.45
MONITOR TECH	\$29.29	\$29.88	\$30.48	\$31.09	\$31.70	\$32.34	\$32.99	\$33.65	\$34.32	\$35.01	\$35.71	\$36.33	\$36.97	\$37.62	\$38.27	\$38.94	\$39.62	\$40.31	\$41.02	\$41.75
Nursing Assistant - Registered	\$25.95	\$26.66	\$27.19	\$27.87	\$28.43	\$28.99	\$29.57	\$30.24	\$30.99	\$31.77	\$32.40	\$33.05	\$33.71	\$34.30	\$34.99	\$35.69	\$36.40	\$37.13	\$37.87	\$38.64
NURSING TECHNICIAN I-REGISTERED	\$25.24	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
NURSING TECHNICIAN II-REGISTERED	\$26.27	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Nutrition Asst I	\$25.12	\$25.63	\$26.14	\$26.66	\$27.19	\$27.74	\$28.28	\$28.85	\$29.43	\$30.01	\$30.62	\$31.36	\$31.73	\$32.11	\$32.49	\$32.86	\$33.23	\$33.61	\$33.96	\$34.30
Nutrition Asst II	\$26.00	\$26.52	\$27.06	\$27.59	\$28.14	\$28.71	\$29.27	\$29.86	\$30.46	\$31.06	\$31.69	\$32.07	\$32.47	\$32.85	\$33.23	\$33.62	\$34.01	\$34.39	\$34.78	\$35.14
Patient Care Tech	\$28.80	\$29.37	\$29.96	\$30.58	\$31.14	\$32.02	\$32.99	\$33.97	\$34.79	\$35.25	\$35.72	\$36.07	\$36.45	\$36.83	\$37.21	\$37.63	\$38.04	\$38.45	\$38.89	\$39.83
Patient Care Tech/Flow Coordinator	\$29.81	\$30.40	\$31.01	\$31.65	\$32.23	\$33.15	\$34.14	\$35.15	\$36.01	\$36.48	\$36.97	\$37.34	\$37.73	\$38.12	\$38.51	\$38.94	\$39.37	\$39.80	\$40.25	\$41.22
PATIENT FLOW COORD	\$29.65	\$30.24	\$30.86	\$31.49	\$32.06	\$32.98	\$33.98	\$34.98	\$35.83	\$36.30	\$36.78	\$37.15	\$37.54	\$37.93	\$38.33	\$38.75	\$39.17	\$39.60	\$40.05	\$41.02
PATIENT CARE/MONITOR TECH	\$29.72	\$30.31	\$30.91	\$31.53	\$32.32	\$32.97	\$33.63	\$34.30	\$35.15	\$35.86	\$36.58	\$37.49	\$38.24	\$39.01	\$39.79	\$40.58	\$41.40	\$42.22	\$43.28	\$44.36
Patient Safety Companion	\$25.25	\$25.75	\$26.27	\$26.79	\$27.33	\$27.87	\$28.43	\$28.99	\$29.57	\$30.16	\$30.77	\$31.23	\$31.69	\$32.18	\$32.66	\$33.16	\$33.65	\$34.15	\$34.67	\$35.18
Periop Support Tech	\$26.69	\$27.21	\$27.65	\$28.43	\$29.56	\$30.17	\$30.97	\$31.91	\$32.66	\$33.07	\$33.49	\$33.85	\$34.23	\$34.54	\$34.87	\$35.22	\$35.60	\$35.97	\$36.35	\$36.71
PERIOP EQUIPMENT TECHNICIAN	\$30.12	\$30.95	\$31.94	\$32.98	\$33.71	\$34.39	\$35.07	\$35.78	\$36.49	\$37.21	\$37.96	\$38.72	\$39.50	\$39.99	\$40.49	\$41.10	\$41.72	\$42.34	\$42.97	\$43.62
PHYSICAL MEDICINE AIDE	\$27.24	\$27.79	\$28.35	\$28.91	\$29.49	\$30.07	\$30.67	\$31.29	\$31.92	\$32.56	\$33.21	\$33.62	\$34.04	\$34.46	\$34.91	\$35.34	\$35.78	\$36.23	\$36.69	\$37.14
RESPIRATORY CARE ASST	\$28.80	\$29.38	\$29.96	\$30.57	\$31.13	\$32.01	\$32.97	\$33.95	\$34.77	\$35.22	\$35.70	\$36.05	\$36.43	\$36.82	\$37.20	\$37.62	\$38.03	\$38.44	\$38.89	\$39.83
SURGERY SCHEDULER	\$29.89	\$30.71	\$31.32	\$32.11	\$32.75	\$33.40	\$34.07	\$34.84	\$35.71	\$36.61	\$37.34	\$38.09	\$38.84	\$39.52	\$40.31	\$41.12	\$41.94	\$42.79	\$43.64	\$44.52
Switchboard Operator	\$24.06	\$24.72	\$25.21	\$25.84	\$26.36	\$26.88	\$27.43	\$28.05	\$28.75	\$29.46	\$30.06	\$30.65	\$31.27	\$31.82	\$32.45	\$33.09	\$33.76	\$34.43	\$35.12	\$35.82

**VMMC SEIU Service Wages**

**August 1, 2027 - Yr 3**

Jobtitle	BASE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
Care Coordination Assistant	\$28.56	\$29.34	\$29.93	\$30.68	\$31.29	\$31.92	\$32.55	\$33.29	\$34.12	\$34.98	\$35.67	\$36.39	\$37.12	\$37.76	\$38.52	\$39.29	\$40.07	\$40.87	\$41.69	\$42.53	\$43.39
Cook	\$28.27	\$29.05	\$29.63	\$30.37	\$30.98	\$31.61	\$32.23	\$32.95	\$33.78	\$34.62	\$35.32	\$36.03	\$36.74	\$37.39	\$38.14	\$38.90	\$39.68	\$40.47	\$41.28	\$42.10	\$42.94
CS/Sterile Processing Technician	\$32.60	\$33.13	\$33.80	\$34.48	\$35.14	\$35.85	\$36.57	\$37.29	\$38.06	\$38.82	\$39.59	\$40.38	\$41.18	\$41.81	\$42.44	\$42.86	\$43.70	\$44.15	\$44.60	\$45.03	\$47.67
DIETETIC TECHNICIAN	\$26.00	\$26.71	\$27.24	\$27.92	\$28.49	\$29.05	\$29.64	\$30.31	\$31.05	\$31.83	\$32.47	\$33.12	\$33.79	\$34.37	\$35.06	\$35.77	\$36.47	\$37.21	\$37.95	\$38.71	\$39.49
Emergency Dept/Monitor Tech	\$31.01	\$31.64	\$32.26	\$32.91	\$33.73	\$34.40	\$35.09	\$35.79	\$36.69	\$37.43	\$38.17	\$39.12	\$39.92	\$40.71	\$41.52	\$42.36	\$43.20	\$44.05	\$45.16	\$46.29	\$47.46
Environmental Svcs Specialty Tech	\$27.08	\$27.61	\$28.04	\$28.85	\$29.99	\$30.62	\$31.43	\$32.38	\$33.14	\$33.56	\$33.98	\$34.34	\$34.73	\$35.04	\$35.37	\$35.73	\$36.12	\$36.49	\$36.88	\$37.24	\$37.62
Environmental Svcs Tech	\$26.29	\$26.81	\$27.22	\$28.01	\$29.12	\$29.72	\$30.51	\$31.43	\$32.18	\$32.58	\$32.99	\$33.34	\$33.72	\$34.02	\$34.34	\$34.69	\$35.07	\$35.43	\$35.81	\$36.16	\$36.52
Inventory Specialist	\$33.07	\$33.59	\$34.27	\$34.96	\$35.65	\$36.37	\$37.10	\$37.84	\$38.59	\$39.36	\$40.14	\$40.97	\$41.77	\$42.40	\$43.05	\$43.47	\$44.32	\$44.76	\$45.23	\$45.68	\$46.12
Inventory Technician	\$27.00	\$27.74	\$28.29	\$29.00	\$29.58	\$30.16	\$30.77	\$31.46	\$32.25	\$33.06	\$33.72	\$34.39	\$35.08	\$35.69	\$36.41	\$37.14	\$37.88	\$38.64	\$39.41	\$40.21	\$41.01
Lab Assistant	\$28.40	\$29.18	\$29.75	\$30.50	\$31.12	\$31.74	\$32.38	\$33.10	\$33.92	\$34.78	\$35.39	\$36.02	\$36.64	\$37.27	\$37.93	\$38.59	\$39.27	\$39.86	\$40.46	\$41.07	\$41.68
Lab Technical Asst	\$30.10	\$30.93	\$31.54	\$32.33	\$32.98	\$33.63	\$34.31	\$35.08	\$35.96	\$36.86	\$37.50	\$38.16	\$38.83	\$39.51	\$40.21	\$40.90	\$41.62	\$42.24	\$42.88	\$43.52	\$44.18
Lab Technical Asst - Non Cert	\$29.09	\$29.89	\$30.48	\$31.25	\$31.88	\$32.51	\$33.17	\$33.91	\$34.76	\$35.63	\$36.25	\$36.88	\$37.53	\$38.19	\$38.85	\$39.54	\$40.23	\$40.83	\$41.44	\$42.07	\$42.70
MONITOR TECH	\$30.46	\$31.08	\$31.70	\$32.33	\$32.97	\$33.63	\$34.31	\$35.00	\$35.69	\$36.41	\$37.14	\$37.78	\$38.45	\$39.12	\$39.80	\$40.50	\$41.20	\$41.92	\$42.66	\$43.42	\$44.18
Nursing Assistant - Registered	\$26.99	\$27.73	\$28.28	\$28.98	\$29.57	\$30.15	\$30.75	\$31.45	\$32.23	\$33.04	\$33.70	\$34.37	\$35.06	\$35.67	\$36.39	\$37.12	\$37.86	\$38.62	\$39.38	\$40.19	\$40.99
NURSING TECHNICIAN I-REGISTERED	\$26.25	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
NURSING TECHNICIAN II-REGISTERED	\$27.32	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Nutrition Asst I	\$26.12	\$26.66	\$27.19	\$27.73	\$28.28	\$28.85	\$29.41	\$30.00	\$30.61	\$31.21	\$31.84	\$32.23	\$32.61	\$33.00	\$33.39	\$33.79	\$34.17	\$34.56	\$34.95	\$35.32	\$35.67
Nutrition Asst II	\$27.04	\$27.58	\$28.14	\$28.69	\$29.27	\$29.86	\$30.44	\$31.05	\$31.68	\$32.30	\$32.96	\$33.35	\$33.77	\$34.16	\$34.56	\$34.96	\$35.37	\$35.77	\$36.17	\$36.55	\$36.92
Patient Care Tech	\$29.95	\$30.54	\$31.16	\$31.80	\$32.39	\$33.30	\$34.31	\$35.33	\$36.18	\$36.66	\$37.15	\$37.51	\$37.91	\$38.30	\$38.70	\$39.14	\$39.56	\$39.99	\$40.45	\$41.42	\$42.24
Patient Care Tech/Flow Coordinator	\$31.00	\$31.62	\$32.25	\$32.92	\$33.52	\$34.48	\$35.51	\$36.56	\$37.45	\$37.94	\$38.45	\$38.83	\$39.24	\$39.64	\$40.05	\$40.50	\$40.94	\$41.39	\$41.86	\$42.87	\$43.72
PATIENT FLOW COORD	\$30.84	\$31.45	\$32.09	\$32.75	\$33.34	\$34.30	\$35.34	\$36.38	\$37.26	\$37.75	\$38.25	\$38.64	\$39.04	\$39.45	\$39.86	\$40.30	\$40.74	\$41.18	\$41.65	\$42.66	\$43.51
PATIENT CARE/MONITOR TECH	\$30.91	\$31.52	\$32.15	\$32.79	\$33.61	\$34.29	\$34.98	\$35.67	\$36.56	\$37.29	\$38.04	\$38.99	\$39.77	\$40.57	\$41.38	\$42.20	\$43.06	\$43.91	\$45.01	\$46.13	\$47.28
Patient Safety Companion	\$26.26	\$26.78	\$27.32	\$27.86	\$28.42	\$28.98	\$29.57	\$30.15	\$30.75	\$31.37	\$32.00	\$32.48	\$32.96	\$33.47	\$33.97	\$34.49	\$35.00	\$35.52	\$36.06	\$36.59	\$37.14
Periop Support Tech	\$27.76	\$28.30	\$28.76	\$29.57	\$30.74	\$31.38	\$32.21	\$33.19	\$33.97	\$34.39	\$34.83	\$35.20	\$35.60	\$35.92	\$36.26	\$36.63	\$37.02	\$37.41	\$37.80	\$38.18	\$38.56
PERIOP EQUIPMENT TECHNICIAN	\$31.32	\$32.19	\$33.22	\$34.30	\$35.06	\$35.77	\$36.47	\$37.21	\$37.95	\$38.70	\$39.48	\$40.27	\$41.08	\$41.59	\$42.11	\$42.74	\$43.39	\$44.03	\$44.69	\$45.36	\$46.04
PHYSICAL MEDICINE AIDE	\$28.33	\$28.90	\$29.48	\$30.07	\$30.67	\$31.27	\$31.90	\$32.54	\$33.20	\$33.86	\$34.54	\$34.96	\$35.40	\$35.84	\$36.31	\$36.75	\$37.21	\$37.68	\$38.16	\$38.63	\$39.11
RESPIRATORY CARE ASST	\$29.95	\$30.56	\$31.16	\$31.79	\$32.38	\$33.29	\$34.29	\$35.31	\$36.16	\$36.63	\$37.13	\$37.49	\$37.89	\$38.29	\$38.69	\$39.12	\$39.55	\$39.98	\$40.45	\$41.42	\$41.83
SURGERY SCHEDULER	\$31.09	\$31.94	\$32.57	\$33.39	\$34.06	\$34.74	\$35.43	\$36.23	\$37.14	\$38.07	\$38.83	\$39.61	\$40.39	\$41.10	\$41.92	\$42.76	\$43.62	\$44.50	\$45.39	\$46.30	\$47.22
Switchboard Operator	\$25.02	\$25.71	\$26.22	\$26.87	\$27.41	\$27.96	\$28.53	\$29.17	\$29.90	\$30.64	\$31.26	\$31.88	\$32.52	\$33.09	\$33.75	\$34.41	\$35.11	\$35.81	\$36.52	\$37.25	\$38.00

**VMMC SEIU Wages Prof/Tech**

**Effective pay period Aug 17, 2025 - Yr 1**

Job Title	BASE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
ANESTHESIOLOGY TECH - CERTIFIED	\$38.82	\$39.89	\$40.68	\$41.70	\$42.53	\$43.39	\$44.25	\$45.25	\$46.38	\$47.54	\$48.49	\$49.46	\$50.45	\$51.33	\$52.36	\$53.41	\$54.47	\$55.56	\$56.68	\$57.81	\$58.96
Cardiac Cath Tech	\$57.10	\$58.67	\$59.84	\$61.34	\$62.57	\$63.82	\$65.09	\$66.56	\$68.22	\$69.93	\$71.33	\$72.75	\$74.21	\$75.51	\$77.02	\$78.56	\$80.13	\$81.73	\$83.36	\$85.03	\$86.73
Cardiac Sonographer	\$54.45	\$55.95	\$57.07	\$58.50	\$59.67	\$60.86	\$62.08	\$63.47	\$65.06	\$66.69	\$68.02	\$69.38	\$70.77	\$72.01	\$73.45	\$74.91	\$76.10	\$77.13	\$78.06	\$78.93	\$80.00
Cota	\$36.47	\$37.48	\$38.23	\$39.18	\$39.97	\$40.77	\$41.58	\$42.52	\$43.58	\$44.67	\$45.56	\$46.47	\$47.40	\$48.23	\$49.20	\$50.18	\$51.18	\$52.21	\$53.25	\$54.32	\$55.40
Ct Tech	\$52.17	\$53.21	\$54.27	\$55.36	\$56.74	\$57.88	\$59.03	\$60.22	\$61.72	\$62.96	\$64.21	\$65.82	\$67.14	\$68.48	\$69.85	\$71.25	\$72.67	\$74.12	\$75.98	\$77.88	\$79.82
Clinical Dietitian	\$42.00	\$42.31	\$43.16	\$44.02	\$44.90	\$45.80	\$46.72	\$47.65	\$48.60	\$49.57	\$50.56	\$51.57	\$52.60	\$53.65	\$54.72	\$55.81	\$56.37	\$56.93	\$57.50	\$58.08	\$59.24
Lab. Technical Coordinator (was CLS Technical Specialist)	\$46.09	\$47.36	\$48.31	\$49.52	\$50.51	\$51.52	\$52.55	\$53.73	\$55.07	\$56.45	\$57.58	\$58.73	\$59.90	\$60.95	\$62.17	\$63.41	\$64.68	\$65.98	\$67.30	\$68.64	\$70.01
CASE CART TECHNICIAN	\$38.15	\$39.20	\$39.98	\$40.98	\$41.80	\$42.63	\$43.49	\$44.47	\$45.58	\$46.72	\$47.65	\$48.60	\$49.58	\$50.44	\$51.45	\$52.48	\$53.53	\$54.60	\$55.69	\$56.81	\$57.94
ERCP TECHNOLOGIST	\$51.19	\$52.60	\$53.65	\$55.00	\$57.22	\$58.36	\$59.67	\$61.17	\$62.70	\$63.95	\$65.23	\$66.53	\$67.70	\$69.05	\$70.43	\$71.84	\$73.28	\$74.74	\$76.24	\$77.76	\$79.24
Inventory Specialist - Instrument	\$33.06	\$33.59	\$34.26	\$34.95	\$35.65	\$36.36	\$37.09	\$37.83	\$38.59	\$39.36	\$40.14	\$40.95	\$41.76	\$42.39	\$43.03	\$43.46	\$44.32	\$44.76	\$45.21	\$45.66	\$46.12
GI/Endoscopy Tech	\$29.06	\$29.86	\$30.46	\$31.22	\$31.85	\$32.48	\$33.13	\$33.88	\$34.73	\$35.59	\$36.31	\$37.03	\$37.77	\$38.43	\$39.20	\$39.99	\$40.79	\$41.60	\$42.43	\$43.28	\$44.15
Hyperbaric Chamber Spclst	\$32.12	\$33.00	\$33.66	\$34.50	\$35.19	\$35.90	\$36.62	\$37.44	\$38.38	\$39.34	\$40.12	\$40.92	\$41.74	\$42.47	\$43.32	\$44.19	\$45.07	\$45.97	\$46.89	\$47.83	\$48.79
Hyperbaric Technician	\$29.38	\$30.19	\$30.79	\$31.56	\$32.19	\$32.84	\$33.49	\$34.25	\$35.10	\$35.98	\$36.70	\$37.43	\$38.18	\$38.85	\$39.63	\$40.42	\$41.23	\$42.05	\$42.89	\$43.75	\$44.63
Interventional Tech	\$56.10	\$57.67	\$60.36	\$61.58	\$62.95	\$64.29	\$65.66	\$67.12	\$68.57	\$70.01	\$71.49	\$73.04	\$74.63	\$75.47	\$76.28	\$77.56	\$79.13	\$80.73	\$82.36	\$84.03	\$85.73
OR SCHEDULE COORDINATOR	\$35.25	\$36.86	\$38.66	\$39.53	\$40.40	\$41.30	\$42.19	\$43.14	\$44.12	\$45.05	\$46.02	\$47.05	\$48.04	\$48.58	\$49.13	\$49.69	\$50.25	\$50.80	\$51.27	\$51.95	\$52.54
Pharmacy Tech - Inpt	\$31.29	\$32.15	\$32.80	\$33.62	\$34.29	\$34.97	\$35.67	\$36.48	\$37.39	\$38.32	\$39.09	\$39.87	\$40.67	\$41.38	\$42.21	\$43.05	\$43.91	\$44.65	\$45.32	\$45.37	\$45.82
PHARMACY TECHNICIAN II - INPATIENT	\$32.23	\$33.22	\$34.62	\$35.30	\$35.98	\$36.76	\$37.55	\$38.33	\$39.26	\$40.05	\$40.97	\$41.82	\$42.79	\$43.24	\$43.71	\$44.34	\$45.23	\$45.99	\$46.68	\$46.73	\$47.19
Pharmacy Buyer	\$33.17	\$34.61	\$36.07	\$36.78	\$37.49	\$38.31	\$39.14	\$39.94	\$40.92	\$41.73	\$42.70	\$43.58	\$44.58	\$45.05	\$45.55	\$46.05	\$46.57	\$47.18	\$47.79	\$48.39	\$49.00
PHYSICAL MEDICINE CLINICAL SPC1ST	\$51.25	\$52.53	\$53.85	\$55.20	\$56.58	\$57.99	\$59.44	\$60.92	\$62.44	\$64.00	\$65.60	\$67.25	\$68.59	\$69.96	\$71.36	\$72.79	\$74.23	\$75.35	\$76.48	\$77.62	\$79.82
Physical Therapist	\$50.00	\$51.25	\$52.54	\$53.85	\$55.20	\$56.58	\$57.99	\$59.43	\$60.92	\$62.44	\$64.00	\$65.61	\$66.92	\$68.25	\$69.62	\$71.01	\$72.42	\$73.51	\$74.61	\$75.73	\$77.87
Physical Therapist Asst	\$36.31	\$37.31	\$38.05	\$39.00	\$39.78	\$40.58	\$41.39	\$42.32	\$43.38	\$44.47	\$45.35	\$46.26	\$47.19	\$48.01	\$48.97	\$49.95	\$50.95	\$51.97	\$53.01	\$54.07	\$55.15
SR PHYS MED & REHAB THERAPIST	\$52.50	\$53.81	\$55.17	\$56.54	\$57.96	\$59.41	\$60.89	\$62.40	\$63.97	\$65.56	\$67.20	\$68.89	\$70.27	\$71.66	\$73.10	\$74.56	\$76.04	\$77.19	\$78.34	\$79.52	\$81.76
Psg Tech	\$39.47	\$40.56	\$41.37	\$42.40	\$43.25	\$44.11	\$45.00	\$46.01	\$47.16	\$48.34	\$49.31	\$50.29	\$51.30	\$52.20	\$53.24	\$54.30	\$55.39	\$56.50	\$57.63	\$58.78	\$59.96
Polysom Technician	\$39.47	\$40.56	\$41.37	\$42.40	\$43.25	\$44.11	\$45.00	\$46.01	\$47.16	\$48.34	\$49.31	\$50.29	\$51.30	\$52.20	\$53.24	\$54.30	\$55.39	\$56.50	\$57.63	\$58.78	\$59.96
PSG TECH, REGISTERED	\$41.44	\$42.59	\$43.44	\$44.52	\$45.41	\$46.32	\$47.25	\$48.31	\$49.52	\$50.76	\$51.78	\$52.80	\$53.87	\$54.81	\$55.90	\$57.02	\$58.16	\$59.33	\$60.51	\$61.72	\$62.96
PSG TECH, SR	\$42.43	\$43.60	\$44.47	\$45.58	\$46.49	\$47.42	\$48.38	\$49.46	\$50.70	\$51.97	\$53.01	\$54.06	\$55.15	\$56.12	\$57.23	\$58.37	\$59.54	\$60.74	\$61.95	\$63.19	\$64.46
Medical Lab Scientist (was Medical Technologist)	\$42.88	\$43.84	\$44.83	\$45.84	\$46.87	\$47.93	\$49.01	\$50.10	\$51.23	\$52.00	\$52.78	\$53.58	\$54.38	\$55.20	\$56.03	\$56.86	\$57.71	\$58.58	\$59.45	\$60.35	\$61.56
Medical Lab Technician	\$33.03	\$33.94	\$34.62	\$35.49	\$36.20	\$36.92	\$37.66	\$38.51	\$39.47	\$40.45	\$41.26	\$42.09	\$42.93	\$43.68	\$44.56	\$45.45	\$46.36	\$47.28	\$48.23	\$49.19	\$50.18
Mri Tech	\$55.49	\$57.02	\$58.16	\$59.61	\$60.81	\$62.02	\$63.26	\$64.69	\$66.30	\$67.96	\$69.32	\$70.71	\$72.12	\$73.38	\$74.85	\$76.35	\$77.31	\$78.23	\$79.21	\$80.00	\$80.45

Nuclear Medicine Tech	\$55.13	\$57.89	\$60.78	\$62.11	\$63.51	\$64.89	\$66.33	\$67.77	\$69.30	\$70.78	\$72.38	\$73.97	\$75.56	\$76.42	\$77.28	\$78.11	\$78.97	\$79.84	\$80.71	\$81.60	\$82.48
Occupational Therapist	\$50.00	\$51.25	\$52.54	\$53.85	\$55.20	\$56.58	\$57.99	\$59.43	\$60.92	\$62.44	\$64.00	\$65.61	\$66.92	\$68.25	\$69.62	\$71.01	\$72.42	\$73.51	\$74.61	\$75.73	\$77.87
Pharmacist-Clinical	\$77.10	\$78.82	\$80.59	\$82.44	\$84.29	\$86.19	\$88.16	\$90.06	\$92.11	\$94.19	\$96.31	\$98.25	\$100.17	\$102.17	\$104.20	\$105.20	\$106.22	\$107.30	\$108.39	\$110.56	\$112.78
Pharmacist Clinical Spcist	\$80.96	\$82.76	\$84.62	\$86.56	\$88.50	\$90.50	\$92.57	\$94.56	\$96.72	\$98.90	\$101.13	\$103.16	\$105.18	\$107.28	\$109.41	\$110.46	\$111.53	\$112.67	\$113.81	\$116.09	\$118.42
Radiology Technician	\$37.03	\$37.77																			
RADIOLOGY TECHNOLOGIST	\$43.32	\$44.51	\$45.70	\$46.61	\$47.75	\$48.72	\$49.83	\$50.89	\$52.02	\$53.17	\$54.37	\$55.54	\$56.74	\$57.37	\$58.37	\$59.40	\$60.43	\$61.49	\$62.57	\$63.66	\$64.78
Sr Litho Tech	\$46.54	\$48.81	\$51.32	\$52.34	\$53.61	\$54.72	\$55.97	\$57.16	\$58.42	\$59.72	\$61.05	\$62.38	\$63.72	\$64.43	\$65.15	\$65.87	\$66.57	\$67.34	\$68.09	\$68.84	\$69.63
Resp Therapist-Registered	\$43.06	\$44.24	\$45.12	\$46.25	\$47.18	\$48.12	\$49.08	\$50.19	\$51.44	\$52.73	\$53.78	\$54.86	\$55.96	\$56.93	\$58.07	\$59.23	\$60.42	\$61.63	\$62.86	\$64.12	\$65.40
Masters Social Worker	\$44.38	\$45.60	\$46.52	\$47.68	\$48.63	\$49.60	\$50.60	\$51.73	\$53.03	\$54.35	\$55.44	\$56.55	\$57.68	\$58.69	\$59.86	\$61.06	\$62.28	\$63.53	\$64.80	\$66.09	\$67.42
Licensed Clinical Social Worker	\$46.60	\$47.88	\$48.85	\$50.06	\$51.06	\$52.08	\$53.13	\$54.32	\$55.68	\$57.07	\$58.21	\$59.38	\$60.56	\$61.62	\$62.85	\$64.11	\$65.39	\$66.71	\$68.04	\$69.39	\$70.79
Ultrasonographer I	\$52.13	\$54.74	\$57.48	\$58.76	\$60.04	\$61.32	\$62.74	\$64.09	\$65.49	\$66.98	\$68.41	\$69.87	\$71.47	\$72.25	\$73.04	\$73.86	\$74.67	\$75.51	\$76.34	\$77.18	\$78.02
Ultrasonographer II	\$56.10	\$57.64	\$58.79	\$60.26	\$61.47	\$62.70	\$63.95	\$65.39	\$67.03	\$68.70	\$70.07	\$71.48	\$72.91	\$74.18	\$75.67	\$77.18	\$78.72	\$80.30	\$81.90	\$83.54	\$85.21
Speech/Lang Pathologist	\$47.50	\$48.69	\$49.91	\$51.15	\$52.43	\$53.74	\$55.08	\$56.45	\$57.86	\$59.31	\$60.79	\$62.32	\$63.57	\$64.84	\$66.14	\$67.46	\$68.80	\$69.84	\$70.88	\$71.94	\$74.03
Surgical Technologist	\$38.15	\$39.20	\$39.98	\$40.98	\$41.80	\$42.63	\$43.49	\$44.47	\$45.58	\$46.72	\$47.65	\$48.60	\$49.58	\$50.44	\$51.45	\$52.48	\$53.53	\$54.60	\$55.69	\$56.81	\$57.94

**VMMC SEIU Wages Prof/Tech**

**August 1, 2026 - Yr 2**

CSH JobTitle	BASE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
ANESTHESIOLOGY TECH - CERTIFIED	\$39.98	\$41.09	\$41.90	\$42.95	\$43.81	\$44.69	\$45.58	\$46.61	\$47.77	\$48.97	\$49.94	\$50.94	\$51.96	\$52.87	\$53.93	\$55.01	\$56.10	\$57.23	\$58.38	\$59.54	\$60.73
Cardiac Cath Tech	\$58.81	\$60.43	\$61.64	\$63.18	\$64.45	\$65.73	\$67.04	\$68.56	\$70.27	\$72.03	\$73.47	\$74.93	\$76.44	\$77.78	\$79.33	\$80.92	\$82.53	\$84.18	\$85.86	\$87.58	\$89.33
Cardiac Sonographer	\$56.08	\$57.63	\$58.78	\$60.26	\$61.46	\$62.69	\$63.94	\$65.37	\$67.01	\$68.69	\$70.06	\$71.46	\$72.89	\$74.17	\$75.65	\$77.16	\$78.38	\$79.44	\$80.40	\$81.30	\$82.40
Cota	\$37.56	\$38.60	\$39.38	\$40.36	\$41.17	\$41.99	\$42.83	\$43.80	\$44.89	\$46.01	\$46.93	\$47.86	\$48.82	\$49.68	\$50.68	\$51.69	\$52.72	\$53.78	\$54.85	\$55.95	\$57.06
Ct Tech	\$53.74	\$54.81	\$55.90	\$57.02	\$58.44	\$59.62	\$60.80	\$62.03	\$63.57	\$64.85	\$66.14	\$67.79	\$69.15	\$70.53	\$71.95	\$73.39	\$74.85	\$76.34	\$78.26	\$80.22	\$82.21
Clinical Dietitian	\$43.26	\$43.58	\$44.45	\$45.34	\$46.25	\$47.17	\$48.12	\$49.08	\$50.06	\$51.06	\$52.08	\$53.12	\$54.18	\$55.26	\$56.36	\$57.48	\$58.06	\$58.64	\$59.23	\$59.82	\$61.02
Lab. Technical Coordinator (was CLS Technical Specialist)	\$47.47	\$48.78	\$49.76	\$51.01	\$52.03	\$53.07	\$54.13	\$55.34	\$56.72	\$58.14	\$59.31	\$60.49	\$61.70	\$62.78	\$64.04	\$65.31	\$66.62	\$67.96	\$69.32	\$70.70	\$72.11
CASE CART TECHNICIAN	\$39.29	\$40.38	\$41.18	\$42.21	\$43.05	\$43.91	\$44.79	\$45.80	\$46.95	\$48.12	\$49.08	\$50.06	\$51.07	\$51.95	\$52.99	\$54.05	\$55.14	\$56.24	\$57.36	\$58.51	\$59.68
ERCP TECHNOLOGIST	\$52.73	\$54.18	\$55.26	\$56.65	\$57.78	\$58.94	\$60.11	\$61.46	\$63.01	\$64.58	\$65.87	\$67.19	\$68.53	\$69.73	\$71.12	\$72.54	\$74.00	\$75.48	\$76.98	\$78.53	\$80.09
Inventory Specialist - Instrument	\$34.05	\$34.60	\$35.29	\$36.00	\$36.72	\$37.45	\$38.20	\$38.96	\$39.75	\$40.54	\$41.34	\$42.18	\$43.01	\$43.66	\$44.32	\$44.76	\$45.65	\$46.10	\$46.57	\$47.03	\$47.50
GI/Endoscopy Tech	\$29.93	\$30.76	\$31.37	\$32.16	\$32.81	\$33.45	\$34.12	\$34.90	\$35.77	\$36.66	\$37.40	\$38.14	\$38.90	\$39.58	\$40.38	\$41.19	\$42.01	\$42.85	\$43.70	\$44.58	\$45.47
Hyperbaric Chamber Spclst	\$33.08	\$33.99	\$34.67	\$35.54	\$36.25	\$36.98	\$37.72	\$38.56	\$39.53	\$40.52	\$41.32	\$42.15	\$42.99	\$43.74	\$44.62	\$45.52	\$46.42	\$47.35	\$48.30	\$49.26	\$50.25
Hyperbaric Technician	\$30.26	\$31.10	\$31.71	\$32.51	\$33.16	\$33.83	\$34.49	\$35.28	\$36.15	\$37.06	\$37.80	\$38.55	\$39.33	\$40.02	\$40.82	\$41.63	\$42.47	\$43.31	\$44.18	\$45.06	\$45.97
Interventional Tech	\$57.78	\$59.40	\$62.17	\$63.43	\$64.84	\$66.22	\$67.63	\$69.13	\$70.63	\$72.11	\$73.63	\$75.23	\$76.87	\$77.73	\$78.57	\$79.89	\$81.50	\$83.15	\$84.83	\$86.55	\$88.30
OR SCHEDULE COORDINATOR	\$36.31	\$37.97	\$39.82	\$40.72	\$41.61	\$42.54	\$43.46	\$44.43	\$45.44	\$46.40	\$47.40	\$48.46	\$49.48	\$50.04	\$50.60	\$51.18	\$51.76	\$52.32	\$52.81	\$53.51	\$54.12
Pharmacy Tech - Inpt	\$32.23	\$33.11	\$33.78	\$34.63	\$35.32	\$36.02	\$36.74	\$37.57	\$38.51	\$39.47	\$40.26	\$41.07	\$41.89	\$42.62	\$43.48	\$44.34	\$45.23	\$45.99	\$46.68	\$47.37	\$47.19
PHARMACY TECHNICIAN II - INPATIENT	\$33.20	\$34.22	\$35.66	\$36.36	\$37.06	\$37.86	\$38.68	\$39.48	\$40.44	\$41.25	\$42.20	\$43.07	\$44.07	\$44.54	\$45.02	\$45.67	\$46.59	\$47.37	\$48.08	\$48.13	\$48.61
Pharmacy Buyer	\$34.17	\$35.65	\$37.15	\$37.88	\$38.61	\$39.46	\$40.31	\$41.14	\$42.15	\$42.98	\$43.98	\$44.89	\$45.92	\$46.40	\$46.92	\$47.43	\$47.97	\$48.60	\$49.22	\$49.84	\$50.47
PHYSICAL MEDICINE CLINICAL SPCLST	\$52.79	\$54.11	\$55.47	\$56.85	\$58.28	\$59.73	\$61.22	\$62.74	\$64.32	\$65.92	\$67.57	\$69.27	\$70.65	\$72.05	\$73.50	\$74.97	\$76.46	\$77.61	\$78.77	\$79.95	\$82.21
Physical Therapist	\$51.50	\$52.79	\$54.12	\$55.47	\$56.86	\$58.28	\$59.73	\$61.21	\$62.75	\$64.31	\$65.92	\$67.58	\$68.93	\$70.30	\$71.71	\$73.14	\$74.59	\$75.72	\$76.85	\$78.00	\$80.21
Physical Therapist Asst	\$37.40	\$38.43	\$39.19	\$40.17	\$40.97	\$41.80	\$42.63	\$43.59	\$44.68	\$45.80	\$46.71	\$47.65	\$48.61	\$49.45	\$50.44	\$51.45	\$52.48	\$53.53	\$54.60	\$55.69	\$56.80
SR PHYS MED & REHAB THERAPIST	\$54.08	\$55.42	\$56.83	\$58.24	\$59.70	\$61.19	\$62.72	\$64.27	\$65.89	\$67.53	\$69.22	\$70.96	\$72.38	\$73.81	\$75.29	\$76.80	\$78.32	\$79.51	\$80.69	\$81.91	\$84.21
Psg Tech	\$40.65	\$41.78	\$42.61	\$43.67	\$44.55	\$45.43	\$46.35	\$47.39	\$48.57	\$49.79	\$50.79	\$51.80	\$52.84	\$53.77	\$54.84	\$55.93	\$57.05	\$58.20	\$59.36	\$60.54	\$61.76
Polysom Technician	\$40.65	\$41.78	\$42.61	\$43.67	\$44.55	\$45.43	\$46.35	\$47.39	\$48.57	\$49.79	\$50.79	\$51.80	\$52.84	\$53.77	\$54.84	\$55.93	\$57.05	\$58.20	\$59.36	\$60.54	\$61.76
PSG TECH, REGISTERED	\$42.68	\$43.87	\$44.74	\$45.86	\$46.77	\$47.71	\$48.67	\$49.76	\$51.01	\$52.28	\$53.33	\$54.38	\$55.49	\$56.45	\$57.58	\$58.73	\$59.90	\$61.11	\$62.33	\$63.57	\$64.85
PSG TECH, SR	\$43.70	\$44.91	\$45.80	\$46.95	\$47.88	\$48.84	\$49.83	\$50.94	\$52.22	\$53.53	\$54.60	\$55.68	\$56.80	\$57.80	\$58.95	\$60.12	\$61.33	\$62.56	\$63.81	\$65.09	\$66.39
Medical Lab Scientist (was Medical Technologist)	\$44.17	\$45.16	\$46.17	\$47.22	\$48.28	\$49.37	\$50.48	\$51.60	\$52.77	\$53.56	\$54.36	\$55.19	\$56.01	\$56.86	\$57.71	\$58.57	\$59.44	\$60.34	\$61.23	\$62.16	\$63.41

Medical Lab Technician	\$34.02	\$34.96	\$35.66	\$36.55	\$37.29	\$38.03	\$38.79	\$39.67	\$40.65	\$41.66	\$42.50	\$43.35	\$44.22	\$44.99	\$45.90	\$46.81	\$47.75	\$48.70	\$49.68	\$50.67	\$51.69
Mri Tech	\$57.15	\$58.73	\$59.90	\$61.40	\$62.63	\$63.88	\$65.16	\$66.63	\$68.29	\$70.00	\$71.40	\$72.83	\$74.28	\$75.58	\$77.10	\$78.64	\$79.63	\$80.58	\$81.59	\$82.40	\$82.86
Nuclear Medicine Tech	\$56.78	\$59.63	\$62.60	\$63.97	\$65.42	\$66.84	\$68.32	\$69.80	\$71.38	\$72.90	\$74.55	\$76.19	\$77.83	\$78.71	\$79.60	\$80.45	\$81.34	\$82.24	\$83.13	\$84.05	\$84.95
Occupational Therapist	\$51.50	\$52.79	\$54.12	\$55.47	\$56.86	\$58.28	\$59.73	\$61.21	\$62.75	\$64.31	\$65.92	\$67.58	\$68.93	\$70.30	\$71.71	\$73.14	\$74.59	\$75.72	\$76.85	\$78.00	\$80.21
Pharmacist-Clinical	\$79.41	\$81.18	\$83.01	\$84.91	\$86.82	\$88.78	\$90.80	\$92.76	\$94.87	\$97.02	\$99.20	\$101.20	\$103.18	\$105.24	\$107.33	\$108.36	\$109.41	\$110.52	\$111.64	\$113.88	\$116.16
Pharmacist Clinical Spcist	\$83.39	\$85.24	\$87.16	\$89.16	\$91.16	\$93.22	\$95.35	\$97.40	\$99.62	\$101.87	\$104.16	\$106.25	\$108.34	\$110.50	\$112.69	\$113.77	\$114.88	\$116.05	\$117.22	\$119.57	\$121.97
Radiology Technician	\$38.14	\$38.90	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
RADIOLOGY TECHNOLOGIST	\$44.62	\$45.85	\$47.07	\$48.01	\$49.18	\$50.18	\$51.32	\$52.42	\$53.58	\$54.77	\$56.00	\$57.21	\$58.44	\$59.09	\$60.12	\$61.18	\$62.24	\$63.33	\$64.45	\$65.57	\$66.72
Sr Litho Tech	\$47.94	\$50.27	\$52.86	\$53.91	\$55.22	\$56.36	\$57.65	\$58.87	\$60.17	\$61.51	\$62.88	\$64.25	\$65.63	\$66.36	\$67.10	\$67.85	\$68.57	\$69.36	\$70.13	\$70.91	\$71.72
Resp Therapist-Registered	\$44.35	\$45.57	\$46.47	\$47.64	\$48.60	\$49.56	\$50.55	\$51.70	\$52.98	\$54.31	\$55.39	\$56.51	\$57.64	\$58.64	\$59.81	\$61.01	\$62.23	\$63.48	\$64.75	\$66.04	\$67.36
Masters Social Worker	\$45.71	\$46.97	\$47.92	\$49.11	\$50.09	\$51.09	\$52.12	\$53.28	\$54.62	\$55.98	\$57.10	\$58.25	\$59.41	\$60.45	\$61.66	\$62.89	\$64.15	\$65.44	\$66.74	\$68.07	\$69.44
Licensed Clinical Social Worker	\$48.00	\$49.32	\$50.32	\$51.56	\$52.59	\$53.64	\$54.72	\$55.95	\$57.35	\$58.78	\$59.96	\$61.16	\$62.38	\$63.47	\$64.74	\$66.03	\$67.35	\$68.71	\$70.08	\$71.47	\$72.91
Ultrasonographer I	\$53.69	\$56.38	\$59.20	\$60.52	\$61.84	\$63.16	\$64.62	\$66.01	\$67.45	\$68.99	\$70.46	\$71.97	\$73.61	\$74.42	\$75.23	\$76.08	\$76.91	\$77.78	\$78.63	\$79.50	\$80.36
Ultrasonographer II	\$57.78	\$59.37	\$60.55	\$62.07	\$63.31	\$64.58	\$65.87	\$67.35	\$69.04	\$70.76	\$72.17	\$73.62	\$75.10	\$76.41	\$77.94	\$79.50	\$81.08	\$82.71	\$84.36	\$86.05	\$87.77
Speech/Lang Pathologist	\$48.93	\$50.15	\$51.41	\$52.68	\$54.00	\$55.35	\$56.73	\$58.14	\$59.60	\$61.09	\$62.61	\$64.19	\$65.48	\$66.79	\$68.12	\$69.48	\$70.86	\$71.94	\$73.01	\$74.10	\$76.25
Surgical Technologist	\$39.29	\$40.38	\$41.18	\$42.21	\$43.05	\$43.91	\$44.79	\$45.80	\$46.95	\$48.12	\$49.08	\$50.06	\$51.07	\$51.95	\$52.99	\$54.05	\$55.14	\$56.24	\$57.36	\$58.51	\$59.68

**VMMC SEIU Wages Prof/Tech**

**August 1, 2027 - Yr 3**

Jobtitle	BASE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
ANESTHESIOLOGY TECH - CERTIFIED	\$41.58	\$42.73	\$43.58	\$44.67	\$45.56	\$46.48	\$47.40	\$48.47	\$49.68	\$50.93	\$51.94	\$52.98	\$54.04	\$54.98	\$56.09	\$57.21	\$58.34	\$59.52	\$60.72	\$61.92	\$63.16
Cardiac Cath Tech	\$61.16	\$62.85	\$64.11	\$65.71	\$67.03	\$68.36	\$69.72	\$71.30	\$73.08	\$74.91	\$76.41	\$77.93	\$79.50	\$80.89	\$82.50	\$84.16	\$85.83	\$87.55	\$89.29	\$91.08	\$92.90
Cardiac Sonographer	\$58.32	\$59.94	\$61.13	\$62.67	\$63.92	\$65.20	\$66.50	\$67.98	\$69.69	\$71.44	\$72.86	\$74.32	\$75.81	\$77.14	\$78.68	\$80.25	\$81.52	\$82.62	\$83.62	\$84.55	\$85.70
Cota	\$39.06	\$40.14	\$40.96	\$41.97	\$42.82	\$43.67	\$44.54	\$45.55	\$46.69	\$47.85	\$48.81	\$49.77	\$50.77	\$51.67	\$52.71	\$53.76	\$54.83	\$55.93	\$57.04	\$58.19	\$59.34
Ct Tech	\$55.89	\$57.00	\$58.14	\$59.30	\$60.78	\$62.00	\$63.23	\$64.51	\$66.11	\$67.44	\$68.79	\$70.50	\$71.92	\$73.35	\$74.83	\$76.33	\$77.84	\$79.39	\$81.39	\$83.43	\$85.50
Clinical Dietitian	\$44.99	\$45.32	\$46.23	\$47.15	\$48.10	\$49.06	\$50.04	\$51.04	\$52.06	\$53.10	\$54.16	\$55.24	\$56.35	\$57.47	\$58.61	\$59.78	\$60.38	\$60.99	\$61.60	\$62.21	\$63.46
Lab. Technical Coordinator (was CLS Technical Specialist)	\$49.37	\$50.73	\$51.75	\$53.05	\$54.11	\$55.19	\$56.30	\$57.55	\$58.99	\$60.47	\$61.68	\$62.91	\$64.17	\$65.29	\$66.60	\$67.92	\$69.28	\$70.68	\$72.09	\$73.53	\$74.99
CASE CART TECHNICIAN	\$40.86	\$42.00	\$42.83	\$43.90	\$44.77	\$45.67	\$46.58	\$47.63	\$48.83	\$50.04	\$51.04	\$52.06	\$53.11	\$54.03	\$55.11	\$56.21	\$57.35	\$58.49	\$59.65	\$60.85	\$62.07
ERCP TECHNOLOGIST	\$54.84	\$56.35	\$57.47	\$58.92	\$60.09	\$61.30	\$62.51	\$63.92	\$65.53	\$67.16	\$68.50	\$69.88	\$71.27	\$72.52	\$73.96	\$75.44	\$76.96	\$78.50	\$80.06	\$81.67	\$83.29
Inventory Specialist - Instrument	\$35.41	\$35.98	\$36.70	\$37.44	\$38.19	\$38.95	\$39.73	\$40.52	\$41.34	\$42.16	\$42.99	\$43.87	\$44.73	\$45.41	\$46.09	\$46.55	\$47.48	\$47.94	\$48.43	\$48.91	\$49.40
GI/Endoscopy Tech	\$31.13	\$31.99	\$32.62	\$33.45	\$34.12	\$34.79	\$35.48	\$36.30	\$37.20	\$38.13	\$38.90	\$39.67	\$40.46	\$41.16	\$42.00	\$42.84	\$43.69	\$44.56	\$45.45	\$46.36	\$47.29
Hyperbaric Chamber Spclst	\$34.40	\$35.35	\$36.06	\$36.96	\$37.70	\$38.46	\$39.23	\$40.10	\$41.11	\$42.14	\$42.97	\$43.84	\$44.71	\$45.49	\$46.40	\$47.34	\$48.28	\$49.24	\$50.23	\$51.23	\$52.26
Hyperbaric Technician	\$31.47	\$32.34	\$32.98	\$33.81	\$34.49	\$35.18	\$35.87	\$36.69	\$37.60	\$38.54	\$39.31	\$40.09	\$40.90	\$41.62	\$42.45	\$43.30	\$44.17	\$45.04	\$45.95	\$46.86	\$47.81
Interventional Tech	\$60.09	\$61.78	\$64.66	\$65.97	\$67.43	\$68.87	\$70.34	\$71.90	\$73.46	\$74.99	\$76.58	\$78.24	\$79.94	\$80.84	\$81.71	\$83.09	\$84.76	\$86.48	\$88.22	\$90.01	\$91.83
OR SCHEDULE COORDINATOR	\$37.76	\$39.49	\$41.41	\$42.35	\$43.27	\$44.24	\$45.20	\$46.21	\$47.26	\$48.26	\$49.30	\$50.40	\$51.46	\$52.04	\$52.62	\$53.23	\$53.83	\$54.41	\$54.92	\$55.65	\$56.28
Pharmacy Tech - Inpt	\$33.52	\$34.43	\$35.13	\$36.02	\$36.73	\$37.46	\$38.21	\$39.07	\$40.05	\$41.05	\$41.87	\$42.71	\$43.57	\$44.32	\$45.22	\$46.11	\$47.04	\$47.83	\$48.55	\$49.60	\$50.55
PHARMACY TECHNICIAN II - INPATIENT	\$34.53	\$35.59	\$37.09	\$37.81	\$38.54	\$39.37	\$40.23	\$41.06	\$42.06	\$42.90	\$43.89	\$44.79	\$45.83	\$46.32	\$46.82	\$47.50	\$48.45	\$49.26	\$50.00	\$50.06	\$50.55
Pharmacy Buyer	\$35.54	\$37.08	\$38.64	\$39.40	\$40.15	\$41.04	\$41.92	\$42.79	\$43.84	\$44.70	\$45.74	\$46.69	\$47.76	\$48.26	\$48.80	\$49.33	\$49.89	\$50.54	\$51.19	\$51.83	\$52.49
PHYSICAL MEDICINE CLINICAL SPCLST	\$54.90	\$56.27	\$57.69	\$59.12	\$60.61	\$62.12	\$63.67	\$65.25	\$66.89	\$68.56	\$70.27	\$72.04	\$73.48	\$74.93	\$76.44	\$77.97	\$79.52	\$80.71	\$81.92	\$83.15	\$85.50
Physical Therapist	\$53.56	\$54.90	\$56.28	\$57.69	\$59.13	\$60.61	\$62.12	\$63.66	\$65.26	\$66.88	\$68.56	\$70.28	\$71.69	\$73.11	\$74.58	\$76.07	\$77.57	\$78.75	\$79.92	\$81.12	\$83.42
Physical Therapist Asst	\$38.90	\$39.97	\$40.76	\$41.78	\$42.61	\$43.47	\$44.34	\$45.33	\$46.47	\$47.63	\$48.58	\$49.56	\$50.55	\$51.43	\$52.46	\$53.51	\$54.58	\$55.67	\$56.78	\$57.92	\$59.07
SR PHYS MED & REHAB THERAPIST	\$56.24	\$57.64	\$59.10	\$60.57	\$62.09	\$63.64	\$65.23	\$66.84	\$68.53	\$70.23	\$71.99	\$73.80	\$75.28	\$76.76	\$78.30	\$79.87	\$81.45	\$82.69	\$83.92	\$85.19	\$87.58
Psg Tech	\$42.28	\$43.45	\$44.31	\$45.42	\$46.33	\$47.25	\$48.20	\$49.29	\$50.51	\$51.78	\$52.82	\$53.87	\$54.95	\$55.92	\$57.03	\$58.17	\$59.33	\$60.53	\$61.73	\$62.96	\$64.23
Polysom Technician	\$42.28	\$43.45	\$44.31	\$45.42	\$46.33	\$47.25	\$48.20	\$49.29	\$50.51	\$51.78	\$52.82	\$53.87	\$54.95	\$55.92	\$57.03	\$58.17	\$59.33	\$60.53	\$61.73	\$62.96	\$64.23
PSG TECH, REGISTERED	\$44.39	\$45.62	\$46.53	\$47.69	\$48.64	\$49.62	\$50.62	\$51.75	\$53.05	\$54.37	\$55.46	\$56.56	\$57.71	\$58.71	\$59.88	\$61.08	\$62.30	\$63.55	\$64.82	\$66.11	\$67.44
PSG TECH, SR	\$45.45	\$46.71	\$47.63	\$48.83	\$49.80	\$50.79	\$51.82	\$52.98	\$54.31	\$55.67	\$56.78	\$57.91	\$59.07	\$60.11	\$61.31	\$62.52	\$63.78	\$65.06	\$66.36	\$67.69	\$69.05
Medical Lab Scientist (was Medical Technologist)	\$45.94	\$46.97	\$48.02	\$49.11	\$50.21	\$51.34	\$52.50	\$53.66	\$54.88	\$55.70	\$56.53	\$57.40	\$58.25	\$59.13	\$60.02	\$60.91	\$61.82	\$62.75	\$63.68	\$64.65	\$65.95

Medical Lab Technician	\$35.98	\$36.36	\$37.09	\$38.01	\$38.78	\$39.55	\$40.34	\$41.26	\$42.28	\$43.33	\$44.20	\$45.08	\$45.99	\$46.79	\$47.74	\$48.68	\$49.66	\$50.65	\$51.67	\$52.70	\$53.76
Mri Tech	\$59.44	\$61.08	\$62.30	\$63.86	\$65.14	\$66.44	\$67.77	\$69.30	\$71.02	\$72.80	\$74.26	\$75.74	\$77.25	\$78.60	\$80.18	\$81.79	\$82.82	\$83.80	\$84.85	\$85.70	\$86.17
Nuclear Medicine Tech	\$59.05	\$62.02	\$65.10	\$66.53	\$68.04	\$69.51	\$71.05	\$72.59	\$74.24	\$75.82	\$77.53	\$79.24	\$80.94	\$81.86	\$82.78	\$83.67	\$84.59	\$85.53	\$86.46	\$87.41	\$88.35
Occupational Therapist	\$53.56	\$54.90	\$56.28	\$57.69	\$59.13	\$60.61	\$62.12	\$63.66	\$65.26	\$66.88	\$68.56	\$70.28	\$71.69	\$73.11	\$74.58	\$76.07	\$77.57	\$78.75	\$79.92	\$81.12	\$83.42
Pharmacist-Clinical	\$82.59	\$84.43	\$86.33	\$88.31	\$90.29	\$92.33	\$94.43	\$96.47	\$98.66	\$100.90	\$103.17	\$105.25	\$107.31	\$109.45	\$111.62	\$112.69	\$113.79	\$114.94	\$116.11	\$118.44	\$120.81
Pharmacist Clinical Spoist	\$86.73	\$88.65	\$90.65	\$92.73	\$94.81	\$96.95	\$99.16	\$101.30	\$103.60	\$105.94	\$108.33	\$110.50	\$112.67	\$114.92	\$117.20	\$118.32	\$119.48	\$120.69	\$121.91	\$124.35	\$126.85
Radiology Technician	\$39.67	\$40.46	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
RADIOLOGY TECHNOLOGIST	\$46.40	\$47.68	\$48.95	\$49.93	\$51.15	\$52.19	\$53.37	\$54.52	\$55.72	\$56.96	\$58.24	\$59.50	\$60.78	\$61.45	\$62.52	\$63.63	\$64.73	\$65.86	\$67.03	\$68.19	\$69.39
Sr Litho Tech	\$49.86	\$52.28	\$54.97	\$56.07	\$57.43	\$58.61	\$59.96	\$61.22	\$62.58	\$63.97	\$65.40	\$66.82	\$68.26	\$69.01	\$69.78	\$70.56	\$71.31	\$72.13	\$72.94	\$73.75	\$74.59
Resp Therapist-Registered	\$46.12	\$47.39	\$48.33	\$49.55	\$50.54	\$51.54	\$52.57	\$53.77	\$55.10	\$56.48	\$57.61	\$58.77	\$59.95	\$60.99	\$62.20	\$63.45	\$64.72	\$66.02	\$67.34	\$68.68	\$70.05
Masters Social Worker	\$47.54	\$48.85	\$49.84	\$51.07	\$52.09	\$53.13	\$54.20	\$55.41	\$56.80	\$58.22	\$59.38	\$60.58	\$61.79	\$62.87	\$64.13	\$65.41	\$66.72	\$68.06	\$69.41	\$70.79	\$72.22
Licensed Clinical Social Worker	\$49.92	\$51.29	\$52.33	\$53.62	\$54.69	\$55.79	\$56.91	\$58.19	\$59.64	\$61.13	\$62.36	\$63.61	\$64.88	\$66.01	\$67.33	\$68.67	\$70.04	\$71.46	\$72.88	\$74.33	\$75.83
Ultrasonographer I	\$55.84	\$58.64	\$61.57	\$62.94	\$64.31	\$65.69	\$67.20	\$68.65	\$70.15	\$71.75	\$73.28	\$74.85	\$76.55	\$77.40	\$78.24	\$79.12	\$79.99	\$80.89	\$81.78	\$82.68	\$83.57
Ultrasonographer II	\$60.09	\$61.74	\$62.97	\$64.55	\$65.84	\$67.16	\$68.50	\$70.04	\$71.80	\$73.59	\$75.06	\$76.56	\$78.10	\$79.47	\$81.06	\$82.68	\$84.32	\$86.02	\$87.73	\$89.49	\$91.28
Speech/Lang Pathologist	\$50.89	\$52.16	\$53.47	\$54.79	\$56.16	\$57.56	\$59.00	\$60.47	\$61.98	\$63.53	\$65.11	\$66.76	\$68.10	\$69.46	\$70.84	\$72.26	\$73.69	\$74.82	\$75.93	\$77.06	\$79.30
Surgical Technologist	\$40.86	\$42.00	\$42.83	\$43.90	\$44.77	\$45.67	\$46.58	\$47.63	\$48.83	\$50.04	\$51.04	\$52.06	\$53.11	\$54.03	\$55.11	\$56.21	\$57.35	\$58.49	\$59.65	\$60.85	\$62.07

Effective four months after ratification, the following addendums will be implemented at the facility:

ADDENDUM 1  
Nine (9) Hour Shift Schedule

In accordance with Section 5.9 (Flexible Work Schedules), of the Agreement between the Employer and the Union, employees may, on an individual basis, agree to work a nine (9) hour shift schedule with the consent of the Employer. All existing contractual provisions shall apply unless otherwise provided for herein.

1. Work Day. The normal workday shall consist of nine (9) hours of work. All employees working more than five (5) consecutive hours are entitled to a thirty (30) minute uninterrupted unpaid meal break and at least fifteen (15) minute paid rest breaks for every four (4) hours worked.
2. Work Period; Overtime Pay. The work period for overtime computation purposes shall be a fourteen (14) day period. Employees working this nine (9) hour shift schedule shall be paid overtime compensation at the rate of one and one-half (1 1/2) times the regular rate of pay for the first three (3) hours after the end of the shift or for any hours worked beyond eighty (80) hours in a fourteen (14) day period. If an employee works more than three (3) hours beyond the end of a scheduled shift, all additional overtime hours after twelve (12) consecutive hours of work for that shift shall be paid at double time (2x).
3. Notification. Employees must notify the Employer two (2) hours in advance of the employee's scheduled shift if the employee is unable to report for duty as scheduled.
4. Rest Between Shifts. The Employer will make a good faith effort to provide each employee with at least ten (10) hours off duty between shifts. In the event an employee is required to work with less than ten (10) hours off duty between shifts, all time worked within this ten (10) hour period shall be at time and one half (1 1/2). This Section shall not apply to time spent for educational purposes, committee meetings, staff meetings, or to time spent on standby and callback assignments.
5. Temporary Coverage. It is understood that nine (9) hour employees covered by this addendum remain nine (9) hour employees when temporarily picking up shifts with different schedules. However, they are not guaranteed nine (9) hours of work when working in an eight (8) hour unit. Furthermore, temporary coverage in other schedules does not end the coverage of this nine (9) hour addendum. To end coverage by this addendum, the Employer would need to follow Section 5.9 (Flexible Work Schedules).

ADDENDUM 2  
Ten (10) Hour Shift Schedule

In accordance with Section 5.9 (Flexible Work Schedules), of the Agreement between the Employer and the Union, employees may, on an individual basis, agree to work a ten (10) hour shift schedule with the consent of the Employer. All existing contractual provisions shall apply unless otherwise provided for herein.

1. Work Day. The normal workday shall consist of ten (10) hours of work. All employees working more than five (5) consecutive hours are entitled to a thirty (30) minute uninterrupted unpaid meal break and at least fifteen (15) minute paid rest break for every four (4) hours worked.
2. Work Period; Overtime Pay. The work period for overtime computation purposes shall be a fourteen (14) day period. Employees working this ten (10) hour shift schedule shall be paid overtime compensation at the rate of one and one-half (1 1/2) times the regular rate of pay for the first two (2) hours after the end of the shift or for any hours worked beyond eighty (80) hours in a fourteen (14) day period. If an employee works more than two (2) hours beyond the end of a scheduled shift, all additional overtime hours after twelve (12) consecutive hours of work for that shift shall be paid at double time (2x).
3. Notification. Employees must notify the Employer two (2) hours in advance of the employee's scheduled shift if the employee is unable to report for duty as scheduled.
4. 7/70 Schedule. Employees scheduled to work seven (7) ten (10) hour days on duty, followed by seven (7) days off duty, shall be paid at the rate of one and one-half (1 1/2) times their regular rate of pay for all work performed on their scheduled week off duty.
5. Rest Between Shifts. The Employer will make a good faith effort to provide each employee with at least ten (10) hours off duty between shifts. In the event an employee is required to work with less than ten (10) hours off duty between shifts, all time worked within this ten (10) hour period shall be at time and one half (1 1/2). This Section shall not apply to time spent for educational purposes, committee meetings, staff meetings, or to time spent on standby and callback assignments.
6. Temporary Coverage. It is understood that ten (10) hour employees covered by this addendum remain ten (10) hour employees when temporarily picking up shifts with different schedules. However, they are not guaranteed ten (10) hours of work when working in other units. Furthermore, temporary coverage in other schedules does not end the coverage of this ten (10) hour addendum. To end coverage by this addendum, the Employer would need to follow Section 5.9 (Flexible Work Schedules).

ADDENDUM 3  
Twelve (12) Hour Shift Schedule

In accordance with Section 5.9 (Flexible Work Schedules), of the Agreement between the Employer and the Union, employees may, on an individual basis, agree to work a twelve (12) hour shift schedule with the consent of the Employer. All existing contractual provisions shall apply unless otherwise provided for herein.

1. Work Day. The normal workday shall consist of twelve (12) hours of work. All employees working more than five (5) consecutive hours are entitled to a thirty (30) minute uninterrupted unpaid meal break and at least (15) minute paid rest breaks for every four (4) hours worked.
2. Work Period; Overtime Pay. The work period for overtime computation purposes shall be a fourteen (14) day period. Employees who work in excess of twelve (12) hours but up to thirteen (13) hours in a day or in excess of eighty (80) hours during a fourteen (14) day work period will be paid for the excess work hours at the rate of one and one-half (1 1/2) times the regular rate of pay. If an employee works more than one (1) hour beyond the end of a twelve (12) hour shift, all overtime hours, including the thirteenth (13th) hour, will be paid at the rate of two times (2x) the regular rate of pay.
3. Notification. Employees must notify the Employer two (2) hours in advance of the employee's scheduled shift if the employee is unable to report for duty as scheduled.
4. Rest Between Shifts. The Employer will make a good faith effort to provide each employee with at least ten (10) hours off duty between shifts. In the event an employee is required to work with less than ten (10) hours off duty between shifts, all time worked within this ten (10) hour period shall be at time and one half ( 1 1/2). This Section shall not apply to time spent for educational purposes, committee meetings, staff meetings, or to time spent on standby and callback assignments.
5. Temporary Coverage. It is understood that twelve (12) hour employees covered by this addendum remain twelve (12) hour employees when temporarily picking up shifts with different schedules. However, they are not guaranteed twelve (12) hours of work when working in other units. Furthermore, temporary coverage in other schedules does not end the coverage of this twelve (12) hour addendum. To end coverage by this addendum, the Employer would need to follow Section 5.9 (Flexible Work Schedules).

ADDENDUM 4  
Sixteen (16) Hour Shift Schedule

In accordance with Section 5.9 (Flexible Work Schedules), of the Agreement between the Employer and the Union, employees may, on an individual basis, agree to work a sixteen (16) hour shift schedule with the consent of the Employer. All existing contractual provisions shall apply unless otherwise provided for herein.

1. Work Day. Sixteen (16) hour per day will be the normal workday. All employees working more than five (5) consecutive hours are entitled to a thirty (30) minute uninterrupted unpaid meal break and at least fifteen (15) minute paid rest breaks for every four (4) hours worked.
2. Work Period; Overtime Pay. The work period for overtime computation purposes shall be a fourteen (14) day period. Employees working this sixteen (16) hour shift schedule shall be paid overtime compensation at the rate of one and one-half (1 1/2) times the regular rate of pay for the last eight (8) hours of their shift or for any hours worked beyond eighty (80) hours in a fourteen (14) day period.
3. Notification. Employees must notify the Employer two (2) hours in advance of the employee's scheduled shift if the employee is unable to report for duty as scheduled.
4. Rest Between Shifts. In scheduling work assignments, the Employer will make a good faith effort to provide each employee with at least eight (8) hours off duty between scheduled sixteen (16) hour shifts. In the event an employee is required to work with less than eight (8) hours off duty between shifts, all time worked within this eight (8) hour period shall be at time and one half (1 1/2). This Section shall not apply to time spent for educational purposes, committee meetings, staff meetings, or to time spent on standby and callback assignments.
5. Temporary Coverage. It is understood that sixteen (16) hour employees covered by this addendum remain sixteen (16) hour employees when temporarily picking up shifts with different schedules. However, they are not guaranteed sixteen (16) hours of work when working in other units. Furthermore, temporary coverage in other schedules does not end the coverage of this sixteen (16) hour addendum. To end coverage by this addendum, the Employer would need to follow Section 5.9 (Flexible Work Schedules).

Memorandum of Understanding  
Current Flexible Work Practices  
Between  
SEIU Healthcare 1199NW  
And  
Virginia Mason Medical Center

Where a practice exists at the time of ratification whereby employees are regularly working alternative schedules outside of a standard 8 hour work day, their current practices will not change until the Employer utilizes contractual 5.9 Flexible Work Schedules to change current addendums if warranted.

Memorandum of Understanding  
Audit of Past Experience  
Between  
SEIU Healthcare 1199NW  
And  
Virginia Mason Medical Center

Audit of Past Experience. To manage capacity and ensure a fair and equitable process for all classifications, the audit process will roll out eighteen (18) months after ratification of this agreement, and will happen as follows:

For a period of thirty (30) days, (December 11, 2026 - January 10, 2027), Employees can request an audit of their experience, and have their step adjustment per the following process:

1. Employees will submit an attestation form regarding their past experience and step placement to the union and the employer.
2. The Employer shall notify the employee in writing within thirty (30) days of the form being submitted of its determination as to the appropriate step placement.
3. Any step adjustment will be effective the first full pay period following the thirty (30) days in #2 above.

For an audit to happen, Employees must submit during the thirty (30) day timeframe as listed above. If a member does not submit the above information within the thirty (30) day timeframe, the employee forfeits their ability to ask for an audit.

No member shall see a decrease in pay, a reduction of their current step, or be redlined as a result of this audit. No member will be moved up due to another member being moved as a result of this process. For this audit, all members will be evaluated to see if they were placed per the terms of this agreement. During the audit, the Employer will consider any new information the member presents about their experience.

Once completed, this MOU will sunset at the expiration of the contract.

Appeal Process. After completing the audit of past experiences, employees who believe that their current step placement does not accurately reflect their continuous relevant experience have thirty (30) days to submit an attestation form and supporting documents to their manager or supervisor to appeal the review of their step placement. Management will review the appeal within thirty (30) days of receiving the form and supporting documents. They will assess if the step placement accurately reflects the employee's relevant continuous years of experience at a 1:1 ratio and inform the employee of their decision in writing.

Access to Grievance. The employee will have access to the grievance procedure if mutual agreement on step placement is not reached.

Memorandum of Understanding  
Transition Of Exempt Employee To Non-Exempt  
Between  
SEIU Healthcare 1199NW  
And  
Virginia Mason Medical Center

The purpose of this Memorandum Of Understanding is to address the transition of employees to Exempt Employees to Non-Exempt:

Definition:

- Exempt Employees. Regular full-time and part-time employees are exempt as defined by the Fair Labor Standards Act.
- Non-Exempt Employees. As defined in the contract.

Transition:

Effective the pay period beginning 12/21/2025, The Parties agree that wages of salaried employees will be converted to an hourly rate. The hourly rate will be used to place employees in the New Collective Bargaining Agreement on the step that is closest to their hourly wage. The step placement will not result in a wage decrease.

For example:

If a bargaining unit employee's hourly wage exceeds the maximum of the wage scale as of the date of contract ratification, the employee's hourly wage will remain at that rate until the scale has met or moved above the top step. At that point, they will be placed at step 20.

Exempt Pay Practices:

Any Exempt Employee pay practices will be maintained from ratification through the transition of Non-Exempt. Upon transition to Non-Exempt, contractual pay practices will apply to the exempt employees.

Exempt Employee Annual Leave. Exempt employees will maintain their Annual Leave accruals upon transition to non-exempt status.

New Hires. From ratification until the transition period as listed above, any new hire will be hired into the role as non-exempt and be eligible for non-exempt pay practices per the contract.

This MOU will sunset upon expiration of the contract as all Exempt employees will have transitioned to non-exempt.

Memorandum of Understanding  
Differential Review  
Between  
SEIU Healthcare 1199NW  
And  
Virginia Mason Medical Center

During this Agreement, the Labor Management Committee will review the remainder of the differentials and premiums that are different between the Virginia Mason Hospital, Union Service Professional and Technical employees, with the goal of assessing differential and premium parity, which the parties further agree will be a topic of discussion in negotiations for the successor agreement to be bargained and addressed in 2028.

Memorandum of Understanding  
Environmental Services (EVS)  
Between  
SEIU Healthcare 1199NW  
And  
Virginia Mason Medical Center

Structure:

The parties will create an Environmental Services (EVS) subcommittee of the LMC Committee. The subcommittee will consist of a Human Resources designee, an SEIU organizer, EVS staff (up to three members), and EVS management. This committee will review operations of the EVS department based on data including the census, admissions, discharges, transfers, extended wait times, infection rates by unit, industry standards and any additional information identified by the committee in order to discuss safe environmental services staffing levels. This subcommittee is advisory in nature and it is understood that staffing decisions remain a management right. Union representatives will be appointed by the Union. Members of this subcommittee shall be compensated for attending committee meetings at their appropriate rates of pay.

Purpose:

The parties acknowledge the importance of environmental services work for the facility and how it plays an essential role in patient throughput, patient satisfaction, and caregiver satisfaction. The parties agree that EVS consistent area assignments foster teamwork, expertise, and a clean care environment. During the term of this Agreement, the hospital will not change the current process of EVS daily assignments without prior discussion in the Conference Committee absent exigent circumstances. While efforts are made to allow for regular assignments, employees may be assigned to other areas to ensure that throughput and patient needs are addressed.

Where possible, work expectations will be standardized across campuses, covering project work, floor tech, waste management, bed making, linen roles, offices, and conference support. In order to achieve this, a unified job description will be implemented as follows:

EVS Specialty Tech and EVS Tech conversion to one Job Description:

Effective two (2) pay periods post ratification, all Environmental Services Specialty Techs and Environmental Services Techs will be reclassified into one job title: Environmental Services Tech (EVS Tech). Employees shall receive all necessary and comprehensive training prior to performing any new duties, and assignments will be made equitably based on ability, experience, and physical capacity. The wages will be as seen in Appendix A and employees will be placed on the same step on the EVS Services Tech as they were on their previous scale. For placement on the wage scales per 9.1 Hourly Wage Rates, previous Crothall experience at Virginia Mason Medical Center will be counted as years of experience when placed on the wage scales and Crothall experience will be considered during the experience review per the MOU Audit of Past Experience. No employee shall suffer a loss in pay, step, or hours as a result of this change.

The Employer will endeavor to have consistency in work assignments when possible. While efforts are made to allow for consistent work assignments, employees may be assigned to other areas to ensure that throughput and patient needs are addressed.

### EVS Certification Program:

Within 180 days post-ratification, management and a group of up to five EVS employees, to be selected by the Union, will convene to review the Certified Health Care Environmental Services Technician (CHEST) program or Advanced Certification for EVS Technicians (ACET) and make recommendations for implementation of one of the plans no later than the final year of the contract. All EVS employees will have the opportunity to become certified. Employees who obtain the certification from this program will receive an additional \$1.00 per hour over the EVS Tech wage scale.

### Process for Escalating Assignment and Staffing Concerns:

EVS staff with concerns about their assignment or staffing should address concerns with their lead. Staffing and workload issues should be addressed promptly by the lead at the time of occurrence, during the escalation process.

The escalation may be resolved through resources such as adjustments in assignments, the use of other staffing resources (e.g., calling in additional staff, per diem, temporarily moving staff from original assignment), adjustments to work loads, adjustments to work schedules, or other resources.

To assist in addressing an EVS Tech's immediate concern, the lead and/or EVS Tech shall have the authority to take the steps outlined below:

- Take the concern to the Supervisor;
- Contact the manager (manager on call or designee) for additional assistance;
- Escalate urgent, unaddressed concerns up through the Director.

EVS Techs will not be counseled, disciplined, and/or retaliated against for escalating staffing concerns.

### Staffing Issue Escalation:

The escalation of immediate staffing concerns will be utilized as described in article 15.7 Process for Escalating Assignment and Staffing Concerns outlined above. In the interest of solving immediate patient care and environmental services safety issues, both parties agree that in the case that there are ongoing staffing concerns, the union will make a good faith effort to bring concerns to the LMC meeting to seek resolution. If the committee is unable to meet in a timely manner, and/or a resolution cannot be reached, the issue may be escalated to the Market Director of EVS for resolution, or the next level up, if the EVS market leader had already been involved.

### Assignments and Relief:

EVS staff will be trained on tasks and oriented to any area they are expected to work and float. EVS Staff may raise a concern about the area they are working and management will ensure the staff member is properly oriented before they are deployed.

### Workplace Safety:

1. Workplace Safety: The EVS Safety Subcommittee will discuss patterns and trends related to workplace safety, injury, and light duty, as well as the use of cleaning and disinfectant products utilized by the employer.

2. Cart Maintenance. To prevent injury and ensure the safety of all EVS staff, the employer commits to maintaining high-quality carts for EVS staff. Carts needing significant repairs will be prioritized for replacement. Employees must report any equipment issues to their supervisor.
3. Break Room Access. All EVS staff are welcome to use any break room (with exceptions to the physician break room, pharmacy department, and the lab break room) on the same basis as any other employees at the facility as long as it does not extend their break. They will have access to water, restrooms, refrigerators, and any other resources available to other staff using the break room.

Memorandum of Understanding  
SEIU Healthcare 1199NW Multi-Employer Training and Education Fund Implementation  
Between  
SEIU Healthcare 1199NW  
And  
Virginia Mason Medical Center

This Memorandum of Understanding (MOU) is entered into by and between Virginia Mason Medical Center (“Employer”) and SEIU Healthcare 1199NW (“Union”) regarding the implementation of the SEIU Healthcare 1199NW Multi-Employer Training and Education Fund (the “Fund”) for Service workers.

Purpose

The Fund is established to support the workforce development needs of participating employers and the career, knowledge, and skill advancement of SEIU Healthcare 1199NW bargaining unit employees.

Timeline

The Employer agrees to begin implementation of the Fund on the last day of this agreement.