
**COLLECTIVE
BARGAINING
AGREEMENT**



SEIUHealthcare®
United for Quality Care

THE STATE OF WASHINGTON

AND

**SERVICE EMPLOYEES INTERNATIONAL
UNION HEALTHCARE 1199NW**

EFFECTIVE

JULY 1, 2015 THROUGH JUNE 30, 2017



2015-2017

**SEIU HEALTHCARE 1199NW
2015-2017**

PREAMBLE

PURPOSE

| | |
|---|-----------|
| ARTICLE 1 NON-DISCRIMINATION | 1 |
| ARTICLE 2 RECOGNITION CLAUSE..... | 1 |
| ARTICLE 3 DUES DEDUCTION | 1 |
| 3.1 Agency Shop..... | 1 |
| 3.2 Dues Cancellation | 2 |
| 3.3 Indemnification..... | 2 |
| 3.4 Nurse Status Report | 2 |
| ARTICLE 4 UNION ACTIVITIES..... | 3 |
| 4.1 Union Representatives | 3 |
| 4.2 Union Delegates/Union Officers..... | 3 |
| 4.3 Use of State Facilities, Resources and Equipment..... | 4 |
| 4.4 Bulletin Boards | 5 |
| 4.5 Time Off for Union Activities | 5 |
| 4.6 Temporary Employment with the Union | 6 |
| 4.7 New Employee Orientation..... | 6 |
| 4.8 2017 - 2019 Master Agreement Negotiations..... | 6 |
| ARTICLE 5 HOURS OF WORK..... | 7 |
| 5.1 Definitions..... | 7 |
| 5.2 Determination | 8 |
| 5.3 Overtime-Eligible Nurses | 8 |
| 5.4 Telecommuting | 10 |
| 5.5 Overtime-Eligible Unpaid Meal Periods | 10 |
| 5.6 Overtime-Eligible Paid Meal Periods for Straight Shift Schedules..... | 10 |
| 5.7 Overtime-Eligible Rest Periods | 10 |
| 5.8 Overtime-Exempt Nurses..... | 11 |
| ARTICLE 6 OVERTIME..... | 12 |
| 6.1 Definitions..... | 12 |
| 6.2 Overtime-Eligibility and Compensation..... | 13 |
| 6.3 Overtime Computation..... | 14 |
| 6.4 General Provisions | 14 |
| 6.5 Compensatory Time for Overtime-Eligible Nurses..... | 14 |
| 6.6 Mandatory Overtime..... | 15 |
| ARTICLE 7 TRAINING AND EMPLOYEE DEVELOPMENT | 16 |
| 7.1 General Provision..... | 16 |
| 7.2 Continuing Education and Professional Development | 16 |

| | | |
|---|--|-----------|
| 7.3 | In-Service Training | 17 |
| 7.4 | Tuition Reimbursement | 17 |
| 7.5 | Education and Training Request | 17 |
| ARTICLE 8 LICENSURE AND CERTIFICATION | | 17 |
| ARTICLE 9 CLASSIFICATION | | 18 |
| 9.1 | Classification Plan Revisions..... | 18 |
| 9.2 | Position Review | 18 |
| 9.3 | Effect of Reallocation | 19 |
| 9.4 | Salary Impact of Reallocation..... | 19 |
| ARTICLE 10 COMPENSATION | | 20 |
| 10.1 | “N1” Pay Range Assignments | 20 |
| 10.2 | Pay for Performing the Duties of a Higher Classification | 21 |
| 10.3 | Establishing Salaries for New Nurses..... | 21 |
| 10.4 | Periodic Increases | 22 |
| 10.5 | Salary Assignment upon Promotion | 22 |
| 10.6 | Demotion..... | 23 |
| 10.7 | Transfer | 23 |
| 10.8 | Reassignment | 23 |
| 10.9 | Reversion | 24 |
| 10.10 | Elevation | 24 |
| 10.11 | Part-Time Employment..... | 24 |
| 10.12 | Callback | 24 |
| 10.13 | Shift Premium for Registered Nurses and Related Classes | 25 |
| 10.14 | Supplemental Shift Premium for Nurses | 26 |
| 10.15 | Standby | 26 |
| 10.16 | Relocation Compensation | 27 |
| 10.17 | Salary Overpayment Recovery | 28 |
| 10.18 | Dependent Care Salary Reduction Plan..... | 28 |
| 10.19 | Pre-tax Health Care Premiums..... | 28 |
| 10.20 | Medical/Dental Expense Account..... | 29 |
| 10.21 | Voluntary Separation Incentives – Voluntary Retirement Incentives | 29 |
| 10.22 | Assault Benefits | 29 |
| ARTICLE 11 HEALTH CARE BENEFITS AMOUNTS..... | | 29 |
| 11.2 | The PEBB Program shall provide information on the Employer Sponsored Insurance Premium Payment Program on its website and in an open enrollment publication annually | 30 |
| 11.4 | Wellness | 30 |
| ARTICLE 12 PERSONNEL FILES..... | | 30 |
| 12.5 | Removal of Documents..... | 31 |

| | |
|--|-----------|
| ARTICLE 13 PERFORMANCE EVALUATION..... | 32 |
| 13.1 Objective..... | 32 |
| 13.2 Evaluation Process..... | 32 |
| ARTICLE 14 FLOATING..... | 33 |
| ARTICLE 15 HOLIDAYS | 33 |
| 15.1 Paid Holidays..... | 33 |
| 15.2 Holiday Rules..... | 33 |
| 15.3 Personal Holidays | 34 |
| ARTICLE 16 VACATION LEAVE..... | 35 |
| 16.1 Vacation Leave Credits..... | 35 |
| 16.2 Vacation Leave Accrual..... | 36 |
| 16.3 Vacation Leave Accrual Rate Schedule..... | 36 |
| 16.4 Vacation Scheduling..... | 36 |
| 16.5 Family Care..... | 37 |
| 16.6 Vacation Cancellation..... | 37 |
| 16.7 Vacation Leave Maximum..... | 37 |
| 16.8 Separation | 38 |
| ARTICLE 17 SICK LEAVE | 38 |
| 17.1 Sick Leave Accrual..... | 38 |
| 17.2 Sick Leave Use | 38 |
| 17.3 Use of Compensatory Time, Exchange Time, or Vacation Leave for Sick Leave Purposes | 38 |
| 17.4 Restoration of Vacation Leave..... | 39 |
| 17.5 Sick Leave Reporting and Verification..... | 39 |
| 17.6 Sick Leave Annual Cash Out..... | 39 |
| 17.7 Sick Leave Separation Cash Out..... | 40 |
| 17.8 Reemployment | 40 |
| ARTICLE 18 MISCELLANEOUS LEAVE | 40 |
| 18.3 Bereavement Leave..... | 40 |
| 18.4 Personal Leave | 41 |
| ARTICLE 19 LEAVE WITHOUT PAY | 41 |
| 19.2 Holidays for a Reason of Faith or Conscience..... | 42 |
| 19.3 Requests – Approval and Denial..... | 42 |
| 19.5 Limitations | 43 |
| 19.6 Returning Nurse Rights..... | 43 |
| 19.7 Compensable Work-Related Injury or Illness Leave..... | 43 |
| 19.8 Military Leave..... | 43 |
| 19.9 Educational Leave..... | 43 |
| 19.10 Childcare and Elder Care Emergencies | 43 |
| 19.11 Governmental Service Leave..... | 44 |

| | | |
|-------------------|---|-----------|
| 19.12 | Volunteer Firefighting Leave..... | 44 |
| 19.13 | Military Family Leave | 44 |
| 19.14 | Domestic Violence Leave | 44 |
| ARTICLE 20 | FAMILY MEDICAL LEAVE | 45 |
| 20.1 | Eligibility | 45 |
| 20.5 | Parental Leave..... | 47 |
| ARTICLE 21 | INCLEMENT WEATHER AND NATURAL DISASTER LEAVE..... | 47 |
| ARTICLE 22 | SHARED LEAVE | 48 |
| ARTICLE 23 | UNION MANAGEMENT COMMUNICATION COMMITTEES | 53 |
| 23.1 | Purpose..... | 53 |
| 23.2 | Committees | 53 |
| 23.3 | Participation | 54 |
| 23.4 | Scope of Authority | 54 |
| ARTICLE 24 | MANDATORY SUBJECTS..... | 54 |
| ARTICLE 25 | DISCIPLINE..... | 55 |
| 25.3 | Investigations | 55 |
| 25.4 | Representation..... | 56 |
| ARTICLE 26 | RESIGNATIONS – WITHDRAWALS PRESUMPTION OF RESIGNATION..... | 56 |
| 26.1 | Resignations – Withdrawals | 56 |
| 26.2 | Presumption of Resignation | 57 |
| ARTICLE 27 | REASONABLE ACCOMMODATION AND DISABILITY SEPARATION | 57 |
| ARTICLE 28 | LAYOFF AND RECALL | 58 |
| 28.2 | Basis for Layoff | 58 |
| 28.3 | Voluntary Layoff, Leave without Pay or Reduction in Hours..... | 58 |
| 28.4 | Non-Permanent and Probationary Nurses..... | 59 |
| 28.5 | Temporary Reduction of Work Hours or Layoff – Employer Option | 59 |
| 28.6 | Layoff Units | 59 |
| 28.7 | Formal Options | 60 |
| 28.8 | Informal Options | 60 |
| 28.9 | Notification to the Union | 61 |
| 28.10 | Notification to Nurses with Permanent Status | 61 |
| 28.11 | Salary | 61 |
| 28.12 | Transition Review Period | 62 |
| 28.13 | Recall | 63 |
| 28.14 | General Government Transition Pool Program | 63 |
| 28.15 | Project Employment..... | 63 |
| ARTICLE 29 | PRIVACY AND OFF-DUTY CONDUCT | 64 |
| ARTICLE 30 | HIRING AND APPOINTMENTS..... | 64 |
| 30.1 | Filling Positions | 64 |
| 30.2 | Lateral Transfer within a Facility or Program – Permanent Employees | 65 |

| | | |
|---|--|-----------|
| 30.3 | Permanent Status..... | 66 |
| 30.4 | Types of Appointment | 66 |
| 30.5 | Review Periods | 68 |
| ARTICLE 31 MANAGEMENT RIGHTS | | 70 |
| ARTICLE 32 DRUG AND ALCOHOL FREE WORKPLACE | | 71 |
| ARTICLE 33 TOBACCO FREE WORKPLACE..... | | 72 |
| 33.3 | Multi-Union Subcommittee | 72 |
| ARTICLE 34 TOOLS AND EQUIPMENT | | 72 |
| ARTICLE 35 TRAVEL | | 73 |
| ARTICLE 36 GRIEVANCE PROCEDURE..... | | 73 |
| 36.1 | Terms and Requirements | 73 |
| 36.2 | Filing and Processing | 75 |
| 36.3 | Arbitration..... | 76 |
| ARTICLE 37 SENIORITY..... | | 78 |
| 37.1 | Definition | 78 |
| 37.2 | Ties..... | 79 |
| 37.3 | Seniority List..... | 79 |
| ARTICLE 38 SAFETY AND HEALTH | | 79 |
| 38.2 | Ergonomic Assessments | 80 |
| 38.3 | Safety Committees | 80 |
| ARTICLE 39 SAFE PATIENT HANDLING | | 80 |
| ARTICLE 40 JOINT NURSE STAFFING COMMITTEE..... | | 81 |
| 40.3 | Composition of the Joint Staffing Committees..... | 81 |
| 40.4 | Responsibilities of the Joint Staffing Committees..... | 82 |
| 40.5 | Annual Report..... | 82 |
| 40.6 | Posting of Staffing Plan and Staffing Levels | 83 |
| 40.7 | Non-Retaliation..... | 83 |
| 40.9 | Joint Nurse Staffing Committee Information | 83 |
| ARTICLE 41 STRIKES AND LOCKOUTS..... | | 83 |
| ARTICLE 42 SKILLS AND ABILITIES..... | | 83 |
| ARTICLE 43 PRINTING OF AGREEMENT | | 83 |
| ARTICLE 44 SAVINGS CLAUSE | | 84 |
| ARTICLE 45 ENTIRE AGREEMENT | | 84 |
| ARTICLE 46 DURATION | | 84 |

APPENDICES

| | |
|---|-------------|
| APPENDIX A | A-1 |
| Bargaining Units Represented by the SEIU Healthcare 1199NW | |
| APPENDIX B | A-2 |
| "N1" Range Salary Schedule - Effective July 1, 2015 | |
| APPENDIX C | A-6 |
| "N1" Range Salary Schedule - Effective July 1, 2016 | |
| APPENDIX D | A-10 |
| Group C Assignment Pay | |
| APPENDIX E | A-11 |
| Statewide and Local Union Management Communication Committees | |

MEMORANDA OF UNDERSTANDING

| | |
|--|------------|
| RECRUITMENT, RETENTION, CLASSIFICATION AND COMPENSATION | M-1 |
| HCS AND RCS | M-2 |
| INVESTIGATIONS | M-3 |
| TRAINING | M-4 |

SIGNATURE PAGE

PREAMBLE

Pursuant to the provisions of [RCW 41.06](#) and [41.80](#), this Agreement is made and entered into by the State of Washington, referred to as the “Employer,” and the Service Employees International Union Healthcare 1199NW (SEIU Healthcare 1199NW) referred to as the “Union.” The purpose of this Agreement is to set forth the understanding reached between the parties with respect to wages, hours of work and conditions of employment.

PURPOSE

The purpose of this Agreement is to facilitate the achievement of the mutual goal of providing quality health care by maintaining fair and reasonable employment conditions and by promoting effective methods for prompt adjustment of differences, misunderstandings and disputes.

ARTICLE 1 NON-DISCRIMINATION

Under this Agreement, neither party will discriminate against nurses on the basis of religion, age, sex, marital status, race, color, creed, national origin, political affiliation, military status, status as an honorably discharged veteran, disabled veteran or Vietnam era veteran, sexual orientation, or any real or perceived sensory, mental or physical disability, genetic information, or because of the participation or lack of participation in union activities. Bona fide occupational qualifications based on the above traits do not violate this Article. The Employer and the Union agree to support and encourage diversity in the workplace and prevent all forms of discrimination.

ARTICLE 2 RECOGNITION CLAUSE

- 2.1** The Employer recognizes the Union as the exclusive bargaining representative for all registered nurses in the bargaining units described in Appendix A, entitled “Bargaining Units Represented by the SEIU Healthcare 1199NW,” but it does not cover any statutorily excluded positions or any positions excluded in Appendix A. The titles of the jobs listed in Appendix A are listed for descriptive purposes only. This does not mean that the jobs will continue to exist or be filled.
- 2.2** If, during the term of this Agreement the Public Employment Relations Commission (PERC) certifies the Union as the exclusive representative for another bargaining unit in general government, the terms of this Agreement shall apply.

ARTICLE 3 DUES DEDUCTION

- 3.1 Agency Shop**
In accordance with [RCW 41.80.100](#), the bargaining units described in Appendix A, entitled “Bargaining Units Represented by the SEIU Healthcare 1199NW,” shall continue to have an agency shop provision. All nurses covered by this Agreement shall, as a condition of their employment, either become members of the Union and pay membership dues or, as non-members, pay a fee as described in Subsections A, B, and C below, no later than the 30th day following the beginning of employment.
- A. Nurses who choose not to become union members must pay to the Union an agency shop fee equal to the amount required to be a member in good standing of the Union.
- B. A nurse who does not join the Union based on bona fide religious tenets, or teachings of a church or religious body of which they are a member, shall make payments to the Union that are equal to its membership dues,

less monthly union insurance premiums, if any. These payments will be used for purposes within the program of the Union that are in harmony with the nurse's conscience. Such nurses will not be members of the Union, but are entitled to all of the representational rights of union members.

- C. The Union shall establish a procedure that any nurse who makes a request may pay a representation fee equal to a pro rata share of collective bargaining expenses, rather than the full membership fee.
- D. The Employer will inform new, transferred, promoted, or demoted nurses prior to appointment into positions included in the bargaining unit(s) of the Union's exclusive recognition and that an agency shop exists as a condition of employment. The Employer shall furnish nurses appointed into bargaining unit positions with a dues authorization form.
- E. If a nurse fails to meet the conditions outlined above, the Union will notify the Employer and inform the nurse that his or her employment may be terminated.
- F. When a nurse provides written authorization to the Employer, the Union has the right to have deducted from the nurse's salary, an amount equal to the fees or dues required to be a member of the Union.

3.2 Dues Cancellation

A nurse may cancel his or her payroll deduction of dues by written notice to the Employer and the Union. The cancellation will become effective on the second payroll after receipt of the notice. However, the cancellation may cause the nurse to be terminated, subject to [Subsection 3.1.E](#) of this Article.

3.3 Indemnification

The Employer shall be held harmless by the Union and nurses for compliance with this Article and any issues related to the deduction of dues and fees.

3.4 Nurse Status Report

- A. On a pay period basis, the Employer will provide to the Union a list of all nurses in the bargaining units. The written list shall contain the personnel area code, nurse's name, nurse's personnel number, deduction amount and code, mailing address, job classification title, employment percentage, range and step, gross salary, appointment date and unbroken service date, facility, employment status, and personnel sub-code.
- B. On a monthly basis, the Employer will provide the Union with a list of all nurses who have been appointed to, separated from, promoted or retired out of the bargaining units. The written list will contain the personnel area code, nurse's name, nurse personnel number, mailing address, job classification title, employment percentage, gross salary, appointment date

and unbroken service dates, range and step, facility, employment status, personnel sub-code and effective date of the action.

- C. The parties will explore options to obtain gross wages paid to date by pay period. The parties will explore options to arrive at a mutually agreeable format and software.
- D. The Union shall maintain the confidentiality of all nurses' mailing addresses.

ARTICLE 4

UNION ACTIVITIES

4.1 Union Representatives

- A. The Union will provide the Employer with a written list of union representatives. The Union will provide written notice to the Employer of any changes within thirty (30) calendar days of the changes.
- B. Union representatives may have access to the Employer's offices or facilities in non-work areas, as approved by the Employer, to carry out representational activities. The representatives will notify local management prior to their arrival and will not interfere with or disturb nurses in the performance of their work during working hours, nor interfere with patient care or the normal operations of the agency. The union representative may meet with bargaining unit nurses in non-work areas during the nurses' meal periods, rest periods, and before and after their shifts.

4.2 Union Delegates/Union Officers

- A. The Union will provide the Employer with a written list of current union delegates and union officers. The Union will maintain the list. The Employer will not recognize a nurse as a union delegate or officer if his or her name does not appear on the list.
- B. Union delegates and officers will be granted reasonable time during their normal working hours to investigate and process grievances in accordance with [Article 36](#), Grievance Procedure. In addition, union delegates and officers will be released during their normal working hours to attend meetings scheduled by management within the delegates/officer's office or facility for the following representational activities:
 - 1. Grievance meetings, including attempts at informal resolution, in accordance with [Article 36](#), Grievance Procedure.
 - 2. Investigatory interviews (in potential disciplinary matters), in accordance with [Article 25](#), Discipline.

The union delegate or officer will obtain approval from his or her supervisor before attending any meeting. Notification will include the approximate amount of time the delegate or officer expects the activity to take. Any agency business requiring the delegate's or officer's immediate attention will be completed prior to attending the meeting. Attendance at meetings during the union delegate's or officer's non-work hours will not be considered as time worked. Union delegates and officers may not use state vehicles to travel to and from a work site in order to perform representational activities.

- C. If the amount of time a union delegate or officer spends performing representational activities is affecting his or her ability to accomplish assigned duties, the Employer will not continue to release the delegate or officer and the Union will be notified.
- D. The Employer will release with pay union delegates for training by the Union related to administration of this Agreement for one (1) day per fiscal year, provided the absence does not cause additional expense or workload coverage issues to the agency. The delegates will provide their supervisor with fourteen (14) days' notice of the date of the training. Time spent during the nurse's non-work hours in order to attend training will not be considered work time.

4.3 Use of State Facilities, Resources and Equipment

- A. Meeting Space and Facilities
The Union may be permitted to use an Employer meeting room to hold a meeting based on availability of the space and with prior written authorization of the agency.
- B. Supplies and Equipment
The Union and its membership will not use state-purchased supplies or equipment to conduct union business or representational activities. This does not preclude the use of the telephone for representational activities if there is no cost to the Employer, the call is brief in duration and it does not disrupt or distract from agency business.
- C. E-mail, Fax Machines, the Internet, and Intranets
Union delegates, officers and members may utilize state owned/operated equipment to communicate with the Union and/or the Employer for the exclusive purpose of administration of this Agreement. Such use will:
 - 1. Result in little or no cost to the Employer;
 - 2. Be brief in duration and frequency;
 - 3. Not interfere with the performance of their official duties;
 - 4. Not distract from the conduct of state business;

5. Not disrupt other state employees and will not obligate other employees to make a personal use of state resources; and
6. Not compromise the security or integrity of state information or software.

The Union and its union delegates or officers will not use the above-referenced state equipment for union organizing, internal union business, advocating for or against the Union in an election or any other purpose prohibited by the Executive Ethics Board. Communication that occurs when using state-owned equipment is the property of the Employer.

4.4 Bulletin Boards

The Employer will maintain bulletin board(s) or space on existing bulletin boards currently provided to the Union for union communication. Material posted on the bulletin board will be appropriate to the workplace, politically non-partisan, in compliance with state ethics laws, and identified as union literature. Union communications may not be posted in any other location in the agency.

4.5 Time Off for Union Activities

A. Conventions and Conferences

Union-designated nurses may be allowed time off without pay to attend union-sponsored conventions or conferences. Approval for the time off must be approved in advance of the absence. Approval will not be granted if the absence interferes with the Employer's ability to provide coverage during the requested time off or the operating needs of the agency cannot be met.

B. Training and Executive Board Meetings

Union delegates will be allowed time off without pay to attend a one (1) day union training session that will occur annually, if the Employer is able to provide coverage that does not incur overtime and the operating needs of the agency can be met.

Union executive board members will be allowed time off without pay to attend monthly executive board meetings if the Employer is able to provide coverage that does not incur overtime and the operating needs of the agency can be met.

C. Nurses may use accumulated compensatory time or vacation leave instead of leave without pay for both A and B above. However, nurses must use compensatory time prior to their use of vacation leave, unless the use would result in the loss of their vacation leave.

D. The Union will give the Employer a written list of the names of the nurses it is requesting attend the above-listed activities, at least fourteen (14) calendar days prior to the activity.

4.6 Temporary Employment with the Union

With thirty (30) calendar days' notice, unless agreed otherwise, nurses may be granted leave without pay to accept temporary employment with the Union of a specified duration, not to exceed twelve (12) weeks, provided the nurse's time off will not interfere with the operating needs of the agency. The parties may agree to an extension of leave without pay up to an additional twelve (12) weeks. For leaves of up to twelve (12) weeks duration, the nurse will be returned to their same position. For leaves of more than twelve (12) weeks duration, the returning nurse will be employed in a position in the same job classification and the same geographical area, as determined by the Employer.

4.7 New Employee Orientation

When an agency provides a formal new employee orientation program and there are bargaining unit nurses present, the Union will be given an opportunity to have a union delegate/officer or designee or union representative speak to the class for not more than thirty (30) minutes to provide information about the Union and the master agreement. The union delegate/officer must be from the same office/facility where the new employee orientation program is being conducted, unless the union delegate/officer or designee is presenting during his or her off duty time.

4.8 2017 - 2019 Master Agreement Negotiations

The following Section governs protocols for bargaining a successor agreement to this Agreement:

A. Release Time

The Employer will approve up to a total of eighty (80) days of paid release time for union bargaining team members who are scheduled to work on the day negotiations are being conducted. The Union may propose, and the Employer will consider, paid release time for bargaining team members should the union bargaining team exhaust the eighty (80) days of paid release time prior to the completion of bargaining. Upon an employee's request or the Union's request, the Employer will approve compensatory time, vacation leave, exchange time or leave without pay, or at the discretion of their supervisor, an employee may be allowed to adjust his or her work hours to attend additional negotiations. Per diem and travel expenses will be paid by SEIU Healthcare 1199NW for Union team members. No overtime, compensatory time or exchange time will be incurred as a result of negotiations and/or travel to and from negotiations.

B. Confidentiality/Media Communication

The Spokespersons agree to notify each other a minimum of twenty-four (24) hours prior to any public disclosure or public discussion of the issues being negotiated. If either party initiates contact with the media after giving twenty-four (24) hours notice, the other party may respond without the required notice period.

The media are prohibited from attending negotiation sessions. Only identified team members of either party, staff representatives from the Union and OFM Labor Relations Division and invited subject matter experts may attend formal negotiation sessions. By agreement, the parties may issue joint statements to the media about the status of negotiations.

No initial proposals or counter proposals will be placed on the parties' unrestricted public websites. The parties may post general bargaining updates on their unrestricted public websites. The Union is not restricted from posting information on members-only websites. The parties are not precluded from communicating with their respective constituencies about negotiations while they are taking place.

ARTICLE 5 HOURS OF WORK

5.1 Definitions

- A. Full-time Nurses
Nurses who are regularly scheduled to work an average of forty (40) hours per workweek or eighty (80) hours within a fourteen (14) day work period. This includes full-time nurses who work at a Department of Social and Health Services institution.
- B. Overtime-Eligible Position
An overtime-eligible position is one that is assigned duties and responsibilities that meet the criteria for overtime coverage under federal and state law.
- C. Overtime-Exempt Position
An overtime-exempt position is one that is assigned duties and responsibilities that do not meet the criteria for overtime coverage under federal and state law.
- D. Part-time Nurses
Nurses who are scheduled to work less than an average of forty (40) hours per workweek.
- E. Scheduled Nurses
Overtime-eligible nurses who work in positions that normally require set start and end time, such as positions that normally require shift coverage for more than one (1) work shift.
- F. Non-Scheduled Nurses
Overtime-eligible nurses whose conditions of employment may necessitate adjustment of normal work hours by the nurses when work requirements call for varying the schedule to complete duties within the forty (40) hour workweek or eighty (80) hours within a fourteen (14) day

work period, as agreed to by the supervisor prior to deviating from their normal work hours.

G. Workday

One (1) of seven (7) consecutive, twenty-four (24) hour periods in a workweek or fourteen (14) day work period.

H. Work Schedules

Workweeks and work shifts of different numbers of hours may be established by the Employer in order to meet business, program and customer service needs, as long as the work schedules meet federal and state laws.

I. Work Shift

The hours a nurse is scheduled to work each workday.

J. Workweek

A regularly re-occurring period of one hundred and sixty-eight (168) hours consisting of seven (7) consecutive, twenty-four (24) hour periods, as designated by the appointing authority. Nurses will receive written notification from their appointing authority of any change in their workweek.

5.2 Determination

The Employer shall determine whether a position is overtime-eligible or overtime-exempt in accordance with federal and state laws. In addition, the Employer will determine if an overtime-eligible position is a scheduled or non scheduled position.

5.3 Overtime-Eligible Nurses

A. Regular Work Schedules

The regular work schedule for overtime-eligible nurses shall not be more than forty (40) hours in a workweek or eighty (80) hours within a fourteen (14) day work period, with starting and ending times as determined by the requirements of the position and the Employer. The Employer may adjust the regular work schedule with prior notice to the nurse.

The Employer will determine the number of nurses needed on each day and on each shift. Workweek schedules for nurses will take into consideration community scheduling practices to allow for a variety of workweek schedules that fit the regional office or facility. Such work schedules may include, but not be limited to, one of the following: every other weekend off, five (5) consecutive workdays followed by two (2) days off, or some other alternate work schedule as provided in Subsection B, below. A weekend is defined as Saturday, Sunday or both. The Employer will provide an opportunity for nurse input and will consider nurse preferences related to the distribution of workdays and days off,

including weekend preferences. A nurse will not normally be scheduled to work ten (10) consecutive calendar days without his or her consent.

B. Alternate Work Schedules

Workweeks and work shifts of different numbers of hours may be established for overtime-eligible nurses by the Employer in order to meet business, program and customer service needs, as long as the alternate work schedules meet federal and state laws. Nurses may request alternative work schedules and such requests will be approved by the Employer, subject to business, customer service and patient care needs. The Employer may disapprove requests if there are performance or attendance concerns. Previously approved alternate work schedules may be rescinded by the Employer if business, customer service or patient care needs are no longer being met, or if performance or attendance concerns occur. The Employer will consider nurses' personal and family needs.

Where such alternative work schedules are established or amended, the schedule shall include how the alternative schedule operates during a week in which there is a recognized holiday. If a supervisor rejects, or amends an alternative work schedule for holiday weeks, then the supervisor shall inform the employee, in writing, of the reason(s) for the rejection or amendment, including why the alternative work schedule will not meet the business, customer service and patient care needs.

C. Temporary Schedule Changes

Nurses' workweeks and/or work schedules may be temporarily changed with prior notice from the Employer. A temporary schedule change is defined as a change lasting thirty (30) calendar days or less. Overtime-eligible nurses shall receive three (3) calendar days' written notice of any temporary schedule change. The day that notification is given is considered the first day of notice. Adjustments in the hours of work of daily work shifts during a workweek do not constitute a temporary schedule change.

D. Permanent Schedule Changes

Nurses' workweeks and work schedules may be permanently changed with prior notice from the Employer. Overtime-eligible nurses shall receive seven (7) calendar days' written notice of a permanent schedule change, unless the Employer and the nurse agree to a different notice period. The day notification is given is considered the first day of notice. Adjustments in the hours of work of daily work shifts during a workweek do not constitute a permanent schedule change. The Employer will not cancel a nurse's vacation leave that was approved prior to a permanent change in a work schedule, except as provided in [Article 16.6](#).

- E. Emergency Schedule Changes
The Employer may temporarily adjust an overtime-eligible nurse's workweek and work schedule without prior notice in emergencies or unforeseen operational needs.
- F. Nurse-Requested Schedule Changes
Overtime-eligible nurses' workweeks and work schedules may be changed at the nurse's request and with the Employer's approval, provided the Employer's business, program and customer service needs are met and no overtime expense is incurred.
- G. Work Schedules
Monthly work schedules will be posted one (1) month in advance.

5.4 Telecommuting

The Department of Health and the Department of Social and Health Services agree to continue to abide by their agency policy on telecommuting.

5.5 Overtime-Eligible Unpaid Meal Periods

The Employer and the Union agree to unpaid meal periods that vary from and supersede the unpaid meal period requirements required by [WAC 296-126-092](#). Unpaid meal periods for nurses working more than five (5) consecutive hours, if entitled, will be a minimum of thirty (30) minutes and shall be scheduled as close to the middle of the work shift as possible. When a nurse's unpaid meal period is interrupted by work duties, the nurse will be allowed to resume his or her unpaid meal period following the interruption, if possible, to complete the unpaid meal period. In the event a nurse is unable to complete the unpaid meal period due to operational necessity, the nurse shall be entitled to compensation, which will be computed based on the actual number of minutes worked within the unpaid meal period. Meal periods may not be used for late arrival or early departure from work and meal and rest periods shall not be combined.

5.6 Overtime-Eligible Paid Meal Periods for Straight Shift Schedules

The Employer and the Union agree to paid meal periods that vary from and supersede the paid meal period requirements of [WAC 296-126-092](#). Nurses working straight shifts will not receive a paid meal period, but will be permitted to eat intermittently as time allows during their shifts while remaining on duty. Paid meal periods for nurses on straight shifts do not require relief from duty.

5.7 Overtime-Eligible Rest Periods

The Employer and the Union agree to rest periods that vary from and supersede the rest periods required by [WAC 296-126-092](#). Nurses shall be allowed rest periods of fifteen (15) minutes for each one half (1/2) shift of four (4) or more hours worked at or near the middle of each one half (1/2) shift of four (4) or more hours. Rest periods do not require relief from duty. Where the nature of the work allows nurses to take intermittent rest periods equivalent to fifteen (15) minutes for each half shift, scheduled rest periods are not required. Rest periods may not

be used for late arrival or early departure from work and rest and meal periods shall not be combined.

5.8 Overtime-Exempt Nurses

Overtime-exempt nurses are not covered by federal or state overtime laws. Compensation is based on the premise that overtime-exempt nurses are expected to work as many hours as necessary to provide the public services for which they were hired. These nurses are accountable for their work performance, and for meeting the objectives of the agency for which they work. The Employer's policy for all overtime-exempt nurses is as follows:

- A. The Employer determines the products, services, and standards that must be met by overtime-exempt nurses.
- B. Overtime-exempt nurses are expected to work as many hours as necessary to accomplish their assignments or fulfill their responsibilities and to complete work assignments by specific deadlines. Overtime-exempt nurses may be required to work specific hours to provide services, when deemed necessary by the Employer.
- C. The salary paid to overtime-exempt nurses is full compensation for all hours worked.
- D. Overtime-exempt nurses' salary includes straight time for holidays. An overtime-exempt nurse whose Employer requires him or her to work on a holiday will be paid at an additional rate of one and one-half (1-1/2) times the nurse's salary for time worked.
- E. Full-time overtime-exempt nurses are expected to work a minimum of forty (40) hours in a workweek and part-time overtime-exempt nurses are expected to work proportionate hours. With prior approval, overtime-exempt nurses are authorized to receive exchange time at a rate of equal hours off for hours worked above forty-five (45) in a workweek. Exchange time may be accrued at straight time to a maximum of eighty (80) hours. Exchange time will be taken as time off by the employee at dates and times mutually agreed upon by the employee and immediate supervisor, based on program needs. Nurses must use exchange time prior to using vacation leave unless this would result in the loss of their vacation leave. The Employer may schedule a nurse to use his/her exchange time with notice of seven (7) calendar days. Exchange time has no cash value and cannot be transferred between agencies.

The establishment of the forty-five (45) hour threshold is intended to provide clarity on when and how exchange time is accrued and measured; it is not intended to suggest in any way that the Union and the Employer have agreed to redefine the normal workweek from forty (40) hours to forty-five (45) hours. If a nurse is required to consistently work forty-five

(45) hours in a workweek, the nurse may raise this concern to a manager in the nurse's chain of command who has the authority to resolve the issue. Attempts at informal resolution shall be at the lowest level possible to resolve the issue. If the informal discussions do not resolve the issue in the opinion of the nurse, then the twenty-one (21) day timeline to file a grievance will start at the point that informal discussions conclude.

- F. If they give notification and receive the Employer's concurrence, overtime-exempt nurses may alter their work hours. Nurses are responsible for keeping management apprised of their schedules and their whereabouts.

Nurses may request alternative work schedules and such requests will be approved by the Employer, subject to business, customer service and patient care needs. The Employer may disapprove requests if there are performance or attendance concerns. Previously approved alternate work schedules may be rescinded by the Employer if business, customer service or patient care needs are no longer being met, or if performance or attendance concerns occur. The Employer will consider nurses' personal and family needs.

Where such alternative work schedules are established or amended, the schedule shall include how the alternative schedule operates during a week in which there is a recognized holiday. If a supervisor rejects, or amends an alternative work schedule for holiday weeks, then the supervisor shall inform the employee, in writing, of the reason(s) for the rejection or amendment, including why the alternative work schedule will not meet the business, customer service and patient care needs.

- G. Prior approval from the Employer for the use of paid or unpaid leave for absences of two (2) or more hours is required, except for unanticipated sick leave.

ARTICLE 6 OVERTIME

6.1 Definitions

A. Overtime

Overtime is defined as time that an overtime-eligible nurse:

1. Works in excess of forty (40) hours per workweek or eighty (80) hours within a fourteen (14) day period.
2. Works in excess of his or her scheduled work shift and the nurse is a scheduled nurse.

B. Overtime Rate

In accordance with the applicable wage and hour laws, the overtime rate will be one and one-half (1-1/2) of a nurse's regular rate of pay. The regular rate of pay will not include any allowable exclusions.

C. Work

The definition of work, for overtime purposes only, includes:

1. All hours actually spent performing the duties of the assigned job.
2. Travel time required by the Employer during normal work hours from one (1) work site to another or travel time prior to normal work hours to a different work location that is greater than the nurse's normal home-to-work travel time.
3. Vacation leave.
4. Compensatory time.
5. Holidays.
6. Any other paid time not listed below.

D. Work does not include:

1. Shared leave.
2. Leave without pay.
3. Additional compensation for time worked on a holiday.
4. Time compensated as standby, callback, or any other penalty pay.

6.2 Overtime-Eligibility and Compensation

Nurses are eligible for overtime compensation under the following circumstances:

- A. Full-time overtime-eligible nurses who have prior approval and work more than forty (40) hours in a workweek or eighty (80) hours in a fourteen (14) day period shall be compensated at the overtime rate. A part-time overtime-eligible nurse whose workweek is less than forty (40) hours will be paid at his or her regular rate of pay for all work performed up to forty (40) hours in a workweek and paid at the overtime rate for authorized work of more than forty (40) hours in a workweek.
- B. Full-time overtime-eligible scheduled nurses who have prior approval and work more than their scheduled shift will be compensated at the overtime rate. A part-time overtime-eligible scheduled nurse will be paid at his or her regular rate of pay for all work performed up to forty (40) hours in a

workweek and paid at the overtime rate for authorized work of more than forty (40) hours in a workweek.

6.3 Overtime Computation

Computation of overtime will be rounded upward to the nearest one tenth (1/10th) of an hour.

6.4 General Provisions

- A. The Employer will determine whether work will be performed on regular work time or overtime, the number, the skills and abilities of the nurses required to perform the work, and the duration of the work. Before requiring nurses to work overtime, the Employer will first attempt to meet its overtime requirements on a voluntary basis through the use of on-call, part-time, volunteers currently working, and callback. In the event there are not enough nurses volunteering to work, the supervisor may require nurses to work overtime, consistent with [Section 6.6](#) of this Article. When overtime is required, it will be assigned to nurses on duty in inverse order of seniority, provided the nurses have the skills and abilities required of the position. A nurse can refuse to work a required overtime one (1) time per rotation. The nurse will remain on the list and will be required to work the next required overtime assignment. The inverse order will be re established when the list has been exhausted, i.e., the nurse with the greatest seniority has worked his or her required overtime. A nurse who volunteers to work an overtime shift will have his or her name removed from the required overtime rotation for that cycle.

- B. If a nurse was not offered overtime for which he or she was qualified, the nurse will be offered the next available overtime opportunity for which he or she is qualified. Under no circumstances shall a nurse be compensated for overtime that was not worked. There will be no pyramiding of overtime.

6.5 Compensatory Time for Overtime-Eligible Nurses

- A. Compensatory Time Eligibility
The Employer may grant compensatory time in lieu of cash payment for overtime to an overtime-eligible nurse, upon agreement between the Employer and the nurse. Compensatory time must be granted at the rate of one and one-half (1-1/2) hours of compensatory time for each hour of overtime worked.

- B. Maximum Compensatory Time
Nurses may accumulate no more than one hundred twenty (120) hours of compensatory time.

- C. Compensatory Time Use
Nurses must use compensatory time prior to using vacation leave, unless this would result in the loss of their vacation leave. Compensatory time

must be scheduled and used in the same manner as vacation leave, as in [Article 16](#), Vacation Leave.

D. Compensatory Time Cash Out

All compensatory time must be used by June 30th of each year. If compensatory time balances are not scheduled to be used by the nurse by April of each year, the supervisor shall contact the nurse to review his or her schedule. The nurse's compensatory time balance will be cashed out every June 30th or when the nurse:

1. Leaves state service for any reason,
2. Transfers to a position in his or her agency with different funding sources, or
3. Transfers to another state agency.

6.6 Mandatory Overtime

A. The Employer agrees that no overtime-eligible nurse will be required to work mandatory overtime to perform nursing duties unless:

1. There are no on-call nurses who have the skills and abilities required of the position available to work; and
2. No permanent nurses who have the skills and abilities required of the position volunteer to work the position; and
3. There are no nurses available from a contracted temporary agency who can timely report and have the skills and abilities required of the position. The Union agrees the Employer has the authority to enter into contracts with temporary agencies to provide nursing duties to cover mandatory overtime, and waives the right to contest the Employer's right to establish a contract with temporary agencies for the purposes contained in this Section. If the Employer is unable to execute a contract with a temporary agency for these services, this Section (Subsection 3) will not apply.

B. Overtime-eligible nurses will be required to remain on-duty until properly relieved.

C. This Section does not apply to overtime work that occurs due to the following reasons:

1. Because of any unforeseeable emergent circumstance which includes:
 - a. Any unforeseen declared national, state, or municipal emergency;

- b. When a health care facility disaster plan is activated; or
 - c. Any unforeseen disaster or other catastrophic event that substantially affects or increases the need for health care services.
- 2. Because of utilization of stand-by.
 - 3. When a nurse is required to work overtime to complete a patient care procedure already in progress where the absence of the nurse could have an adverse effect on the patient.

ARTICLE 7

TRAINING AND EMPLOYEE DEVELOPMENT

7.1 General Provision

The Employer and the Union recognize the value and benefit of education and training designed to enhance nurses' abilities to perform their job duties. Training and employee development opportunities shall be provided to nurses in accordance with agency policies and available resources.

7.2 Continuing Education and Professional Development

- A. Because of the unique responsibilities of nursing and continuing education requirements, nurses will have an opportunity for continuing education that is job-related or relevant to nurse practice, upon completion of their probationary period. All nurses, upon request, will be granted six (6) paid days off per calendar year to take educational courses that are job-related or relevant to nurse practice. Continuing education may be used on an hourly basis. Requests for additional release time may be granted at the Employer's discretion. Requests for release time for continuing education coursework are subject to the Employer's approval of course content and scheduling requirements. Unused release time will not be carried over from one (1) calendar year to the next.
- B. During the term of this Agreement, the Employer will assist in the payment of course tuition and registration fees for continuing education and professional development programs. For nurses who are employed at Eastern State Hospital, Western State Hospital, Lakeland Village, Special Commitment Center, Child Study and Treatment Center or Rainier School, the Employer will reimburse up to two hundred and fifty dollars (\$250) per permanent nurse per fiscal year. For nurses who are employed at work sites outside of Eastern State Hospital, Western State Hospital, Lakeland Village, Special Commitment Center, Child Study and Treatment Center or Rainier School, the Employer will reimburse up to five hundred dollars (\$500.00) per permanent nurse per fiscal year. Such financial assistance will be subject to the Employer's approval of course content and verification of the nurse's attendance and completion of the

course. Disputes over the application of Subsection 7.2 B will not be subject to the grievance procedure but may be reviewed by the appropriate agency head or designee upon request by the Union. This Subsection 7.2.B will expire on June 30, 2017.

7.3 In-Service Training

- A. Nurses will be notified of in-service training opportunities offered by their agency. When nurses are required to attend in-service training, it shall be considered time worked. Within available resources and staffing needs, the Employer will accommodate nurses' requests for in-service training and programs to contribute toward staff development and toward preparation of staff for greater proficiency and/or responsibility.
- B. The Department of Social and Health Services and the Department of Health will schedule one (1) nurse consultant in-service training during the term of the Agreement. The training will be contingent on available funds. Content will be based on the nurse consultants' learning needs and will be developed jointly by the Employer and the nurse consultants. The Employer will have final approval of the agenda.

7.4 Tuition Reimbursement

- A. Agencies may approve full or partial tuition reimbursement, consistent with agency policy and within available resources.
- B. Agencies will reimburse eligible nurses who provide proof of satisfactory completion of a course that was previously approved for tuition reimbursement.
- C. Agency funds expended for tuition reimbursement will be limited to tuition or registration fees, and will not include textbooks, supplies or other school expenses.

7.5 Education and Training Request

All education and training requests will be approved or disapproved within fourteen (14) calendar days from the submission of a properly completed request. If a request is denied, the Employer will provide a written reason for the denial to the employee.

**ARTICLE 8
LICENSURE AND CERTIFICATION**

- 8.1** Nurses are expected to update and maintain any license and/or certification that are required as part of the minimum qualifications for their position. When the position requires any specialized license, including a driver's license, the nurse shall be responsible for the cost of the license and/or certification and for all renewal costs.

- 8.2** When the Employer requires a new license and/or certification, the Employer will reimburse the nurse for the initial cost of the new license and/or certification. Thereafter, the nurse shall be responsible for maintaining the license and/or certification and for all renewal costs.
- 8.3** Nurses will notify their appointing authority or designee if their license and/or certification has been restricted, revoked or suspended, within twenty-four (24) hours of the restriction, revocation or suspension, or prior to their next scheduled shift, whichever occurs first.

ARTICLE 9 CLASSIFICATION

9.1 Classification Plan Revisions

- A. The Employer will provide to the Union, in writing, any proposed changes to the classification plan including descriptions for newly created classifications. The parties may then meet to discuss the assignment of new bargaining unit classes or the reassignment of existing bargaining unit classes to pay ranges.
- B. The Employer will allocate or reallocate positions, including newly created positions, to the appropriate classification within the classification plan.

9.2 Position Review

An individual nurse who believes that his or her position is improperly classified may request a review according to the following procedure:

- A. The nurse and/or the nurse's immediate supervisor will complete and sign the appropriate form.
- B. The supervisor will then send the completed form to the local Human Resources Office. The local Human Resources Office will review the completed form and make a decision regarding appropriate classification.
- C. In the event the nurse disagrees with the reallocation decision of the agency, he or she may appeal the agency's decision to the OFM/State Human Resources within twenty-one (21) calendar days of being provided the results of a position review or the notice of reallocation. The Director of the OFM/State Human Resources will then make a written determination that will be provided to the nurse.
- D. The nurse may appeal the determination of the OFM/State Human Resources to the Washington Personnel Resources Board within twenty one (21) calendar days of being provided the written decision of the Director of the Department of Personnel. The board will render a decision that will be final and binding.

- E. The effective date of a reallocation resulting from a nurse's request for a position review is the date the request was filed with the local Human Resources Office.

9.3 Effect of Reallocation

A. Reallocation to a Class with a Higher Salary Range Maximum

1. If the nurse has performed the higher-level duties for at least twelve (12) months and has the skills and abilities required of the position, the nurse will remain in the position and retain his or her existing appointment status.
2. If the reallocation is the result of a change in the duties of the position and the nurse has not performed the higher-level duties for at least twelve (12) months, the position will be filled in accordance with [Section 30.1](#) of [Article 30](#), Hiring and Appointments. If the incumbent nurse is not selected for the position, or does not have the required skills and abilities, the layoff procedure specified in [Article 28](#), Layoff and Recall, of this Agreement will apply. If the incumbent nurse is appointed to the position, he or she must serve a trial service period.

B. Reallocation to a Class with an Equal Salary Range Maximum

1. If the nurse has the skills and abilities required of the position, the nurse will remain in the position and retain his or her existing appointment status.
2. If the nurse does not have the skills and abilities required of the position, the layoff procedure specified in [Article 28](#), Layoff and Recall, of this Agreement will apply.

C. Reallocation to a Class with a Lower Salary Range Maximum

1. If the nurse has the skills and abilities required of the position and chooses to remain in the reallocated position, the nurse will retain his or her existing appointment status and has the right to be placed on the agency's internal layoff list for the classification occupied prior to the reallocation.
2. If the nurse chooses to vacate the position or does not have the skills and abilities required of the position, the layoff procedure specified in [Article 28](#), Layoff and Recall, of this Agreement will apply.

9.4 Salary Impact of Reallocation

A nurse whose position is reallocated will have his or her salary determined as follows:

- A. Reallocation to a Class with a Higher Salary Range Maximum
Upon appointment to the higher class, the nurse's base salary will be increased to a step of the range for the new class that is nearest to five percent (5%) higher than the amount of the pre-promotional step.
- B. Reallocation to a Class with an Equal Salary Range Maximum
The nurse retains his or her previous base salary.
- C. Reallocation to a Class with a Lower Salary Range Maximum
The nurse will be paid an amount equal to his or her current salary provided it is within the salary range of the new position. If the nurse's current salary exceeds the maximum amount of the salary range for the new position, the nurse will be compensated at the maximum salary of the new salary range.

9.5 The Employer will notify the Union when a position is being reallocated to a job classification that is excluded from a bargaining unit covered by this Agreement. Within seven (7) calendar days of notification, the Union may request to meet with the Employer to discuss the proposed reallocation. This meeting will be scheduled within fourteen (14) calendar days from the date of the Union's request to meet, unless agreed otherwise. If the Union does not request a meeting within seven (7) calendars days of notification, the Employer may proceed with the reallocation.

9.6 Decisions regarding appropriate classification will not be subject to the grievance procedure specified in [Article 36](#) of this Agreement.

ARTICLE 10 COMPENSATION

10.1 "N1" Pay Range Assignments

A. Effective July 1, 2015, each classification represented by the Union will be assigned to the salary range listed below of the "N1" Range Salary Schedule for Represented Nurses.

- | | | | |
|-----|--|-----|-----|
| 1. | Registered Nurse 1 | 48E | |
| 2. | Registered Nurse 2 | 54N | |
| 3. | Registered Nurse 3 | 58N | |
| 4. | Advanced Registered Nurse Practitioner | | 60N |
| 5. | Nursing Care Consultant | 60N | |
| 6. | Nursing Consultant, Institutional | | 60N |
| 7. | Nursing Consultant, Public Health | | 60N |
| 8. | Community Nurse Specialist | 60N | |
| 9. | Nursing Consultation Advisor | | 64N |
| 10. | Clinical Nurse Specialist | 66N | |

- B. Effective July 1, 2015, all salary ranges and steps of the “N1” Range Salary Schedule will be increased by three percent (3%) as shown in Appendix B.
- C. Effective July 1, 2016, all salary ranges and steps of the “N1” Range Salary Schedule will be increased by one point eight percent (1.8%) as shown in Appendix C.
- D. Employees who are paid above the maximum for their range on the effective date of the increases described in Subsections B and C above will not receive the specified increase to their current pay unless the new range encompasses their current rate of pay.

10.2 Pay for Performing the Duties of a Higher Classification

- A. Nurses who are temporarily assigned the full scope of duties and responsibilities for more than thirty (30) calendar days to a higher-level classification whose range is less than six (6) ranges higher than the range of the former class will be notified in writing and will be advanced to a step of the range for the new class that is nearest to five percent (5%) higher than the amount of the pre-promotional step.
- B. Nurses who are temporarily assigned the full scope of duties and responsibilities for more than thirty (30) calendar days to a higher-level classification whose range is six (6) or more ranges higher than the range of the former class will be notified in writing and will be advanced to a step of the range for the new class that is nearest to ten percent (10%) higher than the amount of the pre-promotional step.

10.3 Establishing Salaries for New Nurses

- A. The salary of nurses in classes requiring licensure as a registered nurse will be governed by the “N1” Range Salary Schedule.
- B. A nurse’s experience as a registered nurse (RN) and/or licensed practical nurse (LPN), calculated as follows, will determine the placement of a nurse on the proper step within an “N1” range:
 - 1. RN experience will be credited year for year.
 - 2. Up to ten (10) years LPN experience will be credited at the rate of two (2) years LPN experience equals one (1) year of RN experience, for a maximum credit of five (5) years.
- C. In addition to Subsection B of this Section, for ARNPs hired on or after July 1, 2013, experience will be credited as follows:
 - 1. ARNPs with no experience will receive a ten percent (10%) increase on the salary scale for purposes of setting salary.

2. ARNPs with experience will get credit for that experience plus a ten percent (10%) increase on the salary scale for purposes of setting salary.

10.4 Periodic Increases

Nurses will receive periodic increases as follows:

- A. Nurses who are hired at the minimum step of the pay range will receive a two (2) step increase to base salary following completion of six (6) months of service, and an additional two (2) step increase annually thereafter, until they reach step K. After a nurse reaches step K, he or she will receive a one (1) step increase based on years of experience up to the maximum of the range.
- B. Nurses who are hired above the minimum step of the salary range will receive a two (2) step increase annually, on their hire date, until they reach step K. After a nurse reaches step K, he or she will receive a one (1) step increase based on years of experience up to the maximum of the range.

10.5 Salary Assignment upon Promotion

A. Promotions for Registered Nurses

1. Promotional increases for classes requiring licensure as a registered nurse (“N1” ranges) are calculated in the manner described below.
2. A nurse who is promoted into or between classes that have pay range “N1” will advance to the step in the new range, as shown in the “N1” Range Salary Schedule, as described in [Section 10.1](#), which represents the greater of (a), (b) or (c) below.
 - a. Placement on the step which coincides with the nurse’s total length of experience as a registered nurse (RN) and/or licensed practical nurse (LPN). Experience will be credited as follows:
 - i. RN experience will be credited year for year.
 - ii. Up to ten (10) years LPN experience will be credited at the rate of two (2) years LPN experience equals one (1) year of RN experience, for a maximum credit of five (5) years.

Or

- b. Placement on the step of the new range that is nearest to a minimum of five percent (5%) higher than the amount of the pre promotional step. The appointing authority may authorize more than a five percent (5%) increase, but the

amount must be on a step within the salary range for the class.

Or

- c. The appointing authority will advance a nurse who is promoted under any one or more of the following conditions to the step of the range for the new class that is nearest to a minimum of ten percent (10%) higher than the amount of the pre-promotional step. The appointing authority may authorize more than a ten percent (10%) increase, but the amount must be on a step within the salary range for the class.
 - i. When the nurse is promoted to a class whose base range is six (6) or more ranges higher than the base range of the nurse's former class.
 - ii. When the nurse is promoted over an intervening class in the same class series.
 - iii. When the nurse is promoted from one class series to a higher class in a different series and over an intervening class in the new series, which would have represented a promotion.
 - iv. When a nurse's promotion requires a change of residence to another geographic area to be within a reasonable commuting distance of the new place of work.

10.6 Demotion

A nurse who voluntarily demotes to another position with a lower salary range maximum will be placed in the new range at a salary equal to his or her previous base salary. If the previous base salary exceeds the new range, the nurse's base salary will be set equal to the new range maximum.

10.7 Transfer

A transfer is defined as a nurse-initiated move of a nurse from a position to another position within or between agencies in the same class or a different class with the same salary range maximum. Transferred nurses will retain their current base salary.

10.8 Reassignment

Reassignment is defined as an agency-initiated move of a nurse within the agency from one position to another in the same class or a different class with the same salary range maximum. Upon reassignment, a nurse retains his or her current base salary.

10.9 Reversion

Reversion is defined as voluntary or involuntary movement of a nurse during the trial service period to the class the nurse most recently held permanent status in, to a class in the same or lower salary range, or separation placement onto the Employer's internal layoff list. Upon reversion, the base salary the nurse was receiving prior to promotion will be reinstated.

10.10 Elevation

Elevation is defined as restoring a nurse to the higher classification, with permanent status, which was held prior to being granted a demotion or to a class that is between the current class and the class from which the nurse was demoted. Upon elevation, a nurse's salary will be determined in the same manner that is provided from promotion in [Section 10.5](#) of this Article.

10.11 Part-Time Employment

Monthly compensation for part-time employment will be pro-rated based on the ratio of hours worked to hours required for full-time employment. In the alternative, part-time nurses may be paid the appropriate hourly rate for all hours worked.

10.12 Callback

A. Work Preceding or Following a Scheduled Work Shift

Overtime-eligible scheduled nurses will be notified prior to their scheduled quitting time either to return to work after departing the worksite or to change the starting time of their next scheduled work shift.

1. Lack of such notice for such work will be considered a callback and will result in a penalty of three (3) hours of pay at the basic salary in addition to all other compensation due. This penalty will apply to each call.
2. The Employer may cancel a callback notification to work extra hours at anytime but cancellation will not waive the penalty cited above.

B. Work on Scheduled Days Off or Holidays

The Employer may assign nurses to work on a day off or holiday. Overtime-eligible nurses will be notified of such assignments at least prior to the nurses' normal quitting times on their second workday preceding the day off or holiday (except Sunday when it is within the assigned work shift).

1. If the Employer does not give such notice, affected nurses will receive a penalty payment of three (3) hours pay at the basic salary in addition to all other compensation due.
2. The Employer may cancel work assigned on a day off or holiday. However, if the Employer does not notify affected nurses of such

cancellation at least prior to their normal quitting times on their second work day preceding the day off or holiday work assignment, affected nurses will receive a penalty payment of three (3) hours pay at the basic salary.

These provisions will apply to nurses on paid leave status.

- C. A nurse who is receiving standby pay is not entitled to callback penalty pay if required to return to work after departing the worksite or is directed to report to duty prior to the starting time of his or her next scheduled work shift.

10.13 Shift Premium for Registered Nurses and Related Classes

- A. For purposes of this Section, the following definitions apply:
 - 1. Evening shift is a work shift of eight (8) or more hours which ends at or after 10:00 p.m.
 - 2. Night shift is a work shift of eight (8) or more hours which begins by 3:00 a.m.
- B. Registered nurses 1-3 and related job classes requiring licensure as a registered nurse, licensed practical nurse 1-3, mental health licensed practical nurse 2-4, and psychiatric security nurse will receive one dollar and fifty cents (\$1.50) per hour shift differential for evening shift and night shift work under the following circumstances:
 - 1. Regularly scheduled evening and night shift nurses are entitled to shift premium for all hours worked.
 - 2. Regularly scheduled day shift nurses are not entitled to shift premium unless:
 - a. The nurse's regular or temporary scheduled work shift includes hours after 6:00 p.m. and before 6:00 a.m. where no overtime, schedule change pay, or callback compensation is received. Shift premium is paid only for those hours actually worked after 6:00 p.m. and before 6:00 a.m.
 - b. The nurse is temporarily assigned a full evening or night shift where no overtime, schedule change pay, or callback compensation is received. Shift premium is paid only for all evening or night shift hours worked in this circumstance.
 - 3. Nurses regularly scheduled to work at least one (1), but not all, evening and/or night shifts are entitled to shift premium for those

shifts. Additionally, these nurses are entitled to shift premium for all hours adjoining that evening or night shift, which are worked.

- C. Part-time and on-call nurses will be entitled to basic shift premium under the following circumstances:
 - 1. For all assigned hours of work after 6:00 p.m. and before 6:00 a.m.
 - 2. For assigned full evening or night shifts, as defined above in Subsection B.2.
- D. In cases where shift premium hours are regularly scheduled over a year, agencies may pay shift premium at a monthly rate that is equal for all months of the year. Monthly rates will be calculated by dividing twelve (12) into the amount of shift premium a nurse would earn in a year if the hourly rules in Subsection B.2 were applied.
- E. When a nurse is compensated for working overtime during hours for which shift premium is authorized in this Section, the overtime rate will be calculated using the “regular rate.”
- F. Nurses eligible for shift premium for their regularly scheduled shifts will receive the same proportion of shift premium for respective periods of authorized paid leave and for holidays not worked which fall within their regularly scheduled shift.

10.14 Supplemental Shift Premium for Nurses

For the classes of registered nurse 1-3 and related job classes requiring licensure as a registered nurse, supplemental shift premium will be paid in the amounts and under the conditions described below. Nurses may qualify for one or both of these supplemental shift premiums:

- A. One dollar (\$1.00) per hour during any hours assigned to work or while on paid leave from 11:00 p.m. until 7:00 a.m.
- B. Three dollars (\$3.00) per hour during any hours worked or while on paid leave from Friday midnight to Sunday midnight.
- C. Supplemental shift premiums are payable regardless of employment status and/or whether the work was prescheduled.
- D. Supplemental shift premiums are not payable during hours other than those specified.

10.15 Standby

- A. A nurse is in standby status while waiting to be engaged to work by the Employer and both of the following conditions exist:

1. The nurse is required to be present at a specified location or is immediately available to be contacted. The location may be the nurse's home or other specific location, but not a work site away from home. When the standby location is the nurse's home, and the home is on the same state property where the nurse works, the home is not considered a work site.
 2. The agency requires the nurse to be prepared to report immediately for work if the need arises, although the need might not arise.
- B. Standby status will not be concurrent with work time.
- C. When the nature of a work assignment confines a nurse during off duty hours and that confinement is a normal condition of work in the nurse's position, standby compensation is not required merely because the nurse is confined.
- D. Overtime-eligible nurses on standby status will be compensated at a rate of seven percent (7%) of their hourly base salary for time spent in standby status.
- E. Overtime-exempt nurses will be compensated twenty-five dollars (\$25.00) for each day or portion thereof spent in standby status. A day is defined as a twenty-four (24) hour period beginning on the first hour a nurse is assigned standby status.
- F. Nurses dispatched to emergency fire duty as defined by [RCW 38.52.010](#) are not eligible for standby pay.

10.16 Relocation Compensation

- A. The Employer may authorize lump sum relocation compensation, within existing budgetary resources, under the following conditions:
1. When it is reasonably necessary that a person make a domiciliary move in accepting a reassignment or appointment; or
 2. It is necessary to successfully recruit or retain a qualified candidate or nurse who will have to make a domiciliary move in order to accept the position.
- B. If the nurse receiving the relocation payment terminates or causes termination of his or her employment with the State within one (1) year of the date of employment, the State will be entitled to reimbursement for the moving costs which have been paid and may withhold such sum as necessary from any amounts due the nurse. Termination as a result of layoff or disability separation will not require the nurse to repay the relocation compensation.

10.17 Salary Overpayment Recovery

A. When an agency has determined that a nurse has been overpaid wages, the agency will provide written notice to the nurse that will include the following items:

1. The amount of the overpayment,
2. The basis for the claim, and
3. The rights of the nurse under the terms of this Agreement.

B. Method of Payback

1. The nurse must choose one of the following options for paying back the overpayment:

- a. Voluntary wage deduction,
- b. Cash, or
- c. Check.

2. The nurse will have the option to repay the overpayment over a period of time equal to the number of pay periods during which the overpayment was made.

3. If the nurse fails to choose one (1) of the three (3) options described above, within the timeframe specified in the agency's written notice of overpayment, the agency will deduct the overpayment owed from the nurse's wages. This overpayment recovery will take place over a period of time equal to the number of pay periods during which the overpayment was made.

4. Any overpayment amount still outstanding at separation of employment will be deducted from their final pay.

C. Appeal Rights

Any dispute concerning the occurrence or amount of the overpayment will be resolved through the grievance procedure in [Article 36](#) of this Agreement.

10.18 Dependent Care Salary Reduction Plan

The Employer agrees to maintain the current dependent care salary reduction plan that allows eligible nurses, covered by this Agreement, the option to participate in dependent care reimbursement program for work-related dependent care expenses on a pretax basis as permitted by federal tax law or regulation.

10.19 Pre-tax Health Care Premiums

The Employer agrees to provide eligible nurses with the option to pay for the nurse portion of health premiums on a pre-tax basis, as permitted by federal tax law or regulation.

10.20 Medical/Dental Expense Account

The Employer agrees to allow insurance eligible nurses, covered by this Agreement, to participate in a medical and dental expense reimbursement program to cover co payments, deductibles and other medical and dental expenses, if nurses have such costs, or expenses for services not covered by health or dental insurance on a pre-tax basis, as permitted by federal tax law or regulation.

10.21 Voluntary Separation Incentives – Voluntary Retirement Incentives

Agencies will have the discretion to participate in a Voluntary Separation Incentive Program or a Voluntary Retirement Incentive Program, if such program is provided for in the 2015 - 2017 operating budget. Such participation must be in accordance with the program guidelines. Program incentives or offering of such incentives are not subject to the grievance procedure in [Article 36](#).

10.22 Assault Benefits

The Employer will follow the provisions of [RCW 72.01.045](#) and agency policy with respect to employees of the Department of Social and Health Services who are victims of assault by residents, patients or juvenile offenders.

**ARTICLE 11
HEALTH CARE BENEFITS AMOUNTS**

11.1 A. For the 2015-2017 biennium, the Employer will contribute an amount equal to eighty-five percent (85%) of the total weighted average of the projected health care premium for each bargaining unit employee eligible for insurance each month, as determined by the Public Employees Benefits Board (PEBB). The projected health care premium is the weighted average across all plans, across all tiers.

B. The point-of-service costs of the Classic Uniform Medical Plan (deductible, out-of-pocket maximums and co-insurance/co-payment) may not be changed for the purpose of shifting health care costs to plan participants, but may be changed from the 2014 plan under two (2) circumstances:

1. In ways to support value-based benefits designs; and
2. To comply with or manage the impacts of federal mandates.

Value-based benefits designs will:

1. Be designed to achieve higher quality, lower aggregate health care services cost (as opposed to plan costs);
2. Use clinical evidence; and
3. Be the decision of the PEBB.

- C. Article 11.1 (B) will expire June 30, 2017.
- 11.2** The PEBB Program shall provide information on the Employer Sponsored Insurance Premium Payment Program on its website and in an open enrollment publication annually.
- 11.3** The Employer will pay the entire premium costs for each bargaining unit employee for basic life, basic long-term disability and dental insurance coverage.
- 11.4 Wellness**
- A. To support the statewide goal for a healthy and productive workforce, employees are encouraged to participate in a Well-Being Assessment survey. Employees will be granted work time and may use a state computer to complete the survey.
- B. The Coalition of Unions agrees to partner with the Employer to educate their members on the wellness program and encourage participation. Eligible, enrolled subscribers shall have the option to earn an annual one hundred twenty-five dollars (\$125.00) or more wellness incentive in the form of reduction in deductible or deposit into the Health Savings Account upon successful completion of required Smart Health Program activities. During the term of this Agreement, the Steering Committee created by Executive Order 13-06 shall make recommendations to the PEBB regarding changes to the wellness incentive or the elements of the Smart Health Program.

ARTICLE 12

PERSONNEL FILES

- 12.1** Personnel files will be placed in a secure location determined by the employing agency. A nurse may examine his or her own personnel file. Written authorization from the nurse is required before any representative of the nurse will be granted access to the personnel file. The nurse and/or representative may not remove any contents. A nurse may request a copy of any document contained in his or her personnel file and the Employer may charge a reasonable fee for copying materials beyond the first copy requested by the nurse or his or her representative.
- 12.2** A nurse will be provided with a copy of all materials placed in his or her personnel file related to job performance. A nurse may provide a written response to any information in the file that he or she considers objectionable that will then be attached to the document.
- 12.3** The substance of adverse material or information related to nurse misconduct or alleged misconduct that is proven by an administrative body, judicial proceeding, licensing action or through a grievance procedure to be inaccurate, false or where the nurse has been fully exonerated will be removed unless:

- A. The nurse requests the information be kept; or
- B. The information is related to pending legal action or legal action(s) may reasonably be expected to result.

12.4 Residents, clients, patients, or their legal representatives shall not have access to any nurse's personnel file unless required by court order, subpoena or public disclosure request. Access to a nurse's personnel file within the employing agency shall be limited to legitimate state business purposes.

12.5 Removal of Documents

- A. Adverse material or information related to alleged misconduct that is determined to be false and all such information in situations where the employee has been fully exonerated of wrongdoing will be removed from employee files. However, the Employer may retain this information in a legal defense file and it will only be used or released when required by a regulatory agency (acting in their regulatory capacity), in the defense of an appeal or legal action, or as otherwise required by law.
- B. Written reprimands will be removed from an employee's personnel file after three (3) years if:
 - 1. Circumstances do not warrant a longer retention period;
 - 2. There has been no subsequent discipline; and
 - 3. The employee submits a written request for its removal.
- C. Records of disciplinary actions involving reductions-in-pay, suspensions or demotions, and written reprimands not removed after three (3) years will be removed after five (5) years if:
 - 1. Circumstances do not warrant a longer retention period;
 - 2. There has been no subsequent discipline; and
 - 3. The employee submits a written request for its removal.
- D. Performance evaluations will be removed from an employee's personnel file after five (5) years if:
 - 1. Circumstances do not warrant a longer retention period; and/or
 - 2. There have been no documented performance deficiencies in a subsequent performance evaluation; and
 - 3. The employee submits a written request for its removal.
- E. Nothing in this Section will prevent the Employer from agreeing to an earlier removal date, unless to do so would violate RCW 41.06.450.

- F. Once a discipline or performance evaluation has been removed from the personnel file as outlined in Section 12.5 B, C or D above, the information removed will not be used in subsequent disciplinary actions, unless mutually agreed otherwise.

ARTICLE 13

PERFORMANCE EVALUATION

13.1 Objective

The performance evaluation process gives supervisors an opportunity to discuss performance goals with their nurses and assess and review their performance with regard to those goals. Supervisors can then provide support to nurses in their professional development, so that skills and abilities can be aligned with agency requirements.

13.2 Evaluation Process

- A. A nurse's work performance will be evaluated during probationary and trial service periods and at least annually thereafter. Immediate supervisors will meet with nurses at the start of their review period to discuss performance standards/expectations. Discussions between a nurse and the supervisor will occur throughout the evaluation period, in order to recognize the nurse's accomplishments and address performance issues in a timely manner. Performance issues will be brought to the attention of the nurse to give the nurse the opportunity to receive any additional training if needed or to correct the issue(s) before it is mentioned in an evaluation. The supervisor will describe the expectation/performance standards and timelines for meeting these expectations or standards. Issues not discussed with the nurse during the evaluation period will not be included in the performance evaluation. Nurses will receive copies of their performance standards/expectations as well as notification of any modifications made during the review period.
- B. Non-nurse supervisors will consult with knowledgeable nurses, where available, regarding the performance of a nurse's professional nursing skills and abilities prior to preparing an evaluation.
- C. The performance evaluation process will include, but not be limited to, a written performance evaluation on forms used by the Employer and the nurse's signature. The signature does not signify agreement with the evaluation, but only that it has been received. A nurse will be given the opportunity to provide a written response to the evaluation. A copy of the performance evaluation will be provided to the nurse at the time of the review. The original performance evaluation forms, including the nurse's response, will be maintained in the nurse's personnel file.
- D. The evaluation process is subject to the grievance procedure in [Article 36](#). The specific content of a performance evaluation is not subject to the

grievance procedure unless it was determined to be inaccurate or false, as referred to in Section 12.3 of [Article 12](#), Personnel Files.

ARTICLE 14 FLOATING

Nurses who float will be adequately oriented and have the appropriate basic skills for the units to which they float. Volunteers will be sought first when floating is necessary. Nurses will be expected to perform all basic nursing functions but will not be required to perform tasks or procedures for which they are not qualified or trained to perform.

ARTICLE 15 HOLIDAYS

15.1 Paid Holidays

Holidays for nurses in the bargaining unit will be as follows:

| | |
|-----------------------------------|--|
| New Year's Day | January 1 |
| Martin Luther King Jr.'s Birthday | Third Monday in January |
| President's Day | Third Monday in February |
| Memorial Day | Last Monday in May |
| Independence Day | July 4 |
| Labor Day | First Monday in September |
| Veteran's Day | November 11 |
| Thanksgiving Day | Fourth Thursday in November |
| Native American Heritage Day | The Friday immediately following the fourth Thursday in November |
| Christmas Day | December 25 |

15.2 Holiday Rules

The following rules apply to all holidays except the personal holiday:

- A. Nurses will be paid at a straight-time rate even though they do not work.
- B. In addition to Subsection A above, nurses will be paid for the hours actually worked on a holiday at the overtime rate, in accordance with [Article 6](#), Overtime.
- C. For full-time nurses with a Monday-through-Friday work schedule:
 1. When a holiday falls on a Saturday, the Friday before will be the holiday.
 2. When a holiday falls on a Sunday, the following Monday will be the holiday.

- D. For full-time nurses who do not have a Monday through Friday work schedule:
 - 1. When a holiday falls on the nurse's scheduled workday, that day will be considered the holiday.
 - 2. When a holiday falls on the nurse's scheduled day off, the agency will treat the nurse's workday before or after as the holiday.

- E. The holiday for night shift nurses whose schedule begins on one calendar day and ends on the next will be determined by the agency. It will start either at:
 - 1. The beginning of the scheduled night shift that begins on the calendar holiday, or
 - 2. The beginning of the shift that precedes the calendar holiday.

The decision will be the same for all nurses in a facility unless there is agreement to do otherwise between the agency and one (1) or more affected nurses, or with the Union, which will constitute agreement of the nurses.

- F. Part-time nurses who are employed before and after the holiday and for a period of at least twelve (12) calendar days during the month, not including the holiday, will be compensated in cash or compensatory time for the holiday in an amount proportionate to the time in pay status during the month to that required for full-time employment.

- G. Full-time nurses who are employed before and after the holiday and are in pay status for a period of eighty (80) non-overtime or non-standby hours during the month, not counting the holiday, will receive compensation for the holiday.

15.3 Personal Holidays

A nurse may select one (1) workday as a personal holiday during the calendar year if the nurse has been or is scheduled to be continuously employed by the State for more than four (4) months.

- A. A nurse who is scheduled to work less than six (6) continuous months over a period covering two (2) calendar years will receive only one (1) personal holiday during this period.

- B. The Employer will release the nurse from work on the day selected as the personal holiday, provided:

1. The nurse has given at least fourteen (14) calendar days' written notice to the supervisor. However, the nurse and the supervisor may agree upon an earlier date, and
 2. The number of nurses selecting a particular day off does not prevent the agency from providing continued public service.
- C. Personal holidays must be taken during the calendar year or the entitlement to the day will lapse, except that the entitlement will carry over to the following year when an otherwise qualified nurse has requested a personal holiday and the request has been denied.
- D. Agencies may establish qualifying policies determining which of the requests for a particular date will or will not be granted when the number of requests for a personal holiday would impair operational necessity.
- E. Part-time nurses who are employed during the month in which the personal holiday is taken will be compensated for the personal holiday in an amount proportionate to the time in pay status during the month to that required for full-time employment.
- F. A personal holiday for full-time nurses will be equivalent to their work shift on the day selected for personal holiday absence.
- G. Part or all of a personal holiday may be donated as shared leave, in accordance with [WAC 357-31-090](#). Any portion of a personal holiday that remains or is returned to the nurse will be taken in one (1) absence, not to exceed the work shift on the day of the absence, subject to the request and approval as described above in Subsections B, C, and D.
- H. Upon request, a nurse will be approved to use part or all of his or her personal holiday for the care of family members as required by the Family Care Act, [WAC 296-130](#). Any portion of a personal holiday that remains will be taken by the nurse in one (1) absence, not to exceed the work shift on the day of the absence, subject to the request and approval process as described above in Subsections B, C, and D.

ARTICLE 16

VACATION LEAVE

16.1 Vacation Leave Credits

After six (6) months of continuous state employment, full-time and part-time nurses shall be credited with vacation leave they accrued during the previous six (6) months, according to the rate schedule and accrual eligibility below. Thereafter, full-time and part-time nurses will be credited with vacation leave accrued monthly, according to the rate schedule and vacation leave accrual below.

16.2 Vacation Leave Accrual

Full-time nurses who have been in pay status for eighty (80) non-overtime hours in a calendar month will accrue vacation leave according to the rate schedule provided in [Section 16.3](#). Vacation leave accrual for part-time nurses will be proportionate to the number of hours the part-time nurse is in pay status during the month to that required for full-time employment.

16.3 Vacation Leave Accrual Rate Schedule

| Full Years of Service | Hours Per Year |
|---|--------------------------------|
| During the first year of current continuous employment | Ninety-six (96) |
| During the second year of current continuous employment | One hundred four (104) |
| During the third and fourth years of current continuous employment | One hundred twelve (112) |
| During the fifth, sixth, and seventh years of current continuous employment | One hundred twenty (120) |
| During the eighth, ninth, and tenth years of total employment | One hundred twenty-eight (128) |
| During the eleventh year of total employment | One hundred thirty-six (136) |
| During the twelfth year of total employment | One hundred forty-four (144) |
| During the thirteenth year of total employment | One hundred fifty-two (152) |
| During the fourteenth year of total employment | One hundred sixty (160) |
| During the fifteenth year of total employment | One hundred sixty-eight (168) |
| During the sixteenth year of total employment and after | One hundred seventy-six (176) |

16.4 Vacation Scheduling

- A. Nurses may submit in writing to their supervisor their preferences for different segments of vacation for the period May 1 of the current year through the end of April of the next year. Nurses must submit their request by February 1 to allow sufficient time for the Employer to compile and post a vacation leave schedule by March 1. Nurses on this schedule shall have priority and will be granted vacation leave at the times specified, if possible. Vacation scheduling for nurses requesting segments will have priority over nurse requests for individual days off.
- B. In the event that two (2) or more nurses request the same vacation period and the supervisor must limit the number of people who may take vacation

leave at one time due to business needs and work requirements, preference shall be determined by seniority for up to three (3) segments of vacation, except as provided in Subsection D below. A “segment” is five (5) or more contiguous days of vacation leave including holidays and days off.

- C. In addition to vacation leave approved in Subsection B above, nurses may request vacation leave at any time on a first come, first served basis. Approval of supplemental requests shall take into consideration program demands, operational needs and the annual vacation leave schedule.
- D. Annual vacation scheduling for the week in which the 4th of July, Thanksgiving, Christmas and New Year’s Day will be approved on a seniority basis if there are no conflicting requests. If there are conflicting requests, then the same vacation period will not be granted to the same nurse annually so that equitable access exists in obtaining vacation time. The week will begin at 12:01 a.m. on the Sunday preceding the holiday.
- E. Nurses shall not request or be authorized to take scheduled vacation leave if they will not have sufficient vacation leave to cover such absence at the time requested vacation is to be taken.

16.5 Family Care

Nurses may use vacation leave for care of family members as required by the Family Care Act, [WAC 296-130](#).

16.6 Vacation Cancellation

With reasonable notice, the Employer may cancel scheduled vacation leave due to unforeseen emergencies when it is determined that the needs of the program will be substantially impaired. Affected nurses may select new vacation leave from available dates.

16.7 Vacation Leave Maximum

Nurses may accumulate maximum vacation balances not to exceed the statutory limits in accordance with [RCW 43.01.040](#) (currently two hundred forty [240] hours). However, there are two (2) exceptions that allow vacation leave to accumulate above the maximum:

- A. If a nurse’s request for vacation leave is denied and the nurse has not exceeded the vacation leave maximum (currently two hundred forty [240] hours), the appointing authority or designee may grant an extension for each month that the nurse’s request for vacation leave is deferred.
- B. A nurse may also accumulate vacation leave days in excess of the statutory limit (currently two hundred forty [240] hours) as long as the nurse uses the excess balance prior to his or her anniversary date. Any leave in excess of the maximum that is not deferred in advance of its accrual as described above, shall be lost on the nurse’s anniversary date.

16.8 Separation

Nurses who have completed six (6) continuous months of employment and who separate from service by resignation, layoff, dismissal, retirement or death are entitled to a lump sum cash payment for all unused vacation leave. In the case of a voluntary resignation, a nurse may be required to provide fourteen (14) calendar days' notice to qualify for such lump sum cash payment.

ARTICLE 17 SICK LEAVE

17.1 Sick Leave Accrual

A full-time nurse will accrue eight (8) hours of sick leave after he or she has been in pay status for eighty (80) non-overtime hours in a calendar month. Part-time nurses will accrue sick leave in an amount proportionate to the number of hours the part-time nurse is in pay status in the month.

17.2 Sick Leave Use

Sick leave may be used for:

- A. A personal illness, injury or medical disability that prevents the nurse from performing his or her job, or personal medical or dental appointments.
- B. Care of family members as required by the Family Care Act, [WAC 296-130](#).
- C. Exposure of the nurse to contagious disease when attendance at work would jeopardize the health of others.
- D. Preventative health care of relatives or household members, up to one (1) day for each occurrence.
- E. Illness of a child.
- F. Illness of relatives or household members, up to five (5) days for each occurrence or as extended by the Employer.
- G. A death of any relative that requires the nurse's absence from work. Sick leave use for bereavement is limited to three (3) days or as extended by the agency for travel. In addition to relatives defined in [Article 18.3](#), relatives are defined for this purpose as also including aunt, uncle, niece, nephew, first cousin, and corresponding relatives of the nurse's spouse or significant other.

17.3 Use of Compensatory Time, Exchange Time, or Vacation Leave for Sick Leave Purposes

The Employer will allow a nurse to use compensatory time, exchange time or vacation leave for sick leave purposes. Except as provided in [Article 16.6](#), a

nurse may be denied the ability to use compensatory time, exchange time or vacation leave for sick leave purposes if the nurse has documented attendance problems. All compensatory time, exchange time or vacation leave requests for sick leave purposes will indicate that the compensatory time, exchange time or vacation leave is being requested in lieu of sick leave.

17.4 Restoration of Vacation Leave

In the event a nurse is injured or becomes ill while on vacation leave, the nurse may submit a written request to use sick leave and have the equivalent amount of vacation leave restored. The supervisor may require a written medical certificate.

17.5 Sick Leave Reporting and Verification

A nurse must promptly notify his or her supervisor on the first day of sick leave and each day after, unless there is mutual agreement to do otherwise. If the nurse is in a position where a relief replacement is necessary, the nurse shall make every effort to notify his or her supervisor or designated contact at least two (2) hours prior to his or her scheduled time to report to work (excluding leave taken for emergencies in accordance with the Domestic Violence Leave law). Nurses will complete a leave request form for any sick leave taken immediately upon his or her return to work. A nurse returning to work after any sick leave absence may be required to provide written certification from his or her health care provider when there is cause to suspect sick leave abuse; to assist agencies in protecting the nurses from returning to work too soon following an illness or injury; or to protect fellow employees or clients from contagious illness. A medical certificate must be required if the reason for the personal illness, as cited in [Section 17.2](#) of this Article, continued for more than ten (10) continuous work days. Failure to provide a written medical certificate, when required, may result in the absence being treated as unauthorized leave without pay, which may be cause for disciplinary action.

17.6 Sick Leave Annual Cash Out

Each January, nurses are eligible to receive cash on a one (1) hour for four (4) hours basis for ninety-six (96) hours or less of their accrued sick leave, if:

- A. Their sick leave balance at the end of the previous calendar year exceeds four hundred and eighty (480) hours;
- B. The converted sick leave hours do not reduce their previous calendar year sick leave balance below four hundred and eighty (480) hours; and
- C. They notify their payroll office by January 31 that they would like to convert their sick leave hours earned during the previous calendar year, minus any sick leave hours used during the previous year, to cash.

All converted hours will be deducted from the nurse's sick leave balance.

17.7 Sick Leave Separation Cash Out

At the time of retirement from state service or at death, an eligible nurse or the nurse's estate will receive cash for his or her total sick leave balance on a one (1) hour for four (4) hours basis. For the purposes of this Section, retirement shall not include "vested out of service" nurses who leave funds on deposit with the retirement system. In accordance with state and federal law, agencies and nurses in bargaining units may agree to form Voluntary Employee Beneficiary Associations (tax-free medical spending accounts) funded by the retiree sick leave cash out described above.

17.8 Reemployment

Former state nurses who are reemployed within five (5) years of leaving state service shall be granted all unused sick leave credits they had at separation.

**ARTICLE 18
MISCELLANEOUS LEAVE**

18.1 Subject to the Employer's approval, nurses may be allowed paid leave, during scheduled work time, for:

- A. Examinations or interviews for state employment,
- B. To receive assessment from the Employee Advisory Service, or
- C. To serve as a member of a jury.

Nurses shall receive their base salary and be allowed to retain any compensation paid to them for their jury duty service.

18.2 A nurse will receive leave with pay if he or she is subpoenaed to appear as a witness in court or an administrative hearing during scheduled work time, except when the nurse is a party in the matter, has an economic interest in the matter, or is appearing as a witness against the Employer.

18.3 Bereavement Leave

- A. A nurse is entitled to three (3) days of paid bereavement leave if his or her family member, domestic partner, or the parent or child of a domestic partner dies. A nurse may request less than three (3) days of bereavement leave.
- B. The Employer may require verification of the family member's or domestic partner's death.
- C. In addition to paid bereavement leave, the Employer may approve a nurse's request to use compensatory time, sick leave, vacation leave, exchange time, his or her personal holiday or leave without pay for purposes of bereavement and in accordance with this Agreement.

- D. For purposes of this Section a family member is defined as parent, step parent, sister, brother, parent-in-law, spouse, state registered domestic partner as defined in [RCW 26.60.020](#) and [26.60.030](#), grandparent, grandchild, minor/dependent child or child.

18.4 Personal Leave

- A. A nurse may choose one (1) workday as a personal leave day each fiscal year during the life of this Agreement if the nurse has been continuously employed for more than four (4) months.
- B. The Employer will release the nurse from work on the day selected for personal leave if:
 - 1. The nurse has given at least fourteen (14) calendar days' written notice to his or her supervisor. However, the supervisor has the discretion to allow a shorter notice period.
 - 2. The number of nurses selecting a particular day off does not prevent the agency from providing continued public service.
- C. Personal leave may not be carried over from one fiscal year to the next.
- D. Part-time and on-call nurses who are employed during the month in which the personal leave day is taken will be compensated for the personal leave day in an amount proportionate to the time in pay status during the month to that required for full-time employment.
- E. Upon request, a nurse will be approved to use part or all of his or her personal leave day for:
 - 1. The care of family members as required by the Family Care Act, [WAC 296-130](#);
 - 2. Leave as required by the Military Family Leave Act, [RCW 49.77](#) and in accordance with [Article 19.13](#), Family Military Leave; or
 - 3. Leave as required by the Domestic Violence Leave Act, [RCW 49.76](#) and in accordance with [Article 19.14](#), Domestic Violence Leave.

18.5 Nurses shall not be eligible for per diem or travel expenses under this Article.

**ARTICLE 19
LEAVE WITHOUT PAY**

19.1 Leave without pay shall be granted for the following reasons:

- A. Family and medical leave ([Article 20](#)),

- B. Compensable work-related injury or illness leave,
- C. Military leave,
- D. Volunteer firefighting leave,
- E. Military family leave, and/or
- F. Domestic violence leave.

19.2 Holidays for a Reason of Faith or Conscience

Leave without pay will be granted for a reason of faith or conscience or an organized activity conducted under the auspices of a religious denomination, church or religious organization for up to two (2) workdays per calendar year in accordance with RCW 1.16.050 and as provided below:

- A. Leave for holidays for a reason of faith or conscience may only be denied if the employee’s absence would impose an undue hardship on the Employer as defined by Chapter 82-56 WAC or the employee is necessary to maintain public safety.
- B. The Employer will allow an employee to use compensatory time, exchange time, a personal holiday or vacation leave in lieu of leave without pay. All requests to use compensatory time, exchange time, a personal holiday or vacation leave must indicate the leave is being used in lieu of leave without pay for a reason of faith or conscience. An employee’s personal holiday must be used in full workday increments.
- C. An employee’s seniority date, probationary period or trial service period will not be affected by leave without pay taken for a reason of faith or conscience.
- D. An employee must give at least fourteen (14) calendar days’ written notice to their supervisor. However, the employee and supervisor may agree upon a shorter timeframe.
- E. Employees will only be required to identify that the request for leave without pay is for a reason of faith or conscience or an organized activity conducted under the auspices of a religious denomination, church or religious organization.

19.3 Requests – Approval and Denial

Requests for leave without pay will be submitted in writing. The Employer will respond to employee leave without pay requests as soon as possible, but no later than fourteen (14) calendar days. At the request of an employee, the reasons for the denial will be provided in writing.

19.4 Leave without pay may be granted for the following reasons:

- A. Educational leave,
- B. Childcare and elder care emergencies,
- C. Governmental service leave,

- D. Conditions applicable for leave with pay, and/or
- E. As otherwise provided for in this Agreement.

19.5 Limitations

Leave without pay shall be limited to no more than twelve (12) months in any consecutive five (5) year period, except for compensable work-related injury or illness, or educational, governmental service or military leaves, or volunteer firefighting leave. Except as provided in [Article 4.6](#), if the leave without pay lasts thirty (30) calendar days or less, and the leave overall lasts sixty (60) calendar days or less, nurses will also be entitled to return to their same shift.

19.6 Returning Nurse Rights

Nurses returning from authorized leave without pay shall be employed in the same position or in another position in the same job classification and the same geographical area, as determined by the Employer, provided that such reemployment is not in conflict with other articles in this Agreement.

19.7 Compensable Work-Related Injury or Illness Leave

A nurse who sustains a work-related injury or illness that is compensable under the state workers' compensation law may select time-loss compensation exclusively or leave payments in addition to time-loss compensation. Nurses who take vacation leave, sick leave or compensatory time during a period in which they receive time-loss compensation shall receive full vacation leave, sick leave or compensatory time pay in addition to any time-loss payments, unless the nurse is receiving assault benefit compensation equal to full pay. Leave for a work related injury, covered by workers' compensation or assault benefits, will run concurrently with the FMLA. Notwithstanding Section 19.1, the Employer may separate a nurse in accordance with [Article 27](#), Reasonable Accommodation and Disability Separation.

19.8 Military Leave

In addition to the twenty-one (21) days of paid leave granted to nurses for required military duty or to take part in training, or drills including those in the National Guard or active status, unpaid military leave shall be granted in accordance with [RCW 38.40.060](#) and applicable federal law. Nurses on military leave shall be reinstated as provided in [RCW 73.16](#) and applicable federal law.

19.9 Educational Leave

Leave without pay may be granted for educational leave for the duration of actual attendance in an educational program.

19.10 Childcare and Elder Care Emergencies

Leave without pay may be granted for childcare and elder care emergencies and is limited to a maximum of three (3) days per calendar year. Compensatory time or paid leave may also be used for childcare and elder care emergencies, subject to the limitations above.

19.11 Governmental Service Leave

Leave without pay may be granted for governmental service in the public interest, including but not limited to the U.S. Public Health Service or Peace Corps leave.

19.12 Volunteer Firefighting Leave

Leave without pay shall be granted when a nurse who is a volunteer firefighter is called to duty to respond to a fire, natural disaster or medical emergency.

19.13 Military Family Leave

Leave without pay will be granted to an employee whose spouse or state registered domestic partner as defined in [RCW 26.60.020](#) and [26.60.030](#) is on leave from deployment or before and up to deployment, during a period of military conflict. Use of leave without pay, compensatory time, vacation leave, sick leave, and all or part of a personal holiday is limited to a combined maximum of fifteen (15) working days per deployment. Employees must provide the Employer with five (5) business days notice after receipt of official notice that the employee's spouse will be on leave or of an impending call to active duty.

19.14 Domestic Violence Leave

- A. Leave without pay, including intermittent leave, will be granted to an employee who is a victim of domestic violence, sexual assault or stalking. Family members of a victim of domestic violence, sexual assault or stalking will be granted leave without pay to help the victim obtain treatment or seek help. Family member for the purpose of domestic violence leave includes child, spouse, state registered domestic partner as defined in [RCW 26.60.020](#) and [26.60.030](#), parent, parent-in-law, grandparent or a person the employee is dating. The Employer may require verification from the employee requesting leave in accordance with [RCW 49.76](#).
- B. Upon an employee's return an Employer shall either:
 - 1. Restore the employee to the position of employment held by the employee when the leave commenced; or
 - 2. Restore the employee to an equivalent position with equivalent employment benefits, pay, and other terms and conditions of employment.
- C. To the extent allowed by law, the Employer shall maintain coverage under any health insurance plan for an employee who takes leave under [RCW 49.76.030](#). The coverage must be maintained for the duration of the leave at the level and under the conditions coverage would have been provided if the employee had not taken the leave.
- D. In accordance with [RCW 49.76.120](#) no Employer may discharge, threaten to discharge, demote, deny a promotion to, sanction, discipline, retaliate against, harass, or otherwise discriminate against an employee with

respect to compensation, terms, conditions, or privileges of employment because the employee:

1. Exercised rights under [RCW 49.76.030](#);
2. Filed or communicated to the Employer an intent to file a complaint under [RCW 49.76.070](#) or [49.76.100](#); or
3. Participated or assisted, as a witness or otherwise, in another employee's attempt to exercise rights under [RCW 49.76.030](#), [49.76.070](#), or [49.76.100](#).

ARTICLE 20

FAMILY MEDICAL LEAVE

20.1 Eligibility

- A. Consistent with the federal Family and Medical Leave Act of 1993 (FMLA) and any amendments thereto and the Washington State Family Leave Act of 2006 (WFLA), a nurse who has worked for the State for at least twelve (12) months and for at least one thousand two hundred fifty (1,250) hours during the twelve (12) months prior to the requested leave is entitled to up to twelve (12) workweeks of family medical leave in a twelve (12) month period for any combination of the following:
1. Parental leave for the birth and to care for a newborn child or placement for adoption or foster care of a child and to care for that child; or
 2. Personal medical leave due to the nurse's own serious health condition that requires the nurse's absence from work; or
 3. Family medical leave to care for a spouse, son, daughter, parent, or state registered domestic partner as defined by [RCW 26.60.020](#) and [26.60.030](#), who suffers from a serious health condition that requires on-site care or supervision by the nurse; or
 4. Family medical leave for a qualifying exigency when the nurse's spouse, child of any age, or parent is on active duty or call to active duty status of the Armed Forces, Reserves or National Guard for deployment. Qualifying exigencies include attending certain military events, arranging for alternate childcare, addressing certain financial and legal arrangements, attending certain counseling sessions, attending post-deployment reintegration briefings and any other event that qualifies under federal regulations.

5. Military caregiver leave will be provided to an eligible nurse who is the spouse, child of any age, parent or next of kin of a covered service member. Eligible nurses may take up to twenty-six (26) workweeks of leave in a single twelve (12) month period to care for the covered service member or veteran who is suffering from a serious illness or injury incurred in the line of duty.

During the single twelve (12) month period during which military caregiver leave is taken, the employee may only take a combined total of twenty-six (26) weeks of leave for military caregiver leave and leave taken for the other FMLA qualifying reasons.

The single twelve (12) month period to care for a covered service member or veteran begins on the first day the nurse takes leave for this reason and ends twelve (12) months later, regardless of the twelve (12) month period established for other types of FMLA leave.

- B. Entitlement to family medical leave for the care of a newborn child or newly adopted or foster child ends twelve (12) months from the date of birth or the placement of the foster or adopted child. Pregnancy disability leave will be in addition to the twelve (12) weeks of FMLA leave.
- C. The one thousand two hundred fifty (1,250) hour eligibility requirement noted above does not count paid time off such as time used as vacation leave, sick leave, exchange time, personal holidays, compensatory time off, or shared leave.
- D. Because the FMLA does not recognize state registered domestic partner, an absence to care for a nurse's state registered domestic partner in accordance with the WFLA will not count towards the twelve (12) workweeks of FMLA.

20.2 The family medical leave entitlement period will be a twelve (12) month period measured forward from the date a nurse begins family medical leave. Each time a nurse takes family medical leave during the twelve (12) month period, the leave will be subtracted from the twelve (12) weeks of available leave.

20.3 The Employer will continue the nurse's existing employer-paid health insurance benefits during the period of leave covered by family medical leave. The nurse will be required to pay his or her share of health care premiums.

20.4 The Employer has the authority to designate absences that meet the criteria of the family medical leave. The use of any paid or unpaid leave (excluding compensatory time) for a family medical leave qualifying event will run concurrently with, not in addition to, the use of the family medical leave for that event.

20.5 Parental Leave

- A. Parental leave shall be granted to the nurse for the purpose of bonding with his or her natural newborn, adoptive or foster child. Parental leave may extend up to six (6) months, including time covered by family medical leave, during the first year after the child's birth or placement. Leave beyond the period covered by family medical leave may only be denied by the Employer due to operational necessity. Such denial may be grieved in accordance with the grievance procedure in [Article 36](#).
 - B. Parental leave may be a combination of the nurse's accrued vacation leave, sick leave for pregnancy disability or other qualifying events, personal holiday, compensatory time, or leave without pay.
- 20.6** The Employer may require certification from the nurse's, the family member's, or the covered service member's health care provider for the purpose of qualifying for family medical leave.
- 20.7** Personal medical leave or serious health condition leave or serious injury or illness leave covered by family medical leave may be taken intermittently when certified as medically necessary. Leave due to qualifying exigencies may also be taken on an intermittent basis.
- 20.8** Upon returning to work after the nurse's own family medical leave qualifying illness, the nurse will be required to provide a fitness for duty certificate from a health care provider.
- 20.9** The nurse shall provide the Employer with not less than thirty (30) days' notice before family medical leave is to begin. If the need for the leave is unforeseeable thirty (30) days in advance, then the nurse shall provide such notice as is reasonable and practicable.
- 20.10** Definitions used in this Article will be in accordance with the FMLA and WFLA. The parties recognize that the Department of Labor is working on further defining the amendments to FMLA. The Employer and the nurses will comply with existing and any adopted federal FMLA regulations.

ARTICLE 21

INCLEMENT WEATHER AND NATURAL DISASTER LEAVE

- 21.1** If the Employer decides that a state office or work location is non-operational due to severe inclement weather or natural disaster the following will apply:
- A. Non-emergency nurses may be released with no loss of pay during the disruption of services.
 - B. Non-emergency nurses may be reassigned to similar positions at locations within a reasonable driving distance from the non-operational location

during the disruption of services. Reimbursement for mileage will be in accordance with the Office of Financial Management travel regulations.

- C. At the discretion of the Employer, non-emergency nurses may be subject to a temporary reduction of work hours or temporary layoff consistent with [Section 28.5](#) of [Article 28](#), Layoff and Recall, of this Agreement.

21.2 Nurses who work their normal hours during the disruption will not receive additional compensation.

21.3 If a work location remains fully operational but a nurse is unable to report to work or to remain at work because of severe inclement weather or a natural disaster, the nurse's leave will be charged in the following order:

- A. Any earned compensatory time.
- B. Any accrued vacation leave.
- C. Sick leave, up to three (3) days in any calendar year.

Nurses may be permitted to use leave without pay rather than the paid time off listed above.

21.4 Nurses who report to work late will be allowed up to one (1) hour of paid time. Section 21.3 will apply to any additional late time.

ARTICLE 22 SHARED LEAVE

22.1 State nurses may donate vacation leave, sick leave, or personal holidays to a fellow state employee who has been called to service in the uniformed services, who is responding to a state of emergency anywhere within the United States declared by the federal or any state government, who is a victim of domestic violence, sexual assault, or stalking, or who is suffering from or has a relative or household member suffering from an extraordinary or severe illness, injury, impairment, or physical or mental condition, which has caused or is likely to cause the employee to take leave without pay or terminate his or her employment. A nurse is eligible to request participation in the shared leave program when the nurse is entitled to accrue vacation leave, sick leave, or a personal holiday. For purposes of the State leave-sharing program, the following definitions apply:

- A. "Nurse" means any nurse who is entitled to accrue sick leave or vacation leave and for whom accurate leave records are maintained.
- B. Nurse's "relative" is limited to the nurse's spouse, state registered domestic partner as defined by [RCW 26.60.020](#) and [26.60.030](#), child, stepchild, grandchild, grandparent, or parent.

- C. “Household members” are defined as persons who reside in the same home who have reciprocal duties to and do provide financial support for one another. This term will include foster children and legal wards even if they do not live in the household. The term does not include persons sharing the same general house, when the living style is primarily that of a dormitory or commune.
- D. “Severe” or “extraordinary” condition is defined as serious or extreme and/or life threatening.
- E. “Service in the uniformed services” means the performance of duty on a voluntary or involuntary basis in a uniformed service under competent authority and includes active duty, active duty for training, initial active duty for training, inactive duty training, full-time national guard duty including state-ordered active duty, and a period for which a person is absent from a position of employment for the purpose of an examination to determine the fitness of the person to perform any such duty.
- F. “Uniformed services” means the armed forces, the army national guard, and the air national guard of any state, territory, commonwealth, possession, or district when engaged in active duty for training, inactive duty training, full-time national guard duty, state active duty, the commissioned corps of the public health service, the coast guard, and any other category of persons designated by the President of the United States in time of war or national emergency.
- G. “Domestic violence” means physical harm, bodily injury, assault, or the infliction of fear of imminent physical harm, bodily injury, or assault, between family or household members as defined in [RCW 26.50.010](#); sexual assault of one family or household member by another family or household member; or stalking as defined in [RCW 9A.46.110](#) of one family or household member by another family or household member.
- H. “Sexual assault” has the same meaning as in [RCW 70.125.030](#).
- I. “Stalking” has the same meaning as in [RCW 9A.46.110](#).
- J. “Victim” means a person that domestic violence, sexual assault, or stalking has been committed against as defined in this Section.

22.2 A nurse may be eligible to receive shared leave under the following conditions:

- A. The nurse's agency head or designee determines that the nurse meets the criteria described in this Section.
- B. For work-related illness or injury, the nurse has diligently pursued and been found to be ineligible for benefits under [RCW 51.32](#) if the nurse qualifies under Subsection 22.3 A.1.

- C. The nurse has abided by agency policies regarding the use of sick leave if the nurse qualifies under Subsection 22.3 A.1 or Subsection 22.3 A.4.
- D. The nurse has abided by agency policies regarding the use of vacation leave and paid military leave if the nurse qualifies under Subsection 22.3 A.2.
- E. If a state of emergency has been declared anywhere within the United States by the federal or state government and the nurse qualifies under Subsection 22.3 A.3.

22.3 A nurse may donate vacation leave, sick leave, or personal holiday to another employee only under the following conditions:

- A. The receiving employee:
 - 1. Suffers from, or has a relative or household member suffering from, an illness, injury, impairment, or physical or mental condition which is of an extraordinary or severe nature;
 - 2. Has been called to service in the uniformed services;
 - 3. Has the needed skills to assist in responding to an emergency or its aftermath and volunteers his or her services to either a governmental agency or to a nonprofit organization engaged in humanitarian relief in the devastated area, and the governmental agency or nonprofit organization accepts the nurse's offer of volunteer services; or
 - 4. Is a victim of domestic violence, sexual assault, or stalking.
- B. The illness, injury, impairment, condition, call to service, or emergency volunteer service, or consequence of domestic violence, sexual assault, or stalking has caused, or is likely to cause, the receiving employee to:
 - 1. Go on leave without pay status; or
 - 2. Terminate state employment.
- C. The receiving employee's absence and the use of shared leave are justified.
- D. The receiving employee has depleted or will shortly deplete his or her:
 - 1. Vacation leave, sick leave, and personal holiday reserves if the employee qualifies under Subsection 22.3 A.1 or Subsection 22.3 A.4; or

2. Vacation leave and paid military leave allowed under [RCW 38.40.060](#) if the employee qualifies under Subsection 22.3 A.2; or
 3. Vacation leave and personal holiday if the employee qualifies under Subsection 22.3 A.3.
- E. The agency head or designee permits the leave to be shared with an eligible employee.
 - F. The donating nurse may donate any amount of vacation leave, provided the donation does not cause the nurse's vacation leave balance to fall below eighty (80) hours. For part-time nurses, requirements for vacation leave balances will be prorated.
 - G. Nurses may not donate excess vacation leave that the donor would not be able to take due to an approaching anniversary date.
 - H. The donating nurse may donate any specified amount of sick leave, provided the donation does not cause the nurse's sick leave balance to fall below one hundred seventy-six (176) hours after the transfer. For purposes of sick leave donation, a day equals the donor's monthly sick leave accrual.
 - I. The donating nurse may donate all or part of a personal holiday. Any portion of a personal holiday that is not used will be returned to the donating nurse.
 - J. Donated leave may be transferred from employees within the same agency, or with the approval of the heads or designees of both state agencies, higher education institutions, or school districts/educational service districts, to an employee of another state agency, higher education institution, or school district/educational district.

22.4 The agency head or designee will determine the amount of donated leave a nurse may receive and may only authorize a nurse to use up to a maximum of five hundred twenty two (522) days of shared leave during total state employment. The Employer may authorize leave in excess of five hundred twenty-two (522) days in extraordinary circumstances for an employee qualifying for the program because he or she is suffering from an illness, injury, impairment or physical or mental condition which is of an extraordinary or severe nature. A non-permanent or on-call nurse who is eligible to use accrued leave or personal holiday may not use shared leave beyond the termination date specified in the non-permanent or on-call nurse's appointment letter.

22.5 The agency head or designee will require the nurse to submit, prior to approval or disapproval, a medical certificate from a licensed physician or health care practitioner verifying the severe or extraordinary nature and expected duration of

- the condition when the nurse is qualified under Subsection 22.3 A.1. The agency head or designee will require the nurse to submit, prior to approval or disapproval, a copy of the military orders verifying the nurse's required absence when the nurse is qualified for shared leave under Subsection 22.3 A.2. The agency head or designee will require the nurse to submit, prior to approval or disapproval, proof of acceptance of a nurse's offer to volunteer for either a governmental agency or a nonprofit organization during a declared state of emergency when the nurse is qualified for shared leave under Subsection 22.3 A.3. The agency head or designee will require the nurse to submit, prior to approval or disapproval, a copy of police, court, or other documents verifying the nurses status as a victim of domestic violence, sexual assault or stalking when the nurse is qualified for shared leave under Subsection 22.3 A.4.
- 22.6** Any donated leave may only be used by the recipient for the purposes specified in this Article.
- 22.7** The receiving nurse will be paid his or her regular rate of pay; therefore, one (1) hour of shared leave may cover more or less than one (1) hour of the recipient's salary. The calculation of the recipient's leave value will be in accordance with Office of Financial Management policies, regulations, and procedures. The dollar value of the leave is converted from the donor to the recipient. The leave received will be coded as shared leave and be maintained separately from all other leave balances.
- 22.8** All forms of paid leave available for use by the recipient must be used prior to using shared leave when qualified under Subsection 22.3 A.1. All forms of paid leave, except sick leave, available for use by the recipient must be used prior to using shared leave when qualified under Subsection 22.3 A.2 or 22.3 A.3.
- 22.9** Any shared leave not used by the recipient for the purpose for which it was approved will be returned to the donor(s). Before returning unused leave, agency heads or designees will receive a statement from the receiving employee's doctor verifying the injury or illness is resolved. The shared leave remaining will be divided among the donors on a prorated basis based on the original donated value and returned at its original donor value and reinstated to each donor's appropriate leave balance. The return will be prorated back based on the donor's original donation.
- 22.10** All donated leave must be given voluntarily. No nurse will be coerced, threatened, intimidated, or financially induced into donating leave for purposes of this program.
- 22.11** The agency will maintain records that contain sufficient information to provide for legislative review.
- 22.12** A nurse who uses leave that is transferred under this Article will not be required to repay the value of the leave that he or she used.

ARTICLE 23 UNION MANAGEMENT COMMUNICATION COMMITTEES

23.1 Purpose

Union-Management Communication Committees will be established at the statewide and/or local levels of the Employer's agencies as described in Appendix C, Statewide and local Union-Management Communication Committees. The purpose of the committee(s) is to provide continuing communication between the parties and to promote constructive union-management relations. The committee(s) will meet and exchange information of a group nature and general interest to both parties in order to discuss and explore concerns and possible resolutions in a collaborative manner.

Ad-hoc committees may be established by mutual agreement at an agency-level statewide committee or a local-level committee as described in [Subsection 23.2 A](#) and B. Recommendations of the ad-hoc committees will be brought back to the state-wide or local-level committee for consideration.

23.2 Committees

- A. Statewide Union-Management Communication Committees
Each committee will consist of up to six (6) employer representatives and up to six (6) nurse representatives. Additional paid staff of the Union and the Employer may attend. The Employer and the Union will be responsible for the selection of their own representatives.
- B. Local Union-Management Communication Committees
Each committee will consist of up to five (5) employer representatives and up to five (5) nurse representatives. Additional paid staff of the Union and the Employer may attend. The Employer and the Union will be responsible for the selection of their own representatives.
- C. Recruitment and Retention Communication Committee
A Union-Management Recruitment and Retention Communication Committee will be established at the statewide level and will consist of representatives from the Department of Health, Department of Social and Health Services and the Union. The committee will consist of up to eight (8) employer representatives and up to eight (8) nurse representatives. Additional paid staff of the Union and the Employer may attend. The parties may agree to additional members. Nurses attending these meetings during their work time shall have no loss in pay. Attendance at meetings during nurses' non-work time will not be compensated for or considered as time worked. The Union is responsible for paying any travel or per diem expenses of nurse representatives. The committee will meet at least twice annually to discuss methods of improving recruitment and retention of qualified nurses.

23.3 Participation

- A. The Union shall provide the Employer with the names of their committee members at least ten (10) calendar days in advance of the date of the meeting in order to facilitate release of the nurses. The Employer may release nurse representatives to attend committee meetings to ensure full participation.
- B. Nurses attending committee meetings during their work time shall have no loss in pay. Nurses will be provided up to one (1) hour to prepare for committee meetings with no loss of salary. Attendance at meetings during nurses' non-work time will not be compensated for or considered as time worked. The Union is responsible for paying any travel or per diem expenses of nurse representatives.
- C. All committee meetings shall be scheduled on mutually acceptable dates and times and at least quarterly.
- D. Each party will provide the other with any topics for discussion fourteen (14) calendar days prior to the scheduled quarterly meeting. Topics for discussion may include, but are not limited to staffing and workload. If neither party has submitted to the other party topics for discussion within seven (7) calendar days of the scheduled meeting, the meeting will be canceled.
- E. If topics discussed result in follow-up by either party, written communication will be provided by the responsible party.

23.4 Scope of Authority

Committees shall have no authority to conduct any negotiations, bargain collectively or modify any provision of this Agreement. The parties are authorized, but not required to document mutual understandings. Nothing in this Article or any committee's activities shall be subject to the grievance procedure in [Article 36](#).

ARTICLE 24 MANDATORY SUBJECTS

- 24.1** The Employer will satisfy its collective bargaining obligation before changing a matter that is a mandatory subject. The Employer will notify the Union of these changes and the Union may request discussions about and/or negotiations on the impact of these changes on nurse's working conditions within the provided notice period. In the event the Union does not request discussions and/or negotiations within the notice period, the Employer may implement the changes without further discussions and/or negotiations.

- 24.2** The parties will agree to the location and time for the discussions and/or negotiations. Each party is responsible for choosing its own representatives for these activities.

ARTICLE 25

DISCIPLINE

- 25.1** The Employer will not discipline any permanent nurse without just cause. The parties are committed to resolving disciplinary matters involving bargaining unit members in a manner that is timely and fair and is designed to resolve issues at the lowest possible level.

- 25.2** Discipline includes oral and written reprimands, reductions in pay, suspensions, demotions, and discharges.

25.3 Investigations

- A. All agency policies regarding investigatory procedures related to alleged staff misconduct are superseded. The Employer has the authority to determine the method of conducting investigations. When a nurse is reassigned related to an investigation, the nurse will be informed of at least the general nature of the allegation. Examples of the general nature of allegations may include, but are not limited to, abuse, neglect, exploitation, inappropriate workplace behavior and violation of specific policies or procedures that triggered the initiation of the investigation.
- B. Upon learning of the general nature of the allegations, a nurse may provide documentation and a written response, which would be considered as part of the investigation.
- C. Upon request, if an investigation will last longer than forty (40) calendar days from the date the nurse was notified of the investigation, the Employer will provide an explanation to the nurse of the current status of the investigation (for example: interviews still being conducted, drafting of investigative report, waiting for analysis of data), next steps and approximately timeframe for completion. Subsequent status notifications will be provided every 30 days until the investigation is concluded. A traditional element of just cause requires discipline to be imposed in a timely manner while at the same time ensuring that a thorough investigation is conducted. The Employer, the Union and the nurse understand that extended reassignment away from normal duties, while a thorough investigation is conducted, can represent a hardship on all involved. Consequently, there is a mutual understanding that reassignments should last no longer than needed to conclude a thorough investigation and, if necessary, conduct the completion of appropriate actions.

- D. At the conclusion of any investigation where the Employer elects not to take disciplinary action, the nurse will be provided with a notification that the investigation is completed and that no discipline will be imposed. There is a mutual understanding that it is often beneficial to return the nurse back to normal duty assignment as quickly as possible.
- E. Upon request, a copy of the investigation statement and findings will be provided to the subject of the investigation.

25.4 Representation

- A. Upon request, the nurse has the right to a union representative at an investigatory interview called by the Employer, if the nurse reasonably believes discipline could result. In the event the Employer calls a nurse to an investigatory interview, potentially leading to discipline, the Employer will advise the nurse of the nature of the meeting. The Employer will then give the nurse an opportunity to call for a union representative, if requested. A nurse may also have a union representative at a pre disciplinary meeting, if held. If the requested representative is not reasonably available, the nurse will select another representative who is available. Nurses seeking representation are responsible for contacting their representative.
- B. The role of the representative is to provide assistance and counsel to the nurse and cooperate with the investigation. The parties recognize the Employer's right and authority to conduct the investigation.

25.5 Prior to imposing discipline, except oral and written reprimands, the Employer will inform the nurse in writing of the reasons for the contemplated discipline, an explanation of the evidence, copies of written documents relied upon to take the action and the opportunity to view other evidence, if any. The nurse will be provided an opportunity to respond.

The Employer has the authority to impose discipline, which is then subject to the grievance procedure set forth in [Article 36](#). Oral reprimands, however, may be processed only through the agency head step of the grievance procedure.

ARTICLE 26

RESIGNATIONS – WITHDRAWALS

PRESUMPTION OF RESIGNATION

26.1 Resignations – Withdrawals

A nurse may resign from state service at any time and will normally provide fourteen (14) calendar days' advance written notice of his or her effective date. Nurses may withdraw their resignation within forty-eight (48) hours of submitting their written notice. The appointing authority or designee may permit a nurse to rescind his or her resignation at anytime. Nurses who resign in lieu of a possible disciplinary action will not be allowed to withdraw their resignation.

26.2 Presumption of Resignation

A. Unauthorized Absence

When a nurse has been absent without authorized leave and has failed to appropriately contact the Employer for a period of three (3) consecutive workdays, the nurse is presumed to have resigned from his or her position. Verified inability to contact the Employer or incapacity to do so shall negate the presumption.

B. Notice of Separation

When a nurse is presumed to have resigned from his or her position, the Employer will separate the employee by sending a separation notice to the nurse by certified mail to the last known address of the nurse.

ARTICLE 27

REASONABLE ACCOMMODATION AND DISABILITY SEPARATION

27.1 The Employer and the Union will comply with all relevant federal and state laws, regulations and executive orders providing reasonable accommodations to qualified individuals with disabilities.

27.2 A nurse who believes that he or she suffers a disability and requires a reasonable accommodation to perform the essential functions of his or her position may request such an accommodation by submitting a request to the Employer.

27.3 Nurses requesting accommodation must cooperate with the Employer in discussing the need for and possible form of any accommodation. The Employer may require supporting medical documentation and may require the nurse to obtain a second medical opinion at the Employer's expense. Medical information disclosed to the Employer will be kept confidential.

27.4 The Employer will determine whether a nurse is eligible for a reasonable accommodation and the final form of any accommodation to be provided. The Employer will attempt to accommodate the nurse in his or her current position prior to looking at accommodations in alternative vacant positions.

27.5 A nurse with permanent status may be separated from service when the agency determines that the nurse is unable to perform the essential functions of his or her position due to a mental, sensory, or physical disability, which cannot be reasonably accommodated. Determinations of disability may be made by the agency based on the nurse's written request for disability separation or after obtaining a written statement from a physician or licensed mental health professional. The agency can require the nurse to obtain a medical examination at the agency's expense, from a physician or licensed mental health professional of the agency's choice. Evidence may be requested from the physician or licensed mental health professional regarding the nurse's limitations.

- 27.6** The agency may immediately separate the nurse when the agency has medical documentation of the nurse's disability and has determined that the nurse cannot be reasonably accommodated in any available position, or when the nurse requests separation due to disability.
- 27.7** A nurse, separated due to disability, will be placed in the General Government Transition Pool Program if he or she submits a written request for reemployment in accordance with [WAC 357-46-090](#) through 105 and has met the reemployment requirements of [WAC 357-19-475](#).
- 27.8** Disability separation is not a disciplinary action. A nurse who has been separated due to disability may grieve his or her disability separation in accordance with [Article 36](#), Grievance Procedure, unless the separation was at the nurse's request.

ARTICLE 28

LAYOFF AND RECALL

- 28.1** The Employer shall determine the basis for, extent, effective date and the length of layoffs in accordance with the provisions of this Article.
- 28.2 Basis for Layoff**
Layoffs may occur for any of the following reasons:
- A. Lack of funds,
 - B. Lack of work,
 - C. Good faith reorganization,
 - D. Ineligibility to continue in a position that was reallocated,
 - E. Termination of a project, or
 - F. Fewer positions available than the number of nurses entitled to such positions either by statute or other provision.
- 28.3 Voluntary Layoff, Leave without Pay or Reduction in Hours**
Appointing authorities may allow a nurse to volunteer to be laid off, take leave without pay or reduce his or her hours of work in order to reduce layoffs. If it is necessary to limit the number of nurses in an agency on unpaid leave at the same time, the appointing authority shall determine who will be granted leave without pay and/or reduction in hours based upon staffing needs. Nurses who volunteer to be laid off may request to participate in the General Government Transition Pool Program and/or have their names placed on the internal layoff list for the job classifications in which they held permanent status, regardless of a break in service.

28.4 Non-Permanent and Probationary Nurses

Nurses with permanent status shall not be separated from state service through a layoff action without first being offered positions they have the skills and abilities to perform within their current job classification within the layoff unit currently held by non permanent and probationary nurses. Non-permanent nurses within the layoff unit and job classification shall be separated from employment before probationary nurses.

28.5 Temporary Reduction of Work Hours or Layoff – Employer Option

- A. The Employer may temporarily reduce the work hours of a nurse to no less than twenty (20) hours per week due to an unanticipated loss of funding, revenue shortfall, lack of work, shortage of material or equipment, or other unexpected or unusual reasons. Nurses will normally receive notice of five (5) calendar days of a temporary reduction of work hours.
- B. The Employer may temporarily lay off a nurse for up to thirty (30) calendar days due to an unanticipated loss of funding, revenue shortfall, lack of work, shortage of material or equipment, or other unexpected or unusual reasons. Nurses will normally receive notice of five (5) calendar days of a temporary layoff.
- C. A nurse whose work hours are temporarily reduced or who is temporarily laid off shall not be entitled to:
 - 1. Be paid any leave balance,
 - 2. Bump to any other position, or
 - 3. Be placed on the internal layoff list.
- D. A temporary reduction of work hours or layoff will not affect an employee's periodic increment date and the employee will continue to accrue vacation and sick leave credit at their normal rate.

28.6 Layoff Units

- A. A layoff unit is defined as the geographical entity or administrative/organizational unit in each agency used for determining available options for nurses who are being laid off.
- B. The layoff unit(s) for each agency covered by this Agreement are the following.
 - 1. Department of Health
The layoff unit shall first be the county in which the position is located, and if no options are available, the unit expands to the agency statewide.

2. Department of Social and Health Services
 - a. Positions in 24/7 Facilities: The institution in which a nurse's workstation is located will be the primary layoff unit. If no option is available within the institution, the unit expands to the county. If no option is available within the county layoff unit, the unit expands to the region. If no option is available within the regional layoff unit, the unit expands to the agency statewide.
 - b. All Other Positions: The county in which a nurse's workstation is located will be the primary layoff unit. If no option is available within the county, the unit expands to the region. If no option is available within the regional layoff unit, the unit expands to the agency statewide.

28.7 Formal Options

- A. Nurses will be laid off in accordance with seniority, as defined in [Article 35](#), Seniority, and the specialized skills and abilities of the nurse. Nurses being laid off shall be provided the following options to comparable positions in descending order within the layoff unit:
 1. A funded vacant position for which the nurse has the specialized skills and abilities, within his or her current job classification.
 2. A funded filled position held by the least senior nurse for which the nurse has the specialized skills and abilities, within his or her current job classification.
 3. A funded vacant or filled position held by the least senior nurse for which the nurse has the specialized skills and abilities, at the same or lower salary range as the current permanent position, within a job classification in which the nurse has held permanent status.
- B. For multi-employee layoffs, more than one (1) nurse may be offered the same funded, vacant or filled position. In this case, the most senior nurse with the skills and abilities who accepts the position will be appointed. Appointments will be made in descending order of seniority of nurses with the skills and abilities of the position(s).
- C. Options will be provided in descending order of salary range and one progressively lower level at a time. Vacant positions will be offered prior to filled positions.

28.8 Informal Options

Nurses being laid off may be offered funded vacant positions within their layoff unit, provided they meet the specialized skills and abilities required of the position and it is at the same or lower salary range as the position in which the nurse currently holds permanent status. Informal options may also include funded

vacant positions outside the nurse's layoff unit within his or her current job classification, provided he or she meets the specialized skills and abilities required of the position. A nurse may request an informal option to job classifications through the agency's human resources office within five (5) calendar days of receipt of a written notice of a permanent layoff. The award or denial of an informal option is not subject to the grievance procedure in [Article 36](#).

28.9 Notification to the Union

The Employer will notify the Union when a permanent layoff is anticipated. At the request of the Union, the parties will meet to discuss the layoff and possible alternatives.

28.10 Notification to Nurses with Permanent Status

- A. Except for temporary reduction in work hours and temporary layoffs as provided in [Section 28.5](#), nurses with permanent status shall receive written notice at least fifteen (15) calendar days before the effective layoff date. The notice shall include the basis for the layoff and any options available to the nurse. The Union shall be provided with a copy of the notice.
- B. Except for temporary reduction in work hours and temporary layoffs as provided in [Section 28.5](#), if the Employer chooses to implement a layoff action without providing fifteen (15) calendar days' notice, the nurse shall be paid his or her salary for the days that he or she would have worked had full notice been given.
- C. Nurses shall be provided five (5) calendar days to accept or decline, in writing, any option provided to them. This time period shall run concurrent with the fifteen (15) calendar days' notice provided by the Employer to the nurse.
- D. The day that notification is given constitutes the first day of notice.

28.11 Salary

Nurses appointed to a position as a result of a layoff action shall have their salary determined as follows:

- A. Transfer or Bump
A nurse who accepts a transfer or bumps to another position within their current job classification shall retain his or her current salary.
- B. Voluntary Demotion in Lieu of Layoff and Bump to a Lower Position
A nurse who bumps to another position with a lower salary range shall be paid an amount equal to his or her current salary, provided it is within the salary range of the new position. In those cases where the nurse's current salary exceeds the maximum amount of the salary range for the new position, the nurse shall be compensated at the maximum salary of the new salary range.

- C. Appointment from an Internal Layoff List
1. Nurses who are appointed from an internal layoff list to a position with the same salary range from which they were laid off shall be paid the amount in which they were compensated when laid off plus any across the board adjustments, including salary survey adjustments, that occurred during the time they were laid off.
 2. Nurses who are appointed from an internal layoff list to a position with a lower salary range than the position from which they were laid off shall be paid an amount equal to the salary they were receiving at the time they were laid off, provided it is within the salary range of the new position. In those cases where the nurse's prior salary exceeds the maximum amount of the salary range for the new position, the nurse shall be compensated at the maximum salary of the new salary range.

28.12 Transition Review Period

- A. The Employer shall require a nurse to complete a six (6) month transition review period when the nurse accepts a layoff option to a job classification in which he or she has:
1. Not held permanent status,
 2. Been appointed from the General Government Transition Pool Program, or
 3. Been appointed from an internal layoff list, except when appointed to a position in which the nurse has held permanent status, within twelve (12) months of layoff to the same institution, facility or office from which laid off.
- B. The Employer shall have the authority to shorten a nurse's review period. Nurses will receive a permanent appointment to the position upon successful completion of the transition review period.
- C. The Employer may separate a nurse or a nurse may voluntarily separate during the transition review period. Upon separation, and at the nurse's request, the nurse's name shall be placed on or returned to the internal layoff list. The nurse shall remain on the list until such time as his or her eligibility expires or he or she has been rehired. A nurse that is separated during his or her transition review period may request a review of the separation by the Secretary of the Department or designee within fourteen (14) calendar days from the effective date of the separation. Separation during the transition review period shall not be subject to the grievance procedure in [Article 36](#).

28.13 Recall

- A. The Employer shall maintain an internal layoff list for each job classification. Nurses who are laid off may have their name placed on the list for the job classification from which they were laid off or bumped. Additionally, nurses may request to have their name placed on the internal layoff list for other job classifications in which they have held permanent status regardless of a break in service, provided they were not demoted for cause from the classification in the last six (6) years. A nurse will remain on internal layoff lists for two (2) years from the effective date of his or her layoff. Nurses on the internal layoff list will be responsible for maintaining current address and phone contact information with the Employer.
- B. When a vacancy occurs within an agency and when there are names on an internal layoff list for that job classification, the Employer will fill the position in accordance with [Article 30.1](#), Hiring and Appointments. A nurse who is offered a position and refuses the offer will have his or her name removed from the list. In addition, a nurse's name will be removed from all layoff lists upon retirement, resignation or dismissal.

28.14 General Government Transition Pool Program

Nurses who are notified that they are at risk of being laid off or have been laid off may request their names be placed into the General Government Transition Pool Program administered by the OFM/State Human Resource. Nurses who have their names placed in the General Government Transition Pool are responsible for maintaining current address and phone contact information. When a vacancy occurs within an agency, the Employer will consider nurses in the General Government Transition Pool Program along with all other candidates, all of whom must have the skills and abilities to perform the duties of a position being filled.

28.15 Project Employment

- A. Project nurses have layoff rights within their project. Formal options will be determined using the procedure outlined in [Section 28.7](#) of this Article.
- B. Permanent status nurses who left regular classified positions to accept project employment without a break in service have layoff rights within the agency in which they held permanent status to the permanent job classification they held immediately prior to accepting project employment.
- C. Project nurses who are separated from state service due to layoff and have not held permanent status in classified service may request their names be placed into the General Government Transition Pool Program.

ARTICLE 29

PRIVACY AND OFF-DUTY CONDUCT

The private and personal life and off-duty activities of a nurse will not be grounds for disciplinary action unless required by law, or the activities are a conflict of interest as set forth in [RCW 42.52](#), or are detrimental to the nurse's work performance or the program of the agency. Nurses shall report arrests and court-imposed sanctions or conditions that affect their ability to perform assigned duties to their appointing authority or designee within twenty-four (24) hours or prior to their scheduled work shift, whichever occurs first.

ARTICLE 30

HIRING AND APPOINTMENTS

30.1 Filling Positions

The Employer will determine when a position will be filled, the type of appointment to be used when filling the position, and the specialized skills and abilities necessary to perform the duties of the specific position within a job classification that is to be filled. Only those candidates who have the position-specific skills and abilities required to perform the duties of the vacant position will be referred for further consideration by the employing agency.

- A. An agency's internal layoff list will consist of nurses who have elected to place their name on the layoff list through [Article 28](#), Layoff and Recall, of this Agreement and are confined to each individual agency.
- B. The statewide layoff list will consist of nurses who have elected to place their name on the statewide layoff list in accordance with [WAC 357-46-080](#).
- C. A promotional candidate is defined as a nurse who has completed the probationary period within a permanent appointment and has attained permanent status within the agency.
- D. A transfer candidate is defined as a nurse in permanent status in the same classification as the vacancy within the agency.
- E. A voluntary demotion candidate is defined as a nurse in permanent status moving to a class in a lower salary range maximum within the agency.
- F. When filling a vacant position with a permanent appointment, candidates will be certified for further consideration in the following manner:
 - 1. The most senior candidate on the agency's internal layoff list with the required skills and abilities who has indicated an appropriate geographic availability will be appointed to the position.

2. If there are no names on the internal layoff list, the agency will certify up to twenty (20) candidates for further consideration. Up to seventy-five percent (75%) of those candidates will be statewide layoff, agency promotional, internal transfers, and agency voluntary demotions. All candidates certified must have the position-specific skills and abilities to perform the duties of the position to be filled. If there is a tie for the last position on the certification for either promotion or other candidates, the agency may consider up to ten (10) additional tied candidates. The agency may supplement the certification with additional tied candidates and replace other candidates who waive consideration with like candidates from the original pool.
3. Nurses in the General Government Transition Pool Program who have the skills and abilities to perform the duties of the vacant position may be considered along with all other candidates who have the skills and abilities to perform the duties of the position.
4. If the certified candidate pool does not contain at least three (3) affirmative action candidates, the agency may add up to three (3) affirmative action candidates to the names certified for the position.
5. When recruiting for multiple positions, the agency may add an additional five (5) agency candidates and five (5) other candidates to the certified list for each additional position.

30.2 Lateral Transfer within a Facility or Program – Permanent Employees

- A. When the Employer is notified a position will be vacated, the Employer creates a new position, or reallocates a vacant position within the bargaining unit, nurses at the facility or within a program where the vacancy is occurring, will be notified in order to be considered for placement into the position. Notification will be through email or intranet as determined by the Employer. The position will not be filled on a permanent basis for a minimum of five (5) calendar days from the date the Employer provided general notification to nurses of the vacancy. Notification of Nurse Consultant positions will be agency wide within the facility or program within DSHS and DOH, respectively, and will not be filled on a permanent basis for a minimum of seven (7) calendar days from the date the Employer provided general notification to nurses of the vacancy.

Standing Request for Transfers: July 1 through July 31 of each fiscal year, nurses may also submit transfer requests for positions at the facility or within a program. These requests will remain effective until July 31 of the following year, unless the nurse asks to be removed from the list before then. Nurses who have submitted their standing requests do not need to

apply for each vacant position: their application is automatically considered for a vacancy.

- B. Prior to certifying candidates in accordance with [Section 30.1](#), an appointing authority shall consider lateral transfer requests made July 1 through July 31 and made in response to notification under [Subsection 30.2](#) A. The appointing authority may grant a transfer within a facility or program as long as the permanent nurse has the skills and abilities required to perform the duties of the position and are within the same job classification. Nurses desiring a transfer will initiate a request in writing. Appointing authorities will review a nurse's documented performance, documented attendance and balancing the needs of the work units when considering a nurse for transfer.
1. For positions that provide direct patient care, seniority will prevail provided the nurse has the skills and abilities necessary to perform the duties of the position, and meets the needs of the work unit.
 2. For all other positions, when the appointing authority determines that all factors are equal the nurse with the most seniority will be appointed to the position.

In both 1 and 2 above, a nurse's transfer request may be turned down if the nurse has documented attendance or performance problems. Nurses not selected for the position will be notified and, upon request, shall have an informational meeting with the hiring authority.

30.3 Permanent Status

A nurse will attain permanent status in a job classification upon his or her successful completion of a probationary, trial service or transition review period.

30.4 Types of Appointment

A. Non-Permanent

1. The Employer may make non-permanent appointments. A non permanent appointee must have the qualifications and possess any of the specialized skills and abilities for the position.
2. A nurse with permanent status may accept a non-permanent appointment. At least fourteen (14) calendar days prior to starting in the appointment, the nurse must notify his or her current appointing authority of the intent to accept a non-permanent appointment. Upon notification of the nurse's intent to accept a non-permanent appointment outside his or her facility or regional office, the nurse's permanent agency will notify the nurse, in writing, of any return rights to the agency and the duration of those return rights. At a minimum, the agency must provide the nurse access to the agency's internal layoff list. A nurse with permanent

status, who accepts a non-permanent appointment within their facility or regional office, will retain return rights to their permanent position.

3. The Employer may convert a non-permanent appointment into a permanent appointment and the nurse will serve a probationary or trial service period. The Employer must appoint an internal layoff candidate, if one exists, before converting a nurse from a non permanent appointment to a permanent appointment. If there are no internal layoff candidates, the process in [Section 30.2](#) applies.
4. The Employer may end a non-permanent appointment at any time by giving one (1) working day's notice to the nurse. Non permanent appointments normally will not exceed twenty four (24) consecutive months in duration.

B. On-Call Employment

The Employer may fill a position with an on-call appointment where the work is intermittent in nature, is sporadic and it does not fit a particular pattern. The Employer may end on-call employment at any time by giving one (1) day's notice to the nurse.

C. Project Employment

1. The Employer may appoint nurses into project positions for which employment is contingent upon state, federal, local, grant, or other special funding of specific and of time-limited duration. The Employer will notify the nurses, in writing, of the expected ending date of the project employment.
2. Nurses who have entered into project employment without previously attaining permanent status will serve a probationary period. Nurses will gain permanent project status upon successful completion of their probationary period.

Nurses with permanent project status will serve a trial service period when they:

- a. Promote to another job classification within the project; or
 - b. Transfer or voluntarily demote within the project to another job classification in which they have not attained permanent status.
3. The Employer may consider project nurses with permanent project status for transfer, voluntary demotion, or promotion to non-project positions. Nurses will serve a trial service period upon transfer, voluntary demotion, or promotion to a non-project position in a job

classification that the nurses have not previously attained permanent status in.

4. When the Employer converts a project appointment into a permanent appointment, the position will be filled in accordance with [Section 30.1](#) above. The nurse hired will serve a probationary or trial service period in accordance with [Section 30.5](#), below.
 5. The layoff and recall rights of project nurses will be in accordance with the provisions in [Article 28](#), Layoff and Recall.
- D. Appointment designations and employer-initiated separations from appointments described in this Section are not subject to the grievance procedure in [Article 36](#).

30.5 Review Periods

A. Probationary Period

1. Every part-time and full-time nurse, following his or her initial appointment to a permanent position, will serve a probationary period of six (6) consecutive months, unless separated prior to. Agencies may extend the probationary period for an individual nurse as long as the extension does not cause the total period to exceed twelve (12) months.
2. The Employer may separate a probationary nurse at any time during the probationary period, and such separation will not be subject to the grievance procedure in [Article 36](#).
3. The Employer will extend a nurse's probationary period, on a day-for-a-day basis, for any day(s) that the nurse is on leave without pay or shared leave, except for leave taken for military service.
4. A nurse who transfers or is promoted prior to completing his or her initial probationary period will serve a new probationary period. The length of the new probationary period will be six (6) consecutive months, unless adjusted by the appointing authority for time already served in probationary status. In no case, however, will the total probationary period be less than six (6) consecutive months.
5. If the Employer converts the status of a non-permanent appointment to a permanent appointment, the nurse hired will serve a probationary period. However, the Employer may credit time worked in the non-permanent appointment toward completion of the six (6) month probationary period.

B. Trial Service Period

1. All nurses with permanent status who are promoted, who voluntarily demote into a job classification for which they have not previously attained permanent status, or accept a transfer into a job classification for which they have not previously attained permanent status, will serve a trial service period of six (6) consecutive months. Agencies may extend the trial service period for an individual nurse as long as the extension does not cause the total period to exceed twelve (12) months.
2. Any nurse serving a trial service period will have his or her trial service period extended, on a day-for-a-day basis, for any day(s) that the nurse is on leave without pay or shared leave, except for leave taken for military service.
3. A nurse serving a trial service period may voluntarily revert at any time to a funded permanent position in the same agency, that is:
 - a. Vacant or filled by a non-permanent nurse and is within the nurse's previously held permanent job classification.
 - b. Vacant or filled by a non-permanent nurse at or below the nurse's previous salary range.

The reversion option, if any, will be determined by the Employer using the order listed above. In both (a) and (b) above, the Employer will determine the position the nurse may revert to and the nurse must have the qualifications and possess the specialized skills and abilities for the position.

4. With prior written notice by the Employer, a nurse who does not successfully complete his or her trial service period may be offered an opportunity to revert to a position in the same agency, that is:
 - a. Vacant or filled by a non-permanent nurse and is within the trial service nurse's previously held permanent job classification; or
 - b. Vacant or filled by a non-permanent nurse at or below the nurse's previous salary range.

In either case, the nurse being reverted must have the qualifications and possess the specialized skills and abilities for the vacant position.

5. A nurse who has been unsuccessful and has no reversion options may request that his or her name be placed on the agency's internal layoff list and into the General Government Transition Pool

Program for positions in job classifications where he or she had previously attained permanent status.

6. The reversion of nurses who are unsuccessful during their trial service period is not subject to the grievance procedure in [Article 36](#).

ARTICLE 31 MANAGEMENT RIGHTS

31.1 Except as modified by this Agreement, the Employer retains all rights of management, which, in addition to all powers, duties and rights established by constitutional provision or statute, shall include but not be limited to, the right to:

- A. Determine the Employer's functions, programs, organizational structure and use of technology;
- B. Determine the Employer's budget and size of the agency's workforce and the financial basis for layoffs;
- C. Direct and supervise nurses;
- D. Take all necessary actions to carry out the mission of the State and its agencies during emergencies;
- E. Determine the Employer's mission and strategic plans;
- F. Develop, enforce, modify or terminate any policy, procedure, manual, work product or work method associated with the programs or operations of the Employer;
- G. Determine or consolidate the location of operations, offices, work sites, including permanently or temporarily moving operations in whole or part to other locations;
- H. Establish or modify the workweek, daily work shift, hours of work and days off;
- I. Establish work performance standards, which include, but are not limited to, the priority, quality and quantity of work;
- J. Establish, allocate, reallocate or abolish positions, and determine the skills and abilities necessary to perform the duties of such positions;
- K. Select, hire, assign, reassign, evaluate, retain, promote, demote, transfer, and temporarily or permanently layoff nurses;
- L. Determine, prioritize and assign work to be performed;

- M. Determine the need for and the method of scheduling, assigning, authorizing and approving overtime;
 - N. Determine training needs, methods of training and nurses to be trained;
 - O. Determine the reasons for and methods by which nurses will be laid-off; and
 - P. Suspend, demote, reduce pay, discharge, and/or take other disciplinary actions.
- 31.2** The Employer has the right to exercise all of the above rights and the lawful rights, prerogatives and functions of management. The Employer's exercise or non-exercise of any right, prerogative or function shall not be subject to the grievance procedure in [Article 36](#) of this Agreement. In addition, the Employer's non-exercise of any right, prerogative or function shall not be deemed a waiver of such right or establishment of a practice.

ARTICLE 32

DRUG AND ALCOHOL FREE WORKPLACE

- 32.1** In accordance with the Governor's Executive Order, #EO 92-01, which establishes a statewide policy on a drug free workplace, all nurses must report to work in a condition fit to perform their assigned duties unimpaired by alcohol or drugs.
- 32.2** Nurses may not use or possess alcohol in state vehicles, on agency premises, or other governmental or private worksites where nurses are assigned to conduct official state business.
- 32.3** Nurses may not use or possess marijuana in state vehicles, on agency premises, or other governmental or private worksites where nurses are assigned to conduct official state business, except when the premises are nurse-leased residences.
- 32.4** The unlawful use, possession, delivery, dispensation, distribution, manufacture or sale of drugs, including marijuana, in state vehicles, on agency premises, or while on official business is prohibited.
- 32.5** The Departments of Social and Health Services and Health have the right to develop and implement a policy on a drug and alcohol free workplace. Such policy will not include random or periodic testing of nurses, except as a condition of a return-to-work agreement. Neither the development nor the implementation of this policy will be subject to [Article 24](#), Mandatory Subjects, of this Agreement.

ARTICLE 33

TOBACCO FREE WORKPLACE

33.1 The Department of Health may enforce a tobacco free working environment, which includes no use of tobacco or smoking in state vehicles, and on agency premises (including parking lots and facilities) where nurses are assigned to conduct official state business.

33.2 The Department of Health will have the right to confine nurse tobacco use and smoking to specifically designated areas, or make entire campuses tobacco free. Prior to taking such an approach, the Department of Health will provide ninety (90) days notice to affected nurses. The Department of Health will help identify smoking and tobacco cessation resources for nurses who request help to stop smoking or using tobacco products.

33.3 Multi-Union Subcommittee

The parties agree that SEIU will join the multi-union Union Management Subcommittee established to review the impacts of smoking in psychiatric hospitals and to consider a policy to make the two psychiatric hospitals tobacco free.

The committee will exist from September 1, 2014 through January 31, 2015.

The committee will include up to four Nurses selected by SEIU.

The committee will be co-facilitated by representatives of the Unions and the Assistant Human Resources Director for DSHS.

Any policy proposals from the subcommittee regarding changes to DSHS's smoking policy will be communicated to SEIU and the union will have 21 days to file a demand to bargain the decision to implement. Failure by the parties to reach agreement will not result in implementation of any proposed changes that remain in dispute.

ARTICLE 34

TOOLS AND EQUIPMENT

The Employer may determine and provide necessary tools and equipment. The Employer will repair or replace employer-provided tools and equipment if damaged or worn out beyond usefulness in the normal course of business. This includes, but is not limited to tote bags, carriers with wheels, and electronic equipment. Employees are accountable for equipment and/or tools assigned to them and will maintain them in a clean and serviceable condition. Employees who misuse, vandalize, lose or damage state property may be subject to disciplinary action. Employees will be required to return all Employer provided tools and equipment (i.e., electronic equipment, badges, keys, etc.) upon separation from employment. In those cases where an employee fails to return the

provided tools and equipment, the Employer may deduct the value of the items from the employee's final pay.

The Employer will provide remote email access to Nurse Consultants within Residential Care Services (RCS). Additionally, the Employer will provide twenty-five (25) portable handheld document scanners to Nurse Consultants within RCS by July 1, 2016.

ARTICLE 35 TRAVEL

Employees required to travel in order to perform their duties will be reimbursed for any authorized travel expenses (e.g., mileage and/or per diem), in accordance with the regulations established by the Office of Financial Management's State Administrative and Accounting Manual and written agency policy.

ARTICLE 36 GRIEVANCE PROCEDURE

36.1 Terms and Requirements

A. Grievance Definition

A grievance is an allegation by a nurse or a group of nurses that there has been a violation or misapplication of this Agreement, which occurred during the term of this Agreement. The term "grievant" as used in this Article includes the term "grievants."

B. Filing a Grievance

Grievances may be filed by the Union on behalf of a nurse or on behalf of a group of nurses. If the Union does so, it will set forth the name of the nurse or the names of the group of nurses. Whenever possible, disputes should be resolved informally, at the lowest level. To that end, all supervisors and nurses are encouraged to engage in free and open discussions about disputes.

C. Computation of Time

The time limits in this Article must be strictly adhered to unless mutually modified in writing. Days are calendar days, and will be counted by excluding the first day and including the last day of timelines. When the last day falls on a Saturday, Sunday or holiday, the last day will be the next day which is not a Saturday, Sunday or holiday. Transmittal of grievances, appeals and responses will be in writing, and timelines will apply to the date of receipt, not the date of postmarking.

D. Failure to Meet Timelines

Failure by the Union to comply with the timelines will result in the automatic withdrawal of the grievance. Failure by the Employer to comply with the timelines will entitle the Union to move the grievance to the next step of the procedure.

E. Contents

The written grievance must include the following information or it will not be processed:

1. The date upon which the alleged violation occurred;
2. The specific Article and Section of the Agreement violated and a description of the facts upon which the grievance is based;
3. The specific remedy requested;
4. The steps taken to informally resolve the grievance, the individuals involved in the attempted resolution, and the results of such discussion; and
5. The name(s) and signature(s) of the grievant(s) and the union delegate and/or union representative presenting the grievance.

F. Modifications

No newly alleged violations and/or remedies may be added after the initial written grievance is filed, except by written mutual agreement.

G. Resolution

If the Employer provides the requested remedy or a mutually agreed-upon alternative, the grievance will be considered resolved and may not be moved to the next step.

H. Bypass

Any of the steps in this procedure may be bypassed with mutual written consent of the parties involved at the time the bypass is sought. Written request for bypassing a step must be submitted within the timeframes outlined in this Article. Once the request has been made the timeframes will be suspended until there is a decision.

I. Withdrawal

A grievance may be withdrawn at any time.

J. Resubmission

If terminated, resolved or withdrawn, a grievance cannot be resubmitted on the same issue based on the same facts.

K. Meeting Attendance and Compensation

1. The Employer has discretion in scheduling Step 1 and 2 grievance meetings. Union delegates will be provided a reasonable amount of time during their normal working hours to investigate and process grievances through the agency head level within the delegate's office or facility. Grievants and union delegates will not lose pay for attending informal resolution meetings, grievance

meetings, alternative dispute resolution sessions, mediation sessions, and arbitration hearings held during work time. Grievants and union delegates will not be paid for informal resolution meetings, grievance meetings, alternative dispute resolution sessions, and arbitration hearings held during their off duty time.

2. Failure by the union delegate and/or union representative to attend and participate in any scheduled grievance meeting shall constitute waiver of the grievance.

L. Group Grievances

The Union will notify management if more than two (2) grievants will be attending a single grievance meeting.

M. Consolidation

The Employer may consolidate grievances arising out of the same set of facts.

N. Alternative Resolution Methods

Any time during the grievance process, by mutual consent, the parties may use alternative methods to resolve the dispute. If the parties agree to use alternative methods, the time frames in this Article are suspended. If the selected alternative method does not result in a resolution, the Union may return to the grievance process and the time frames resume. The parties will share any expenses and fees of alternative methods equally.

O. Confidentiality of Proceedings

The proceedings of any mediation session will not be reported or recorded in any manner, except for agreements that may be reached by the parties during the course of the mediation. Statements made by or to the mediator, or by or to any party or other participant in the mediation may not later be introduced as evidence, may not be made known to an arbitrator or hearings examiner at a hearing, and may not be construed for any purpose as an admission against interest unless they are independently admissible.

36.2 Filing and Processing

A. Filing

A grievance must be filed within twenty-one (21) days of the occurrence giving rise to the grievance, or the date the grievant knew or could reasonably have known of the occurrence. This twenty-one (21) day period will be used to attempt to informally resolve the dispute. Attempts at informal resolution shall, at a minimum, include discussions with a manager who has the authority to resolve the issue. The nurse, union delegate and/or representative shall indicate that the discussion relates to an issue of a potential grievance.

B. Processing

1. **Step 1 – Appointing Authority or Designee**

If an issue is not resolved informally, the Union may present a written grievance to the nurse's appointing authority, with a copy to the local Human Resources Office, within the twenty-one (21) day period described above. The appointing authority or designee will meet in person or by telephone with a union delegate and/or union representative and the grievant within fifteen (15) days of receipt of the grievance, and will present a decision in writing to the Union within fifteen (15) days after the meeting. The Union shall present all known facts and issues at the Step 1 meeting.

2. **Step 2 – Secretary or Designee**

If the grievance is not resolved at Step 1, the Union may move it to the next step by filing it with the Office of the Secretary, with a copy to the agency's Labor Relations Manager, within fifteen (15) days of the Union's receipt of the Step 1 decision. The Secretary or designee will meet in person or by telephone with a union delegate and/or representative and the grievant within fifteen (15) days of receipt of the appeal, and will present a decision in writing to the Union within fifteen (15) days after the meeting.

3. **Step 3 – Mediation**

If the grievance is not resolved at Step 2, the Union may file a request for mediation with the Public Employment Relations Commission (PERC) in accordance with [WAC 391-55-020](#), with a copy to the State Human Resources/Labor Relations Section (SHR/LRS) at labor.relations@ofm.wa.gov and the agency's Human Resources Office within fifteen (15) days of receipt of the Step 2 decision. A copy of the original grievance and all responses will be attached to the mediation request filed with PERC, SHR/LRS, and the agency.

4. **Step 4 – Arbitration**

If the grievance is not resolved at Step 3, the Union may file a request for arbitration. The demand to arbitrate the dispute must be filed with the Federal Mediation & Conciliation Services (FMCS) within fifteen days of the mediation session. If the Employer prefers to use the American Arbitration Association (AAA), as an alternative to FMCS, the Employer will pay the difference between the FMCS and AAA filing fees.

36.3 Arbitration

A. Selecting an Arbitrator

The parties will select an arbitrator by mutual agreement or by alternately striking names supplied by the arbitration organization.

B. Authority of the Arbitrator

1. The arbitrator will:
 - a. Have no authority to rule contrary to, add to, subtract from, or modify any of the provisions of this Agreement;
 - b. Be limited in his or her decision to the issue(s) set forth in the original written grievance, unless the parties agree to modify it;
 - c. Not make any award that provides a nurse with any benefit or compensation that is greater than would have resulted had there been no violation of this Agreement;
 - d. Not have the authority to order the Employer to modify his or her staffing levels, program requirements or to direct staff to work overtime.
2. The arbitrator will hear arguments on and decide issues of arbitrability before the first day of arbitration at a time convenient for the parties, immediately prior to hearing the case on its merits, or as part of the entire hearing and decision-making process. If the issue of arbitrability is argued prior to the first day of arbitration, it may be argued in writing or by telephone, at the discretion of the arbitrator. Although the decision may be made orally, it will be put in writing and provided to the parties.
3. The decision of the arbitrator will be final and binding upon the Union, the Employer and the grievant.

C. Arbitration Costs

1. The expenses and fees of the arbitrator, and the cost (if any) of the hearing room, will be shared equally by the parties.
2. If the arbitration hearing is postponed or canceled because of one party, that party will bear the cost of the postponement or cancellation. The costs of any mutually agreed upon postponements or cancellations will be shared equally by the parties.
3. If either party desires a record of the arbitration, a court reporter may be used. If that party purchases a transcript, a copy will be provided to the arbitrator, free of charge. If the other party desires a copy of the transcript, it will pay for half of the costs of the fee for the court reporter, the original transcript and a copy.
4. Each party is responsible for the costs of its attorneys, representatives, witnesses and all other costs related to the

development and presentation of their case. Grievants and their witnesses will not be paid by the Employer for any time used to prepare for, or travel to or from arbitration hearings that occur during the nurse's scheduled workday. The nurse(s) may be approved to use compensatory time, exchange time, vacation leave or leave without pay for such activities.

ARTICLE 37

SENIORITY

37.1 Definition

A. Seniority for full-time nurses shall be defined as the nurse's length of unbroken state service. Seniority for part-time or on-call nurses shall be based on actual hours worked. For purposes of calculating actual hours worked for part-time and on-call employees, forty (40) hours will equal seven (7) days of seniority. Leave without pay of fifteen (15) consecutive calendar days or less will not affect a nurse's seniority. When a nurse is on leave without pay for more than fifteen (15) consecutive calendar days, the nurse's seniority will not be affected when the leave without pay is taken for:

1. Military leave or United States Public Health Service,
2. Compensable work-related injury or illness leave,
3. Government service leave and leave to enter the Peace Corps, not to exceed two (2) years and three (3) months,
4. Educational leave, contingent upon successful completion of the coursework, and/or
5. Reducing the effects of a layoff.

When a nurse is on leave without pay for more than fifteen (15) consecutive calendar days and the absence is not due to one of the reasons listed above, the nurse's seniority date will be moved forward in an amount equal to the duration of the leave without pay. Time spent on a temporary layoff or when a nurse's work hours are reduced in accordance with [Article 28.5](#), Layoff and Recall, shall not be deducted from the calculation of seniority. Nurses who are separated from state service due to layoff, and are reemployed within two (2) years of their separation date shall not be considered to have a break in service.

B. For the purposes of layoffs, a maximum of five (5) years' credit will be added to the seniority of permanent nurses who are veterans or to their surviving spouse or surviving state registered domestic partner, as provided for in [RCW 41.06.133](#).

37.2 Ties

If two (2) or more nurses have the same unbroken state service date, ties shall be broken in the following order:

1. Longest continuous time within their current job classification;
2. Longest continuous time with the agency; and
3. By lot.

37.3 Seniority List

The Employer shall prepare and post a seniority list. The list shall be updated annually and shall contain each nurse's name, job classification and seniority date. Nurses shall have fourteen (14) calendar days in which to appeal their seniority date to their Human Resource Office, after which time the date shall be presumed correct. A copy of the seniority list shall be provided to the Union at the time of posting.

ARTICLE 38 SAFETY AND HEALTH

38.1 The Employer and the Union have a significant responsibility for workplace safety and will cooperate in the endeavor to maintain safe and healthful working conditions.

- A. The Employer will provide a work environment in accordance with safety standards established by the Washington Industrial Safety and Health Act (WISHA). Safety committees shall be maintained and shall operate in accordance with applicable Washington law. A nurse representative, selected by the Union, shall serve on each safety committee.
- B. Nurses will comply with all safety and health practices and standards established by the Employer. Nurses who have concerns about safety issues should report them to their supervisor and local safety committee utilizing the appropriate incident reporting forms.
- C. The Union will work cooperatively with the Employer on safety and health related matters and encourage nurses to work in a safe and healthful manner.
- D. The Employer shall provide safety training to nurses appropriate to the program they are assigned as determined by the Employer. Appropriate safety training will commence upon hire. Such training shall include elements necessary to adequately prepare the nurses to safely perform their work assignments. Before receiving a patient care assignment, a newly hired nurse at a minimum shall receive sufficient training to be able to handle that patient assignment. Training shall be conducted on work time and shall be considered time worked.

- E. Subject to regulatory requirements and at the nurse's request, at state in patient mental health hospitals personal identifying information on identification badges shall be limited to photo, first name, last initial and job classification.

38.2 Ergonomic Assessments

At the request of the employee, the Employer will ensure that an ergonomic assessment of the employee's work station is completed, including nurses using agency equipment in the performance of their job duties in the field. Solutions to identified issues/concerns will be implemented within available resources.

38.3 Safety Committees

- A. Safety committees will consist of employees selected by the Union and Employer selected members. The number of union-designated employee representatives on the committee(s) will be proportionate to the number of employees represented by the Union at the permanent work location. Meetings will be conducted in accordance with WAC 296-800-13020. Committee recommendations will be forwarded to the appropriate appointing authority for review and action, as necessary. The appointing authority or designee will report follow-up action/information to the safety committee.
- B. Upon request, the Employer will provide the safety committee with available safety and health inspection reports and data.

ARTICLE 39 SAFE PATIENT HANDLING

39.1 Eastern and Western State Hospitals have implemented patient safe handling programs in accordance with the requirements of [RCW 70.41.390](#). Eastern and Western State Hospitals will continue safe patient handling committees consistent with [RCW 70.41.390](#). On an ongoing basis, the committees shall:

1. Continue a safe patient handling policy for all shifts and units of the hospitals, and ensure that it is available on every unit;
2. Continue to refine the processes to identify the appropriate use of the safe patient handling policy based on the patient's physical and medical condition and the availability of lifting equipment or lift teams; and
3. Conduct an annual performance evaluation of the program to determine its effectiveness, with the results of the evaluation reported to the local safety committees and made available on every unit. The evaluation shall determine the extent to which implementation of the program has resulted in a reduction in musculoskeletal disorder claims and days of lost work attributable to musculoskeletal disorder caused by patient handling, and include recommendations to increase the program's effectiveness.

- 39.2** At least half of the members of the safe patient handling committee shall be frontline non-managerial employees who provide direct care to patients unless doing so will adversely affect patient care. When an RN vacancy occurs, the Employer will notify the Union of the vacancy and request that the Union provide a nurse from a specific program area. In the event that the Union does not provide the Employer with a name within twenty-one (21) calendar days after notification, the Employer will notify the Union of its intent to fill the vacancy.
- 39.3** By January 30, 2010, hospitals must complete acquisition of their choice of: (a) one readily available lift per acute care unit on the same floor, unless the safe patient handling committee determines a lift is unnecessary in the unit; (b) one lift for every ten (10) acute care available inpatient beds; or (c) equipment for use by lift teams. Hospitals must train staff on policies, equipment, and devices at least annually.
- 39.4** Eastern and Western State Hospitals have developed procedures for nurses to refuse to perform or be involved in patient handling or movement that the nurse believes in good faith will expose a patient or a hospital employee to an unacceptable risk of injury. A nurse who in good faith follows the procedure shall not be the subject of disciplinary action by the hospital for the refusal to perform or be involved in the patient handling or movement.

ARTICLE 40

JOINT NURSE STAFFING COMMITTEE

- 40.1** The Employer and Union strongly support the proposition that adequate staffing and an appropriate trained staff are necessary to meet the needs of our patients and provide quality care. Both the Employer and Union will work to ensure that state hospitals as defined in [RCW 72.23.010](#) are staffed according to best practices in providing a safe and healthy environment for patients and nurses.

The Employer and Union agree to establish a process to promote evidence-based nurse staffing in each state hospital in compliance with [RCW 70.41.420](#).

- 40.2** The Employer and Union will continue and update the composition and mission of staffing committees to meet the requirements of [RCW 70.41.420](#).

40.3 **Composition of the Joint Staffing Committees**

- A. At least one-half (1/2) of the members of the nurse staffing committees shall be registered nurses currently providing direct patient care and up to one-half (1/2) of the members shall be determined by the hospital administration. The Union will select the direct patient care nurses for the committees. Each committee shall be co-chaired by the nurse executive or designee and the Union local chair or designee.
- B. Participation in the Joint Staffing Committees by employees shall be on scheduled work time and compensated at the appropriate rate of pay. Joint

Staffing Committee members shall be granted one-half (1/2) hour pre-meet time just prior to the Joint Staffing Meeting. Joint Staffing Committee members shall be relieved of all other work duties during the pre-meeting and committee meetings.

40.4 Responsibilities of the Joint Staffing Committees

The primary responsibilities of the committees will be to:

- A. Development and oversight of an annual patient care unit and shift-based nurse staffing plan, based on the needs of patients, to be used as the primary component of the staffing budget. Factors to be considered in the development of the plan should include, but are not limited to:
 - 1. Census, including total numbers of patients on the unit on each shift and activity such as patient discharges, admissions, and transfers;
 - 2. Level of intensity of all patients and nature of the care to be delivered on each shift;
 - 3. Skill mix;
 - 4. Level of experience and specialty certification or training of nursing personnel providing care;
 - 5. The need for specialized or intensive equipment;
 - 6. The architecture and geography of the patient care unit, including but not limited to placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment;
 - 7. Staffing guidelines adopted or published by national nursing professional associations, specialty nursing organizations, and other health professional organizations; and
 - 8. Hospital finances and resources.
- B. Semiannual review of the staffing plan against patient need and known evidence-based staffing information, including the nursing sensitive quality indicators collected by the hospital; and
- C. Review, assessment, and response to staffing concerns presented to the committee.

40.5 Annual Report

Produce the hospital's annual nurse staffing plan. If this staffing plan is not adopted by the hospital, the chief executive officer shall provide a written

explanation of the reasons why to the committee within 90 days of receipt of the plan.

40.6 Posting of Staffing Plan and Staffing Levels

Each hospital shall post, in a public area on each ward, the nurse staffing plan and the nurse staffing schedule for that shift on that ward, as well as the relevant clinical staffing for that shift. The staffing plan and current staffing levels must also be made available to patients and visitors upon request.

40.7 Non-Retaliation

A hospital may not retaliate against or engage in any form of intimidation for performing any duties or responsibilities in connection with the Joint Staffing Committees, or an employee who notifies the Joint Staffing Committees or the Employer of his or her concerns on nurse staffing.

40.8 The members of the committee are encouraged to utilize the resources or assistance of the University of Washington William D. Ruckelshaus Center to help identify and apply best practices related to patient safety and nurse staffing.

40.9 Joint Nurse Staffing Committee Information

The co-chairs of the Joint Nurse Staffing Committee will jointly prioritize what information is necessary for discussion of items on the agenda.

**ARTICLE 41
STRIKES AND LOCKOUTS**

Nothing in this Agreement permits or grants to any nurse the right to strike or refuse to perform his or her official duties.

**ARTICLE 42
SKILLS AND ABILITIES**

Skills and abilities are defined as documented criteria found in license/certification requirements, federal and state requirements, position descriptions, bona fide occupational qualifications approved by the Human Rights Commission, or recruitment announcements.

**ARTICLE 43
PRINTING OF AGREEMENT**

The Employer and Union will share the cost of printing this Agreement. The Agreement will be available to nurses on the Employer's intranet.

ARTICLE 44

SAVINGS CLAUSE

If any court, commission or board of competent jurisdiction finds any Article, Section or portion of this Agreement to be unlawful or invalid, the remainder of the Agreement shall remain in full force and effect. If such a finding is made, the parties agree to make themselves available to negotiate a substitute for the invalid Article, Section or portion.

ARTICLE 45

ENTIRE AGREEMENT

- 45.1** This Agreement constitutes the entire agreement and any past practice or past agreement between the parties – whether written or oral – is null and void, unless specifically preserved in this Agreement.
- 45.2** With regard to WAC’s [356](#) and [357](#), this Agreement preempts all subjects addressed, in whole or in part, by its provisions.
- 45.3** This Agreement supersedes specific provisions of agency policies with which it conflicts.
- 45.4** During the negotiations of the Agreement, each party had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter appropriate for collective bargaining. Therefore, each party voluntarily and unqualifiedly waives the right and shall not be obligated to bargain collectively, during the term of this Agreement, with respect to any subject or matter referred to or covered in this Agreement, or with respect to any subject not specifically referred to or covered in this Agreement, even though such subjects or matters may not have been within the knowledge or contemplation of either of the parties at the time they negotiated 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.

ARTICLE 46

DURATION

- 46.1** All provisions of this Agreement will become effective July 1, 2015, and will remain in full force and effect through June 30, 2017.
- 46.2** Either party may request negotiations of a successor Agreement by notifying the other party in writing no sooner than January 1, 2016, and no later than January 31, 2016. In the event that such notice is given, negotiations will begin at a time agreed upon by the parties.

APPENDIX A
BARGAINING UNITS REPRESENTED BY THE SEIU HEALTHCARE 1199NW

Case 18564-C-04-1190 – Decision 8585

All non-supervisory civil service registered nurses of the Department of Health, excluding the classifications Registered Nurse 4 and Nursing Consultant Advisor, confidential employees, internal auditors, supervisors, Washington Management Service employees (on or after July 1, 2004), employees in other bargaining units and employees historically excluded from the unit by orders of the Washington Personnel Resources Board or its predecessors.

Case 18567-C-04-1192 – Decision 8586

All supervisory civil service registered nurses of the Department of Health, excluding confidential employees, internal auditors, Washington Management Service employees (on or after July 1, 2004), non-supervisory employees, employees in other bargaining units and employees in the “registered nurse 4” and “nursing care consultant supervisor” classifications historically excluded from the unit by orders of the Washington Personnel Resources Board or its predecessors. The “nursing consultant advisor” classification is accreted into the bargaining unit at issue in this proceeding.

Case 18318-C-04-1177 – Decision 8507

All non-supervisory civil service registered nurse employees of the Department of Social and Health Services, excluding supervisors, the classifications Registered Nurse 4 and Nursing Consultant Advisor, confidential employees, internal auditors, Washington Management Service employees (on or after July 1, 2004), employees in other bargaining units and employees historically excluded from the unit by orders of the Washington Personnel Resources Board or its predecessors.

All supervisory civil service registered nurse employees of the Department of Social and Health Services, excluding non-supervisory employees, the classifications of Registered Nurse 4 and Nursing Care Consultant Advisor, confidential employees, internal auditors, Washington Management Service employees (on and after July 1, 2004), employees in other bargaining units, and employees historically excluded from the unit by orders of the Washington Personnel Resources Board or its predecessors.

APPENDIX B
“N1” Range Salary Schedule
Effective July 1, 2015 through June 30, 2016

| RANGE | | Years of Experience | | | | | | | | | | | | | | | | | | | | |
|-------|---------|---------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| | | A | B | C | D | 0 | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T | U |
| 39E1 | Annual | 34320 | 35124 | 35988 | 36816 | 37680 | 38568 | 39504 | 40428 | 41424 | 42396 | 43500 | 44580 | 45684 | 46860 | 47964 | 49176 | 50412 | 51684 | 53004 | 54300 | 55656 |
| | Monthly | 2860 | 2927 | 2999 | 3068 | 3140 | 3214 | 3292 | 3369 | 3452 | 3533 | 3625 | 3715 | 3807 | 3905 | 3997 | 4098 | 4201 | 4307 | 4417 | 4525 | 4638 |
| | Hourly | 16.44 | 16.82 | 17.24 | 17.63 | 18.05 | 18.47 | 18.92 | 19.36 | 19.84 | 20.30 | 20.83 | 21.35 | 21.88 | 22.44 | 22.97 | 23.55 | 24.14 | 24.75 | 25.39 | 26.01 | 26.66 |
| | Standby | 1.15 | 1.18 | 1.21 | 1.23 | 1.26 | 1.29 | 1.32 | 1.36 | 1.39 | 1.42 | 1.46 | 1.49 | 1.53 | 1.57 | 1.61 | 1.65 | 1.69 | 1.73 | 1.78 | 1.82 | 1.87 |
| 41E1 | Annual | 35988 | 36816 | 37680 | 38568 | 39504 | 40428 | 41424 | 42396 | 43500 | 44580 | 45684 | 46860 | 47964 | 49176 | 50412 | 51684 | 53004 | 54300 | 55656 | 57024 | 58512 |
| | Monthly | 2999 | 3068 | 3140 | 3214 | 3292 | 3369 | 3452 | 3533 | 3625 | 3715 | 3807 | 3905 | 3997 | 4098 | 4201 | 4307 | 4417 | 4525 | 4638 | 4752 | 4876 |
| | Hourly | 17.24 | 17.63 | 18.05 | 18.47 | 18.92 | 19.36 | 19.84 | 20.30 | 20.83 | 21.35 | 21.88 | 22.44 | 22.97 | 23.55 | 24.14 | 24.75 | 25.39 | 26.01 | 26.66 | 27.31 | 28.02 |
| | Standby | 1.21 | 1.23 | 1.26 | 1.29 | 1.32 | 1.36 | 1.39 | 1.42 | 1.46 | 1.49 | 1.53 | 1.57 | 1.61 | 1.65 | 1.69 | 1.73 | 1.78 | 1.82 | 1.87 | 1.91 | 1.96 |
| 48E1 | Annual | 42396 | 43500 | 44580 | 45684 | 46860 | 47964 | 49176 | 50412 | 51684 | 53004 | 54300 | 55656 | 57024 | 58512 | 59928 | 61440 | 62988 | 64536 | 66156 | 67824 | 69528 |
| | Monthly | 3533 | 3625 | 3715 | 3807 | 3905 | 3997 | 4098 | 4201 | 4307 | 4417 | 4525 | 4638 | 4752 | 4876 | 4994 | 5120 | 5249 | 5378 | 5513 | 5652 | 5794 |
| | Hourly | 20.30 | 20.83 | 21.35 | 21.88 | 22.44 | 22.97 | 23.55 | 24.14 | 24.75 | 25.39 | 26.01 | 26.66 | 27.31 | 28.02 | 28.70 | 29.43 | 30.17 | 30.91 | 31.68 | 32.48 | 33.30 |
| | Standby | 1.42 | 1.46 | 1.49 | 1.53 | 1.57 | 1.61 | 1.65 | 1.69 | 1.73 | 1.78 | 1.82 | 1.87 | 1.91 | 1.96 | 2.01 | 2.06 | 2.11 | 2.16 | 2.22 | 2.27 | 2.33 |
| | | Years of Experience | | | | | | | | | | | | | | | | | | | | |
| | | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 12 | 15 | 18 | 20 | 26 | | | | | |
| | | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T | U |
| 45N1 | Annual | 39504 | 40428 | 41424 | 42396 | 43500 | 44580 | 45684 | 46860 | 47964 | 49176 | 50412 | 51684 | 53004 | 54300 | 55656 | 57024 | 58512 | 59928 | 61440 | 62988 | 64536 |
| | Monthly | 3292 | 3369 | 3452 | 3533 | 3625 | 3715 | 3807 | 3905 | 3997 | 4098 | 4201 | 4307 | 4417 | 4525 | 4638 | 4752 | 4876 | 4994 | 5120 | 5249 | 5378 |
| | Hourly | 18.92 | 19.36 | 19.84 | 20.30 | 20.83 | 21.35 | 21.88 | 22.44 | 22.97 | 23.55 | 24.14 | 24.75 | 25.39 | 26.01 | 26.66 | 27.31 | 28.02 | 28.70 | 29.43 | 30.17 | 30.91 |
| | Standby | 1.32 | 1.36 | 1.39 | 1.42 | 1.46 | 1.49 | 1.53 | 1.57 | 1.61 | 1.65 | 1.69 | 1.73 | 1.78 | 1.82 | 1.87 | 1.91 | 1.96 | 2.01 | 2.06 | 2.11 | 2.16 |
| 47N1 | Annual | 41424 | 42396 | 43500 | 44580 | 45684 | 46860 | 47964 | 49176 | 50412 | 51684 | 53004 | 54300 | 55656 | 57024 | 58512 | 59928 | 61440 | 62988 | 64536 | 66156 | 67824 |
| | Monthly | 3452 | 3533 | 3625 | 3715 | 3807 | 3905 | 3997 | 4098 | 4201 | 4307 | 4417 | 4525 | 4638 | 4752 | 4876 | 4994 | 5120 | 5249 | 5378 | 5513 | 5652 |
| | Hourly | 19.84 | 20.30 | 20.83 | 21.35 | 21.88 | 22.44 | 22.97 | 23.55 | 24.14 | 24.75 | 25.39 | 26.01 | 26.66 | 27.31 | 28.02 | 28.70 | 29.43 | 30.17 | 30.91 | 31.68 | 32.48 |
| | Standby | 1.39 | 1.42 | 1.46 | 1.49 | 1.53 | 1.57 | 1.61 | 1.65 | 1.69 | 1.73 | 1.78 | 1.82 | 1.87 | 1.91 | 1.96 | 2.01 | 2.06 | 2.11 | 2.16 | 2.22 | 2.27 |

| RANGE | Years of Experience | | | | | | | | | | | | | | | | | | | | | |
|-------|---------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 12 | 15 | 18 | 20 | 26 | | | | | | |
| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T | U | |
| 49N1 | Annual | 43500 | 44580 | 45684 | 46860 | 47964 | 49176 | 50412 | 51684 | 53004 | 54300 | 55656 | 57024 | 58512 | 59928 | 61440 | 62988 | 64536 | 66156 | 67824 | 69528 | 71232 |
| | Monthly | 3625 | 3715 | 3807 | 3905 | 3997 | 4098 | 4201 | 4307 | 4417 | 4525 | 4638 | 4752 | 4876 | 4994 | 5120 | 5249 | 5378 | 5513 | 5652 | 5794 | 5936 |
| | Hourly | 20.83 | 21.35 | 21.88 | 22.44 | 22.97 | 23.55 | 24.14 | 24.75 | 25.39 | 26.01 | 26.66 | 27.31 | 28.02 | 28.70 | 29.43 | 30.17 | 30.91 | 31.68 | 32.48 | 33.30 | 34.11 |
| | Standby | 1.46 | 1.49 | 1.53 | 1.57 | 1.61 | 1.65 | 1.69 | 1.73 | 1.78 | 1.82 | 1.87 | 1.91 | 1.96 | 2.01 | 2.06 | 2.11 | 2.16 | 2.22 | 2.27 | 2.33 | 2.39 |
| 50N1 | Annual | 44580 | 45684 | 46860 | 47964 | 49176 | 50412 | 51684 | 53004 | 54300 | 55656 | 57024 | 58512 | 59928 | 61440 | 62988 | 64536 | 66156 | 67824 | 69528 | 71232 | 73056 |
| | Monthly | 3715 | 3807 | 3905 | 3997 | 4098 | 4201 | 4307 | 4417 | 4525 | 4638 | 4752 | 4876 | 4994 | 5120 | 5249 | 5378 | 5513 | 5652 | 5794 | 5936 | 6088 |
| | Hourly | 21.35 | 21.88 | 22.44 | 22.97 | 23.55 | 24.14 | 24.75 | 25.39 | 26.01 | 26.66 | 27.31 | 28.02 | 28.70 | 29.43 | 30.17 | 30.91 | 31.68 | 32.48 | 33.30 | 34.11 | 34.99 |
| | Standby | 1.49 | 1.53 | 1.57 | 1.61 | 1.65 | 1.69 | 1.73 | 1.78 | 1.82 | 1.87 | 1.91 | 1.96 | 2.01 | 2.06 | 2.11 | 2.16 | 2.22 | 2.27 | 2.33 | 2.39 | 2.45 |
| 51N1 | Annual | 45684 | 46860 | 47964 | 49176 | 50412 | 51684 | 53004 | 54300 | 55656 | 57024 | 58512 | 59928 | 61440 | 62988 | 64536 | 66156 | 67824 | 69528 | 71232 | 73056 | 74868 |
| | Monthly | 3807 | 3905 | 3997 | 4098 | 4201 | 4307 | 4417 | 4525 | 4638 | 4752 | 4876 | 4994 | 5120 | 5249 | 5378 | 5513 | 5652 | 5794 | 5936 | 6088 | 6239 |
| | Hourly | 21.88 | 22.44 | 22.97 | 23.55 | 24.14 | 24.75 | 25.39 | 26.01 | 26.66 | 27.31 | 28.02 | 28.70 | 29.43 | 30.17 | 30.91 | 31.68 | 32.48 | 33.30 | 34.11 | 34.99 | 35.86 |
| | Standby | 1.53 | 1.57 | 1.61 | 1.65 | 1.69 | 1.73 | 1.78 | 1.82 | 1.87 | 1.91 | 1.96 | 2.01 | 2.06 | 2.11 | 2.16 | 2.22 | 2.27 | 2.33 | 2.39 | 2.45 | 2.51 |
| 52N1 | Annual | 46860 | 47964 | 49176 | 50412 | 51684 | 53004 | 54300 | 55656 | 57024 | 58512 | 59928 | 61440 | 62988 | 64536 | 66156 | 67824 | 69528 | 71232 | 73056 | 74868 | 76728 |
| | Monthly | 3905 | 3997 | 4098 | 4201 | 4307 | 4417 | 4525 | 4638 | 4752 | 4876 | 4994 | 5120 | 5249 | 5378 | 5513 | 5652 | 5794 | 5936 | 6088 | 6239 | 6394 |
| | Hourly | 22.44 | 22.97 | 23.55 | 24.14 | 24.75 | 25.39 | 26.01 | 26.66 | 27.31 | 28.02 | 28.70 | 29.43 | 30.17 | 30.91 | 31.68 | 32.48 | 33.30 | 34.11 | 34.99 | 35.86 | 36.75 |
| | Standby | 1.57 | 1.61 | 1.65 | 1.69 | 1.73 | 1.78 | 1.82 | 1.87 | 1.91 | 1.96 | 2.01 | 2.06 | 2.11 | 2.16 | 2.22 | 2.27 | 2.33 | 2.39 | 2.45 | 2.51 | 2.57 |
| 53N1 | Annual | 47964 | 49176 | 50412 | 51684 | 53004 | 54300 | 55656 | 57024 | 58512 | 59928 | 61440 | 62988 | 64536 | 66156 | 67824 | 69528 | 71232 | 73056 | 74868 | 76728 | 78684 |
| | Monthly | 3997 | 4098 | 4201 | 4307 | 4417 | 4525 | 4638 | 4752 | 4876 | 4994 | 5120 | 5249 | 5378 | 5513 | 5652 | 5794 | 5936 | 6088 | 6239 | 6394 | 6557 |
| | Hourly | 22.97 | 23.55 | 24.14 | 24.75 | 25.39 | 26.01 | 26.66 | 27.31 | 28.02 | 28.70 | 29.43 | 30.17 | 30.91 | 31.68 | 32.48 | 33.30 | 34.11 | 34.99 | 35.86 | 36.75 | 37.68 |
| | Standby | 1.61 | 1.65 | 1.69 | 1.73 | 1.78 | 1.82 | 1.87 | 1.91 | 1.96 | 2.01 | 2.06 | 2.11 | 2.16 | 2.22 | 2.27 | 2.33 | 2.39 | 2.45 | 2.51 | 2.57 | 2.64 |
| 54N1 | Annual | 49176 | 50412 | 51684 | 53004 | 54300 | 55656 | 57024 | 58512 | 59928 | 61440 | 62988 | 64536 | 66156 | 67824 | 69528 | 71232 | 73056 | 74868 | 76728 | 78684 | 80604 |
| | Monthly | 4098 | 4201 | 4307 | 4417 | 4525 | 4638 | 4752 | 4876 | 4994 | 5120 | 5249 | 5378 | 5513 | 5652 | 5794 | 5936 | 6088 | 6239 | 6394 | 6557 | 6717 |
| | Hourly | 23.55 | 24.14 | 24.75 | 25.39 | 26.01 | 26.66 | 27.31 | 28.02 | 28.70 | 29.43 | 30.17 | 30.91 | 31.68 | 32.48 | 33.30 | 34.11 | 34.99 | 35.86 | 36.75 | 37.68 | 38.60 |
| | Standby | 1.65 | 1.69 | 1.73 | 1.78 | 1.82 | 1.87 | 1.91 | 1.96 | 2.01 | 2.06 | 2.11 | 2.16 | 2.22 | 2.27 | 2.33 | 2.39 | 2.45 | 2.51 | 2.57 | 2.64 | 2.70 |
| 55N1 | Annual | 50412 | 51684 | 53004 | 54300 | 55656 | 57024 | 58512 | 59928 | 61440 | 62988 | 64536 | 66156 | 67824 | 69528 | 71232 | 73056 | 74868 | 76728 | 78684 | 80604 | 82620 |
| | Monthly | 4201 | 4307 | 4417 | 4525 | 4638 | 4752 | 4876 | 4994 | 5120 | 5249 | 5378 | 5513 | 5652 | 5794 | 5936 | 6088 | 6239 | 6394 | 6557 | 6717 | 6885 |
| | Hourly | 24.14 | 24.75 | 25.39 | 26.01 | 26.66 | 27.31 | 28.02 | 28.70 | 29.43 | 30.17 | 30.91 | 31.68 | 32.48 | 33.30 | 34.11 | 34.99 | 35.86 | 36.75 | 37.68 | 38.60 | 39.57 |
| | Standby | 1.69 | 1.73 | 1.78 | 1.82 | 1.87 | 1.91 | 1.96 | 2.01 | 2.06 | 2.11 | 2.16 | 2.22 | 2.27 | 2.33 | 2.39 | 2.45 | 2.51 | 2.57 | 2.64 | 2.70 | 2.77 |

| | | Years of Experience | | | | | | | | | | | | | | | | | | | | |
|-------|---------|---------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| | | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 12 | 15 | 18 | 20 | 26 | | | | | |
| RANGE | | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T | U |
| 56N1 | Annual | 51684 | 53004 | 54300 | 55656 | 57024 | 58512 | 59928 | 61440 | 62988 | 64536 | 66156 | 67824 | 69528 | 71232 | 73056 | 74868 | 76728 | 78684 | 80604 | 82620 | 84672 |
| | Monthly | 4307 | 4417 | 4525 | 4638 | 4752 | 4876 | 4994 | 5120 | 5249 | 5378 | 5513 | 5652 | 5794 | 5936 | 6088 | 6239 | 6394 | 6557 | 6717 | 6885 | 7056 |
| | Hourly | 24.75 | 25.39 | 26.01 | 26.66 | 27.31 | 28.02 | 28.70 | 29.43 | 30.17 | 30.91 | 31.68 | 32.48 | 33.30 | 34.11 | 34.99 | 35.86 | 36.75 | 37.68 | 38.60 | 39.57 | 40.55 |
| | Standby | 1.73 | 1.78 | 1.82 | 1.87 | 1.91 | 1.96 | 2.01 | 2.06 | 2.11 | 2.16 | 2.22 | 2.27 | 2.33 | 2.39 | 2.45 | 2.51 | 2.57 | 2.64 | 2.70 | 2.77 | 2.84 |
| 57N1 | Annual | 53004 | 54300 | 55656 | 57024 | 58512 | 59928 | 61440 | 62988 | 64536 | 66156 | 67824 | 69528 | 71232 | 73056 | 74868 | 76728 | 78684 | 80604 | 82620 | 84672 | 86796 |
| | Monthly | 4417 | 4525 | 4638 | 4752 | 4876 | 4994 | 5120 | 5249 | 5378 | 5513 | 5652 | 5794 | 5936 | 6088 | 6239 | 6394 | 6557 | 6717 | 6885 | 7056 | 7233 |
| | Hourly | 25.39 | 26.01 | 26.66 | 27.31 | 28.02 | 28.70 | 29.43 | 30.17 | 30.91 | 31.68 | 32.48 | 33.30 | 34.11 | 34.99 | 35.86 | 36.75 | 37.68 | 38.60 | 39.57 | 40.55 | 41.57 |
| | Standby | 1.78 | 1.82 | 1.87 | 1.91 | 1.96 | 2.01 | 2.06 | 2.11 | 2.16 | 2.22 | 2.27 | 2.33 | 2.39 | 2.45 | 2.51 | 2.57 | 2.64 | 2.70 | 2.77 | 2.84 | 2.91 |
| 58N1 | Annual | 54300 | 55656 | 57024 | 58512 | 59928 | 61440 | 62988 | 64536 | 66156 | 67824 | 69528 | 71232 | 73056 | 74868 | 76728 | 78684 | 80604 | 82620 | 84672 | 86796 | 88992 |
| | Monthly | 4525 | 4638 | 4752 | 4876 | 4994 | 5120 | 5249 | 5378 | 5513 | 5652 | 5794 | 5936 | 6088 | 6239 | 6394 | 6557 | 6717 | 6885 | 7056 | 7233 | 7416 |
| | Hourly | 26.01 | 26.66 | 27.31 | 28.02 | 28.70 | 29.43 | 30.17 | 30.91 | 31.68 | 32.48 | 33.30 | 34.11 | 34.99 | 35.86 | 36.75 | 37.68 | 38.60 | 39.57 | 40.55 | 41.57 | 42.62 |
| | Standby | 1.82 | 1.87 | 1.91 | 1.96 | 2.01 | 2.06 | 2.11 | 2.16 | 2.22 | 2.27 | 2.33 | 2.39 | 2.45 | 2.51 | 2.57 | 2.64 | 2.70 | 2.77 | 2.84 | 2.91 | 2.98 |
| 59N1 | Annual | 55656 | 57024 | 58512 | 59928 | 61440 | 62988 | 64536 | 66156 | 67824 | 69528 | 71232 | 73056 | 74868 | 76728 | 78684 | 80604 | 82620 | 84672 | 86796 | 88992 | 91212 |
| | Monthly | 4638 | 4752 | 4876 | 4994 | 5120 | 5249 | 5378 | 5513 | 5652 | 5794 | 5936 | 6088 | 6239 | 6394 | 6557 | 6717 | 6885 | 7056 | 7233 | 7416 | 7601 |
| | Hourly | 26.66 | 27.31 | 28.02 | 28.70 | 29.43 | 30.17 | 30.91 | 31.68 | 32.48 | 33.30 | 34.11 | 34.99 | 35.86 | 36.75 | 37.68 | 38.60 | 39.57 | 40.55 | 41.57 | 42.62 | 43.68 |
| | Standby | 1.87 | 1.91 | 1.96 | 2.01 | 2.06 | 2.11 | 2.16 | 2.22 | 2.27 | 2.33 | 2.39 | 2.45 | 2.51 | 2.57 | 2.64 | 2.70 | 2.77 | 2.84 | 2.91 | 2.98 | 3.06 |
| 60N1 | Annual | 57024 | 58512 | 59928 | 61440 | 62988 | 64536 | 66156 | 67824 | 69528 | 71232 | 73056 | 74868 | 76728 | 78684 | 80604 | 82620 | 84672 | 86796 | 88992 | 91212 | 93504 |
| | Monthly | 4752 | 4876 | 4994 | 5120 | 5249 | 5378 | 5513 | 5652 | 5794 | 5936 | 6088 | 6239 | 6394 | 6557 | 6717 | 6885 | 7056 | 7233 | 7416 | 7601 | 7792 |
| | Hourly | 27.31 | 28.02 | 28.70 | 29.43 | 30.17 | 30.91 | 31.68 | 32.48 | 33.30 | 34.11 | 34.99 | 35.86 | 36.75 | 37.68 | 38.60 | 39.57 | 40.55 | 41.57 | 42.62 | 43.68 | 44.78 |
| | Standby | 1.91 | 1.96 | 2.01 | 2.06 | 2.11 | 2.16 | 2.22 | 2.27 | 2.33 | 2.39 | 2.45 | 2.51 | 2.57 | 2.64 | 2.70 | 2.77 | 2.84 | 2.91 | 2.98 | 3.06 | 3.13 |
| 61N1 | Annual | 58512 | 59928 | 61440 | 62988 | 64536 | 66156 | 67824 | 69528 | 71232 | 73056 | 74868 | 76728 | 78684 | 80604 | 82620 | 84672 | 86796 | 88992 | 91212 | 93504 | 95856 |
| | Monthly | 4876 | 4994 | 5120 | 5249 | 5378 | 5513 | 5652 | 5794 | 5936 | 6088 | 6239 | 6394 | 6557 | 6717 | 6885 | 7056 | 7233 | 7416 | 7601 | 7792 | 7988 |
| | Hourly | 28.02 | 28.70 | 29.43 | 30.17 | 30.91 | 31.68 | 32.48 | 33.30 | 34.11 | 34.99 | 35.86 | 36.75 | 37.68 | 38.60 | 39.57 | 40.55 | 41.57 | 42.62 | 43.68 | 44.78 | 45.91 |
| | Standby | 1.96 | 2.01 | 2.06 | 2.11 | 2.16 | 2.22 | 2.27 | 2.33 | 2.39 | 2.45 | 2.51 | 2.57 | 2.64 | 2.70 | 2.77 | 2.84 | 2.91 | 2.98 | 3.06 | 3.13 | 3.21 |
| | Annual | 59928 | 61440 | 62988 | 64536 | 66156 | 67824 | 69528 | 71232 | 73056 | 74868 | 76728 | 78684 | 80604 | 82620 | 84672 | 86796 | 88992 | 91212 | 93504 | 95856 | 98244 |

| RANGE | Years of Experience | | | | | | | | | | | | | | | | | | | | | |
|-------|---------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------|--------|--------|--------|
| | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 12 | 15 | 18 | 20 | 26 | | | | | | |
| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T | U | |
| 62N1 | Monthly | 4994 | 5120 | 5249 | 5378 | 5513 | 5652 | 5794 | 5936 | 6088 | 6239 | 6394 | 6557 | 6717 | 6885 | 7056 | 7233 | 7416 | 7601 | 7792 | 7988 | 8187 |
| | Hourly | 28.70 | 29.43 | 30.17 | 30.91 | 31.68 | 32.48 | 33.30 | 34.11 | 34.99 | 35.86 | 36.75 | 37.68 | 38.60 | 39.57 | 40.55 | 41.57 | 42.62 | 43.68 | 44.78 | 45.91 | 47.05 |
| | Standby | 2.01 | 2.06 | 2.11 | 2.16 | 2.22 | 2.27 | 2.33 | 2.39 | 2.45 | 2.51 | 2.57 | 2.64 | 2.70 | 2.77 | 2.84 | 2.91 | 2.98 | 3.06 | 3.13 | 3.21 | 3.29 |
| 63N1 | Annual | 61440 | 62988 | 64536 | 66156 | 67824 | 69528 | 71232 | 73056 | 74868 | 76728 | 78684 | 80604 | 82620 | 84672 | 86796 | 88992 | 91212 | 93504 | 95856 | 98244 | 100704 |
| | Monthly | 5120 | 5249 | 5378 | 5513 | 5652 | 5794 | 5936 | 6088 | 6239 | 6394 | 6557 | 6717 | 6885 | 7056 | 7233 | 7416 | 7601 | 7792 | 7988 | 8187 | 8392 |
| | Hourly | 29.43 | 30.17 | 30.91 | 31.68 | 32.48 | 33.30 | 34.11 | 34.99 | 35.86 | 36.75 | 37.68 | 38.60 | 39.57 | 40.55 | 41.57 | 42.62 | 43.68 | 44.78 | 45.91 | 47.05 | 48.23 |
| 64N1 | Standby | 2.06 | 2.11 | 2.16 | 2.22 | 2.27 | 2.33 | 2.39 | 2.45 | 2.51 | 2.57 | 2.64 | 2.70 | 2.77 | 2.84 | 2.91 | 2.98 | 3.06 | 3.13 | 3.21 | 3.29 | 3.38 |
| | Annual | 62988 | 64536 | 66156 | 67824 | 69528 | 71232 | 73056 | 74868 | 76728 | 78684 | 80604 | 82620 | 84672 | 86796 | 88992 | 91212 | 93504 | 95856 | 98244 | 100704 | 103236 |
| | Monthly | 5249 | 5378 | 5513 | 5652 | 5794 | 5936 | 6088 | 6239 | 6394 | 6557 | 6717 | 6885 | 7056 | 7233 | 7416 | 7601 | 7792 | 7988 | 8187 | 8392 | 8603 |
| 65N1 | Hourly | 30.17 | 30.91 | 31.68 | 32.48 | 33.30 | 34.11 | 34.99 | 35.86 | 36.75 | 37.68 | 38.60 | 39.57 | 40.55 | 41.57 | 42.62 | 43.68 | 44.78 | 45.91 | 47.05 | 48.23 | 49.44 |
| | Standby | 2.11 | 2.16 | 2.22 | 2.27 | 2.33 | 2.39 | 2.45 | 2.51 | 2.57 | 2.64 | 2.70 | 2.77 | 2.84 | 2.91 | 2.98 | 3.06 | 3.13 | 3.21 | 3.29 | 3.38 | 3.46 |
| | Annual | 64536 | 66156 | 67824 | 69528 | 71232 | 73056 | 74868 | 76728 | 78684 | 80604 | 82620 | 84672 | 86796 | 88992 | 91212 | 93504 | 95856 | 98244 | 100704 | 103236 | 105816 |
| 66N1 | Monthly | 5378 | 5513 | 5652 | 5794 | 5936 | 6088 | 6239 | 6394 | 6557 | 6717 | 6885 | 7056 | 7233 | 7416 | 7601 | 7792 | 7988 | 8187 | 8392 | 8603 | 8818 |
| | Hourly | 30.91 | 31.68 | 32.48 | 33.30 | 34.11 | 34.99 | 35.86 | 36.75 | 37.68 | 38.60 | 39.57 | 40.55 | 41.57 | 42.62 | 43.68 | 44.78 | 45.91 | 47.05 | 48.23 | 49.44 | 50.68 |
| | Standby | 2.16 | 2.22 | 2.27 | 2.33 | 2.39 | 2.45 | 2.51 | 2.57 | 2.64 | 2.70 | 2.77 | 2.84 | 2.91 | 2.98 | 3.06 | 3.13 | 3.21 | 3.29 | 3.38 | 3.46 | 3.55 |
| 66N1 | Annual | 66156 | 67824 | 69528 | 71232 | 73056 | 74868 | 76728 | 78684 | 80604 | 82620 | 84672 | 86796 | 88992 | 91212 | 93504 | 95856 | 98244 | 100704 | 103236 | 105816 | 108456 |
| | Monthly | 5513 | 5652 | 5794 | 5936 | 6088 | 6239 | 6394 | 6557 | 6717 | 6885 | 7056 | 7233 | 7416 | 7601 | 7792 | 7988 | 8187 | 8392 | 8603 | 8818 | 9038 |
| | Hourly | 31.68 | 32.48 | 33.30 | 34.11 | 34.99 | 35.86 | 36.75 | 37.68 | 38.60 | 39.57 | 40.55 | 41.57 | 42.62 | 43.68 | 44.78 | 45.91 | 47.05 | 48.23 | 49.44 | 50.68 | 51.94 |
| 66N1 | Standby | 2.22 | 2.27 | 2.33 | 2.39 | 2.45 | 2.51 | 2.57 | 2.64 | 2.70 | 2.77 | 2.84 | 2.91 | 2.98 | 3.06 | 3.13 | 3.21 | 3.29 | 3.38 | 3.46 | 3.55 | 3.64 |

APPENDIX C
“N1” Range Salary Schedule
Effective July 1, 2016 through June 30, 2017

| RANGE | | Years of Experience | | | | | | | | | | | | | | | | | | | | |
|-------|---------|---------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| | | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 12 | 15 | 18 | 20 | 26 | | | | | | | |
| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T | U | |
| 39E1 | Annual | 34932 | 35760 | 36636 | 37476 | 38364 | 39264 | 40212 | 41160 | 42168 | 43164 | 44280 | 45384 | 46512 | 47700 | 48828 | 50064 | 51324 | 52620 | 53964 | 55272 | 56652 |
| | Monthly | 2911 | 2980 | 3053 | 3123 | 3197 | 3272 | 3351 | 3430 | 3514 | 3597 | 3690 | 3782 | 3876 | 3975 | 4069 | 4172 | 4277 | 4385 | 4497 | 4606 | 4721 |
| | Hourly | 16.73 | 17.13 | 17.55 | 17.95 | 18.37 | 18.80 | 19.26 | 19.71 | 20.20 | 20.67 | 21.21 | 21.74 | 22.28 | 22.84 | 23.39 | 23.98 | 24.58 | 25.20 | 25.84 | 26.47 | 27.13 |
| | Standby | 1.17 | 1.20 | 1.23 | 1.26 | 1.29 | 1.32 | 1.35 | 1.38 | 1.41 | 1.45 | 1.48 | 1.52 | 1.56 | 1.60 | 1.64 | 1.68 | 1.72 | 1.76 | 1.81 | 1.85 | 1.90 |
| 41E1 | Annual | 36636 | 37476 | 38364 | 39264 | 40212 | 41160 | 42168 | 43164 | 44280 | 45384 | 46512 | 47700 | 48828 | 50064 | 51324 | 52620 | 53964 | 55272 | 56652 | 58056 | 59568 |
| | Monthly | 3053 | 3123 | 3197 | 3272 | 3351 | 3430 | 3514 | 3597 | 3690 | 3782 | 3876 | 3975 | 4069 | 4172 | 4277 | 4385 | 4497 | 4606 | 4721 | 4838 | 4964 |
| | Hourly | 17.55 | 17.95 | 18.37 | 18.80 | 19.26 | 19.71 | 20.20 | 20.67 | 21.21 | 21.74 | 22.28 | 22.84 | 23.39 | 23.98 | 24.58 | 25.20 | 25.84 | 26.47 | 27.13 | 27.80 | 28.53 |
| | Standby | 1.23 | 1.26 | 1.29 | 1.32 | 1.35 | 1.38 | 1.41 | 1.45 | 1.48 | 1.52 | 1.56 | 1.60 | 1.64 | 1.68 | 1.72 | 1.76 | 1.81 | 1.85 | 1.90 | 1.95 | 2.00 |
| 48E1 | Annual | 43164 | 44280 | 45384 | 46512 | 47700 | 48828 | 50064 | 51324 | 52620 | 53964 | 55272 | 56652 | 58056 | 59568 | 61008 | 62544 | 64116 | 65700 | 67344 | 69048 | 70776 |
| | Monthly | 3597 | 3690 | 3782 | 3876 | 3975 | 4069 | 4172 | 4277 | 4385 | 4497 | 4606 | 4721 | 4838 | 4964 | 5084 | 5212 | 5343 | 5475 | 5612 | 5754 | 5898 |
| | Hourly | 20.67 | 21.21 | 21.74 | 22.28 | 22.84 | 23.39 | 23.98 | 24.58 | 25.20 | 25.84 | 26.47 | 27.13 | 27.80 | 28.53 | 29.22 | 29.95 | 30.71 | 31.47 | 32.25 | 33.07 | 33.90 |
| | Standby | 1.45 | 1.48 | 1.52 | 1.56 | 1.60 | 1.64 | 1.68 | 1.72 | 1.76 | 1.81 | 1.85 | 1.90 | 1.95 | 2.00 | 2.05 | 2.10 | 2.15 | 2.20 | 2.26 | 2.31 | 2.37 |
| | | Years of Experience | | | | | | | | | | | | | | | | | | | | |
| | | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 12 | 15 | 18 | 20 | 26 | | | | | |
| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T | U | |
| 45N1 | Annual | 40212 | 41160 | 42168 | 43164 | 44280 | 45384 | 46512 | 47700 | 48828 | 50064 | 51324 | 52620 | 53964 | 55272 | 56652 | 58056 | 59568 | 61008 | 62544 | 64116 | 65700 |
| | Monthly | 3351 | 3430 | 3514 | 3597 | 3690 | 3782 | 3876 | 3975 | 4069 | 4172 | 4277 | 4385 | 4497 | 4606 | 4721 | 4838 | 4964 | 5084 | 5212 | 5343 | 5475 |
| | Hourly | 19.26 | 19.71 | 20.20 | 20.67 | 21.21 | 21.74 | 22.28 | 22.84 | 23.39 | 23.98 | 24.58 | 25.20 | 25.84 | 26.47 | 27.13 | 27.80 | 28.53 | 29.22 | 29.95 | 30.71 | 31.47 |
| | Standby | 1.35 | 1.38 | 1.41 | 1.45 | 1.48 | 1.52 | 1.56 | 1.60 | 1.64 | 1.68 | 1.72 | 1.76 | 1.81 | 1.85 | 1.90 | 1.95 | 2.00 | 2.05 | 2.10 | 2.15 | 2.20 |
| 47N1 | Annual | 42168 | 43164 | 44280 | 45384 | 46512 | 47700 | 48828 | 50064 | 51324 | 52620 | 53964 | 55272 | 56652 | 58056 | 59568 | 61008 | 62544 | 64116 | 65700 | 67344 | 69048 |
| | Monthly | 3514 | 3597 | 3690 | 3782 | 3876 | 3975 | 4069 | 4172 | 4277 | 4385 | 4497 | 4606 | 4721 | 4838 | 4964 | 5084 | 5212 | 5343 | 5475 | 5612 | 5754 |
| | Hourly | 20.20 | 20.67 | 21.21 | 21.74 | 22.28 | 22.84 | 23.39 | 23.98 | 24.58 | 25.20 | 25.84 | 26.47 | 27.13 | 27.80 | 28.53 | 29.22 | 29.95 | 30.71 | 31.47 | 32.25 | 33.07 |
| | Standby | 1.41 | 1.45 | 1.48 | 1.52 | 1.56 | 1.60 | 1.64 | 1.68 | 1.72 | 1.76 | 1.81 | 1.85 | 1.90 | 1.95 | 2.00 | 2.05 | 2.10 | 2.15 | 2.20 | 2.26 | 2.31 |

| RANGE | Years of Experience | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|-------|---------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|----|--|----|--|----|--|----|--|----|--|
| | 0 | | 1 | | 2 | | 3 | | 4 | | 5 | | 6 | | 7 | | 8 | | 9 | | 10 | | 12 | | 15 | | 18 | | 20 | | 26 | |
| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T | U | | | | | | | | | | | |
| 49N1 | Annual | 44280 | 45384 | 46512 | 47700 | 48828 | 50064 | 51324 | 52620 | 53964 | 55272 | 56652 | 58056 | 59568 | 61008 | 62544 | 64116 | 65700 | 67344 | 69048 | 70776 | 72516 | | | | | | | | | | |
| | Monthly | 3690 | 3782 | 3876 | 3975 | 4069 | 4172 | 4277 | 4385 | 4497 | 4606 | 4721 | 4838 | 4964 | 5084 | 5212 | 5343 | 5475 | 5612 | 5754 | 5898 | 6043 | | | | | | | | | | |
| | Hourly | 21.21 | 21.74 | 22.28 | 22.84 | 23.39 | 23.98 | 24.58 | 25.20 | 25.84 | 26.47 | 27.13 | 27.80 | 28.53 | 29.22 | 29.95 | 30.71 | 31.47 | 32.25 | 33.07 | 33.90 | 34.73 | | | | | | | | | | |
| | Standby | 1.48 | 1.52 | 1.56 | 1.60 | 1.64 | 1.68 | 1.72 | 1.76 | 1.81 | 1.85 | 1.90 | 1.95 | 2.00 | 2.05 | 2.10 | 2.15 | 2.20 | 2.26 | 2.31 | 2.37 | 2.43 | | | | | | | | | | |
| 50N1 | Annual | 45384 | 46512 | 47700 | 48828 | 50064 | 51324 | 52620 | 53964 | 55272 | 56652 | 58056 | 59568 | 61008 | 62544 | 64116 | 65700 | 67344 | 69048 | 70776 | 72516 | 74376 | | | | | | | | | | |
| | Monthly | 3782 | 3876 | 3975 | 4069 | 4172 | 4277 | 4385 | 4497 | 4606 | 4721 | 4838 | 4964 | 5084 | 5212 | 5343 | 5475 | 5612 | 5754 | 5898 | 6043 | 6198 | | | | | | | | | | |
| | Hourly | 21.74 | 22.28 | 22.84 | 23.39 | 23.98 | 24.58 | 25.20 | 25.84 | 26.47 | 27.13 | 27.80 | 28.53 | 29.22 | 29.95 | 30.71 | 31.47 | 32.25 | 33.07 | 33.90 | 34.73 | 35.62 | | | | | | | | | | |
| | Standby | 1.52 | 1.56 | 1.60 | 1.64 | 1.68 | 1.72 | 1.76 | 1.81 | 1.85 | 1.90 | 1.95 | 2.00 | 2.05 | 2.10 | 2.15 | 2.20 | 2.26 | 2.31 | 2.37 | 2.43 | 2.49 | | | | | | | | | | |
| 51N1 | Annual | 46512 | 47700 | 48828 | 50064 | 51324 | 52620 | 53964 | 55272 | 56652 | 58056 | 59568 | 61008 | 62544 | 64116 | 65700 | 67344 | 69048 | 70776 | 72516 | 74376 | 76212 | | | | | | | | | | |
| | Monthly | 3876 | 3975 | 4069 | 4172 | 4277 | 4385 | 4497 | 4606 | 4721 | 4838 | 4964 | 5084 | 5212 | 5343 | 5475 | 5612 | 5754 | 5898 | 6043 | 6198 | 6351 | | | | | | | | | | |
| | Hourly | 22.28 | 22.84 | 23.39 | 23.98 | 24.58 | 25.20 | 25.84 | 26.47 | 27.13 | 27.80 | 28.53 | 29.22 | 29.95 | 30.71 | 31.47 | 32.25 | 33.07 | 33.90 | 34.73 | 35.62 | 36.50 | | | | | | | | | | |
| | Standby | 1.56 | 1.60 | 1.64 | 1.68 | 1.72 | 1.76 | 1.81 | 1.85 | 1.90 | 1.95 | 2.00 | 2.05 | 2.10 | 2.15 | 2.20 | 2.26 | 2.31 | 2.37 | 2.43 | 2.49 | 2.56 | | | | | | | | | | |
| 52N1 | Annual | 47700 | 48828 | 50064 | 51324 | 52620 | 53964 | 55272 | 56652 | 58056 | 59568 | 61008 | 62544 | 64116 | 65700 | 67344 | 69048 | 70776 | 72516 | 74376 | 76212 | 78108 | | | | | | | | | | |
| | Monthly | 3975 | 4069 | 4172 | 4277 | 4385 | 4497 | 4606 | 4721 | 4838 | 4964 | 5084 | 5212 | 5343 | 5475 | 5612 | 5754 | 5898 | 6043 | 6198 | 6351 | 6509 | | | | | | | | | | |
| | Hourly | 22.84 | 23.39 | 23.98 | 24.58 | 25.20 | 25.84 | 26.47 | 27.13 | 27.80 | 28.53 | 29.22 | 29.95 | 30.71 | 31.47 | 32.25 | 33.07 | 33.90 | 34.73 | 35.62 | 36.50 | 37.41 | | | | | | | | | | |
| | Standby | 1.60 | 1.64 | 1.68 | 1.72 | 1.76 | 1.81 | 1.85 | 1.90 | 1.95 | 2.00 | 2.05 | 2.10 | 2.15 | 2.20 | 2.26 | 2.31 | 2.37 | 2.43 | 2.49 | 2.56 | 2.62 | | | | | | | | | | |
| 53N1 | Annual | 48828 | 50064 | 51324 | 52620 | 53964 | 55272 | 56652 | 58056 | 59568 | 61008 | 62544 | 64116 | 65700 | 67344 | 69048 | 70776 | 72516 | 74376 | 76212 | 78108 | 80100 | | | | | | | | | | |
| | Monthly | 4069 | 4172 | 4277 | 4385 | 4497 | 4606 | 4721 | 4838 | 4964 | 5084 | 5212 | 5343 | 5475 | 5612 | 5754 | 5898 | 6043 | 6198 | 6351 | 6509 | 6675 | | | | | | | | | | |
| | Hourly | 23.39 | 23.98 | 24.58 | 25.20 | 25.84 | 26.47 | 27.13 | 27.80 | 28.53 | 29.22 | 29.95 | 30.71 | 31.47 | 32.25 | 33.07 | 33.90 | 34.73 | 35.62 | 36.50 | 37.41 | 38.36 | | | | | | | | | | |
| | Standby | 1.64 | 1.68 | 1.72 | 1.76 | 1.81 | 1.85 | 1.90 | 1.95 | 2.00 | 2.05 | 2.10 | 2.15 | 2.20 | 2.26 | 2.31 | 2.37 | 2.43 | 2.49 | 2.56 | 2.62 | 2.69 | | | | | | | | | | |
| 54N1 | Annual | 50064 | 51324 | 52620 | 53964 | 55272 | 56652 | 58056 | 59568 | 61008 | 62544 | 64116 | 65700 | 67344 | 69048 | 70776 | 72516 | 74376 | 76212 | 78108 | 80100 | 82056 | | | | | | | | | | |
| | Monthly | 4172 | 4277 | 4385 | 4497 | 4606 | 4721 | 4838 | 4964 | 5084 | 5212 | 5343 | 5475 | 5612 | 5754 | 5898 | 6043 | 6198 | 6351 | 6509 | 6675 | 6838 | | | | | | | | | | |
| | Hourly | 23.98 | 24.58 | 25.20 | 25.84 | 26.47 | 27.13 | 27.80 | 28.53 | 29.22 | 29.95 | 30.71 | 31.47 | 32.25 | 33.07 | 33.90 | 34.73 | 35.62 | 36.50 | 37.41 | 38.36 | 39.30 | | | | | | | | | | |
| | Standby | 1.68 | 1.72 | 1.76 | 1.81 | 1.85 | 1.90 | 1.95 | 2.00 | 2.05 | 2.10 | 2.15 | 2.20 | 2.26 | 2.31 | 2.37 | 2.43 | 2.49 | 2.56 | 2.62 | 2.69 | 2.75 | | | | | | | | | | |

| RANGE | Years of Experience | | | | | | | | | | | | | | | | | | | | | |
|-------|---------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 12 | 15 | 18 | 20 | 26 | | | | | | |
| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T | U | |
| 55N1 | Annual | 51324 | 52620 | 53964 | 55272 | 56652 | 58056 | 59568 | 61008 | 62544 | 64116 | 65700 | 67344 | 69048 | 70776 | 72516 | 74376 | 76212 | 78108 | 80100 | 82056 | 84108 |
| | Monthly | 4277 | 4385 | 4497 | 4606 | 4721 | 4838 | 4964 | 5084 | 5212 | 5343 | 5475 | 5612 | 5754 | 5898 | 6043 | 6198 | 6351 | 6509 | 6675 | 6838 | 7009 |
| | Hourly | 24.58 | 25.20 | 25.84 | 26.47 | 27.13 | 27.80 | 28.53 | 29.22 | 29.95 | 30.71 | 31.47 | 32.25 | 33.07 | 33.90 | 34.73 | 35.62 | 36.50 | 37.41 | 38.36 | 39.30 | 40.28 |
| | Standby | 1.72 | 1.76 | 1.81 | 1.85 | 1.90 | 1.95 | 2.00 | 2.05 | 2.10 | 2.15 | 2.20 | 2.26 | 2.31 | 2.37 | 2.43 | 2.49 | 2.56 | 2.62 | 2.69 | 2.75 | 2.82 |
| | Years of Experience | | | | | | | | | | | | | | | | | | | | | |
| | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 12 | 15 | 18 | 20 | 26 | | | | | | |
| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T | U | |
| 56N1 | Annual | 52620 | 53964 | 55272 | 56652 | 58056 | 59568 | 61008 | 62544 | 64116 | 65700 | 67344 | 69048 | 70776 | 72516 | 74376 | 76212 | 78108 | 80100 | 82056 | 84108 | 86196 |
| | Monthly | 4385 | 4497 | 4606 | 4721 | 4838 | 4964 | 5084 | 5212 | 5343 | 5475 | 5612 | 5754 | 5898 | 6043 | 6198 | 6351 | 6509 | 6675 | 6838 | 7009 | 7183 |
| | Hourly | 25.20 | 25.84 | 26.47 | 27.13 | 27.80 | 28.53 | 29.22 | 29.95 | 30.71 | 31.47 | 32.25 | 33.07 | 33.90 | 34.73 | 35.62 | 36.50 | 37.41 | 38.36 | 39.30 | 40.28 | 41.28 |
| | Standby | 1.76 | 1.81 | 1.85 | 1.90 | 1.95 | 2.00 | 2.05 | 2.10 | 2.15 | 2.20 | 2.26 | 2.31 | 2.37 | 2.43 | 2.49 | 2.56 | 2.62 | 2.69 | 2.75 | 2.82 | 2.89 |
| 57N1 | Annual | 53964 | 55272 | 56652 | 58056 | 59568 | 61008 | 62544 | 64116 | 65700 | 67344 | 69048 | 70776 | 72516 | 74376 | 76212 | 78108 | 80100 | 82056 | 84108 | 86196 | 88356 |
| | Monthly | 4497 | 4606 | 4721 | 4838 | 4964 | 5084 | 5212 | 5343 | 5475 | 5612 | 5754 | 5898 | 6043 | 6198 | 6351 | 6509 | 6675 | 6838 | 7009 | 7183 | 7363 |
| | Hourly | 25.84 | 26.47 | 27.13 | 27.80 | 28.53 | 29.22 | 29.95 | 30.71 | 31.47 | 32.25 | 33.07 | 33.90 | 34.73 | 35.62 | 36.50 | 37.41 | 38.36 | 39.30 | 40.28 | 41.28 | 42.32 |
| | Standby | 1.81 | 1.85 | 1.90 | 1.95 | 2.00 | 2.05 | 2.10 | 2.15 | 2.20 | 2.26 | 2.31 | 2.37 | 2.43 | 2.49 | 2.56 | 2.62 | 2.69 | 2.75 | 2.82 | 2.89 | 2.96 |
| 58N1 | Annual | 55272 | 56652 | 58056 | 59568 | 61008 | 62544 | 64116 | 65700 | 67344 | 69048 | 70776 | 72516 | 74376 | 76212 | 78108 | 80100 | 82056 | 84108 | 86196 | 88356 | 90588 |
| | Monthly | 4606 | 4721 | 4838 | 4964 | 5084 | 5212 | 5343 | 5475 | 5612 | 5754 | 5898 | 6043 | 6198 | 6351 | 6509 | 6675 | 6838 | 7009 | 7183 | 7363 | 7549 |
| | Hourly | 26.47 | 27.13 | 27.80 | 28.53 | 29.22 | 29.95 | 30.71 | 31.47 | 32.25 | 33.07 | 33.90 | 34.73 | 35.62 | 36.50 | 37.41 | 38.36 | 39.30 | 40.28 | 41.28 | 42.32 | 43.39 |
| | Standby | 1.85 | 1.90 | 1.95 | 2.00 | 2.05 | 2.10 | 2.15 | 2.20 | 2.26 | 2.31 | 2.37 | 2.43 | 2.49 | 2.56 | 2.62 | 2.69 | 2.75 | 2.82 | 2.89 | 2.96 | 3.04 |
| 59N1 | Annual | 56652 | 58056 | 59568 | 61008 | 62544 | 64116 | 65700 | 67344 | 69048 | 70776 | 72516 | 74376 | 76212 | 78108 | 80100 | 82056 | 84108 | 86196 | 88356 | 90588 | 92856 |
| | Monthly | 4721 | 4838 | 4964 | 5084 | 5212 | 5343 | 5475 | 5612 | 5754 | 5898 | 6043 | 6198 | 6351 | 6509 | 6675 | 6838 | 7009 | 7183 | 7363 | 7549 | 7738 |
| | Hourly | 27.13 | 27.80 | 28.53 | 29.22 | 29.95 | 30.71 | 31.47 | 32.25 | 33.07 | 33.90 | 34.73 | 35.62 | 36.50 | 37.41 | 38.36 | 39.30 | 40.28 | 41.28 | 42.32 | 43.39 | 44.47 |
| | Standby | 1.90 | 1.95 | 2.00 | 2.05 | 2.10 | 2.15 | 2.20 | 2.26 | 2.31 | 2.37 | 2.43 | 2.49 | 2.56 | 2.62 | 2.69 | 2.75 | 2.82 | 2.89 | 2.96 | 3.04 | 3.11 |
| 60N1 | Annual | 58056 | 59568 | 61008 | 62544 | 64116 | 65700 | 67344 | 69048 | 70776 | 72516 | 74376 | 76212 | 78108 | 80100 | 82056 | 84108 | 86196 | 88356 | 90588 | 92856 | 95184 |
| | Monthly | 4838 | 4964 | 5084 | 5212 | 5343 | 5475 | 5612 | 5754 | 5898 | 6043 | 6198 | 6351 | 6509 | 6675 | 6838 | 7009 | 7183 | 7363 | 7549 | 7738 | 7932 |
| | Hourly | 27.80 | 28.53 | 29.22 | 29.95 | 30.71 | 31.47 | 32.25 | 33.07 | 33.90 | 34.73 | 35.62 | 36.50 | 37.41 | 38.36 | 39.30 | 40.28 | 41.28 | 42.32 | 43.39 | 44.47 | 45.59 |
| | Standby | 1.95 | 2.00 | 2.05 | 2.10 | 2.15 | 2.20 | 2.26 | 2.31 | 2.37 | 2.43 | 2.49 | 2.56 | 2.62 | 2.69 | 2.75 | 2.82 | 2.89 | 2.96 | 3.04 | 3.11 | 3.19 |

| | | Years of Experience | | | | | | | | | | | | | | | | | | | | |
|------|---------|---------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------|--------|--------|--------|--------|
| | | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 12 | 15 | 18 | 20 | 26 | | | | | |
| | | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T | U |
| 61N1 | Annual | 59568 | 61008 | 62544 | 64116 | 65700 | 67344 | 69048 | 70776 | 72516 | 74376 | 76212 | 78108 | 80100 | 82056 | 84108 | 86196 | 88356 | 90588 | 92856 | 95184 | 97584 |
| | Monthly | 4964 | 5084 | 5212 | 5343 | 5475 | 5612 | 5754 | 5898 | 6043 | 6198 | 6351 | 6509 | 6675 | 6838 | 7009 | 7183 | 7363 | 7549 | 7738 | 7932 | 8132 |
| | Hourly | 28.53 | 29.22 | 29.95 | 30.71 | 31.47 | 32.25 | 33.07 | 33.90 | 34.73 | 35.62 | 36.50 | 37.41 | 38.36 | 39.30 | 40.28 | 41.28 | 42.32 | 43.39 | 44.47 | 45.59 | 46.74 |
| | Standby | 2.00 | 2.05 | 2.10 | 2.15 | 2.20 | 2.26 | 2.31 | 2.37 | 2.43 | 2.49 | 2.56 | 2.62 | 2.69 | 2.75 | 2.82 | 2.89 | 2.96 | 3.04 | 3.11 | 3.19 | 3.27 |
| | | Years of Experience | | | | | | | | | | | | | | | | | | | | |
| | | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 12 | 15 | 18 | 20 | 26 | | | | | |
| | | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T | U |
| 62N1 | Annual | 61008 | 62544 | 64116 | 65700 | 67344 | 69048 | 70776 | 72516 | 74376 | 76212 | 78108 | 80100 | 82056 | 84108 | 86196 | 88356 | 90588 | 92856 | 95184 | 97584 | 100008 |
| | Monthly | 5084 | 5212 | 5343 | 5475 | 5612 | 5754 | 5898 | 6043 | 6198 | 6351 | 6509 | 6675 | 6838 | 7009 | 7183 | 7363 | 7549 | 7738 | 7932 | 8132 | 8334 |
| | Hourly | 29.22 | 29.95 | 30.71 | 31.47 | 32.25 | 33.07 | 33.90 | 34.73 | 35.62 | 36.50 | 37.41 | 38.36 | 39.30 | 40.28 | 41.28 | 42.32 | 43.39 | 44.47 | 45.59 | 46.74 | 47.90 |
| | Standby | 2.05 | 2.10 | 2.15 | 2.20 | 2.26 | 2.31 | 2.37 | 2.43 | 2.49 | 2.56 | 2.62 | 2.69 | 2.75 | 2.82 | 2.89 | 2.96 | 3.04 | 3.11 | 3.19 | 3.27 | 3.35 |
| 63N1 | Annual | 62544 | 64116 | 65700 | 67344 | 69048 | 70776 | 72516 | 74376 | 76212 | 78108 | 80100 | 82056 | 84108 | 86196 | 88356 | 90588 | 92856 | 95184 | 97584 | 100008 | 102516 |
| | Monthly | 5212 | 5343 | 5475 | 5612 | 5754 | 5898 | 6043 | 6198 | 6351 | 6509 | 6675 | 6838 | 7009 | 7183 | 7363 | 7549 | 7738 | 7932 | 8132 | 8334 | 8543 |
| | Hourly | 29.95 | 30.71 | 31.47 | 32.25 | 33.07 | 33.90 | 34.73 | 35.62 | 36.50 | 37.41 | 38.36 | 39.30 | 40.28 | 41.28 | 42.32 | 43.39 | 44.47 | 45.59 | 46.74 | 47.90 | 49.10 |
| | Standby | 2.10 | 2.15 | 2.20 | 2.26 | 2.31 | 2.37 | 2.43 | 2.49 | 2.56 | 2.62 | 2.69 | 2.75 | 2.82 | 2.89 | 2.96 | 3.04 | 3.11 | 3.19 | 3.27 | 3.35 | 3.44 |
| 64N1 | Annual | 64116 | 65700 | 67344 | 69048 | 70776 | 72516 | 74376 | 76212 | 78108 | 80100 | 82056 | 84108 | 86196 | 88356 | 90588 | 92856 | 95184 | 97584 | 100008 | 102516 | 105096 |
| | Monthly | 5343 | 5475 | 5612 | 5754 | 5898 | 6043 | 6198 | 6351 | 6509 | 6675 | 6838 | 7009 | 7183 | 7363 | 7549 | 7738 | 7932 | 8132 | 8334 | 8543 | 8758 |
| | Hourly | 30.71 | 31.47 | 32.25 | 33.07 | 33.90 | 34.73 | 35.62 | 36.50 | 37.41 | 38.36 | 39.30 | 40.28 | 41.28 | 42.32 | 43.39 | 44.47 | 45.59 | 46.74 | 47.90 | 49.10 | 50.33 |
| | Standby | 2.15 | 2.20 | 2.26 | 2.31 | 2.37 | 2.43 | 2.49 | 2.56 | 2.62 | 2.69 | 2.75 | 2.82 | 2.89 | 2.96 | 3.04 | 3.11 | 3.19 | 3.27 | 3.35 | 3.44 | 3.52 |
| 65N1 | Annual | 65700 | 67344 | 69048 | 70776 | 72516 | 74376 | 76212 | 78108 | 80100 | 82056 | 84108 | 86196 | 88356 | 90588 | 92856 | 95184 | 97584 | 100008 | 102516 | 105096 | 107724 |
| | Monthly | 5475 | 5612 | 5754 | 5898 | 6043 | 6198 | 6351 | 6509 | 6675 | 6838 | 7009 | 7183 | 7363 | 7549 | 7738 | 7932 | 8132 | 8334 | 8543 | 8758 | 8977 |
| | Hourly | 31.47 | 32.25 | 33.07 | 33.90 | 34.73 | 35.62 | 36.50 | 37.41 | 38.36 | 39.30 | 40.28 | 41.28 | 42.32 | 43.39 | 44.47 | 45.59 | 46.74 | 47.90 | 49.10 | 50.33 | 51.59 |
| | Standby | 2.20 | 2.26 | 2.31 | 2.37 | 2.43 | 2.49 | 2.56 | 2.62 | 2.69 | 2.75 | 2.82 | 2.89 | 2.96 | 3.04 | 3.11 | 3.19 | 3.27 | 3.35 | 3.44 | 3.52 | 3.61 |
| 66N1 | Annual | 67344 | 69048 | 70776 | 72516 | 74376 | 76212 | 78108 | 80100 | 82056 | 84108 | 86196 | 88356 | 90588 | 92856 | 95184 | 97584 | 100008 | 102516 | 105096 | 107724 | 110412 |
| | Monthly | 5612 | 5754 | 5898 | 6043 | 6198 | 6351 | 6509 | 6675 | 6838 | 7009 | 7183 | 7363 | 7549 | 7738 | 7932 | 8132 | 8334 | 8543 | 8758 | 8977 | 9201 |
| | Hourly | 32.25 | 33.07 | 33.90 | 34.73 | 35.62 | 36.50 | 37.41 | 38.36 | 39.30 | 40.28 | 41.28 | 42.32 | 43.39 | 44.47 | 45.59 | 46.74 | 47.90 | 49.10 | 50.33 | 51.59 | 52.88 |
| | Standby | 2.26 | 2.31 | 2.37 | 2.43 | 2.49 | 2.56 | 2.62 | 2.69 | 2.75 | 2.82 | 2.89 | 2.96 | 3.04 | 3.11 | 3.19 | 3.27 | 3.35 | 3.44 | 3.52 | 3.61 | 3.70 |

APPENDIX D
Group C Assignment Pay

Group C Assignment Pay is in recognition of circumstances that impact the agency's ability to recruit and/or retain employees which would severely impair the effective operation of the agency. Group C applies only to Reference #29*.

| Group C | | | |
|-------------------|-----------------------------|---|----------|
| Agency/Class Code | Class Title | Location | Increase |
| DSHS/285E | Registered Nurse 1 | Eastern State Hospital, Western State Hospital, Lakeland Village, Special Commitment Center, Child Study and Treatment Center, Rainier School | 2 Ranges |
| DSHS/285F | Registered Nurse 2 | Eastern State Hospital, Western State Hospital, Lakeland Village, Special Commitment Center, Child Study and Treatment Center, Rainier School | 2 Ranges |
| DSHS/285G | Registered Nurse 3 | Eastern State Hospital, Western State Hospital, Lakeland Village, Special Commitment Center, Child Study and Treatment Center, Rainier School | 2 Ranges |
| DSHS/285S | Community Nurse Specialist | Eastern State Hospital, Western State Hospital, Lakeland Village, Special Commitment Center, Child Study and Treatment Center, Rainier School | 2 Ranges |
| DSHS/285X | Clinical Nurse Specialist | Eastern State Hospital, Western State Hospital, Lakeland Village, Special Commitment Center, Child Study and Treatment Center, Rainier School | 2 Ranges |
| DSHS/291E | Advanced Nurse Practitioner | Eastern State Hospital, Western State Hospital, Lakeland Village, Special Commitment Center, Child Study and Treatment Center, Rainier School | 2 Ranges |

*Reference #29: Basic salary plus up to four ranges payable to employees in any position located where the cost of living impacts the agency's ability to recruit and/or retain employees which would severely impair the effective operation of the agency. In extraordinary circumstances, where more than ten percent (10%) is required, a unique assignment pay range will be use.

APPENDIX E
STATEWIDE AND LOCAL UNION-MANAGEMENT
COMMUNICATION COMMITTEES

1. Department of Social and Health Services
 - A. Statewide Union-Management Communication Committees: One (1) committee for each of the following program areas:
 1. Home Community Services and Residential Care Services
 2. Division of Developmental Disabilities (DDD)
 3. Juvenile Rehabilitation Administration (JRA)
 4. Mental Health
 - B. Local Union-Management Communication Committees: One (1) at each institution and by Appointing Authority in each region for Home Community Services and for Residential Care Services.
2. Department of Health
 - A. Statewide Union-Management Communication Committee: One (1) committee for the entire agency.
 - B. Local Union-Management Communication Committees: None

**MEMORANDUM OF AGREEMENT
RECRUITMENT, RETENTION, CLASSIFICATION AND COMPENSATION**

The parties have a common interest in exploring recruitment and retention issues for registered nurses because of the unique responsibilities and the difficulties of hiring new nurses in some areas of the state.

OFM, DSHS, and DOH agree to work with SEIU Healthcare 1199NW to identify prospective solutions to recruitment and retention issues for nurses. The parties recognize that there are registered nurses at other state agencies with different representation. OFM will engage these representatives in this effort.

Commencing no later than April 1, 2015, OFM will convene a work group that will meet to explore recruitment and retention issues and possible solutions within the state classification and compensation system. The parties agree to have equal representation from labor and management on the workgroup.

If the parties reach agreement on any solutions that require additional funding, the parties recognize that the agreement must be approved and funded in accordance with RCW 41.80 prior to implementation.

DATED October 1, 2014

| | | | |
|--|-----------|---|-----------|
| /s/ | 10/1/2014 | /s/ | 10/1/2014 |
| _____ Margaret Carey For the Union | Date | _____ Brad Garrett For the Employer | Date |

**MEMORANDUM OF AGREEMENT
HCS AND RCS**

The parties have a common interest in improving client care by nurse consultants and improving working conditions for nurse consultants. Nurse consultants work long hours in the field, with ever expanding client needs. The parties want to address the following working conditions, including but not limited:

- 1) Caseload
- 2) Changing working conditions and nurses having a voice
- 3) Added responsibilities without assessment of time constraints
- 4) Excessive reliance on a forty-five (45) hour work week and lack of access to exchange time
- 5) Effective team work on surveys
- 6) Respect and recognition of nurse contribution to the work
- 7) Fair distribution of work among team members

The labor management group will convene within sixty (60) days of ratification. The union will designate up to eight (8) nurses to this committee.

The labor management committee will develop a mutually agreed upon set of written recommendations for improving some mutually agreed upon targeted areas. These written recommendations will be provided to the Home and Community Services and Residential Care Services Directors as appropriate.

A written report will be delivered by July 1, 2015 when this MOA expires.

| | | | |
|----------------|-----------|------------------|-----------|
| /s/ | 10/1/2014 | /s/ | 10/1/2014 |
| _____ | _____ | _____ | _____ |
| Margaret Carey | Date | Brad Garrett | Date |
| For the Union | | For the Employer | |

**MEMORANDUM OF AGREEMENT
INVESTIGATIONS**

Nurses' priority is patient care, and alternate assignments must be considered with care. The parties have a common interest in:

- (1) Standardization and consistency regarding investigative processes;
- (2) Improving the quality of investigations and investigative reports (training); and
- (3) Decreasing overall timeframes.

Management appreciates that Nurses are licensed professionals and will be mindful of making appropriate alternate work assignments.

By December 15, 2014, DSHS Investigations Manager will meet with up to six (6) SEIU Healthcare 1199NW designated members regarding improvements desired to clarify the investigation process. Additional meetings may be scheduled with mutual agreement. The recommendations offered in those meetings will be forwarded to the DSHS HR Director.

| | | | |
|--|-----------|---|-----------|
| /s/ | 10/1/2014 | /s/ | 10/1/2014 |
| _____ Margaret Carey For the Union | Date | _____ Brad Garrett For the Employer | Date |

MEMORANDUM OF AGREEMENT TRAINING

The parties have a common interest in affordable training opportunities for nurses. Because of the unique responsibilities of nursing and continuing education requirements, the parties have a common interest in nurses having an opportunity for continuing education and training.

The Affordable Care Act positions our nurses to engage in new opportunities to improve the health of our communities. This makes the work and expertise of our nurses even more critical, and heightens the need for ongoing education and training. The parties agree that investing in the continuing education of nurses results in enhanced knowledge and skills, quality of patient care and staff retention.

DSHS and DOH will work with Nurses represented by SEIU Healthcare 1199NW over the next two (2) years to identify and promote prospective educational opportunities for Nurses.

The parties will convene three (3) work groups (one group for ESH/WSH/DDA, JRA, one group for DSHS Nurse Consultants, and one group for DOH) to:

- explore affordable on-line and other educational opportunities.
- mutually agree upon a priority training/education topic list for each respective group.
- compile the three lists into a central resource to be made available to nurses and their supervisors.

SEIU will designate eight (8) members for the ESH/WSH/DDA, JRA group, five (5) for the Nurse Consultants group and three (3) for the DOH group.

- 1) Within sixty (60) days of ratification, the committees will meet to identify possible training areas.
- 2) The parties will then meet a second time to review training resources and desirable trainings.
- 3) By January 30, 2015, the parties will develop a work plan to promote funding for priority training areas. The parties may amend these deadlines by mutual agreement.

The parties will also review state and federal training fund opportunities for nurse training and education, including but not limited to State HEET and federal Innovation grant funds.

The parties will mutually agree upon a package of proposals for recommendation for the supplementary 2016-2017 budget. Representatives from all groups will meet to design the package of proposals.

The parties will meet with and recommend proposals for training to the DSHS/DOH senior management designees for inclusion in the supplementary budget package for 2016-2017.

| | | | |
|----------------|-----------|------------------|-----------|
| /s/ | 10/1/2014 | /s/ | 10/1/2014 |
| _____ | _____ | _____ | _____ |
| Margaret Carey | Date | Brad Garrett | Date |
| For the Union | | For the Employer | |

THE PARTIES, BY THEIR SIGNATURES BELOW, ACCEPT AND AGREE TO THE TERMS AND CONDITIONS OF THIS COLLECTIVE BARGAINING AGREEMENT.

Executed this 1st day of July 2015.

For the Service Employees International Union Healthcare 1199NW:

_____/s/
Margaret Cary, Chief Negotiator

_____/s/
Anna Marie Magdalena, Lead Organizer

_____/s/
Barb Shelman, RN2, WSH

_____/s/
Debbie Hawkins, RN2, WSH

_____/s/
Linda Holbrook, RNS, WSH

_____/s/
Murph Gagnon, Nurse Consultant

_____/s/
Charan Paul, RN3, Fircrest

_____/s/
Judy Mickunas, Nurse Consultant

_____/s/
Danette Delo, Nurse Consultant, Kent

_____/s/
Diane Sosne, RN, President

_____/s/
Tina Angeles, Nurse Consultant

_____/s/
Sharon Silar, RN2, ESH

_____/s/
Debbie Carlson, Nurse Consultant, DOH

_____/s/
Mark Sweeney, RN3, Lakeland Village

_____/s/
Josephine Barrera, RNS3, Yakima Valley School

_____/s/
Trish Squires, RN3, Rainier School

_____/s/
Kathy Gold, Nurse Consultant

_____/s/
Betty Diaz, Nurse Consultant

For the State of Washington:

_____/s/
Jay Inslee
Governor

_____/s/
Diane Lutz, Section Chief
OFM/SHR, Labor Relations Section

_____/s/
Brad Garrett, Chief Negotiator
OFM/SHR, Labor Relations Section