Collective Bargaining Agreement

between

Allina Health
d/b/a Regina Hospital

and

SEIU Healthcare Minnesota

Effective
July 1, 2018
through
June 30, 2021
# Table of Contents

<table>
<thead>
<tr>
<th>Article</th>
<th>Title</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>I</td>
<td>Recognition</td>
<td>1</td>
</tr>
<tr>
<td>II</td>
<td>Definitions</td>
<td>1</td>
</tr>
<tr>
<td>III</td>
<td>Management Rights</td>
<td>3</td>
</tr>
<tr>
<td>IV</td>
<td>Union Security</td>
<td>3</td>
</tr>
<tr>
<td>V</td>
<td>Hours of Work and Overtime</td>
<td>6</td>
</tr>
<tr>
<td>VI</td>
<td>Wages</td>
<td>10</td>
</tr>
<tr>
<td>VII</td>
<td>Holidays</td>
<td>12</td>
</tr>
<tr>
<td>VIII</td>
<td>PTO</td>
<td>13</td>
</tr>
<tr>
<td>IX</td>
<td>Leaves of Absence</td>
<td>16</td>
</tr>
<tr>
<td>X</td>
<td>Health Program</td>
<td>17</td>
</tr>
<tr>
<td>XI</td>
<td>Part-Time Employees</td>
<td>18</td>
</tr>
<tr>
<td>XII</td>
<td>Termination of Employment</td>
<td>19</td>
</tr>
<tr>
<td>XIII</td>
<td>Probationary Period</td>
<td>19</td>
</tr>
<tr>
<td>XIV</td>
<td>Employer Rules</td>
<td>19</td>
</tr>
<tr>
<td>XV</td>
<td>No Strike or Lockout</td>
<td>19</td>
</tr>
<tr>
<td>XVI</td>
<td>Scope of Agreement</td>
<td>19</td>
</tr>
<tr>
<td>XVII</td>
<td>No Loss of Benefits</td>
<td>20</td>
</tr>
<tr>
<td>XVIII</td>
<td>Union Representative Access Bulletin Boards Available</td>
<td>20</td>
</tr>
<tr>
<td>XIX</td>
<td>Grievance and Arbitration Procedure</td>
<td>20</td>
</tr>
<tr>
<td>XX</td>
<td>Seniority</td>
<td>22</td>
</tr>
<tr>
<td>XXI</td>
<td>Pension</td>
<td>24</td>
</tr>
<tr>
<td>XXII</td>
<td>Health, Dental and Life Insurance</td>
<td>24</td>
</tr>
<tr>
<td>XXIII</td>
<td>Disability Insurance</td>
<td>25</td>
</tr>
<tr>
<td>XXIV</td>
<td>Tuition Reimbursement</td>
<td>25</td>
</tr>
<tr>
<td>XXV</td>
<td>Non-Discrimination</td>
<td>25</td>
</tr>
<tr>
<td>XXVI</td>
<td>Labor/Management Meetings</td>
<td>26</td>
</tr>
<tr>
<td>XXVII</td>
<td>Duration and Renewal</td>
<td>26</td>
</tr>
</tbody>
</table>
Agreement Between
Allina Health d/b/a Regina Hospital
and
SEIU Healthcare Minnesota

PREAMBLE

This is an Agreement made and entered into the day and year hereinafter written by and between Allina Health d/b/a Regina Hospital. (hereinafter referred to as the “Employer”) and SEIU Healthcare Minnesota (hereinafter referred to as the “Union”).

ARTICLE I - RECOGNITION

1.1 Recognition

The Employer recognizes the Union as the sole and exclusive bargaining representative for all employees in the following bargaining unit:

All full-time and regular part-time employees including kitchen employees, housekeeping employees, laundry employees, maintenance employees, medical secretaries, ward employees, aides and orderlies employed by the Employer at its Hospital at its Hastings, Minnesota location; excluding RN's; Business Office clericals, members of the Order of Sisters of Charity of Our Lady Mother of Mercy, professional employees, guards and supervisors as defined in the Act and LPN's, technical employees and licensed engineers covered by existing collective bargaining Agreements.

1.2 New Classification or Title Change

In the event of a dispute between the Employer and the Union as to the inclusion or exclusion in the bargaining unit of a job classification, the matter shall be referred to the NLRB for determination. Upon inclusion in the bargaining unit, the parties shall negotiate over the terms and conditions for the classification. In the event of a dispute over the terms and conditions of the classification, the matter shall be referred to the Federal Mediation and Conciliations Services (FMCS) for mediation.

ARTICLE II - DEFINITIONS

2.1 Full-Time Employees

Employees who are regularly scheduled to work at least seventy-two (72) hours during a two-week pay period and who work 1,872 hours per year shall be classified as full-time employees.
2.2 Regular Part-Time Employees

Employees who are regularly scheduled to work at least forty (40) hours during a two-week pay period and who work 1,040 hours per year shall be classified as regular part-time employees.

2.3 Part-Time Employees

Employees who are regularly scheduled to work less than forty (40) hours during a two-week pay period shall be classified as part-time employees.

2.4 Student Employees

Any employee attending a high school academic curricula program resulting in a high school or equivalent degree shall be classified as a Student.

The regular hours of work of any employee covered by this Agreement shall not be reduced nor shall any employee be laid off for lack of work while any student is employed in the same classification. Students shall be considered supplementary employees over and above the regular work force and shall not be entitled to any fringe benefits under this Agreement. Students will work no more than ten percent (10%) of the total hours worked by bargaining unit employees per year. However, any student who works full-time shall be considered a regular employee and not covered by this section of the Contract. Nurse's Aide student positions requiring registration will be paid at the regular rate for the Nursing Assistant/Registered classification.

It is understood that the fringe benefits to which student employees are not entitled are as follows: PTO, sick leave, jury duty, funeral leave, seniority, pension, health insurance, disability insurance, shift differential and leave of absence. Students shall be entitled to holiday pay for all holidays worked at the rate of time and one-half for all hours worked on a holiday.

All students will be granted one (1) week absence from work without pay per year. Proper request form to be filed at least thirty (30) days in advance of requested week. All students will be granted one (1) weekend off per month, unless the student and the Employer agree otherwise.

It is agreed and understood that non-dietary student employees shall be trained in by a regular non-student employee.

2.5 Temporary Employees

A temporary employee is any employee hired to replace an employee on LOA, or an employee whose services are needed temporarily. Temporary employees are not eligible for benefits. Should a temporary position evolve into a permanent position, such opening will be posted. A temporary employee's total hours will be considered for purposes of wage increments. A temporary employee will have no seniority unless awarded a permanent position, in which case seniority will be credited from the date of hire after the permanent position is awarded. Employer may not employ a temporary employee for more than 6 months without Union consent.
Temporary additional hours may be filled by one or more current employees who pick up additional hours on a temporary basis. Such temporary additional hours need not be posted. Scheduling of such hours shall be in accordance with Section 5.11. Such employees filling temporary hours shall continue to earn benefits based on hours worked; however, a part-time or regular part-time employee temporarily working full-time must do so for three consecutive months or more in order to receive full-time benefits. A part-time employee must work regular part-time hours for three (3) consecutive months or more to receive regular part-time benefits. When the temporary hours end, the employee will return to his/her regular hours of work.

It is agreed and understood that when a current employee takes a temporary position, the Employer will not hold his/her old job open for a guaranteed return. This is not to be confused with a current employee picking up temporary additional hours in which case the employee's regular position is not vacated. It is also agreed that "temporary positions" of less than three (3) months need not be posted.

2.6 Fill-In/On-Call Employees

Employees who are not regularly scheduled to work shall be classified as Fill-In/On-Call. Such employees are not bargaining unit employees and as such are not entitled to the benefits, rights, and privileges of Union representation. A bargaining unit employee who goes to Fill-In/On-Call status shall have his/her seniority frozen until such time as he/she returns to the bargaining unit.

ARTICLE III - MANAGEMENT RIGHTS

Except as specifically limited by the express written provisions of this Agreement, the management of the Employer and the direction of the working forces shall be vested solely and exclusively in the Employer. This provision shall include, but is not limited to, the right to hire, to determine the work to be performed, to determine the number of employees to be employed, to lay off employees, to assign and delegate work, to maintain and improve efficiency, to require observance of reasonable Employer rules, regulations, and other policies, to discipline or discharge employees for just cause, to schedule work and to determine the operational procedures and equipment to be utilized and the type of service to be provided, to change, modify or discontinue existing operational procedures regarding service and equipment to be used or provided.

ARTICLE IV - UNION SECURITY

4.1 Membership or Service Fee

All present employees shall, as a condition of employment, either remain members of the Union in good standing or pay a service fee during the term of this Agreement. All new employees hired after the execution of this Agreement shall, as a condition of employment, either become a member of the Union in good standing or pay a service fee during the term of this Agreement. Membership in the Union is defined to mean the payment of a standard initiation fee and standard regular monthly dues, as applied uniformly to all members of the Union in the bargaining unit covered by this Agreement. A service fee payer is defined to mean the payment of an enrollment fee and monthly service fee to the Union not to exceed that portion of the union dues and standard initiation fee that relates to the Union's representational function. Union dues or the service fee are required
by employees within sixty-one (61) days following the execution of this Agreement or their date of employment whichever is later, and employees shall remain members in good standing or pay the service fee as a condition of employment.

4.2 Dues Deduction

For the period from July 1, 2018, through June 30, 2021, the Employer agrees to deduct union dues and initiation fees or comparable enrollment and service fees for employees electing not to become union members, from the wages of employees who voluntarily provide the Employer with a written authorization to make such deductions. The Employer’s obligation to continue to deduct union dues and initiation fees or comparable enrollment and service fees, as provided for above, shall terminate as of July 1, 2021, unless the Union and the Employer mutually agree in writing to continue the current Collective Bargaining Agreement beyond that date. The ‘written authorization’ described above shall not be irrevocable for a period of more than one year or beyond the termination date of this Collective Bargaining Agreement or whichever occurs sooner. The Employer agrees to deduct such amounts the first pay period of each month and forward such amount to the Union. In the event an employee does not receive a pay check for the first pay period of the month, the Employer will deduct such amounts from the first pay check the employee receives and forward such amounts to the Union. The Union will hold the Hospital harmless from any dispute with any employee concerning deductions made.

Employees may express authorization by submitting a written application, through electronically recorded voice authorization, by submitting an online deduction authorization, or by any other means indicating agreement allowed under state and federal law. The employer shall implement and adhere to the specific provisions in each dues check-off authorization regarding the duration, renewal, timing and procedure for revocation, window periods, and amount of dues deducted agreed to by the employee as stated in the authorization, irrespective of the employee’s membership in the Union.

4.3 Employee Information

The Employer agrees to furnish to the Union a list of the names and addresses, social security numbers, date of hire, and regularly scheduled hours of work of all employees covered by this Agreement. Thereafter, the Employer agrees to furnish the Union, on a monthly basis, a list of new hires and their addresses, dates of hire, social security number and hours worked per pay period. The Employer agrees to notify the Union on a monthly basis on or before the 15th of each month of leaves of absence of employees, if an employee’s hours are changed above or below twenty (20) hours per pay period and dates of terminated employees.

Once the Employer provides to the Union, the social security number of employees, if a dispute occurs involving the Employer’s disclosure of the social security number to the Union, the Union will hold the Employer harmless and will handle the dispute without any cost to the Employer.

4.4 Statement to New Employees

A copy of this Agreement and a written statement shall be presented to each new employee by the Employer. Said statement shall provide as follows:
"STATEMENT TO NEW EMPLOYEES"

There is a contract between the Employer and SEIU Healthcare Minnesota covering wages, hours and working conditions. The Contract provides that the Union is the sole representative for all non-professional employees of the Employer in the classification of work for which you are hired and which is covered by this Contract. The Contract also provides that as a condition of employment you must, within sixty-one (61) days of employment, become a member of the Union in good standing defined to mean the payment of the required monthly dues and initiation fee or pay a service fee not to exceed the portion of the union dues and standard initiation fee that relates to the Union’s representational function.

I have received a copy of this statement.

__________________________________________  ______________________________________
Signature                                           Dated

The Employer agrees to present to new hires a Union membership card and dues authorization form and to forward such completed documents to the Union for processing.

4.5  In Good Standing

If a dispute occurs between the Union and an employee over the deduction of dues or, from any claims of an employee who is terminated for not remaining “In Good Standing,” the Union will hold the Employer harmless, “In Good Standing” for the purpose of this Agreement is defined to mean the payment of a standard initiation or enrollment fee and standard regular monthly dues or service fees, uniformly required as a condition of acquiring or retaining membership in the union or as a service fee payer.

4.6  Stewards

The Employer recognizes the right of the Union to elect or select from employees who are members of the Union, job stewards to handle such Union business as may from time to time be delegated to them by the Union. However, it is also understood that working time will not be used to handle such business.

The Employer shall provide Union Stewards with voice-mail at the facility.

4.7  Termination of Employee

If the employee does not remain in “good standing” as defined above, the Employer shall terminate the employee within fourteen (14) calendar days of written notice to do so from the Union. The Union shall save the Employer harmless from any claim of any employee so terminated.
4.8 Conscientious Objection

Any employee who is a member of and adheres to established and traditional tenets or teachings of a bona fide religion, body, or sect which has historically held conscientious objections to joining or financially supporting labor organizations shall not be required to join or financially support the Union as a condition of employment; however, and such employee who qualifies for such an exception and elects to be exempt from the provision of joining the Union or financially supporting it, is required as a condition of continued employment to pay to either the St. Paul Community Fund, Minnesota Cancer Research or March of Dimes in lieu of periodic dues and fees at the same timely requirements as applies to employees who join and become members of the Union. Failure to abide by these time limits and furnishing proof thereof to the Union shall subject the employee to be terminated from employment.

Any employee who holds conscientious objections pursuant to this provision and requests the Union to use the grievance and arbitration procedure on the employee’s behalf will be charged by the Union for the reasonable costs of using such procedure.

ARTICLE V - HOURS OF WORK AND OVERTIME

5.1 Workday

The normal work day shall consist of eight and one-half (8.5) hours, including an unpaid lunch period of thirty (30) minutes. Employees shall be allowed, without reduction in pay, one fifteen (15) minute rest period during each complete four (4) hour period worked.

The thirty (30) minute unpaid break can be modified on a day-to-day basis by mutual agreement between the employee and the employee’s supervisor.

5.2 Work Period

The basic work period shall consist of ten (10) eight (8) hour days to be worked during a two (2) week (fourteen (14) day) period.

5.3 Overtime

Employees will be paid at one and one-half (1 ½) times their regular hourly rate for hours worked over eight (8) hours in one day, over eight (8) consecutive or over eighty (80) in any two week period, unless such time is subject to a higher premium payment. With respect to filling open hours that appear when a schedule is posted, from the extra hours sign-up sheet, if the Employer determines to fill such open hours using overtime, that overtime will be rotated to the extent practicable starting with the most senior qualified employee and continuing through the applicable classification list to the least senior qualified employee so that all Employees, to the extent practicable, will share equally in working available overtime. Should a good faith mistake be made in assigning overtime, the exclusive remedy will be for the employee to have the next available opportunity to work overtime for which he or she is qualified.
5.4 No Time Off in Lieu of Overtime Pay

Employees shall not be required to take time off in lieu of overtime pay.

5.5 Split Shifts

There shall be no split shifts unless mutually agreeable to both the Employer and the employee.

5.6 12 Hours Between Shifts

Except by mutual agreement between the employee and the Employer or in cases of emergency, there shall be at least twelve (12) hours between assigned shifts (days, relief and nights), however, student employees may be required to work 4:00 pm to 9:00 pm and then 7:00 am to 3:30 pm on the next day.

5.7 Authorization of Overtime

Overtime must be authorized by the Employer in writing.

5.8 Time Clock

For payroll purposes only, employees who punch in seven (7) or less minutes late shall not have their wages docked. In addition, employees shall not punch in more than seven (7) minutes prior to the start of the employee’s shift.

5.9 Posting of Work Schedules

The Employer agrees to post work schedules at least four (4) weeks in advance of the first day of the new schedule except when there are extenuating circumstances. However, for employees employed in the Hospital, the Employer agrees to post work scheduled at least six (6) weeks in advance except when there are extenuating circumstances. If the schedule is changed after being posted, due to extenuating circumstances, the Employer will promptly notify the affected employee(s) of such schedule change(s).

5.10 Work Schedules

Normally, no employee shall work more than seven (7) consecutive days provided however, an employee may work more consecutive days due to approved employee trades. Days off during a two week pay period shall include at least every other Saturday and Sunday off, unless the employee and the Employer agree to another arrangement for days off. Friday and Saturday nights shall be considered the weekend on the 11:00 p.m. to 7:00 a.m. shift.

5.11 Seniority Preference - Scheduling

In the establishment of work week schedules, the Employer will recognize seniority as far as practicable and consistent with proper Employer management.
5.12 Notice – Low Census Days

Low census will be determined by hospital staffing needs, i.e., Med/Surg, ICU. The Employer shall give an employee a minimum of one (1) hour’s notice for the day shift employees and four (4) hours, notice for evening and night shift employees that such employee is not to work due to low census.

Hospital Nurse Aides shall share taking low census days based on a rotating basis, beginning with the least senior aide on the day and shift such temporary reduction is needed. Other staff reductions will be made by first seeking volunteers and second, in reverse order of seniority by unit. If staff seek out a low census day where the Employer has not deemed it necessary and are granted such day, it would be considered voluntary and therefore, not count toward benefits.

Staff sent home early due to low census will be granted low census hours if not less than a two (2) hour block and will be authorized by their supervisor.

The following benefits will accrue on involuntary low census days: PTO, holiday, seniority, movement on the wage scale, and shall not affect insurances.

5.13 Reporting In Pay

An employee will get paid retroactive to the beginning of the shift if he/she reports to work no later than two (2) hours after the beginning of the shift and within one (1) hour after being called.

5.14 Flexible Schedules

The Employer and an individual employee may agree upon a pattern of work schedules providing for work in excess of eight (8) hours per day. Work schedules established pursuant to the provisions of this Section shall be subject to the following provisions:

a) An employee shall have an opportunity to review the alternate work schedule being considered prior to volunteering for flexible work schedules. The employee may limit agreement to specific types of flexible schedules. The Employer shall retain written documentation that an employee has agreed to a flexible work schedule and of the type of flexible schedule to which the employee has agreed.

b) The basic work period shall be forty (40) hours per week. An employee shall be paid time and one-half (1-1/2) for work in excess of forty (40) hours per week rather than the overtime provisions set forth in Section 5.3 above. Further, even though the total hours worked during a week may not exceed forty (40), an employee working in excess of his/her scheduled work day shall be paid at the rate of time and one-half (1-1/2) for all excess time so worked.

c) Shift differential shall be paid for the entire shift for any shift where the majority of hours worked occurs after 3:00 p.m.
d) PTO and sick pay (if any) will be paid for the total scheduled hours lost and shall be deducted from accumulated PTO and sick leave accounts at the same rate.

e) PTO Benefits shall accrue and be granted at the rates proportionate to that specified in Article VIII and Article XI for employees not working a flexible schedule.

f) Holiday pay, on an annual basis, shall be proportionate to that specified for employees not working a flexible schedule.

g) In no event will the occurrence of paid PTO or sick leave have the effect of diminishing the number of hours normally paid to an employee in a payroll.

5.15 Extra Hours

From July 1, 2018 through August 31, 2018:

a) When there are extra hours, those hours shall first be offered to bargaining unit employees in the classification affected so long as those extra hours will not constitute overtime for that employee.

b) The Employer will use on-call staff before offering overtime hours to regular staff.

c) If extra hours are offered on an overtime basis, those hours shall be offered to bargaining unit employees in the classification and department affected by seniority. For purposes of this subparagraph, the term “Department” will be defined as provided for in Section 2.1.

From September 1, 2018 through June 30, 2021:

a) Schedules shall be posted with known holes up to six (6) weeks in advance to the start of the schedule. At the same time, an availability list will be posted for five (5) calendar days. On the sixth (6th) day, the availability list will come down, the holes will be filled as outlined below and a new schedule will be posted.

b) In order to be eligible for extra shifts and in order to exercise seniority rights, employees must sign the availability list. Availability lists will be posted in each department.

c) Extra hours will be filled on the following basis from the availability list:
   1. Non-overtime, most senior employee in a classification (regularly scheduled employees first, then students, then casual employees).
   2. Overtime, most senior employee in a classification (regularly scheduled first, then students, then casual).
   3. Non-overtime, most senior qualified employee outside a classification (regularly scheduled first, then students, then casual).
   4. Overtime, most senior qualified employee outside a classification (regularly scheduled first, then students, then casual)

After filling extra hours from the employees signed-up on the availability list, the Hospital will:
5. Award extra hours to whomever else will work within that job classification, including those not scheduled to work that day or those who are scheduled to work later on a later shift. (Seniority might not be a determining factor in the number five (5) because employees had the right to exercise their seniority rights by signing the availability lists as outlined in numbers 1-4 above.)

6. Same day holes as a result of sick calls, etc., will be filled via the availability list and process as referenced above. Same day calls to staffing personnel shall fall into number five (5) above and seniority might not be a determining factor in awarding extra hours because seniority rights can only be exercised by signing the availability list.

d) Within the month following the ratification of the new contract, three representatives from the Hospital and three representatives from the union will meet and confer about the transition from the current extra-hours process to the new process as outlined above.

ARTICLE VI - WAGES

6.1 Wage Schedules

The parties agree that the minimum wage schedule and increments for the classifications of work covered by this Agreement are contained in Appendix A.

6.2 Minimum Wage Increase

The parties agree to the minimum wage increases as provided for in Appendix A.

6.3 Student Wages

It is agreed and understood that all student employees will be paid as outlined in Appendix A.

6.4 Shift Differential

Effective with the first full pay period commencing closest to July 1, 2003, all night employees shall receive thirty cents ($0.30) per hour in addition to the above-scheduled rates. Night employees shall be considered employees who work during the second and third shift. Effective with the first full pay period commencing closest to July 1, 2009, the applicable shift differential shall be forty cents ($0.40) per hour. Effective with the first full pay period commencing closest to July 1, 2010, the applicable shift differential shall be forty-five cents ($0.45) per hour.

6.5 Mandatory Inservice

Should employees be required to attend inservice meetings, they will be paid at their applicable rate of pay.
6.6 On-Call Pay

Employees who are notified or alerted to be “on-call” shall receive two dollars ($2.00) per hour for each hour awaiting such call.

6.7 Work Guarantee

Employees required to report to work will be guaranteed at least four (4) hours pay except for emergency drills or inservice education. The foregoing provision shall not apply to any employee who prefers to work less than four (4) hours. When required to attend inservice or emergency drills outside of scheduled work hours, employees will receive one (1) hour’s pay plus pay for time spent at the applicable rate of pay. Inservice does not include required Nurse’s Aide course.

6.8 Uniform Allowance

If the Employer requires, suggests or in any way indicates the desirability or requirement of wearing apparel of a particular color, or pattern, or design, or material, then the Employer shall furnish the same without cost to the employee or pay to such employee a uniform allowance in the amount of nine cents ($.09) per compensated hour retroactive to April 1, 1999.

6.9 Lead Person

If the Employer establishes a permanent or temporary lead person* for any of the classifications listed in this Agreement, the rate of pay for such lead person classification shall be a minimum of twenty cents ($.20) per hour above the rate of pay for the applicable classification. The decision as to whether a lead person classification will be utilized shall be made at the sole discretion of the Employer.

*For the purpose of this Agreement, a lead person is a bargaining unit employee who directs the work of other employees, as well as performs bargaining unit work. A lead person shall have no power to hire, fire, or discipline employees.

When a Lead Person vacancy exists, the Employer shall provide written notice of such upon the Union bulletin board. Such vacancy shall be filled at the discretion of the Employer, considering the applicant’s qualifications and capabilities. Internal applicants will be given preference where qualifications are substantially equal.

6.10 Wage Increments

Employees shall move from one increment step on the wage schedule to another based on Appendix A. The increment increase shall be due the first full pay period after the step (yrs./hrs.) has actually been reached.

6.11 Experience Credit

The Employer may grant new hires experience credit on the wages scale up to the fifteen (15) year (30,000 hours) increment level; provided however, it is understood that occasionally such cap may
be exceeded due to extenuating circumstances in which case the Union will receive a written notification and explanation of such. Once experience is granted, the employee shall move on the wage scale from the increment level on which he/she was placed. (i.e., An employee is granted two years full-time experience credit and placed at the 4,000 hour increment level; when the employee has completed 2,000 compensated hours of service, he/she shall move to the 6,000 hours increment level.)

6.12 Weekend Premium/Unscheduled Weekends

There will be a minimum two dollars ($2.00) per hour differential in addition to the employee’s regular rate of pay for all employees working on their “off weekends.”

“Off weekends” are defined as weekends in-between scheduled weekends. In order to qualify, employees must work the scheduled weekend prior to and after the “off weekend.”

Employees who are regularly scheduled to work Monday through Friday and who are not regularly scheduled to work weekends shall be paid one dollar ($1.00) per hour for “off weekends” worked by that employee effective with the first full pay period commencing after the parties have signed this Contract.

ARTICLE VII - HOLIDAYS

7.1 Recognized Holidays

All full-time employees shall be paid for the following holidays: New Year’s Day, Easter, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, Christmas Day, the employee’s birthday and an annual floating holiday. The floating holiday must be used during the period of October 1 to October 1 and cannot be carried over unless the employee and the Employer agree otherwise. Approval for the floating holiday must be acquired at least five (5) days prior to the posting of the work week schedule in which the holiday will be taken. New hires must be employed six (6) calendar months to be eligible for the floating holiday. To the extent the Employer deems it necessary, employees will be required to rotate holidays and work up to every other holiday. PTO requests which include one of the holidays noted above, excluding the floating holiday, and the employee’s birthday will not be granted unless the specific holiday requested for PTO is not the holiday the employee is expected to work.

7.2 Holiday Pay

If a full-time employee is scheduled and works eight (8) or twelve (12) hours on a scheduled holiday, he/she shall have the option of receiving eight (8) or twelve (12) hours straight time as holiday pay in addition to the regular rate of pay for work performed on the holiday or he/she shall be entitled to take a day off with pay. If an employee chooses to take a day off, it must be taken within thirty (30) calendar days of the scheduled holiday and the employee must receive prior permission of his/her supervisor before taking a day off. Full-time employees who work less than eight (8) hours on a scheduled holiday will be paid holiday pay plus the applicable rate for all time worked on such holiday. If the holiday falls during the employee’s PTO, one day shall be added to his/her PTO.
7.3 **Eligibility**

In order to be eligible for a paid holiday, a full-time employee is required to work both the last scheduled work day before the holiday and the first scheduled work day after the holiday, unless such absence is excused by the Administrator or his/her designate.

7.4 **Substitute Day Off**

If a holiday falls on an employee’s day off, the employee may, in his or her discretion, take a substitute day off at a time that must mutually be agreed to between the employee and the Employer and must be taken within thirty (30) calendar days of the holiday or the employee may be paid an additional eight (8) hours of pay.

7.5 **Holiday Time**

All holiday time will begin at 11:00 p.m. the night prior to the holiday and end at 11:00 p.m. the night of the holiday.

**ARTICLE VIII - PTO**

8.1 **Amount and Calculation**

The Employer will provide to eligible employees, the non-contract PTO plan with the following benefit accrual:

<table>
<thead>
<tr>
<th>Length of service</th>
<th>PTO accrued per hour</th>
<th>Maximum Accrual Rate/Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>4 years or less</td>
<td>0.0925</td>
<td>x 2080 = 192.40</td>
</tr>
<tr>
<td>5 through 9 years</td>
<td>0.1117</td>
<td>x 2080 = 232.34</td>
</tr>
<tr>
<td>10 through 19 years</td>
<td>0.1309</td>
<td>x 2080 = 272.27</td>
</tr>
<tr>
<td>20 or more years</td>
<td>0.1500</td>
<td>x 2080 = 312.00</td>
</tr>
</tbody>
</table>

The maximum amount of PTO that an employee can have in his/her bank at any time is 350 hours as of 7-1-19, and 280 hours as of 7-1-20.

8.2 **PTO Year**

The PTO year shall be from April 1 through March 31. An employee may carry over PTO as described in Section 8.1. Once an employee is at the maximum amount of PTO carryover, that employee will not earn any additional PTO hours unless those hours fall below the maximum.

8.3 **PTO Bidding Procedure**

From March 1 through March 15, employees may bid on PTO by making written PTO requests for the next PTO year. These requests must be made in writing to the employee’s supervisor for approval. During the period from March 16 through March 31, the Employer will determine what requests can be granted and will advise employees as to whether a PTO request is granted or
denied. If an employee’s request for a PTO is denied, the Employer will maintain a waiting list. If after March 31 a PTO time period opens up, the employee who was denied a PTO bid request for that same period will be granted the PTO slot before an employee requesting the time after March 31. PTO requests during this PTO bidding time period shall be granted on a seniority basis within each department. PTO requests submitted after March 15 shall be considered on a first-come, first-serve basis based upon the date the request is received by the Employer. PTO requests approved from the March 1 through March 15 bidding time frame will be posted as will a waiting list identifying requests that were submitted during the bidding procedure but were denied.

8.4 PTO Requests

Whenever possible, all requests for PTO should be submitted one (1) month in advance of the requested PTO time. The request must be in writing to the supervisor so that work of the unit may be planned. If needs of the Employer dictate, employees may be asked to take PTO at some other time. All requests for PTO must be approved in writing by the employee’s supervisor or designee. Every effort will be made to fulfill the employee’s request. Requests shall be returned from the employee’s supervisor or designee in writing, in a reasonable amount of time, normally within twenty-one (21) days (three weeks) from the date of the request.

8.5 PTO – Weekend Policy

Employees with less than 10,000 hours shall be allowed to take PTO days on up to one weekend (two days) only. Employees with 10,000 hours or more shall be allowed to take PTO days on up to two weekends (four days) only. Employees working only weekends shall be allowed to take all of their PTO benefit on weekends. This reflects the minimum level of PTO allowed on weekends and does not prevent the Employer from granting more weekend hours than those listed above.

8.6 Terminal PTO Pay

An employee who has unused PTO and is terminating employment will be paid out his/her PTO balance if that employee provides the Employer with a three week notice of intent to terminate employment. In order to be eligible for this payout, in addition to the notice requirement set forth above, the terminating employee must continue to work the entire length of the notice period before terminal PTO pay becomes due and owing. Failure to give the required notice and/or work during the notice period shall cause the employee to forfeit the payout of PTO unless there is a mutual agreement between the Employer and the employee to the contrary.

8.7 Pay Advance

Employees departing on PTO leave that extends beyond their next payday shall be granted a pay advance if a written request is presented to the Human Resources office at least seven (7) days before the last pay day prior to the employee’s leaving for PTO.

8.8 Maximum Annual PTO

An employee may not earn in any PTO year more than the maximum PTO days/hours as set forth in Section 8.1 regardless of the number of hours the employee may work.
8.9 Use of PTO for Employees during Probationary Period

An employee during his/her probationary period will accrue PTO. During the employee’s probationary period, that employee may only use up to 16 hours of PTO.

8.10 Conversion to PTO

At the date of conversion to PTO, an employee who has unused sick leave will be able to use that sick leave for personal illness or injury under such terms as employees were allowed to use sick leave prior to the implementation of PTO. Once the employee’s sick leave balance has been exhausted, there will be no additional sick leave benefit available to that employee.

8.11 Evidence of Illness

Employees will be entitled to use PTO or access the employee’s available sick leave account for personal illness or accidental injury not to exceed the accumulated amount for that employee. After an employee has three PTO (unscheduled) and/or sick leave occurrences during any six month period, he/she may be required, upon request of the Employer, to furnish reasonable evidence of any claimed illness or disability during the six month period immediately following the third such occurrence in order to be eligible to receive PTO and/or sick leave. If the Employer is concerned about an abuse, the use of PTO (unscheduled) and/or sick leave will not be granted for any absence from work on the day immediately preceding or following a holiday, weekend, PTO or a scheduled day off, unless the employee provides the Employer, upon request, with reasonable evidence indicating that the employee was unable to perform normal work duties. Unscheduled PTO and/or sick leave will not be paid unless the department in which the employee is assigned is notified at least one (1) hour prior to the regular starting time for day shift employees and at least four (4) hours prior to the regular starting time for evening and night shift employees. If an employee calls in sick on his or her regular weekend to work, and has had two (2) or more Saturday or Sunday unscheduled absences in the previous three (3) months, the employee may be required to work the following weekend, if needed. An employee must first use available sick leave, if any, then employee must use available PTO for any absence.

8.12 Hours Paid

An employee who uses PTO and/or sick leave will receive the number of hours he/she is usually scheduled to work.

8.13 Replacements

An employee who is off work due to illness will not be required to find his/her own replacement.
ARTICLE IX - LEAVES OF ABSENCE

9.1 Granting of Leaves

The granting of any leave of absence will be discretionary with the Employer except as provided in this Article.

9.2 Critical Illness Leave

A leave of absence without pay shall be granted to an employee in the case of critical illness of a member of the family of the employee (parents, brothers, sisters, spouse and children) for a period of up to six (6) months.

9.3 Medical Leave

A medical leave of absence without pay shall be granted to an employee for a personal illness or physical disability (including pregnancy) during the period of such illness or disability up to a maximum period of one (1) year. Employees returning from a medical leave of absence which is four (4) months or less will be returned to their former position. Employees returning from a medical leave of absence which is more than four (4) months but one (1) year or less will be returned to their former position if possible, but if the Employer determines that this is not possible, such employee will be returned to a similar position for which the employee is qualified, without a reduction in pay.

Medical leaves of absence for student employees shall meet the minimum requirements of applicable state and/or federal law.

9.4 Family and Medical Leave

Employees who have been employed at least twelve (12) months and who have worked 1,250 hours in the preceding year shall be entitled to Family and Medical Leave as required by the Family and Medical Leave Act (FMLA). Other applicable laws will apply. The leave time authorized by FMLA or other applicable laws as set forth in this Section 10.4 shall not increase the leave time authorized in Section 10.2 or 10.3 but rather, shall be inclusive within the leave time provided for in those sections.

9.5 Return From Leave

Employees returning from leaves of absence, except medical and FMLA leaves, which are thirty (30) days or less will be returned to their former position. Employees returning from leave of absence except medical leaves, which are more than thirty (30) days but less than six (6) months will be returned to their former position if possible, but if the Employer determines that this is not possible, such employee will be returned to a similar position for which the employee is qualified without a reduction in pay.
9.6 **Jury Duty and Court Appearances**

The Employer will make available a jury duty and/or court appearances program consistent with that offered to other eligible non-exempt employees of the Employer and as amended from time to time.

9.7 **Bereavement Leave**

The Employer will make available a bereavement leave program consistent with that offered to other eligible non-exempt employees of the Employer and as amended from time to time.

9.8 **Requests for Leave**

All requests for leaves of absence shall be in writing as prescribed by the Employer.

9.9 **Probationary Employees**

Employees are not entitled to any leaves of absence under this Article during their probationary period.

9.10 **Military Leave**

The Employer shall grant leaves of absence for military service by employees in compliance with the provisions of applicable federal law, including the Veterans Re-employment Act.

9.11 **Low Census Days**

Eligible employees shall continue to accrue toward benefits in accordance with Section 5.12 when taking low census days.

**ARTICLE X - HEALTH PROGRAM**

10.1 **Physical Exam – Mantoux Test**

If determined necessary by the Employer, a physical examination, including chest x-ray and/or Mantoux test, shall be given an employee upon his/her employment and repeated annually without cost to the employee. Upon request, the employee shall be given a report of the examination, and confidential medical records will be kept by the Employer.

10.2 **Prescriptions**

Prescriptions for employees and dependent members of the employee’s immediate family who reside in the employee’s household shall be provided to employees at cost.

10.3 **Drug Testing**

Employees may be subject to drug testing in accordance with applicable State and/or Federal laws.
ARTICLE XI - PART-TIME EMPLOYEES

11.1 Wages

All part-time employees, not classified as students as defined in Section 2.4, shall receive the same starting rate as their full-time counterparts.

11.2 Shift Differential

All part-time employees will enjoy the same shift differential as those set forth in this Agreement covering full-time employees.

11.3 Increments

All part-time employees will earn salary increments as described in Article VI on the basis of one (1) year for each 2,000 hours paid. Increments earned by an employee while employed full-time will carry over to all part-time employment. Increments earned by an employee while working part-time will carry over to full-time employment.

11.4 Holidays

Considered holidays for part-time employees will be the following: New Year’s Day, Easter, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day and Christmas Day. If a part-time employee is scheduled and works eight (8) or twelve (12) hours on a scheduled holiday, he/she shall have the option of receiving eight (8) or twelve (12) hours straight time as holiday pay in addition to the regular rate of pay for work performed on the holiday or he/she shall be entitled to take a day off with pay. If an employee chooses to take a day off, it must be taken within thirty (30) calendar days of the scheduled holiday and the employee must receive prior permission of his/her supervisor before taking a day off. Employees who work less than eight (8) hours on a scheduled holiday will be paid holiday pay plus their applicable rate for hours worked.

All regular part-time employees shall receive an annual (October 1 to October 1) Floating Holiday. Approval for the Floating Holiday must be acquired at least five (5) days prior to the posting of the work week schedule in which the holiday will be taken.

All regular part-time employees shall receive the employee’s birthday as an annual holiday. If the employee works the birthday holiday, he/she will receive double time for all hours worked. If the employee does not work the holiday, he/she shall receive the day off with pay.

11.5 PTO

a) Part-time employees will receive PTO on a prorated basis described in Section 8.1. PTO for part-time employees will be governed in all respects under Article VIII of this Agreement.
ARTICLE XII - TERMINATION OF EMPLOYMENT

12.1 Just Cause

The Employer shall not discipline including discharge or suspend an employee without just cause. A written notice of any discharge, suspension or written warning shall be given to the employee and a copy thereof shall be sent to the Union. Lack of timely submission will not invalidate a written warning. Corrective action for attendance issues will be tracked separately from other corrective action.

12.2 Quit Notice

Employees must give the Employer three (3) weeks' written notice of termination of employment. Inadequate notification will result in loss of accumulated benefits unless there is mutual agreement between the Employer and the employee to the contrary.

12.3 Layoff Notice

The Employer will give employees four (4) weeks' notice of layoff or pay in lieu thereof.

ARTICLE XIII - PROBATIONARY PERIOD

New employees shall be classified as probationary employees during the first sixty (60) calendar days of their employment, and during the probationary period, they will have no seniority or right to employment and may be discharged or disciplined with or without just cause. The Employer may extend the probationary period for an additional thirty (30) days if the Employer notifies the Union prior to the completion of the initial sixty (60) day probationary period.

ARTICLE XIV - EMPLOYER RULES

Consistent with Article III, the Employer may establish reasonable rules and regulations which shall not be inconsistent with the terms of this Agreement.

ARTICLE XV - NO STRIKE OR LOCKOUT

There shall be no strikes, picketing or lockouts of any kind whatsoever during the term of this Contract. The prohibition against strikes, picketing and lockouts shall be absolute and shall apply regardless of whether a dispute is subject to arbitration under the grievance, arbitration provisions of Article XIX.

ARTICLE XVI - SCOPE OF AGREEMENT

This Agreement incorporates the entire understanding of the parties and supercedes any existing agreements, practices or understanding of any kind.
ARTICLE XVII - NO LOSS OF BENEFITS

Where wages, hours and other conditions specifically covered by this Agreement are lower than those now received by an individual employee, such employee shall not have such conditions reduced by the execution of this Agreement, except as to any changes or modifications specifically negotiated in this current Agreement and implemented as of the effective date of this Agreement.

ARTICLE XVIII - UNION REPRESENTATIVE ACCESS

BULLETIN BOARDS AVAILABLE

A bulletin board near the time clock shall be made available to the Union for the purpose of posting business notices. The Business Representative for the Union or his/her designate shall, after informing the Administrator or his/her designate, have access at all reasonable times to such bulletin board, and to other non-resident areas to discharge his/her duties as representative of the Union.

ARTICLE XIX - GRIEVANCE AND ARBITRATION PROCEDURE

19.1 General Provisions

(a) Any claim of an employee arising out of the interpretation, application, or adherence to the terms or provisions of this Agreement or arising out of disciplinary and discharge actions taken by the Employer shall be subject to the Grievance and Arbitration Procedure.

(b) On a case by case basis, the time limits outlined in this Article may be extended by written mutual agreement of the parties as entered into between a Union Steward or Union Representative and Allina Health Human Resources or Allina Health Labor Relations.

(c) Any decision to be made by the Employer that is not actually issued within the time limits set forth in this Article for Steps One or Two, will be deemed to have been issued as a denial of the grievance effective on the deadline date and will be subject to appeal accordingly.

(d) Only the Union or the Employer shall have the right to take a grievance to arbitration.

19.2 Grievance Procedure

(a) Pre-Grievance
The employee and/or Union Steward will discuss the alleged grievance with his/her manager in an attempt to resolve the issue. The parties will jointly agree to a time frame for a response. This pre-grievance process will not extend the time limits for filing a grievance unless otherwise agreed pursuant to this Article.
(b) Step 1 – Written Grievance
If the grievance is not resolved at Pre-Grievance, it must be submitted by a Union Steward or Union Representative, in writing, to Human Resources, with a copy provided by Human Resources to Allina Labor Relations. A written grievance shall include the Article and Section of the contract allegedly violated, the desired remedy or correction, and be signed and dated by a Union Steward and/or Union Representative.

In no case shall there be any consideration given to a grievance unless such notice is put in writing and submitted within fourteen (14) calendar days after the date of the occurrence giving rise to the grievance. A grievance relating to pay (wages, hours, vacations and days off, etc.) must be submitted in writing within thirty (30) calendar days after the payday for the period during which the grievance occurred. Failure to give such a notice shall be a permanent waiver of the rights to pursue such grievance.

Within fourteen (14) calendar days from receipt of the grievance, representatives from the Employer and the Union and the grievant (s) will meet and attempt to resolve the grievance. Within seven (7) calendar days after the date of the meeting, the Employer will issue a decision on the grievance to the Union Steward and/or Union Representative and the grievant attending the meeting. A copy will be provided by Human Resources to Allina Labor Relations.

(c) Step 2 – Appeal Hearing
If the grievance is not resolved at Step 1, it must be submitted for an appeal hearing, in writing, to Allina Labor Relations, by the Union Representative and/or the Union Steward. The appeal must be submitted to the Director of Allina Labor Relations within twenty (20) calendars days after receipt of the Step One decision. Within seven (7) calendar days from receipt of the appeal, representatives from the Employer and Union will agree to a date to meet to resolve the grievance. Within fourteen (14) calendar days after the date of the meeting, the Employer will issue a decision in writing on the grievance to the Union Representative and/or Union Steward attending the meeting.

19.3 Arbitration and Mediation Procedure

(a) In the event the grievance is not resolved, either the Union or the Employer shall have the right to appeal the grievance to Arbitration. All disputes shall be filed with the Director of Allina Labor Relations within thirty (30) calendar days after receipt of the Employer’s written decision.

The time limits in this Section (19.3) may be extended by mutual agreement to enlist the services of the Federal Mediation and Conciliation Service (FMCS). Any settlement reached as a result of the FMCS process is not final and binding unless mutually agreed to by the parties.
The selection of the Arbitrator shall be made through a request to the Director of Federal Mediation and Conciliation Service for a panel of seven (7) neutral arbitrators. This list will be limited to Arbitrators with their primary office in Minnesota or Western Wisconsin. The parties shall select the Arbitrator by alternately deleting one name until six (6) names have been eliminated and the one person whose name remains shall be the elected Arbitrator; the parties shall flip a coin to determine who strikes first.

By mutual agreement of the parties, the following alternative process for arbitration may be used:

The matter shall be referred to a Board of Arbitration. This committee will consist of one (1) member selected by the Employer and one (1) member selected by the Union. In the event this arbitration committee cannot agree to a resolution of such dispute or grievance within five (5) working days after their first meeting the two (2) arbitrators shall select a third member, who shall serve as impartial chairperson. If said arbitrators are unable to agree upon the selection of an impartial chairperson within three (3) working days, then either arbitrator may request the Director of Federal Mediation and Conciliation Service to appoint a panel of seven (7) neutral arbitrators. The arbitrators shall alternately delete names and the last name shall be the impartial chairperson.

(b) Neither the Arbitrator nor the Board of Arbitration shall have authority to add to, subtract from or modify the terms and provisions of this agreement. The Arbitrator and the Board of Arbitration shall be confined to the issues raised in the written grievance and it shall have no power to decide any other issues.

(c) The decision or award by the Arbitrator or the Board of Arbitration shall be in writing and shall be final and binding. The expenses of the Arbitrator or the Board of Arbitration shall be shared by the Employer and the Union equally.

**ARTICLE XX - SENIORITY**

20.1 Definition and List

**Definition**
Seniority will be determined by the employee’s most recent date of hire into a bargaining unit position at the employee’s current Allina facility, regardless of any changes in classification within the bargaining unit. In the case of a transfer within that facility to a bargaining unit position, the most recent date in which an employee transferred into a bargaining unit position (non-contract to contract) will be used. In the event of identical hire dates, the higher of the last digit of the employee’s social security numbers will determine who is more senior. If the last digits are identical, then the last two digits will be used.

**Seniority Transferability**
Seniority is transferable across the system and within a Hospital. When an employee transfers from one classification to another within an SEIU-represented bargaining unit or transfers from an
SEIU-represented bargaining unit at one Allina facility to an SEIU-represented bargaining unit at another, the employee shall bring his/her seniority to the new classification and/or facility.

Multi-Unit Employees
The seniority date for multi-unit employees who work in two or more job classifications represented by the Union will by the date of hire into the first bargaining unit position.

The Employer shall, within thirty (30) days of the execution of this Agreement, prepare seniority lists of all employees covered by this Agreement, specifying the seniority of each employee by classification. The seniority list shall be posted in the following areas: on the Union bulletin board in the main employee entrance, near the cafeteria. Copies thereof shall be furnished to the Union. Every six (6) months, such lists shall be revised and corrected and posted as required above.

20.2 Layoff

In reducing the number of employees or in making a permanent reduction in hours, the Employer will determine the number of positions and/or hours to be reduced within a classification. Subject to the preceding sentence, layoffs and permanent reductions in hours shall be made in reverse order of seniority, except that special capabilities may be considered for positions requiring special skills.

Employees shall be recalled in reverse order of layoff. Employees shall retain recall rights for a period of one (1) year.

After the Employer provides notice of layoff, the Employer will meet with the Union if requested to do so for the purpose of discussing potential options for reducing the impact of the layoff. Options may include: educational opportunities, voluntary reduction of FTE and leaves of absence.

20.3 Filling of Vacancies

If any vacancy (except Lead Person and temporary positions of less than three (3) months) shall occur in an existing classification, such vacancy shall be posted for seven (7) calendar days in a manner and/or in location(s) accessible and visible to all employees which includes the bulletin board. Employees shall be given preference according to seniority in filling such vacancy where qualifications are substantially equal. The Employer shall respond, in writing, to applicant within a reasonable amount of time. Work performance and attendance may be taken into consideration.

The Employer shall make every reasonable effort to complete the employee's transfer within ninety (90) calendar days from the position being awarded. No employee shall be eligible to bid on a new position until he/she has worked in his/her existing job for a minimum of one hundred eighty (180) days. The Employer, during such posting period, may assign temporarily an employee to such vacancy. Copies of postings shall be sent to the Union monthly.

Such job postings shall provide the following information: job classification, shift(s), status (full or part-time) and if part-time, the approximate number of hours or eight-hour days to be worked. The shift(s), and hours indicated on the job posting are only informative and are not guaranteed.
Department seniority shall be given preference in all promotions in any department unless there is no qualified applicant in the department, in which event unit-wide seniority shall be given preference if there are qualified employee applicants outside the department.

20.4 Third Party Compensation

Compensated hours, as used in this Article, shall not include third party compensation, such as disability pay, workers’ compensation, or any other source not paid directly to the employee by the Employer.

20.5 Quit/Rehire

In the event of a voluntary quit and subsequent rehire, seniority shall date from the date of the most recent hire.

20.6 Student Seniority

The Employer has the discretion to determine if student employees will be terminated at the end of their student status or transferred into available regular positions. The student employee, who accepts a regular position with the Employer, shall be credited with seniority earned as a student employee.

ARTICLE XXI - PENSION

The Employer will provide to eligible employees covered by this Agreement a retirement plan. The terms and conditions of that plan shall be the same that is offered, from time to time, to non-contract employees of the Employer and as the plan may be amended from time to time by the Employer.

ARTICLE XXII - HEALTH, DENTAL AND LIFE INSURANCE

22.1 Health Insurance

The Employer will make available a health insurance plan(s) consistent with that offered to other eligible non-exempt employees of the Employer. It is recognized that plan design and costs may change during the term of the Agreement.

The Employer will pay the following percentage of the premium for health plan(s) coverage for all benefits eligible employees:

<table>
<thead>
<tr>
<th>Status</th>
<th>Allina First Plan (or equivalent)</th>
<th>Allina Select HSA Plan (or equivalent)</th>
<th>Allina Basic HSA Plan (or equivalent)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full-time, hired before April 1, 1984</td>
<td>Employee only: 90% Employee + child: 65%</td>
<td>Employee only: 90% Employee + child: 65%</td>
<td>Employee only: 90% Employee + child: 65%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>Employee + spouse:</th>
<th>Employee + spouse:</th>
<th>Employee + spouse:</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>65%</td>
<td>65%</td>
<td>65%</td>
</tr>
<tr>
<td>Family:</td>
<td>65%</td>
<td>65%</td>
<td>65%</td>
</tr>
<tr>
<td><strong>Full-time</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Employee only:</td>
<td>85%</td>
<td>85%</td>
<td>85%</td>
</tr>
<tr>
<td>Employee + child:</td>
<td>65%</td>
<td>65%</td>
<td>65%</td>
</tr>
<tr>
<td>Employee + spouse:</td>
<td>65%</td>
<td>65%</td>
<td>65%</td>
</tr>
<tr>
<td>Family:</td>
<td>65%</td>
<td>65%</td>
<td>65%</td>
</tr>
<tr>
<td><strong>Part-time</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Employee only:</td>
<td>55%</td>
<td>55%</td>
<td>55%</td>
</tr>
<tr>
<td>Employee + child:</td>
<td>55%</td>
<td>55%</td>
<td>55%</td>
</tr>
<tr>
<td>Employee + spouse:</td>
<td>55%</td>
<td>55%</td>
<td>55%</td>
</tr>
<tr>
<td>Family:</td>
<td>55%</td>
<td>55%</td>
<td>55%</td>
</tr>
</tbody>
</table>

22.2 **Dental Insurance.** The Employer will make available a dental insurance benefit consistent with that offered to other eligible non-exempt employees of the Employer. It is recognized that plan design and costs may change during the term of the Agreement.

22.3 **Life Insurance.** The Employer will make available a life insurance benefit consistent with that offered to other eligible non-exempt employees of the Employer. It is recognized that plan design and costs may change during the term of the Agreement.

**ARTICLE XXIII - DISABILITY INSURANCE**

The Employer will provide employees who regularly work thirty-five (35) hours or more per week with long-term disability insurance under its current plan during the term of this Contract.

**ARTICLE XXIV – TUITION REIMBURSEMENT**

The Employer will make available a tuition reimbursement program consistent with that offered to other eligible non-exempt employees of the Employer and as amended from time to time.

**ARTICLE XXV - NON-Discrimination**

There shall be no discrimination by the Union or the Employer against any employee because of membership or non-membership in the Union or because of the assertion of rights afforded by this Contract.
ARTICLE XXVI - LABOR/MANAGEMENT MEETINGS

The Employer agrees to meet with Union Representatives at least once a year to discuss issues of concern to labor and management. The Personnel Director and the Union Business Representative will be present at meetings.

ARTICLE XXVII - DURATION AND RENEWAL

Except as otherwise noted in this Agreement, it shall be effective July 1, 2018, and it shall run through June 30, 2021. This Agreement shall continue in full force and effect from year to year thereafter unless either party shall notify the other party, in writing, at least ninety (90) days prior to July 1, 2021, or July 1 of any year thereafter of its intention to change, modify or terminate this Agreement.

Allina Health d/b/a
Regina Hospital

By James McGlade
Vice President, East Region
Date 7/27/18

By Michelle Radtke
Manager, Patient Care
Date 6/2/18

By Steve Sandeen
Manager, Facilities
Date 6/26/18

By Trever Sterba
Business Leader, Nutritional Services
Date 8/2/2018

SEIU Healthcare Minnesota

By Roger Moore
Internal Organizer
Date 7/27/18

By Michelle Miller
Internal Organizer
Date 7/27/18

By Jesse Nei
Unit Member
Date 8-2-18

By Kathy Bronsing
Unit Member
Date 8-2-2018
By **Debra Foster**  
Deb Foster 
HR Generalist  
Date 08/02/18

By **Timothy Ewald**  
Labor Relations Counsel  
Date 7-27-18

By **Justin Goettig**  
Unit Member  
Date 8-2-18
Letter of Understanding No. 1
between
Allina Health d/b/a Regina Hospital
and
SEIU Healthcare Minnesota

As a result of recently concluded contract negotiations, the following understandings have been reached:

In regards to Section 6.1 and Appendix A - Wages - It is agreed and understood that the wages for the classifications of work covered by this Agreement are minimum wage rates. If any classification wage rate is below the applicable state or federal minimum wage, affected employees will be paid the state or federal minimum wage, whichever is higher.

This Agreement shall be effective July 1, 2015. In witness hereof, the undersigned have caused this Agreement to be executed.

Allina Health
d/b/a Regina Hospital

Date: 7-27-18

SEIU Healthcare Minnesota

Date: 7-27-18
## APPENDIX A - WAGE SCALES

<table>
<thead>
<tr>
<th></th>
<th>Start</th>
<th>Year 1 2000 hrs</th>
<th>Year 2 4000 hrs</th>
<th>Year 3 6000 hrs</th>
<th>Year 4 8000 hrs</th>
<th>Year 5 10,000 hrs</th>
<th>Year 8 16,000 hrs</th>
<th>Year 10 20,000 hrs</th>
<th>Year 15 30,000 hrs</th>
<th>Year 18 36,000 hrs</th>
<th>Year 20 40,000 hrs</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Carpenter</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Cook</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>7/1/2018</td>
<td>$13.70</td>
<td>$14.95</td>
<td>$15.69</td>
<td>$17.28</td>
<td>$18.54</td>
<td>$19.07</td>
<td>$19.32</td>
<td>$19.50</td>
<td>$19.73</td>
<td>$20.06</td>
<td>$20.63</td>
</tr>
<tr>
<td>7/1/2019</td>
<td>$14.05</td>
<td>$15.33</td>
<td>$16.09</td>
<td>$17.71</td>
<td>$19.01</td>
<td>$19.54</td>
<td>$19.80</td>
<td>$19.98</td>
<td>$20.22</td>
<td>$20.56</td>
<td>$21.15</td>
</tr>
<tr>
<td><strong>Dietary Aide</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>7/1/2018</td>
<td>$11.92</td>
<td>$13.12</td>
<td>$13.86</td>
<td>$15.28</td>
<td>$16.83</td>
<td>$17.38</td>
<td>$17.56</td>
<td>$17.69</td>
<td>$17.98</td>
<td>$18.29</td>
<td>$18.80</td>
</tr>
<tr>
<td>7/1/2019</td>
<td>$12.22</td>
<td>$13.45</td>
<td>$14.20</td>
<td>$15.66</td>
<td>$17.25</td>
<td>$17.82</td>
<td>$18.00</td>
<td>$18.13</td>
<td>$18.43</td>
<td>$18.74</td>
<td>$19.27</td>
</tr>
<tr>
<td>7/1/2020</td>
<td>$12.34</td>
<td>$13.58</td>
<td>$14.35</td>
<td>$15.82</td>
<td>$17.42</td>
<td>$18.00</td>
<td>$18.18</td>
<td>$18.32</td>
<td>$18.61</td>
<td>$18.93</td>
<td>$19.46</td>
</tr>
<tr>
<td><strong>Environmental Service Aide</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>7/1/2018</td>
<td>$11.92</td>
<td>$13.12</td>
<td>$13.86</td>
<td>$15.28</td>
<td>$16.83</td>
<td>$17.38</td>
<td>$17.56</td>
<td>$17.69</td>
<td>$17.98</td>
<td>$18.29</td>
<td>$18.80</td>
</tr>
<tr>
<td>7/1/2019</td>
<td>$12.22</td>
<td>$13.45</td>
<td>$14.20</td>
<td>$15.66</td>
<td>$17.25</td>
<td>$17.82</td>
<td>$18.00</td>
<td>$18.13</td>
<td>$18.43</td>
<td>$18.74</td>
<td>$19.27</td>
</tr>
<tr>
<td>7/1/2020</td>
<td>$12.34</td>
<td>$13.58</td>
<td>$14.35</td>
<td>$15.82</td>
<td>$17.42</td>
<td>$18.00</td>
<td>$18.18</td>
<td>$18.32</td>
<td>$18.61</td>
<td>$18.93</td>
<td>$19.46</td>
</tr>
<tr>
<td><strong>Linen Aide</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>7/1/2018</td>
<td>$11.92</td>
<td>$13.12</td>
<td>$13.86</td>
<td>$15.28</td>
<td>$16.83</td>
<td>$17.38</td>
<td>$17.56</td>
<td>$17.69</td>
<td>$17.98</td>
<td>$18.29</td>
<td>$18.80</td>
</tr>
<tr>
<td>7/1/2019</td>
<td>$12.22</td>
<td>$13.45</td>
<td>$14.20</td>
<td>$15.66</td>
<td>$17.25</td>
<td>$17.82</td>
<td>$18.00</td>
<td>$18.13</td>
<td>$18.43</td>
<td>$18.74</td>
<td>$19.27</td>
</tr>
<tr>
<td>7/1/2020</td>
<td>$12.34</td>
<td>$13.58</td>
<td>$14.35</td>
<td>$15.82</td>
<td>$17.42</td>
<td>$18.00</td>
<td>$18.18</td>
<td>$18.32</td>
<td>$18.61</td>
<td>$18.93</td>
<td>$19.46</td>
</tr>
<tr>
<td>Janitor</td>
<td>Start</td>
<td>Year 1 2000 hrs</td>
<td>Year 2 4000 hrs</td>
<td>Year 3 6000 hrs</td>
<td>Year 4 8000 hrs</td>
<td>Year 5 10,000 hrs</td>
<td>Year 8 16,000 hrs</td>
<td>Year 10 20,000 hrs</td>
<td>Year 15 30,000 hrs</td>
<td>Year 18 36,000 hrs</td>
<td>Year 20 40,000 hrs</td>
</tr>
<tr>
<td>------------------</td>
<td>-------</td>
<td>-----------------</td>
<td>-----------------</td>
<td>-----------------</td>
<td>-----------------</td>
<td>------------------</td>
<td>------------------</td>
<td>-------------------</td>
<td>-------------------</td>
<td>-------------------</td>
<td>-------------------</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Patient Care Technician</th>
<th>Start</th>
<th>Year 1 2000 hrs</th>
<th>Year 2 4000 hrs</th>
<th>Year 3 6000 hrs</th>
<th>Year 4 8000 hrs</th>
<th>Year 5 10,000 hrs</th>
<th>Year 8 16,000 hrs</th>
<th>Year 10 20,000 hrs</th>
<th>Year 15 30,000 hrs</th>
<th>Year 18 36,000 hrs</th>
<th>Year 20 40,000 hrs</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>Peri Operative Aide</th>
<th>Start</th>
<th>Year 1 12000 hrs</th>
<th>Year 2 24000 hrs</th>
<th>Year 3 36000 hrs</th>
<th>Year 4 48000 hrs</th>
<th>Year 5 51000 hrs</th>
<th>Year 8 816000 hrs</th>
<th>Year 10 1020000 hrs</th>
<th>Year 15 1530000 hrs</th>
<th>Year 18 1836000 hrs</th>
<th>Year 20 2040000 hrs</th>
</tr>
</thead>
<tbody>
<tr>
<td>7/1/2018</td>
<td>$12.25</td>
<td>$13.45</td>
<td>$14.20</td>
<td>$15.68</td>
<td>$17.26</td>
<td>$17.84</td>
<td>$17.97</td>
<td>$18.16</td>
<td>$18.50</td>
<td>$18.73</td>
<td>$19.28</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Physical Therapy Aide</th>
<th>Start</th>
<th>Year 1 2000 hrs</th>
<th>Year 2 4000 hrs</th>
<th>Year 3 6000 hrs</th>
<th>Year 4 8000 hrs</th>
<th>Year 5 10,000 hrs</th>
<th>Year 8 16,000 hrs</th>
<th>Year 10 20,000 hrs</th>
<th>Year 15 30,000 hrs</th>
<th>Year 18 36,000 hrs</th>
<th>Year 20 40,000 hrs</th>
</tr>
</thead>
<tbody>
<tr>
<td>7/1/2018</td>
<td>$11.92</td>
<td>$13.12</td>
<td>$13.86</td>
<td>$15.28</td>
<td>$16.83</td>
<td>$17.38</td>
<td>$17.56</td>
<td>$17.69</td>
<td>$17.98</td>
<td>$18.29</td>
<td>$18.80</td>
</tr>
<tr>
<td>7/1/2019</td>
<td>$12.22</td>
<td>$13.45</td>
<td>$14.20</td>
<td>$15.66</td>
<td>$17.25</td>
<td>$17.82</td>
<td>$18.00</td>
<td>$18.13</td>
<td>$18.43</td>
<td>$18.74</td>
<td>$19.27</td>
</tr>
<tr>
<td>7/1/2020</td>
<td>$12.34</td>
<td>$13.58</td>
<td>$14.35</td>
<td>$15.82</td>
<td>$17.42</td>
<td>$18.00</td>
<td>$18.18</td>
<td>$18.32</td>
<td>$18.61</td>
<td>$18.93</td>
<td>$19.46</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Surgical Support Tech</th>
<th>Start</th>
<th>Year 1 2000 hrs</th>
<th>Year 2 4000 hrs</th>
<th>Year 3 6000 hrs</th>
<th>Year 4 8000 hrs</th>
<th>Year 5 10,000 hrs</th>
<th>Year 8 16,000 hrs</th>
<th>Year 10 20,000 hrs</th>
<th>Year 15 30,000 hrs</th>
<th>Year 18 36,000 hrs</th>
<th>Year 20 40,000 hrs</th>
</tr>
</thead>
<tbody>
<tr>
<td>Washer/Extractor</td>
<td>Start</td>
<td>Year 1 2000 hrs</td>
<td>Year 2 4000 hrs</td>
<td>Year 3 6000 hrs</td>
<td>Year 4 8000 hrs</td>
<td>Year 5 10,000 hrs</td>
<td>Year 8 16,000 hrs</td>
<td>Year 10 20,000 hrs</td>
<td>Year 15 30,000 hrs</td>
<td>Year 18 36,000 hrs</td>
<td>Year 20 40,000 hrs</td>
</tr>
<tr>
<td>-----------------</td>
<td>--------</td>
<td>-----------------</td>
<td>-----------------</td>
<td>-----------------</td>
<td>-----------------</td>
<td>-------------------</td>
<td>-------------------</td>
<td>-------------------</td>
<td>-------------------</td>
<td>-------------------</td>
<td>-------------------</td>
</tr>
</tbody>
</table>

**Student:** $1.50 more than the highest applicable minimum wage rate.
### Regina + $0.09 Uniform Allowance

<table>
<thead>
<tr>
<th>Position</th>
<th>Start</th>
<th>Year 1 2000 hrs</th>
<th>Year 2 4000 hrs</th>
<th>Year 3 6000 hrs</th>
<th>Year 4 8000 hrs</th>
<th>Year 5 10,000 hrs</th>
<th>Year 8 16,000 hrs</th>
<th>Year 10 20,000 hrs</th>
<th>Year 15 30,000 hrs</th>
<th>Year 18 36,000 hrs</th>
<th>Year 20 40,000 hrs</th>
</tr>
</thead>
<tbody>
<tr>
<td>Carpenter</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>7/1/2019</td>
<td>$14.64</td>
<td>$15.99</td>
<td>$17.29</td>
<td>$19.02</td>
<td>$20.81</td>
<td>$21.48</td>
<td>$21.66</td>
<td>$21.80</td>
<td>$22.16</td>
<td>$22.38</td>
<td>$23.08</td>
</tr>
<tr>
<td>Cook</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Dietary Aide</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>7/1/2018</td>
<td>$12.01</td>
<td>$13.21</td>
<td>$13.95</td>
<td>$15.37</td>
<td>$16.92</td>
<td>$17.47</td>
<td>$17.65</td>
<td>$17.78</td>
<td>$18.07</td>
<td>$18.38</td>
<td>$18.99</td>
</tr>
<tr>
<td>7/1/2019</td>
<td>$12.31</td>
<td>$13.54</td>
<td>$14.29</td>
<td>$15.75</td>
<td>$17.34</td>
<td>$17.91</td>
<td>$18.09</td>
<td>$18.22</td>
<td>$18.52</td>
<td>$18.83</td>
<td>$19.36</td>
</tr>
<tr>
<td>7/1/2020</td>
<td>$12.43</td>
<td>$13.67</td>
<td>$14.44</td>
<td>$15.91</td>
<td>$17.51</td>
<td>$18.09</td>
<td>$18.27</td>
<td>$18.41</td>
<td>$18.70</td>
<td>$19.02</td>
<td>$19.55</td>
</tr>
<tr>
<td>Environmental Service Aide</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>7/1/2018</td>
<td>$12.01</td>
<td>$13.21</td>
<td>$13.95</td>
<td>$15.37</td>
<td>$16.92</td>
<td>$17.47</td>
<td>$17.65</td>
<td>$17.78</td>
<td>$18.07</td>
<td>$18.38</td>
<td>$18.99</td>
</tr>
<tr>
<td>7/1/2019</td>
<td>$12.31</td>
<td>$13.54</td>
<td>$14.29</td>
<td>$15.75</td>
<td>$17.34</td>
<td>$17.91</td>
<td>$18.09</td>
<td>$18.22</td>
<td>$18.52</td>
<td>$18.83</td>
<td>$19.36</td>
</tr>
<tr>
<td>7/1/2020</td>
<td>$12.43</td>
<td>$13.67</td>
<td>$14.44</td>
<td>$15.91</td>
<td>$17.51</td>
<td>$18.09</td>
<td>$18.27</td>
<td>$18.41</td>
<td>$18.70</td>
<td>$19.02</td>
<td>$19.55</td>
</tr>
<tr>
<td>Linen Aide</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>7/1/2018</td>
<td>$12.01</td>
<td>$13.21</td>
<td>$13.95</td>
<td>$15.37</td>
<td>$16.92</td>
<td>$17.47</td>
<td>$17.65</td>
<td>$17.78</td>
<td>$18.07</td>
<td>$18.38</td>
<td>$18.99</td>
</tr>
<tr>
<td>7/1/2019</td>
<td>$12.31</td>
<td>$13.54</td>
<td>$14.29</td>
<td>$15.75</td>
<td>$17.34</td>
<td>$17.91</td>
<td>$18.09</td>
<td>$18.22</td>
<td>$18.52</td>
<td>$18.83</td>
<td>$19.36</td>
</tr>
<tr>
<td>7/1/2020</td>
<td>$12.43</td>
<td>$13.67</td>
<td>$14.44</td>
<td>$15.91</td>
<td>$17.51</td>
<td>$18.09</td>
<td>$18.27</td>
<td>$18.41</td>
<td>$18.70</td>
<td>$19.02</td>
<td>$19.55</td>
</tr>
<tr>
<td>Job Title</td>
<td>Start</td>
<td>Year 1 2000 hrs</td>
<td>Year 2 4000 hrs</td>
<td>Year 3 6000 hrs</td>
<td>Year 4 8000 hrs</td>
<td>Year 5 10,000 hrs</td>
<td>Year 6 16,000 hrs</td>
<td>Year 7 20,000 hrs</td>
<td>Year 8 30,000 hrs</td>
<td>Year 9 40,000 hrs</td>
<td></td>
</tr>
<tr>
<td>---------------------------</td>
<td>---------</td>
<td>-----------------</td>
<td>----------------</td>
<td>----------------</td>
<td>----------------</td>
<td>------------------</td>
<td>------------------</td>
<td>------------------</td>
<td>-----------------</td>
<td>-----------------</td>
<td></td>
</tr>
<tr>
<td>Janitor</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>7/1/2019</td>
<td>$13.18</td>
<td>$14.56</td>
<td>$15.60</td>
<td>$17.34</td>
<td>$18.96</td>
<td>$19.59</td>
<td>$19.80</td>
<td>$19.93</td>
<td>$20.29</td>
<td>$20.50</td>
<td></td>
</tr>
<tr>
<td>7/1/2020</td>
<td>$13.31</td>
<td>$14.70</td>
<td>$15.75</td>
<td>$17.51</td>
<td>$19.15</td>
<td>$19.78</td>
<td>$20.00</td>
<td>$20.12</td>
<td>$20.50</td>
<td>$20.71</td>
<td></td>
</tr>
<tr>
<td>Patient Care Technician</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>7/1/2018</td>
<td>$15.57</td>
<td>$16.04</td>
<td>$16.57</td>
<td>$17.35</td>
<td>$18.50</td>
<td>$19.19</td>
<td>$19.54</td>
<td>$19.94</td>
<td>$20.27</td>
<td>$20.49</td>
<td></td>
</tr>
<tr>
<td>7/1/2019</td>
<td>$15.88</td>
<td>$16.36</td>
<td>$16.90</td>
<td>$17.70</td>
<td>$18.87</td>
<td>$19.57</td>
<td>$19.93</td>
<td>$20.34</td>
<td>$20.67</td>
<td>$20.90</td>
<td></td>
</tr>
<tr>
<td>Peri Operative Aide</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>7/1/2018</td>
<td>$12.34</td>
<td>$13.54</td>
<td>$14.29</td>
<td>$15.77</td>
<td>$17.35</td>
<td>$17.93</td>
<td>$18.06</td>
<td>$18.25</td>
<td>$18.59</td>
<td>$18.82</td>
<td></td>
</tr>
<tr>
<td>7/1/2019</td>
<td>$12.64</td>
<td>$13.87</td>
<td>$14.64</td>
<td>$16.16</td>
<td>$17.78</td>
<td>$18.37</td>
<td>$18.51</td>
<td>$18.71</td>
<td>$19.05</td>
<td>$19.28</td>
<td></td>
</tr>
<tr>
<td>Physical Therapy Aide</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>7/1/2018</td>
<td>$12.01</td>
<td>$13.21</td>
<td>$13.95</td>
<td>$15.37</td>
<td>$16.92</td>
<td>$17.47</td>
<td>$17.65</td>
<td>$17.78</td>
<td>$18.07</td>
<td>$18.38</td>
<td></td>
</tr>
<tr>
<td>7/1/2019</td>
<td>$12.31</td>
<td>$13.54</td>
<td>$14.29</td>
<td>$15.75</td>
<td>$17.34</td>
<td>$17.91</td>
<td>$18.09</td>
<td>$18.22</td>
<td>$18.52</td>
<td>$18.83</td>
<td></td>
</tr>
<tr>
<td>7/1/2020</td>
<td>$12.43</td>
<td>$13.67</td>
<td>$14.44</td>
<td>$15.91</td>
<td>$17.51</td>
<td>$18.09</td>
<td>$18.27</td>
<td>$18.41</td>
<td>$18.70</td>
<td>$19.02</td>
<td></td>
</tr>
<tr>
<td>Surgical Support Tech</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>7/1/2018</td>
<td>$16.19</td>
<td>$16.75</td>
<td>$17.34</td>
<td>$17.94</td>
<td>$18.57</td>
<td>$19.21</td>
<td>$19.69</td>
<td>$20.18</td>
<td>$20.68</td>
<td>$21.20</td>
<td></td>
</tr>
<tr>
<td>7/1/2020</td>
<td>$16.84</td>
<td>$17.42</td>
<td>$18.04</td>
<td>$18.66</td>
<td>$19.32</td>
<td>$19.98</td>
<td>$20.48</td>
<td>$20.99</td>
<td>$21.51</td>
<td>$22.05</td>
<td></td>
</tr>
</tbody>
</table>
### Washer/Extractor

<table>
<thead>
<tr>
<th>Year</th>
<th>Start</th>
<th>Year 1 2000 hrs</th>
<th>Year 2 4000 hrs</th>
<th>Year 3 6000 hrs</th>
<th>Year 4 8000 hrs</th>
<th>Year 5 10,000 hrs</th>
<th>Year 6 16,000 hrs</th>
<th>Year 7 20,000 hrs</th>
<th>Year 8 30,000 hrs</th>
<th>Year 9 36,000 hrs</th>
<th>Year 10 40,000 hrs</th>
</tr>
</thead>
<tbody>
<tr>
<td>7/1/2020</td>
<td>$13.31</td>
<td>$14.70</td>
<td>$15.75</td>
<td>$17.51</td>
<td>$19.15</td>
<td>$19.78</td>
<td>$20.00</td>
<td>$20.12</td>
<td>$20.50</td>
<td>$20.71</td>
<td>$21.32</td>
</tr>
</tbody>
</table>

**Student:** $1.50 more than the highest applicable minimum wage rate.