

**Tentative Agreement
U10
December 5, 2019**

December 5, 2019

Kevin Kuehn
Internal Organizer
SEIU Healthcare Minnesota
345 Randolph Avenue
Suite 100
St. Paul, MN 55102

Dear Kevin,

This letter is to confirm the understanding that was reached during the negotiations for the 2020-2023 Collective Bargaining Agreements regarding vacation bidding.

If the Employer and the Union desire to meet to discuss potential changes to the current vacation bidding process, they will establish an ad hoc group of both Union and Employer representatives. This group will discuss potential options that could change the bidding periods, etc. Any options would not be intended to impact seniority.

If the group agrees to a new process, it shall be presented to the affected employees for a vote. If passed, this would modify the Collective Bargaining Agreement(s). The parties shall then enter into a Letter of Understanding regarding this change.

Sincerely,

Lynelle Wood
Sr. Director, Employee and Labor Relations

ARTICLE 14
VOLUNTARY LEAVE STATUS (VLS)

With the Supervisor's approval, Employees shall be allowed to use seventy-five (75) hours of voluntary leave status in a twelve (12) month period without affecting benefits or seniority. The twelve (12) month period shall begin on the first voluntary leave day taken by the Employee. Voluntary leave status may be approved for the use of, but not limited to the following situations: staffing overages, inclement weather, and personal situations. It is the intent that the Supervisor shall work with Employees to do their best to grant Voluntary Leave Status for the death of an aunt, uncle, niece, or nephew.

Another Employee's request for paid time off shall take preference over an Employee-initiated request for voluntary leave status.

Article 34. Section 8. Human Resources Personnel Files

C. Removing Materials from File

At the end of the designated time period, upon the written request of the Employee, oral reprimands, written reprimands, and suspensions shall be removed from the Employee's Human Resources personnel file, based on the following time periods, provided that no further disciplinary action has been taken against the Employee within that period.

- Oral reprimands and written reprimands removed after one (1) year
- Suspensions removed after two (2) years

Oral reprimands, written reprimands, and suspensions shall not be used in future disciplinary action if a related offense does not occur within the designated time period of the original offense. If the disciplinary record is to be removed from the Employee's Human Resources personnel file, Human Resources shall send an e-mail to the Employee within thirty (30) calendar days of the Employee's written request confirming that the disciplinary record has been removed from the Employee's Human Resources personnel file.

Article 22. Section 4. Sick Leave Use for Other than Employee – Legal Guardianship.

An Employee who has been appointed by the court as an individual's legal guardian (with the legal right and duty to care for that individual) shall have the ability to use accrued sick leave due to illness or injury of that individual.

Re-number the remaining Sections in the Article

Units I-III

Article 17, Section 1. Definition. Employees required to provide services to patients by the Employer outside the hours of their regular schedule that is generally referred to as “call duty” shall be compensated as described in this Section.

Employees shall only be eligible for one (1) type of call pay at a time.

Article 17, Section 2. Types of call pay

- A. **Availability Call.** Employees who are required to be available by phone for a period of not more than three (3) hours per day and available to report to work within forty-five (45) minutes from the time they are called shall receive call pay equal to twenty five percent (25%) of their straight time hourly rate not to exceed ten dollars (\$10) for each hour they are on call. When Employees are called into work and paid the applicable rate of pay, they shall receive the availability call pay up until the time they receive the notification to come into work.

- B. **Court Availability Call.** Employees who have received an official subpoena to appear as a witness to provide information in their role as a Group Health, Inc. Employee, and as a result of this subpoena are required to be available to report to court on a day they are not scheduled to work shall receive (\$3.00) per hour for the hours they are required to be available to respond to such call. When Employees are called into court and paid the applicable rate of pay, they shall receive the court availability call pay up until the time they receive the notification to report to court.

- C. **Patient Care Call.** Employees who are required to respond to patient care calls by phone outside of their regular work schedule shall receive forty-five dollars (\$45) per shift for evening shifts (approximately 5 p.m. to 8 a.m.) Monday through Thursday and eighty dollars (\$80) for a twenty-four (24) hour weekend shift, including Friday evening, Saturday, Sunday, or a holiday.

The compensation is comprehensive, meaning that no other shift differential, consecutive shift differential, etc., shall be paid in addition to what is described here.

- D. **Dental Patient Care Call.** Dental Assistants who are required to respond to patient calls outside of their regular work schedule shall receive the following:

Monday-Thursday	5 p.m. to 7 a.m.	\$20.00
Friday	5 p.m. to 7 a.m.	\$50.00
Saturday, Sunday	5 p.m. to 7 a.m.	\$30.00
Saturday, Sunday	Noon to 7 a.m.	\$40.00

Saturday, Sunday	7 a.m. to 7 a.m.	\$50.00
Holiday		\$50.00

Dental Assistants who are called in to work during the time they are on-call have a guarantee of two (2) hours of work or two (2) hours of pay. The weekend differential (Saturday and Sunday), weekday evening/night differential, and the provisions of the Holiday Article shall also be applicable for any hours worked. If an Employee works a seventh (7th) consecutive day because of taking call, the Employee shall not receive double time.

Open hours for call duty shall be posted for five (5) calendar days in the first week of each month for the following month. Employees may voluntarily sign up for call duty and the Employer shall assign call duty from this list by seniority. If there are no volunteers, the call duty shall be assigned to the least senior Employee in the clinic where call duty is available. Call duty shall be clinic specific. Employees shall only be able to sign up for call duty at their clinic.

- E. Call Out. Employees who must provide care to a patient in the hospital, in the patient's home, or in some other appropriate site while the Employee is on-call shall be compensated at the appropriate rate of pay, either straight time or time and one-half (1.5), for the hours that such care is being provided to the patient and the time spent traveling to and from the site at which care is delivered.

The compensation is comprehensive, meaning that no other shift differential, consecutive shift differential, etc., shall be paid in addition to what is described here.

Unit IV

Article 17, Section 1. Definition. Employees required to provide services to patients by the Employer outside the hours of their regular schedule that is generally referred to as “call duty” shall be compensated as described in this Section.

Employees shall only be eligible for one (1) type of call pay at a time.

Article 17, Section 2. Types of call pay

- A. Availability Call. Employees who are required to be available by phone for a period of not more than three (3) hours per day and available to report to work within forty-five (45) minutes from the time they are called shall receive call pay equal to twenty five percent (25%) of their straight time hourly rate not to exceed fifteen dollars (\$15) for each hour they are on call. When Employees are called into work and paid the applicable rate of pay, they shall receive the availability call pay up until the time they receive the notification to come into work.

- B. Court Availability Call. Employees who have received an official subpoena to appear as a witness to provide information in their role as a Group Health, Inc. Employee, and as a result of this subpoena are required to be available to report to court on a day they are not scheduled to work shall receive four dollars (\$4.00) per hour for the hours they are required to be available to respond to such call. When Employees are called into court and paid the applicable rate of pay, they shall receive the court availability call pay up until the time they receive the notification to report to court.
- C. Patient Care Call. Except for Employees in “D” below, Employees who are required to respond to patient care calls outside of their regular work schedule shall receive forty-five dollars (\$45.00) per shift for evening shifts (approximately 5 p.m. to 8 a.m.) Monday through Thursday and eighty dollars (\$80.00) for a twenty-four (24) hour weekend shift, including Friday evening, Saturday, Sunday, or a holiday.

The compensation is comprehensive, meaning that no other shift differential, consecutive shift differential, etc., shall be paid in addition to what is described here.

- D. Patient Care Call – Plastics and Cosmetic Surgery PA-Cs. Physician Assistants-Certified who work in Plastics and Cosmetic Surgery who are required to respond to patient care calls outside of their regular work schedule shall receive eleven dollars (\$11.00) per hour for evening shifts (approximately 5 p.m. to 7 a.m.), Monday through Friday and eleven dollars (\$11.00) per hour for a twenty-four (24) hour weekend shift (approximately 7 a.m. to 7 a.m.), including Saturday, Sunday, or a holiday.

The compensation is comprehensive, meaning that no other shift differential, consecutive shift differential, etc., shall be paid in addition to what is described here.

- E. Back-Up Call. Midwives who are required to respond to patient care calls outside of their regular work schedule shall receive forty dollars (\$40.00) per shift for a twenty-four (24) hour weekend shift including Friday evening, Saturday, Sunday, or a holiday.

- F. Call Out. Employees who must provide care to a patient in the hospital, in the patient's home, or in some other appropriate site while the Employee is on-call shall be compensated at straight time (or overtime if these on-call hours result in the Employee being compensated for more than forty (40) hours in the work week) for the hours that such care is being provided to the patient and the time spent traveling to and from the site at which care is delivered.

The compensation is comprehensive, meaning that no other shift differential, consecutive shift differential, etc., shall be paid in addition to what is described here.

January 14, 2020

Kevin Kuehn
Internal Organizer
SEIU Healthcare Minnesota
345 Randolph Avenue
Suite 100
St. Paul, MN 55102

Dear Kevin,

This letter is to confirm the understanding that was reached during the negotiations for the 2020-2023 Collective Bargaining Agreements regarding availability call.

If the Employer and the Union desire to meet to discuss availability call for a specific Department or job title or job titles, they will establish an ad hoc group of both Union and Employer representatives. For this specific Department or job title or job titles, this group will discuss potential options that could change the current availability call of not more than three hours. For example, a Department could agree to extend the availability call period to eight hours with the ability for an employee and their leader within that Department to agree to a period of time different than the eight hours.

If the group agrees to a new process, it shall be presented to the affected employees for a vote. If passed, this would modify the Collective Bargaining Agreement(s). The parties shall then enter into a Letter of Understanding regarding this change.

Sincerely,

Lynelle Wood
Sr. Director, Employee and Labor Relations

Units I-III

Article 18, Section 11. Weekday Evening/Night Differential.

Non-Urgent Care/Non-CareLine Employees including Lab Assistants in Central Lab.

Employees working Monday through Friday shall receive a differential of one dollar and seventy-five cents (\$1.75) per hour for all hours worked between 6:00 p.m. and 6:00 a.m.

Urgent Care Employees. Employees working Monday through Friday shall receive a differential of one dollar and seventy-five cents (\$1.75) per hour for all hours worked between 5:00 p.m. and 6:00 a.m.

CareLine RNs. Employees working Monday through Friday shall receive a differential of one dollar (\$1.00) per hour for all hours worked between 6:00 p.m. and 12:00 a.m.

Employees working the night shift (starting at 12:00 a.m. and ending at 8:00 a.m.) shall receive a differential of one dollar and seventy-five cents (\$1.75) per hour for all hours worked between 12:00 a.m. and 8:00 a.m.

Central Lab Employees (excluding Lab Assistants). Employees who work a minimum of a four (4) hour shift with the majority of work hours after 6:00 p.m. shall receive a differential of one dollar and seventy-five cents (\$1.75) per hour for all hours of their shift.

Employees who work Day Urgent Care hours are not eligible for the above differential unless they work the hours listed above.

In all cases, if a regular shift begins after 6:00 p.m. (5:00 p.m. for Urgent Care) and before 6:00 a.m. and the work hours extend beyond 6:00 a.m., the hours beyond 6:00 a.m. shall be paid at the differential rate.

The Employee is responsible to claim such differential pay on the timecard that the Employee submits.

Article 18, Section 13. Weekend Evening/Night Differential.

Non-Urgent Care/Non-CareLine Employees including Lab Assistants in Central Lab.

Employees working Saturday or Sunday shall receive two dollars and fifty cents (\$2.50) per hour for all hours worked beyond 6:00 p.m.

Urgent Care Employees. Employees working Saturday or Sunday shall receive two dollars and fifty cents (\$2.50) per hour for all hours worked beyond 5:00 p.m.

CareLine RNs. Employees working Saturday or Sunday on the evening shift (starting at 6:00 p.m. and ending at 12:00 a.m.) shall receive a differential of one dollar and seventy-five cents (\$1.75) per hour for all hours worked between 6:00 p.m. and 12:00 a.m.

Employees working Saturday or Sunday on the night shift (starting at 12:00 a.m. and ending at 8:00 a.m.) shall receive a differential of two dollars and fifty cents (\$2.50) per hour for all hours worked between 12:00 a.m. and 8:00 a.m.

Central Lab Employees (excluding Lab Assistants). Employees who work a minimum of a four (4) hour shift with the majority of work hours after 6:00 p.m. shall receive two dollars and fifty cents (\$2.50) per hour on Saturday or Sunday for all hours of their shift.

Employees who work Day Urgent Care hours are not eligible for the above differential unless they work the hours listed above.

In all cases, if a regular shift begins after 6:00 p.m. (5:00 p.m. for Urgent Care) and before 6:00 a.m. and the work hours extend beyond 6:00 a.m., the hours beyond 6:00 a.m. shall be paid at the differential rate.

The Employee is responsible to claim such differential pay on the timecard that the Employee submits.

Unit IV

Article 18, Section 13. Evening Differential (excluding Pharmacists/PICs). Employees working a minimum of a four (4) hour shift with the majority of work hours after 6:00 p.m. shall receive an evening differential of one dollar and seventy-five cents (\$1.75) per hour for all hours of their shift.

Article 18, Section 14. Central Lab.

Weekday Evening/Night Differential. Notwithstanding Sections 11 and 13, Employees who work a minimum of a four (4) hour shift with the majority of work hours after 6:00 p.m. shall receive a differential of one dollar and seventy-five cents (\$1.75) per hour for all hours of their shift.

Weekend Day Differential. Notwithstanding Section 11, Employees working Saturday or Sunday shall receive two dollars (\$2.00) per hour for all hours worked prior to 6:00 p.m.

Weekend Evening/Night Differential. Notwithstanding Sections 11 and 13, Employees who work a minimum of a four (4) hour shift with the majority of work hours after 6:00 p.m. shall receive two dollars and fifty cents (\$2.50) per hour on Saturday or Sunday for all hours of their shift.

The Employee is responsible to claim such differential pay on the timecard that the Employee submits.

**Tentative Agreement
U8
January 27, 2020**

January 27, 2020

Kevin Kuehn
Internal Organizer
SEIU Healthcare Minnesota
345 Randolph Avenue
Suite 100
St. Paul, MN 55102

Dear Kevin,

This letter is to confirm the understanding that was reached during the negotiations for the 2020-2023 Collective Bargaining Agreement for how CareLine employees are compensated on or around holidays.

The parties have agreed that for the CareLine, the “double time” pay for working on the holiday and straight time holiday pay will be paid to eligible employees working shifts designated as holiday shifts. Holiday shifts are defined as shifts that CareLine employees bid on via Article 20, Section 12, Holiday Urgent Care and CareLine Scheduling, of the Collective Bargaining Agreement. These shifts have the major portion of their hours on the actual and/or designated holiday (although not all hours on this shift will be considered to be working on a holiday). For example, a shift that starts at 11:00 p.m. the day before the holiday and ends at 7:00 a.m. the day of the holiday would be considered a holiday shift. However, a shift that starts at 11:00 p.m. the day of the holiday and ends at 7:00 a.m. on the day after the holiday would not be considered a holiday shift.

For all hours worked on the actual and/or designated holiday, employees shall be paid either: (a) double time for the hours worked on the holiday; or (b) straight time for the hours worked on the holiday plus the same number of hours worked on the holiday credited to their vacation account. Employees are eligible for straight time holiday pay for the full length of the shift that is considered a holiday shift, prorated based on their FTE. Eligible employees required to work on both the actual holiday and the designated holiday will only receive straight time holiday pay for the designated holiday.

All examples based on 1.07 FTE and in addition, both parties understand CareLine primarily takes 30 minute unpaid meal periods. The meal period examples have no bearing on hours paid.

Example 1

- The employee’s shift starts at 5:00 p.m. the day before the holiday and ends at 2:00 a.m. the day of the holiday with a 60 minute unpaid meal period, working eight hours.

- The employee receives six hours of straight time from 5:00 p.m. to midnight (this is not a holiday)
- The employee works two hours on the holiday (midnight – 2:00 a.m.)
 - The employee receives two hours of double time OR at the employee’s choice two hours of straight time and two hours credited to their vacation account
 - The employee receives no straight time holiday pay for working two hours on the holiday; however, the employee would receive holiday pay per Article 20 Section 7 or Section 9, whichever is applicable

Example 2a

- The employee’s shift starts at 11:00 p.m. the day before the holiday and ends at 8:00 a.m. the day of the holiday with a 60 minute unpaid meal period, working eight hours.
 - The employee receives one hour of straight time from 11:00 p.m. the day before the holiday to midnight (is not a holiday)
 - The employee works seven hours on the holiday (midnight – 8:00 a.m., with a one hour lunch)
 - The employee receives seven hours of double time OR at the employee’s choice seven hours of straight time and seven hours credited to their vacation account
 - The employee receives eight hours of straight time holiday pay to receive a full shift of holiday pay even though the employee only worked seven hours on the holiday

Example 2b (same employee working example 2a)

- The employee’s shift that starts at 11:00 p.m. the day of the holiday and ends at 8:00 a.m. the day after the holiday with a 60 minute meal period, working eight hours.
 - The employee is working one hour on the holiday (11:00 p.m. – midnight)
 - The employee receives one hour of double time OR at the employee’s choice one hour of straight time and one hour credited to their vacation account
 - The employee receives no straight time holiday pay for this shift as they have received straight time holiday pay on their previous shift (see 2a)
 - The employee receives seven hours of straight time for the day after the holiday (midnight – 8:00 a.m., with a one hour meal period)

Example 3

- The employee’s shift that starts at 5:00 p.m. the day of the holiday and ends at 2:00 a.m. the day after the holiday with a 60 minute meal period, working eight hours.
 - The employee is working six hours on the holiday (5 p.m. – midnight, with a one hour meal period)
 - The employee receives six hours of double time OR at the employee’s choice six hours of straight time and six hours credited to their vacation account
 - The employee receives eight hours of straight time holiday pay to receive a full shift of holiday pay even though the employee only worked six hours on the holiday
 - The employee is working two hours on the day after the holiday (midnight – 2:00 a.m.), and would receive two hours of straight time

Example 4

- The employee's shift that starts at 11:00 p.m. the day before the holiday and ends at 8:00 a.m. the day of the holiday with a 60 minute meal period, working eight hours.
 - The employee is working one hour the day before on the holiday (11:00 p.m. – midnight) and receives straight time for this hour (the day before the holiday is not a holiday)
 - The employee is working seven hours on the holiday and receives seven hours of double time OR at the employee's choice seven hours of straight time and seven hours credited to their vacation account
 - The employee receives eight hours of straight time holiday pay, even though they only worked seven hours on the holiday.

Sincerely,

Lynelle Wood
Sr. Director, Employee and Labor Relations

Article 27, Section 3. Specific Job Titles.

- A. Certified Orthoptists and Nurses (including Nurse Clinicians, RNs, and LPNs) who have a national accreditation in a specialty area and for whom the Employer determines the need for this special training shall receive an additional two hundred fifty dollars (\$250.00) per contract year.
- B. Radiologic Technologists shall have the cost of registration paid by the Employer if the Employer requires registration in mammography.
- C. Laboratory Technicians shall be eligible for two hundred fifty (\$250.00) per contract year notwithstanding that the Employee has multiple licenses.
- D. Sonographers shall receive one thousand two hundred dollars (\$1,200.00) per contract year.
- E. Certified Orthoptists shall receive two thousand two hundred and fifty dollars (\$2,250.00) over the term of this Agreement.

Certified Orthoptists in a benefit status of thirty-seven and one-half (37.5) hours per week shall receive up to forty (40) hours per contract year to attend CEU courses, not to exceed seventy-two (72) hours over the term of this Agreement. Certified Orthoptists in a benefit status other than thirty-seven and one-half (37.5) hours per week, but in a benefit status of at least fifteen (15) hours per week shall receive a pro-rata of these hours.

- F. Dental Assistants shall receive three hundred fifty dollars (\$350.00) per contract year.
- G. Diabetic Nurse Specialists shall receive one thousand eight hundred dollars (\$1,800.00) over the term of this Agreement.
- H. Lab Assistants and Phlebotomists shall receive one hundred dollars (\$100.00) per contract year.
- I. Estheticians shall receive two thousand two hundred and fifty dollars (\$2,250.00) per contract year.
- J. Certified Ophthalmic Technicians, Certified Ophthalmic Medical Technologists, and Certified Ophthalmic Assistants shall receive one thousand five hundred dollars (\$1,500.00) over the term of this Agreement.

**Tentative Agreement
S8a, 8b, and 8l
January 21, 2020**

January 21, 2020

Kevin Kuehn
Internal Organizer
SEIU Healthcare Minnesota
345 Randolph Avenue
Suite 100
St. Paul, MN 55102

Dear Kevin,

This letter is to confirm the understanding that was reached during the negotiations for the 2020-2023 Collective Bargaining Agreement regarding CareLine.

If the Employer and the Union desire to meet to discuss CareLine RNs' use of personal holiday time or vacation not related to bidding or trading shifts, the ability of CareLine RNs to give away three shifts per year without having to trade if they can find a replacement, and CareLine RN Leads bidding for vacation, they will establish an ad hoc group of both Union and Employer representatives. This group will discuss potential options that could change the current contract language.

If the group agrees to a new process, it shall be presented to the affected employees for a vote. If passed, this would modify the Collective Bargaining Agreement. The parties shall then enter into a Letter of Understanding regarding this change.

Sincerely,

Lynelle Wood
Sr. Director, Employee and Labor Relations

ARTICLE 4
UNION SECURITY

Article 4, Section 1. There is a Collective Bargaining Agreement between Group Health, Inc., and SEIU Healthcare Minnesota covering wages, hours, and other terms and conditions of employment. The Collective Bargaining Agreement provides that the Union is the sole representative for the classification of work for which Employees are hired. After completion of sixty (60) calendar days of employment, the Collective Bargaining Agreement provides the Employee with the following two (2) choices:

1. Employees may elect to become a Union member and participate fully in the affairs of the Union by paying an initiation fee and monthly dues.
2. Employees may choose not to become a Union member and pay a service fee and monthly fees. Employees shall not be able to attend membership meetings or participate in contract negotiations.

It is the Employee's responsibility and a condition of employment to ensure that payments to the Union are made on a timely basis. The Collective Bargaining Agreement provides that Employees may voluntarily elect to have Union dues and fees deducted from the Employee's check and sent to the Union.

Article 4, Section 2. All Employees covered by this Agreement, including temporary Employees, who are now or may hereafter become members of the Union, shall during the life of this Agreement, or any renewal thereof, remain members of the Union in good standing as a condition of employment, except as provided in Section 3. All new Employees who are not members of the Union shall, not later than the sixty-first (61st) calendar day following the commencement of this Agreement, or not later than the sixty-first (61st) calendar day following the commencement of employment, whichever is later, become and remain members of the Union in good standing during the life of this Agreement or any renewal thereof. "In good standing," for the purpose of this Agreement, is defined to mean the payment of a standard initiation fee and standard regular monthly dues. Any Union member who is delinquent in making the payments required herein for more than ten (10) calendar days shall be terminated by the Employer within three (3) calendar days of the Employer's receipt of the written notice.

Article 4, Section 3. Any Employee covered by this Agreement who elects not to become a Union member shall pay to the Union as a condition of continued employment a service fee and monthly fee. Such payments and obligations shall be under the same conditions as applied to Employees that join the Union.

Article 4, Section 4. Any Union member or Employee electing to pay the service fee and dues who is delinquent in making the payments required herein for more than ten (10) calendar days

shall be terminated by the Employer within three (3) calendar days of the Employer's receipt of the written notice.

Article 4, Section 5. The Employer agrees to deduct Union dues or service fees from the wages of Employees in the bargaining unit who voluntarily provide the Employer with a written authorization that is irrevocable for a period of not more than one (1) year or beyond the termination date of this Agreement, whichever occurs sooner. After one (1) year from the Employee's authorization, any Employee who is paying Union dues or service fees may stop making those payments by giving written notice to the Union during the period not less than thirty (30) and not more than forty-five (45) days before the annual anniversary date of the Employee's authorization or the date of termination of the applicable Collective Bargaining Agreement between the Employer and the Union, whichever occurs sooner. The Employer will honor the Employee's check-off authorizations unless they are revoked in writing during the window period, irrespective of the Employee's membership in the Union.

The Employer agrees to deduct Union dues, or comparable service fees for Employees electing not to become Union members, from the wages of Employees on a per pay period basis. The Union will provide to the Employer verification that dues deductions have been authorized by the Employee. Employees may express such authorization by submitting to the Union a written membership application form, through electronically recorded phone calls, by submitting to the Union an online deduction authorization, or by any other means of indicating agreement allowable under state and federal law. Withheld amounts will be forwarded to the Union each pay period following the actual withholding.

The Union shall hold the Employer harmless from any dispute with an Employee concerning the deduction made.

Article 4, Section 6. At the time of employment, a new Employee who shall be subject to this Agreement shall be informed of this by the Employer and the Union.

Article 4, Section 7. The Employer shall send the Union a monthly list of all new Employees, together with their address, classification, social security number, clinic/location, number of hours scheduled per pay period, hourly rate of pay, and date of hire; a monthly list of Employees who permanently changed their FTE or changed their classification and applicable date; a list each pay period of Employees with the number of hours worked that pay period; and a list of Employees who have begun or ended a leave of absence or terminated their employment with Group Health, Inc., and the applicable date.

Article 22. Section 9. Sick Leave Incentive. As an attendance incentive, full-time Employees who use no more than seven and one-half (7.5) hours (or the number of hours of their regularly scheduled day) of sick leave or non-paid time, not including VLS, ILS time or Union Business Leave (regardless of if the absences were FMLA protected or not) in the previous thirteen (13) pay periods shall receive one-half (1/2) day of pay. The incentive payment shall be based on one-half (1/2) the number of hours of the Employee's longest regularly scheduled day. The first measurement period shall be defined as January 1 through June 30 and the second measurement period shall be defined as July 1 through December 31. The incentive payment and the number of hours required to qualify shall be pro-rated for part-time Employees in a benefit status of +15 (fifteen hours or more per week but less than thirty hours per week). Employees must be employed in a full-time or +15 (fifteen hours or more per week but less than thirty hours a week) benefit status position for the entire thirteen (13) pay measurement period to be eligible for this incentive. Employees who are off work because of an injury on the job shall not have those days counted as sick days for purposes of the attendance incentive.

ARTICLE 18
WAGE RATES

Article 18, Section 14. CMA/RMA Lab Testing Pay Differential. Certified Medical Assistants/Registered Medical Assistants working at the Cottage Grove Clinic or Highland Clinic and who are performing lab testing (waived and/or some moderate complexity) as part of their job shall receive one dollar (\$1.00) per hour over and above the base hourly rate for all hours worked.

The Employee is responsible to claim such differential pay on the timecard the Employee submits.

ARTICLE 18
WAGE RATES

Article 18, Section 15. Bonus Shift Payment. CareLine or Urgent Care Employees who are not regularly scheduled weekends or who are regularly scheduled less than every other weekend or four (4) weekend shifts per month or every third (3rd) weekend shall be bonus eligible after the fourth (4th) weekend shift worked in any four (4) week rotation.

Employees who have a regular schedule in CareLine and hold a second on-call position in Urgent Care or Employees who have a regular schedule in Urgent Care and hold a second on-call position in CareLine shall be eligible for bonus shifts based on both their CareLine and Urgent Care Schedule. This does not apply to Employees who hold two separate regular schedules in both CareLine and Urgent Care.

ARTICLE 27
EDUCATION/PROFESSIONAL PROGRAM

Article 27, Section 2. Programs.

- C. Employees in a benefit status of at least +15 (fifteen or more hours per week) may request time off from work to attend the above courses. Upon approval, such Employees in a benefit status of thirty-seven and one-half (37.5) hours per week shall be paid for regularly scheduled hours of work missed, up to twenty four (24) hours of paid work time per contract year. Extended Hour Work Day Employees shall be paid for regularly scheduled hours of work missed, up to seventy-two (72) hours of paid work time over the term of this Agreement. Employees in a benefit status other than thirty-seven and one-half (37.5) hours per week shall receive a pro rata of these hours.

ARTICLE 27
EDUCATION/PROFESSIONAL PROGRAM

Article 27, Section 4. Pre-Approval Payment. Employees may request prepayment for course registration only and if the amount is fifty dollars (\$50.00) or more. Any prepayment shall be sent to the institution/school. Employees should request such prepayment at least four (4) weeks prior to the registration due date.