

The parties agree that the following articles are tentatively agreed to as Current Contract Language (CCL):

Article 3 – Nondiscrimination

Article 4 – Introductory Period

Article 6 – Management Rights

Article 12 – Hospital Provided Clothing

Article 13 – Health and Welfare

Article 16 - LOA

Article 17- Personnel File

Article 18 – Performance Reviews

The parties agree to a tentative agreement on Article 14:

ARTICLE 14 ANNUAL PAID LEAVE (APL) SA

Definition. Annual Paid Leave is the ^{Employer's} Medical Center's program of time earned for paid leave. Full-time employees and Part-time Benefited employees will earn and may use Annual Paid Leave (APL) at the same rate and terms applicable to similarly situated non-bargaining unit employees.

^{15.1} Accrual. Eligible employees accrue APL at a rate determined by their years of continuous service and their employment category.

For example, Employees hired on or after January 1, 1996, who work 80 hours per pay period accrue APL according to the following schedule:

Tentative Agreement 4-29-26

MONTHS OF SERVICE	ACCRUAL RATE PER HOUR	MAXIMUM ANNUAL ACCRUAL RATE	MAXIMUM APL BALANCE
0 to 60	0.1038	216 hrs	480 hrs
61 to 120	0.1231	256 hrs	480 hrs
121 to 180	0.1385	288 hrs	480 hrs
181 to 240	0.1462	304 hrs	480 hrs
241 or more	0.15	312 hrs	480 hrs

Agreed 4-29-26

 4/29/26

Shawn Weiss

Sean

 4/29/26

Jamie Platt

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0mz