PREAMBLE

It is the intent and purpose of the Employer and the Union to promote collaborative labor management relations. To this end all Employer representatives, Union representatives, and employees will interact with each other, other employees, and patients in a respectful and courteous manner and in accordance with the highest ethical standards.

The parties agree that the Preamble is not subject to the Grievance and Arbitration Procedure.

ARTICLE 1. RECOGNITION

1.1. The Employer recognizes the Union as the exclusive representative for all employees of the Employer as described in the following Bargaining Unit:

[1.1.1.] NLRB Case No. 19-RC-329285 - All full-time, regular part-time, on-call and supplemental technical employees employed by the Employer at its acute care hospital located at 19300 SW 65th Avenue, Tualatin, Oregon in the following classifications: Cardiopulmonary Technologists, Cardiopulmonary Technologist Lead Clinical Specialist Anesthesia ~~Technicians~~, Echo Technologist, Echo Technologist Lead, Endoscopy Technicians, Women Services Surgical Technologists, ~~Imaging Lead~~, CT Technologist, CT Technologist Lead, Mammography Technologist, MRI Technologist, MRI Technologist Lead, Nuclear Medicine Technologist, Nuclear Medicine Technologist Lead, Radiologic Technologist, Radiologic Technologist Lead, Respiratory Care Practitioner~~Therapist~~, Surgical Technologist, Surgical Technologist Lead, Pharmacy Technician, ~~Ultrasound Technologist~~, ~~Ultrasound Technologist Lead,~~ Sterile Processing Technician I~~1~~, Sterile Processing Technician II~~2,~~ Sterile Processing Technician Certified Lead, Sonographer, Sonographer Lead, ~~Cath Lab Technologist~~ Angiography Technologists I, II and III and Lead, Central Sterile Specialist, ~~X-ray Technologist, and X-ray Technologist Lead~~. Coordinator Imaging, Coordinator Imaging, CT, Coordinator Imaging MRI, Mammography Technologist Lead, Pharmacy Purchasing Technician, Pharmacy Technician Sterile Compounding, Pharmacy Technician Central Pharmacy Repackaging, Pharmacy Technician Transition of Care. Excluding confidential employees, guards, and supervisors as defined in the National Labor Relations Act. [alphabetize in final document].

[1.1.2.] This recognition shall not be interpreted to limit the ability of qualified (including but not limited to credentialed and trained) supervisors, managers, nurses, other Legacy employees and qualified agency staff or travelers from performing work also performed by bargaining unit employees from time to time. If open ~~positions~~ shifts have been made available to the bargaining unit but not filled in a reasonable period of time, those shifts may be offered to qualified individuals outside the bargaining unit.

1.1.1.[1.1.3.] The parties recognize that new job titles may be developed to reflect the evolution of care delivery. Prior to the posting of a newly created technical job

related to the classifications in the bargaining unit, the parties will meet to discuss representation status. The Employer and Union may agree to the accretion of the newly created technical job into the Agreement. The above paragraph does not apply to positions which meet the criteria for management/supervisory employee, or confidential employee, as defined by the National Labor Relations Act.