
Collective Bargaining Agreement

between

SEIU 775

and

ResCare Residential Washington, Inc.

Effective November 11, 2016 to June 30, 2018

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PREAMBLE

The purpose of this Agreement is to achieve and maintain harmonious relations between Res-Care Washington, Inc., (“the Employer”) and the Long Term Care Union doing business as Service Employees International Union 775 (“the Union” or “SEIU”), (collectively: “the Parties”) to provide for equitable and peaceful adjustment of differences which may arise, and to set forth the understanding reached between the Parties with respect to wages, hours of work, and terms and conditions of employment.

The Employer, and the Union will work to build a relationship that, acknowledging limitations imposed by state and program funding, will strive to maintain competitive compensation for Residential Service Providers to provide a high quality work environment and enhance an ongoing relationship of trust and respect. The Parties recognize our obligation to serve clients with the highest quality of care. The Parties further recognize the importance of raising standards throughout the Residential Services industry and agree to work together to achieve this goal.

ARTICLE 1: RECOGNITION

SECTION 1.1: RECOGNITION

The Employer, recognizes the Union as the sole and exclusive bargaining agent for all employees who are employed in Washington state in the position of residential service provider, who perform residential and personal services, or work in any position related delivery of such residential services, including but not limited to: All full-time, part-time and on-call (PRN) Residential Service Employees of the Employer who provide direct care, maintenance services, dietary services or housekeeping services including residential service providers, caregivers, personal care assistants (“PCA”), direct support provider (“DSP”), Lead DSPs, Nurse Delegates, Certified Nursing Assistants (“CNA” or “NAC”), Nurse Aide Registered (“NAR”), Licensed Practical Nurses (“LPN” or “LVN”), and any other similar job title or classification; excluding all employees not employed in the in- home services or programs delivered by the Employer, managers, confidential employees, Registered Nurses (“RN”), office clerical employees, translators, professional employees, guards, and supervisors as defined in the National Labor Relations Act.

SECTION 1.2: ACCRETION

The Parties agree that, should the Employer make new acquisitions of any companies that provide residential care services in Washington State, the terms and conditions set forth herein shall apply to residential service provider employees of such acquisitions, and the residential service provider employees shall be merged into the bargaining unit. The Parties agree to bargain the impacts of such

bargaining unit mergers as needed. Both parties acknowledge that caregivers employed by any subsidiary of Res-Care, Inc., which does not provide residential services or in-home care services in Washington State are explicitly excluded from this recognition article and the coverage of this Collective Bargaining Agreement absent specific amendment by the Parties.

ARTICLE 2: UNION MEMBERSHIP AND UNION SECURITY

SECTION 2.1: UNION MEMBERSHIP

All bargaining unit employees shall, as a condition of employment, become and remain members of the Union tendering periodic dues and fees as determined by the Union. The Employer shall make a good faith effort to begin dues deduction for all employees at the same time as the initial effective date of this Agreement and following ratification of this Agreement. All employees shall be required to become and remain members of the Union no later than one payroll period following ratification of this Agreement. Any employee who fails to satisfy this obligation shall be discharged by the Employer pursuant to the provisions of Section 2.3.

SECTION 2.2: RELIGIOUS EXEMPTION

It is the intent of this Agreement that the provisions of this Article safeguard the right of employees to remain non-members based on bona fide religious tenets or teachings of a church or religious body of which such employee is a member. Any employee who claims a right of non-association based on bona fide religious tenets or teachings of a church or religious body of which such employee is a member shall provide written notice of that claim to the Union, and shall arrange with the Union to make alternative payments in lieu of the payments required for Union membership to a nonreligious charitable organization (a 501 (c) (3) organization as defined by statute) of the employee's choice. Such employees shall pay an amount of money equal to the periodic dues and fees uniformly required under Section 2.1 of this Article. Failure to satisfy this alternative payment shall result in discharge from employment, pursuant to Section 2.3 of this Article. The Employer shall not be financially liable for any failure of the affected employee or the Union to remit payments to the nonreligious charity.

SECTION 2.3: DISCHARGE FOR FAILURE TO MEET OBLIGATIONS

The Union may demand the discharge of any bargaining unit employee who is delinquent in payments required in this Article or refuses to become and remain a member of the Union.

The Union shall communicate delinquency to the affected employee and to the Employer within thirty (30) days of delinquency. The notice to the delinquent employee shall include a) the fact that the Union has no record of the employee's membership or religious exemption and b) the action required by the employee in order to satisfy requirements of this Agreement. This notice may include: the amount needed to pay delinquent dues in full; a membership form, and/or any other action needed on the part of the employee to satisfy obligations of this Agreement. The Union shall, at the same time, notify the Employer of the name and reason for the delinquency of any employee.

Should the employee fail to satisfy obligations of this Agreement, within fifteen (15) days from the date of the original notice of delinquency, the Union may demand in writing that the Employer discharge the employee. Following receipt of such demand, the Employer shall discharge the employee within seven (7) calendar days of the date of the Union's demand.

SECTION 2.4: BARGAINING UNIT INFORMATION

Employees covered by this Agreement are required to maintain up-to- date personal phone number(s) and home address and email address, if available, on file with the Employer. The employer shall provide a roster of all bargaining unit employees to the Union on a monthly basis. The roster shall include each employee's full name, social security number, date of birth , gender, preferred language, home/physical and mailing address(es), home phone number, cell or alternate phone number, email address (if available), office or unit where the employee is assigned, rate(s) of pay, gross pay earned during a calendar month, hours worked in the month (or month-to- date in the event of twice-monthly pay), total hours accrued as an employee of the Employer, amount and date of any special differential pay, date of hire, transfer (if applicable), and date of termination.

The Employer shall facilitate reconciliation of these employment records with the Union, including clarifying whether workers are inactive because of paid or unpaid leave or other reason. All information is required to be transmitted in a common electronic format agreed upon by the Employer and the Union.

SECTION 2.5: PAYCHECK DEDUCTIONS

The Employer agrees to deduct from each bargaining unit employee's pay all authorized dues, fees and assessments as determined or required by the Union. The Employer shall make such deductions from the employee's paycheck following receipt of written authorization, and periodically thereafter as specified on the written authorization, so long as such authorization is in effect, and shall remit the same to the Union within thirty (30) days after the end of each pay period. The Union will furnish all membership forms necessary to be used for this written authorization and will notify the Employer in writing of dues, fees, or assessments to be assessed within five (5) days of execution of this Agreement, and thirty (30) days before the

effective date of any change. The Employer reserves the right to ensure that the authorization of payroll deductions complies with applicable Federal and State laws regarding deductions from wages. The Employer may require an additional authorization form as per its policies and procedures, to confirm the specific authorization for continued paycheck deduction.

IMPLEMENTATION

The Union and the Employer shall consult on the administrative procedures and effective date of the initial deduction of dues, but in no case shall it be later than one payroll period following ratification of this Agreement. The Union shall provide the Employer with copies of any previously signed membership cards, in order to initiate dues deductions. The Union and the Employer shall work together to ensure that all employees are aware of the obligation to become and remain a member, and to provide the Union's membership form to all bargaining unit employees following ratification of this Agreement.

The Union will hold harmless the Employer against any claim or obligation which may be made by any employee by reason of the deduction of Union membership fees, including the cost of defending against such claim or obligation.

SECTION 2.6: UNION MEMBERSHIP MATERIALS

The Union agrees to provide sufficient copies of all necessary membership forms, including any instructions regarding such forms, to the Employer. The Employer agrees to distribute membership forms for the Union with the basic employment paperwork required by the Employer. All membership forms for the Union completed by an employee will be forwarded to the Union by the Employer, keeping a copy for the Employer and sending originals to the Union, no later than the fifteenth (15) day of the new employee's employment with the Employer.

SECTION 2.7: POLITICAL ACCOUNTABILITY FUND/COMMITTEE ON POLITICAL EDUCATION (COPE) DEDUCTION

The Employer shall deduct the sum specified from the pay of each member of the Union who voluntarily signs and executes a written COPE wage assignment authorization form. When filed with the Employer, the written authorization form will be honored in accordance with its terms. The authorization form will remain in effect until or unless revoked in writing by the employee. The amount deducted and a roster of all employees using payroll deduction for COPE contributions will be promptly transmitted to the Union by separate check payable to the Union and identified as COPE deductions, at the same time as the monthly remittance of dues.

Upon issuance and transmission of a check to the Union, the Employer's responsibility will cease with respect to such deductions. The Union and each employee authorizing the written assignment of wages for the payment of COPE contributions hereby undertake to indemnify and hold the Employer harmless from all claims, demands, suits or other forms of liability that may arise against the Employer for, or on account of, any deduction made from wages of an employee.

ARTICLE 3: UNION RIGHTS

SECTION 3.1: ADVOCATES, WORKER REPRESENTATIVES

For purposes of representation, communication and mutual administration of the contract, the Union will designate Advocates (worker representatives) from among its members employed by the Employer. The Union will notify the Employer in writing when an Advocate has been designated.

SECTION 3.2: ADVOCATE PARTICIPATION

The Employer agrees to compensate designated Advocates at their regular rate of pay for actual time spent in investigative and grievance meetings provided that the Advocate notifies the immediate supervisor(s) in advance. Compensation for hours worked by employees as Advocates may not result in overtime and Employer will not compensate more than one Advocate for attendance of investigative or grievance meetings.

The Employer will provide Advocates time off for attendance of Labor-Management Committee Meetings provided that Advocates inform their supervisors at least two (2) weeks in advance when they will be utilizing Advocate time for attendance at Labor-Management Committee meetings. Advocate shall follow all usual scheduling procedures to ensure client care coverage. Employees may use any accrued PTO for attendance of Labor-Management Committee meetings.

SECTION 3.3: BULLETIN BOARD AND COMMUNICATION LOGS

The Employer shall provide a bulletin board, in an area accessible to employees in each office for union postings.

At each client home, the Employer shall allow a communication log to be used exclusively for union materials. The communications log will be no more than three (3) inches thick, and will be placed in the same location as other documentation maintained by the Employer is stored.

Employees may utilize the company's fax machine at their local office to fax documents to the Union, with assistance from office staff. Such assistance shall be mindful of confidentiality and not involve surveillance of union activities.

SECTION 3.4: ORIENTATIONS

The Employer will provide adequate notice of orientation. Such notice will be provided no less than ten (10) calendar days' of a new employee orientation. During these orientation periods, Union representatives shall have thirty (30) minutes to make a presentation about the Union and answer questions for new hires to be scheduled at a regular time. During such time, new employees shall be on regular work time. Such paid time shall not incur an overtime obligation. The Union shall have the right to include information for all new employees in the Employer's orientation materials, including but not limited to union contract and membership card. The latter item shall be included by the Employer for all bargaining unit employees in the new hire paperwork.

SECTION 3.5: IN-SERVICES, TRAINING AND/OR ALL-STAFF MEETINGS

The Employer agrees that a period of time of at least twenty (20) minutes will be made available before or after each quarterly in-service training for worker representatives to address members of the bargaining unit. Management or supervisory personnel may not be present unless mutually agreed to by the Union. Such meetings shall not disrupt the in-service schedule and have a maximum duration of thirty (30) minutes. Each Employer agrees to inform the Union of in-service training dates, times and locations one (1) month in advance, if possible. The Union must inform each Employer of its desire to address the bargaining unit members at a scheduled in-service training at least ten (10) days in advance. In the event the Employer's notice of the in-service training is less than ten (10) days, the Union shall have five business days to reply. Such in-service meetings and their accompanying Union presentations shall be considered paid time at each employee's regular rate of pay.

SECTION 3.6: ACCESS TO EMPLOYER PROPERTY

Upon provision of at least twenty-four (24) hours of notice, the Employer agrees to admit onto its core/branch office premises the authorized representative(s) of the Union for the purposes of adjusting grievances, meeting with employees or Employer representatives and conducting other Union business during normal business hours. Such authorized representatives shall only have access to non-work or other designated areas on the Employer's property. The Union shall advise the Employer in advance of the names and contact information for authorized union representatives. All authorized representatives must check in with a member of management while on Employer property. In accordance with the Employer's policies, the Union may use designated meeting rooms of the Employer for

meetings of members of the bargaining unit for reasonable use in the adjustment of grievances and other similarly related union business, provided sufficient advance request for meeting facilities is made to the designated Employer representative, and that space is available.

SECTION 3.7: ACCESS TO EMPLOYER'S FILES

The employee, with or without his/her representative, may examine in the presence of a manager the employee's permanent personnel files. Only appropriate information shall be maintained in an employee's personnel file. The employee may request a copy of their employee file, limited to once annually. Such requests shall be presented in writing. The Employer shall provide the file to the requesting employee within ten (10) business days of the request. Employees may request that a document be removed from their personnel file. The Employer retains full discretion in determining whether the request is granted.

SECTION 3.8: EMPLOYEE COMMUNICATIONS: PAY ENVELOPES

In order to facilitate communication relating to this Agreement, the ongoing work of the Labor-Management Committee, and any other Union business of a general nature, the Employer shall insert into or clip onto pay envelopes received by employees covered under this Agreement any pre-folded material provided by the Union, provided that:

A. All union literature submitted for insertion in pay envelopes shall be clearly identified as Union-produced material and shall have information on how to contact the Union by phone. The Union also shall indicate clearly that the communication in question is not provided by the Employer. The Union and the Employer shall also have the right to joint communications to employees upon mutual agreement.

B. This section is intended to refer to paper materials or other small promotional items which can be inserted easily into envelopes. The materials will not be such that insertion requires additional time or burden on the part of the Employer. In the event that the insertion of Union material in pay envelopes increases the postage cost of mailing the paycheck envelopes, the Union shall pay the Employer for the additional cost in advance.

C. The Union shall also have the right to distribute materials to employees through other means, such as in any newsletter directed at employees only, or employee mail boxes at the offices of the Employer.

SECTION 3.9: PAYCHECK DISTRIBUTION

Union representatives may be present at in-person paycheck distributions. The Employer will not be expected to pay representatives for their time/presence at in-person paycheck distributions.

ARTICLE 4: NO DISCRIMINATION

The Employer agrees that qualified applicants for employment will be considered without regard to race, color, physical and/or mental/intellectual disability, marital status, national origin, citizenship status, tribal status, gender identity, ancestry, gender or sex, sexual orientation, age, religion, veteran status, political affiliation, union membership and protected activities, or other characteristics or considerations made unlawful by federal, state or local law or by Department of Social and Health Services (DSHS) agency regulations. The Employer further agrees that it shall not discriminate in terms or conditions of employment on the basis of the aforementioned characteristics (except for bona fide occupational qualifications or client preference). The parties are committed to equal opportunity employment. Employees and supervisors share responsibility for maintaining an environment of fairness, dignity and respect.

ARTICLE 5: CLIENT RIGHTS

The Employer and the Union are committed to quality care of clients and ensuring the comfort and individualized care needed by clients. It is the right of clients, in the privacy of their home, to choose a Direct Service Provider with whom they feel comfortable. The Employer will make a good faith effort to provide support for a successful caregiving relationship, if in the judgment of the Employer the regularly scheduled Direct Service Provider might succeed with the client if either or both the client and/or caregiver is guided with some coaching. In the event a Direct Service Provider is unscheduled due to client choice, he/she will be eligible for equivalent hours as available.

At the discretion of the parties, the Employer and the Union may explore through the Labor Management Committee methods of coaching, counseling or mediation to assist generally in the resolution of client/worker conflicts to help ensure consistent service delivery with minimal worker reassignment.

ARTICLE 6: PROBATION

The first six (6) months of employment or re-employment shall be the probationary period for all new and returning employees; however, for any employee who has not completed the required certification and testing by 180 days, the probationary period shall extend until such time as that employee be allowed under regulation to complete the testing and certification for such purpose only. During this period the Employer shall provide specific orientation to the job performance expectations, to

the Employer and to the Employer's services and programs, and to the people/clients served by the agency. Supervisors shall monitor performance during this time and will provide appropriate feedback to the employee, to help the employee successfully complete the probationary period. If requirements of the job are not being met, the Employer may seek to counsel the employee to correct the defined deficiencies. If satisfactory improvement does not result, the probationary employee may be disciplined or terminated in the sole discretion of the Employer without further notice or recourse to the grievance procedure. The discipline or discharge of an employee who is in probationary status shall not be in violation of the Agreement. Probationary employees are covered by the terms and conditions of this Agreement except as specifically noted and retain the same legal rights as other employees under the National Labor Relations Act and applicable local, state and Federal laws.

ARTICLE 7: SENIORITY

SECTION 7.1: DEFINITION

Seniority shall be defined as an employee's continuous length of service with the Employer (or any acquired company) from his/her most recent hire date. Continuous service shall be defined as no break in service for longer than thirty (30) days with the exception of a Union-related leave of absence, military duty, leave under the Family Medical Leave Act, or any other extended leave approved by an Employer. Seniority shall be used to determine wage rates and entitlement to or accrual of other benefits as described in this agreement. Seniority shall also be a factor in determining work assignments, layoffs and recalls, as described elsewhere in this agreement.

SECTION 7.2: TERMINATION OF SENIORITY

An Employee shall lose accumulated seniority and seniority shall be broken for any of the following reasons:

- a) Voluntary quit
- b) Discharge for Just Cause
- c) Failure to report to work after a layoff, within three (3) calendar days after receipt of the written notice of recall sent by the Employer to the Employee at his/her last address of record on file with the Employer or ten (10) days after written notice of recall is sent to the address that was last provided by the Employee by certified mail
- d) Layoff which extends (a) in excess of twelve (12) consecutive months, or (b) for the period of the Employee's length of service, whichever is less

e) Absence from work without notifying the Employer, unless extraordinary circumstances existed which prevented the Employee from notifying the Employer

e) Unauthorized failure to report to work at the expiration of an approved leave of absence

f) Upon timely notice from the Employer, failure to contact the Employer within two (2) weeks after exceeding thirty (30) days of approved leave or thirty (30) days without a scheduled shift

An Employee whose seniority is lost for any of the reasons outlined above shall be considered as a new Employee if the Employer again employs him or her.

It shall be the responsibility of the Employee to keep the Employer informed of his/her present address and telephone number and to notify the Employer, in writing, of any such changes within two (2) () week of the date of change.

ARTICLE 8: LAYOFF & RECALL

SECTION 8.1: LAYOFFS

In the event of a need for a reduction in force, the Employer will meet with the Union as far in advance as possible to identify the reasons requiring the reduction and the number of employees affected.

If layoffs are required, the least senior employee(s) shall be laid off first provided that those employees remaining on the job are qualified to perform the work remaining, and provided further that the Employer is not required to reassign an employee to a work assignment requiring more than fifty (50) miles of travel (by auto) , as measured by Google or Bing Maps. An employee subject to layoff or reassignment may decline the new assignment(s) if the employee feels unqualified to provide the care required or if the additional assignment(s) results in more than fifty (50) miles of travel (as measured by Google or Bing Maps) from the employee's home to the first client of the day or from the last client of the day back to the employee's home.

Where possible, the Employer agrees to provide two (2) weeks' notice of layoff to affected employees and shall endeavor to provide as much notice as possible.

SECTION 8.2: RECALL

Employees who are laid off shall be eligible for recall for two (2) years from date of layoff. Employees shall be recalled in the order of seniority (the most senior being recalled first) provided that those recalled are qualified to perform the work assigned. Employees may be recalled to work at any client within a thirty (30) mile radius of

the employee's residence. To be eligible for recall, a laid-off employee must keep the Employer informed of his/her current address and phone number. The Employer shall notify laid-off workers of recall by phone contact and by certified letter. When offered re-employment from layoff, the employee must indicate acceptance and availability for work within five (5) days of receipt of letter unless unusual circumstances prevent a response within that time period. Employees failing to respond and return within the above time frame, or as mutually agreed in writing, shall be considered as tendering their resignation from employment.

ARTICLE 9: DISCIPLINE AND DISCHARGE

SECTION 9.1: JUST CAUSE STANDARD

Corrective action(s) shall not be imposed upon an employee except for just cause and shall be commensurate with the offense. Corrective action shall be conducted through the recognized line of supervision or their designee(s). Probationary employees may receive corrective actions and may be discharged without just cause.

SECTION 9.2: PROGRESSIVE DISCIPLINE

Except in the case of an offense which warrants discipline, up to and including discharge, greater than that described below on the first offense, and offenses for which specific discipline is prescribed by statute or regulation, the Employer shall follow the principles of progressive discipline. Corrective action will usually include:

Counseling Statement

First written warning

Second written warning

Final written warning

Discharge

The contractual right to contest discipline is set forth in this Agreement, Dispute Resolution Procedure.

For all discipline less than a final written warning, twelve (12) months without any corrective action will result in the last step being removed from consideration in progressive discipline, and eighteen (18) months without any corrective action will result in all previous discipline being removed from consideration in progressive discipline.

For final written warnings, eighteen (18) months without any corrective action will result in the final written warning being removed from consideration in progressive discipline, and twenty- four (24) months without any corrective action will result in all previous discipline being removed from consideration in progressive discipline.

SECTION 9.3: RESPECTFUL COMMUNICATION

Communications between supervisors and employees are expected to be respectful, and discipline shall be, in general, directed at correcting performance problems. The Employer will not impose discipline in the presence of other employees, consumers, or the public common work areas or in the presence of other employees or consumers, except in extraordinary situations which pose a serious, immediate threat to the safety, health or well-being of others, provided that corrective actions may be provided in the presence of an administrative, human resources, or supervisory employee who may act as a witness for the Employer. The Employer will impose discipline for minor infractions within ten (10) working days of discovery.

SECTION 9.4: ADMINISTRATIVE LEAVE FOR INVESTIGATIONS

An employee may be placed on administrative leave, removed from client services or be reassigned while an investigation is being conducted if the Employer determines the nature of the allegations require the employee to be placed on leave or removed from client services and/or if an outside agency investigation requires that the employee be removed from client services. In cases of alleged client abuse or neglect, the employee may be reassigned only with his/her consent; otherwise, administrative leave will be used. The Employer shall not be required to reassign such employees. In cases where an outside agency is investigating allegations of abuse, neglect or serious employee misconduct, it shall be the responsibility of the employee to inform the Employer when such time as he/she has been made aware by the outside agency that the investigation has been completed, and the outcome of such investigation.

An Employee placed on Administrative Leave, and who is subsequently exonerated and/or reinstated, shall receive back compensation at his/her regular rate, reduced by the amount of unemployment insurance benefits received by the employee during the term of their suspension. To be eligible for back compensation, the employee shall be required to apply for unemployment insurance benefits and shall be notified by the employer of this requirement in writing at the time of the suspension. Any back compensation received by the employee will be determined based on the average number of hours worked per week by the employee for the preceding ninety (90) days prior to placement of the employee on Administrative Leave and will only be determined after resolution of the unemployment insurance administrative process. If it is determined that the employee is to be discharged based on the allegations, the Employer will not be required to pay any back compensation.

SECTION 9.5: REPRESENTATION DURING INVESTIGATORY MEETINGS

As a courtesy, the Employer shall inform Employees who are subject to discipline that the employee has the right to request that a union Advocate or representative be present during an investigatory meeting. Such meeting shall be held so as not to interfere with the operation of the Employer and shall involve an available representative, if the employee so requests. If a representative is available, the meeting shall not be postponed. The meeting shall not be unduly delayed if no representative is available and, in any event, will occur within two (2) business days from the time the employee requests representation. Representation via telephone shall be facilitated if requested by the Union.

The Employer shall email copies of all corrective actions to the Union's Member Resource Center and designated representative within forty-eight (48) hours following all disciplinary meetings. Such corrective actions shall be signed by the employee, and shall include the following:

"Your signature on this corrective action indicates only that you have received a copy of the corrective action and does not indicate your agreement or disagreement with the information provided by the Employer. You may have the right to appeal this action through the Grievance Procedure. You may contact SEIU 775 at 1- 866-371- 3200 for more information."

SECTION 9.6: INVESTIGATION TIMELINE

Discipline will be imposed promptly after discovery of the offense and Employer investigation. Investigations shall be given priority and shall not be delayed except for circumstances beyond the Employer's control (for example, a key witness is on vacation). In the event an investigation is unable to be completed within ten (10) working days, the Employer shall notify the Union representative (unless declined pursuant to Section 5 above) and the affected employee concerning the basis for the delay, the efforts the Employer is making to resolve the delay, and an expected time for the resolution of the investigation.

SECTION 9.7: INSUBORDINATION

It is the Parties' intent that employees "work first, grieve later" when faced with an instruction with which they disagree. Refusal to follow such instructions, unless unlawful or imposing an imminent risk of substantial harm, shall be considered insubordination. Employees may request that their assignment despite objection be noted for the personnel records.

SECTION 9.8: PROCEDURE FOR ABUSE AND NEGLECT CHARGES

Employees who commit abuse or neglect (hereinafter “abuse”) which is proved by an investigating state regulatory agency or by an investigation duly performed by the Employer, may be terminated immediately. The Parties recognize, however, that compelling evidence of abuse is sometimes difficult to obtain. Accordingly, the Parties adopt the following standard: The Union and the Employer agree that any charge of abuse shall be reported to the appropriate state or local authorities as required by law. Any employee accused of abuse may be placed on administrative leave pending the results of any such governmental or Employer investigation.

If the Employer should find the charge to be unfounded, the employee shall be reinstated and shall be paid the difference between the employee’s regular rate, reduced by the amount of unemployment insurance benefits received by the employee and any leave without pay utilized by the employee during the term of their suspension. To be eligible for back compensation, the employee shall be required to apply for unemployment insurance benefits and shall be notified by the employer of this requirement in writing at the time of the suspension. Any back compensation received by the employee will be determined based on the average number of hours worked per week by the employee for the preceding ninety (90) days prior to placement of the employee on Administrative Leave and will only be determined after resolution of the unemployment insurance administrative process. If an investigating agency should subsequently conclude there was sufficient evidence to confirm a charge requiring termination of the employee, the employee shall be terminated.

Should an employee be terminated or lose licensure on the basis of a governmental investigation, the Union may withdraw the grievance or choose to advance the grievance to arbitration. Without prejudice to timeliness, the Parties may agree in writing to hold the grievance in abeyance, pending the outcome of any conclusive action by the regulatory body.

ARTICLE 10: GRIEVANCE PROCEDURE

SECTION 10.1: RESOLUTION OF DISPUTES

A grievance is defined as a violation of the Collective Bargaining Agreement or well- established past practices, or a dispute regarding the interpretation of the Agreement. The Employer and the Union encourage the speedy resolution of issues or problems at the lowest level possible, without recourse to the formal grievance procedure whenever possible without violating the terms of this

Agreement. Employees shall be required to use this Grievance and Arbitration procedure in lieu of the Employer's Internal Dispute Resolution Process, except that employees are encouraged to discuss issues and concerns with their direct supervisor.

Should differences arise between the Employer and the Union as to the interpretation of this Agreement, it is the intent of the Union and the Employer that this grievance procedure shall provide the exclusive means of resolving all grievances of employees, including to all claims related to employment or separation from employment. The Union and the Employer shall have the right to agree to grievance resolutions or settlements which may be precedential or may be agreed to be non-precedential. The Union retains the exclusive right to advance a grievance to arbitration.

LIMITATIONS ON GRIEVANCES

Oral counseling/coaching shall not be subject to the grievance procedure.

Counseling statements and written warnings may be grieved but cannot be taken beyond Level 2; instead, employees may place a letter of rebuttal in their file to any verbal or written discipline with which they disagree.

Discharges and/or allegations of unlawful discrimination or grievances affecting groups of members or filed in the institutional interest of the Union shall be submitted directly to Level 2.

TIMELINESS

The purpose of time limits within the grievance procedure is to ensure the swift resolution of disputes. Time limits may be extended or waived at any step of the grievance procedure by mutual written agreement of the Parties and such requests shall not be unreasonably denied. Failure of the Union to advance a grievance to the next level within the timeframes contemplated herein shall cause the grievance to be considered denied and/or settled and no arbitrator shall have the authority to render any decision on that grievance. The party awaiting a response at any step may advance the grievance to the next step once the time limits have expired. The Union may withdraw a grievance at any step in the grievance procedure. The Parties agree the grievance may be resolved at any stage of the grievance process provided that all appeals are timely. The parties may waive meetings or conduct meetings by phone by mutual agreement. Electronic mail (email) shall be valid notification under this article

SECTION 10.2: EMPLOYEE REPRESENTATIVES OR ADVOCATES

Representatives appointed by the Union from among the employees shall be recognized by the Employer in their official capacity as Advocates or representative of employees. The Union shall determine the assignment of worker representatives or Union officers or staff for processing grievances.

SECTION 10.3: GRIEVANCE PROCEDURE

The grievance steps shall be as follows:

LEVEL 1 GRIEVANCE

A grievance shall be submitted in writing at Level 1 to the Immediate Supervisor (or Designee) within fifteen (15) calendar days of the occurrence giving rise to the grievance. The grievance shall state the nature and the date of the occurrence giving rise to the grievance, the Article(s) and the Section(s) of the Agreement on which the grievance is based, and the relief or remedy sought. The aggrieved employee, the representative, and the Level 1 Supervisor or Designee shall discuss the issue within ten (10) calendar days of receipt of the written grievance, or as soon as possible, as agreed to by the parties. The Level 1 Supervisor or Designee will issue a written decision within ten (10) calendar days of this discussion. Failure to do so will be deemed a denial of the grievance and will allow the Union to advance the grievance to Level 2.

LEVEL 2 GRIEVANCE

If a satisfactory settlement is not reached at Level 1, the written grievance may be advanced by the Union in writing to the next higher designated manager at Level 2 within fifteen (15) calendar days after a decision has been issued or was due. The Union and the Employer shall discuss the issue within ten (10) calendar days of receipt of the written grievance, or as soon as possible as agreed by the parties. Meetings regarding the grievance shall be held in a mutually agreeable location. Meetings shall be held during the scheduled hours of the grievant if reasonable. An employee who is required to attend meetings outside of scheduled working hours shall be paid for the time spent at his/her normal rate of pay.

The Level 2 Designee will issue a written decision or response within ten (10) calendar days of this discussion. Failure to do so will be deemed a denial of the grievance and will allow the Union to decide to advance the grievance to Level 3 (Mediation) or Level 4 (Arbitration).

Discipline which constitutes a final written warning or reprimand or higher level of discipline may be advanced by the Union to Level 3.

LEVEL 3 MEDIATION (OPTIONAL)

In the event the grievance is not resolved through the process at Level 1 or Level 2, the Union and the Employer may agree to mediate the grievance. Such notification must be sent to the Employer within fifteen (15) calendar days after the Level 2 Designee's decision has been issued or was due. Mediation shall be conducted by the Federal Mediation and Conciliation Service (FMCS) or such mediator as the Parties may mutually agree, on a non-binding basis. Any grievance settlement reached in mediation, whether it represents a compromise between the Parties or a full granting or withdrawal of the grievance, shall be reduced to writing, signed by the Parties and shall be final and binding.

Any settlement offer made in the course of mediation shall be considered "off the record" and shall be inadmissible in any subsequent arbitration. The function of the mediator is to provide the Parties with possible win/win resolutions of the issue and to offer skilled advice as to what is likely to happen in an arbitration hearing in order to make a settlement of the grievance(s) more likely. The Parties will agree as to when the mediation conference occurs, balancing the need to expedite case resolution with the convenience of mediating multiple grievances at once when possible. The mediation shall be attended by representatives of the Employer and the Union with full authority to resolve the grievances to be mediated. Employees who attend mediation shall do so on unpaid time. Every effort will be made to conduct mediation discussions as concisely as possible.

The Parties shall bear their own costs for mediation. If a private mediator is used in lieu of FMCS by mutual agreement, the Parties will bear the cost of the mediator's services equally. If mediation is unsuccessful in resolving the grievance, or mediation is not selected as an option for resolution, the Union may advance the grievance to Level 4.

LEVEL 4 ARBITRATION

In the event the Parties are unable to resolve their differences at lower levels of the grievance procedure, the Union may notify the Employer in writing of its intent to arbitrate delivered within fifteen (15) calendar days of the mediation conference or the Level 2 response from the Employer. The parties shall utilize the expedited arbitration model under FMCS Guidelines.

SECTION 10.4: SELECTION OF ARBITRATOR

Within thirty (30) calendar days from the Union's notification of intent to arbitrate, except as mutually agreed otherwise, the Parties shall request FMCS to provide a panel of seven (7) arbitrators. The arbitrator shall be selected by alternate striking names from the panel of seven (7) until only one is left. This person shall become the arbitrator for the case. The party requesting arbitration shall strike the first name.

The party requesting arbitration shall notify the arbitrator within fourteen (14) calendar days of his or her selection. The Parties may agree to provide post-hearing briefs upon a mutually agreeable schedule if requested by the arbitrator or jointly agreed; otherwise, the Parties will make closing arguments in lieu of briefs.

SECTION 10.5: BINDING DECISION

The decision of the arbitrator shall be binding and conclusive on both Parties. The arbitrator shall have no authority to modify or amend any part of this Agreement by his/her decision, nor shall the arbitrator decide any issue other than the one(s) formally submitted to him or her through the grievance and arbitration process. The expenses of the arbitrator including his or her time, travel, and miscellaneous expense shall be borne equally by the Parties. Each side shall be responsible for its own expenses including attorney's fees and witness expenses. Extensions of any time limits under this Article must be by mutual agreement and shall be reduced to writing.

SECTION 10.6: MEDIATION AND ARBITRATION LOCATIONS

Mediation conferences and arbitrations shall be held in mutually agreeable locations on a regular basis as needed.

ARTICLE 11: VACANCIES AND ASSIGNMENT OF HOURS

SECTION 11.1: OPEN POSITIONS

The Employer's policy is to seek to hire/recruit and promote from within prior to recruitment from outside the agency. In order to ensure that all interested employees are advised of employment opportunities, job announcements for vacant promotional opportunities within work sites covered by this Agreement will be posted on bulletin boards designated by the Employer. In addition, information about all job vacancies within work sites covered by this Agreement will be available to employees by calling the office and on the website of the Employer, if feasible.

All regular full and part time vacancies within work sites covered by this Agreement will be posted and filled in accordance with the non-discrimination provisions of this Agreement. Postings will include position requirements, minimum qualifications, substitute and preferred qualifications (if any).

SECTION 11.2: ASSIGNMENT OF SHIFTS

11.2.1 Notification and Assignment of Available Hours

Employees wishing to increase or decrease the number of scheduled hours or days shall notify their supervisor in writing to advise the Employer of the number of hours requested and the hours and days the employee is available. It is the responsibility of the employee to update his/her immediate supervisor when his/her schedule changes.

Employees must provide the Employer with their most current contact information, including but not limited to mailing address, phone number(s) and email address (if applicable).

Any new/additional shifts will be offered to qualified employees in order of seniority at their particular branch. The Employer shall log or document attempts to reach the most senior qualified worker. Client choice shall be the determinative factor for assignment of worker(s).

11.2.2 Right to Replacement Hours Cut Involuntarily

When an Employee's assigned hours are reduced involuntarily, through no fault of his/her own, the Employer shall offer available shifts within the employee's assigned branch before assigning additional, available hours to other employees who may be seeking to increase their scheduled hours.

ARTICLE 12: LABOR-MANAGEMENT COMMITTEE

SECTION 12.1: PURPOSE

The Employer and the Union shall establish a Labor- Management Committee (LMC). The purpose of the Committee shall be to consider matters affecting the relations between the Employer, the Union, and the employees, and to recommend measures to improve client care in the Employer's operations and to address operational issues in specific, and in the industry in general; provided, however, the Committee shall not engage in negotiations, nor shall the Committees consider matters properly the subject of a grievance unless mutually agreed by the Parties.

SECTION 12.2: COMPOSITION, SCHEDULE AND PROCESS

The Committee shall be composed of up to six (6) Union representatives and a number of representatives of management as determined by the Employer, as long as the number of management representatives are not greater in number than employee representatives. In addition, the President or Executives of the organizations, or their designees may attend the meetings.

Other provisions for this Committee are as follows:

The Committee shall be co-chaired by one of the Union representatives and one of the Employer representatives. The Committee may also decide to rotate facilitation of meetings.

The Committee may meet as necessary, but no less than twice per calendar year, at a time mutually convenient to the Union and the Employer.

The Union and the Employer co-chairs will prepare an agenda to be presented to the Committee prior to the scheduled meeting.

Employee Committee members will be paid their regular rate of pay for participation for any scheduled hours of work that the worker foregoes by service on the Committee. The Union and the Employer shall pay any travel expenses for the participation of their respective representatives.

Minutes of the meetings will be presented to the Employer and the Union for review and approval within twenty-five (25) working days after the meeting of the LMC or at the following LMC meeting by agreement.

The LMC will address each recommended agenda item in writing within one month to the members of the Committee. Should any item(s) be referred to the Executive Director or to another body, such person(s) shall report decisions or actions to the LMC within one month.

ARTICLE 13: HEALTH AND SAFETY

SECTION 13.1: RIGHT TO SAFE WORKING CONDITIONS

The Employer agrees to comply with all federal, state, and local laws to provide working conditions that are safe. The Employer may, in its discretion, establish safety and health rules. The Employer may discipline an employee for his/her failure to adhere to the Employer's safety and health rules.

SECTION 13.2: SAFETY EQUIPMENT AND PERSONAL PROTECTIVE EQUIPMENT SUPPLIES

No employee shall be required to provide at his/her own expense safety equipment, supplies, or protective garments, including, but not limited to gloves and/or masks, to perform any task for a client, requiring utilization of such equipment, supplies or protective garments.

The Employer shall provide both latex-free and powder-free options for gloves. If such a situation arises where there are insufficient supplies or materials, the employee will report the situation immediately to his/her supervisor. Residential Service Providers shall be provided updated care-plans on all of their clients.

SECTION 13.3: CLEANING EQUIPMENT AND SUPPLIES

No employee shall be required to provide at his/her own expense cleaning equipment, supplies, or protective garments to perform any task for a client. If such a situation arises where there are insufficient supplies or materials, the employee will report the situation immediately to his/her supervisor.

SECTION 13.4: IMMINENT DANGER TO RESIDENTIAL SERVICE PROVIDER

Any employee who believes in good faith that his/her health and/or safety is in imminent danger at an assigned service site must immediately contact a supervisor or 9-1-1, whichever is appropriate. Employees in such situations should take all reasonable steps to remove themselves and other affected clients from the dangerous situation and move to a safe location in or outside of the service site. Employees may not leave the premises of the service site to which they are assigned so as to ensure proper supervision or protection for all clients in the service site, including those who may be creating a dangerous situation.

If, after responding to a dangerous situation, the supervisor releases the employee for the remainder of his/her shift, the employee shall be paid for his/her entire scheduled assignment, including all travel time and travel miles (except errands not performed) he/she would have been paid had the assignment been completed as scheduled.

If ResCare continues to serve the client, any future employee assigned to that client shall be advised of any information related to the incident that would be relevant to the employee's safety before he/she is required to begin the assignment. ResCare reserves the right to protect client confidentiality in the release of this information.

Nothing in this section shall be interpreted to limit in any way an employee's right to refuse unsafe work under the National Labor Relations Act, the Occupational Safety and Health Act, or other applicable laws.

SECTION 13.5: COMPLIANCE WITH THE AMERICANS WITH DISABILITIES ACT

Notwithstanding any other provision of this Agreement to the contrary, the Employer may take any action that it, in its discretion, deems necessary to comply with the Americans with Disabilities Act.

ARTICLE 14: PAY RECORDS AND PAY PERIODS

SECTION 14.1: CHECK STUB

Employees shall be furnished with a copy of their itemized deductions each pay period, which shall include the current hours worked, career hours effective upon the first full pay period following the ratification of this Agreement, accrued time off for eligible employees, current wages earned, current wage rate, cumulative wages to date, mileage/travel and expenses, and any other regular itemized deductions, including any duly authorized dues and COPE deduction, in accordance with the Employer's payroll procedures.

SECTION 14.2: PAY PERIOD

Payment of wages shall be twice per month on the 10th and the 25th of each month unless such pay schedule is altered by agreement between the Parties. The Employer shall make the pay schedule available to all employees, published as a yearly calendar with pay days and mandatory due dates for submission of time sheets. Should an employee fail to turn in the time sheet on or by the date required, the Employee may not be paid until the next pay period except in the case of an emergency beyond the control of the employee.

If a payday falls on a Saturday or Sunday, the check will be distributed the preceding Friday. If the payday falls on a holiday, checks will be distributed the preceding business day.

SECTION 14.3: CHECK CORRECTION

In the event an employee does not receive his/her paycheck on payday or is underpaid due to administrative error, a new check shall be issued within three (3) business days from the date of notification as long as the Employer is made aware of the problem on the pay date or the first business day following the pay date. If the underpayment is for less than twenty-five dollars (\$25.00), the Employer may

ask the employee if the corrected amount may be paid on the next subsequent paycheck.

SECTION 14.4: DIRECT DEPOSIT

The Employer shall offer direct deposit of paychecks. Such direct deposit or debit card payroll payment shall be voluntary, and will require authorization by each participating employee.

ARTICLE 15: CARE PLANS

In order to help assure the best quality of care, and continuity of care, upon receiving assignment to a client, the Residential Service Provider will review with his/her supervisor or mentor a detailed Individual Instruction Support Plan (IISP) designating what specific care is required for each particular assigned client. Residential Service Providers are not authorized to make any changes to the care plan. If problems arise with a client's or employee's understanding of the care plan, the Employer will take all reasonable steps to assist the client and/or employee to understand the care plan. Any changes to client care plans will be reviewed with the assigned employee(s) and the appropriate supervisor, who shall identify and offer any further training needed by the employee(s) to meet the changed client need(s).

ARTICLE 16: TYPES OF LEAVE

SECTION 16.1: UNION LEAVE

- A. Any employee elected or appointed to an office or position in the Union shall be granted a leave of absence for a period of continuous service with the Union not to exceed two (2) years, except in cases where the term of office exceeds this period. Thirty (30) days written notice must be given to the Employer before the employee takes leave to accept such office or position, or before such employee returns to work. Such leave of absence shall be without pay.
- B. A leave of absence without pay shall also be granted to no more than five (5) employees per year and no more than two (2) employees at the same time and no more than one (1) employee from the same branch for no more than ninety (90) days to conduct the Union's business provided thirty (30) days written notice is given. The Employer and the Union shall cooperate in the scheduling of substitutes, so that employees on leave can return to their job positions upon ending their leave. If the Employer determines it will harm client services, the Employer may delay a leave request to the employee serving the affected client, until the Employer can find a suitable substitute. If more than one leave of this kind is taken per year by the same employee, the second or additional leave request shall be at the sole discretion of the Employer.

- C. An employee on an approved union leave shall continue to accrue seniority at the same rate of their accrual immediately preceding the leave. The Union and the Employer shall arrange for reimbursement by the Union of health care benefit premiums (as legally permitted) to continue benefits for employees on extended union leave including that, for healthcare benefits, the Union may make contributions directly on all of the employee's hours worked while on Union Leave.

SECTION 16.2: BEREAVEMENT LEAVE

Employees are eligible for up to three (3) regularly scheduled consecutive days of paid bereavement leave for members of the employee's immediate family. Employees requesting bereavement leave will be paid based upon the employee's regular rate of pay and scheduled shifts.

For purposes of this bereavement leave policy, "immediate family" is defined as spouse or domestic partner, parent or step-parent or parent-in-law, siblings or step-siblings or siblings-in-law, child or stepchild or foster-child, grandparent or step-grandparent or grandparent-in-law, daughter-in-law or son-in-law, guardian or any other members of the employee's household.

Requests for unpaid bereavement leave may be granted in other circumstances. Additional unpaid bereavement leave of up to two (2) weeks may be granted for travel out-of- state or out of the country. The employee requesting such extended bereavement leave shall be allowed to utilize any Paid Time Off that s/he has accrued and earned.

In the event an employee requests additional time off to attend the funeral of a relative not considered immediate or close family, as defined above, or requires more bereavement beyond the paid days, the Employer may permit additional time off.

SECTION 16.3: OTHER LEAVES OF ABSENCE

Eligible employees shall be entitled but not limited to all rights and privileges provided in the Family and Medical Leave Act of 1993; and other federal and state laws regulating pregnancy and/or other qualified medical leave or other leaves of absence provided for by federal and state laws (ex., the Washington State Family Care Act).

16.3.1 TYPES AND DEFINITIONS OF LEAVES OF ABSENCE

Employees may request a leave of absence without pay by presenting a written request to their immediate supervisor along with any supporting documentation. The decision to grant a leave of absence for military service, jury duty, family medical leave and parental leave will be made as provided by state or federal law

and according to the policies of the Employer. Leaves of absence shall not be constituted as a break in service. Employees on leave shall retain their seniority.

16.3.2 RETURN FROM LEAVE OF ABSENCE

The Employer will make a good faith effort to reinstate employees returning from an authorized leave of absence to their previous or similar assignment and schedule, subject to client preference. An employee who fails to return to work within three (3) working days of the expiration of a leave or who has not obtained an extension of the leave prior to its expiration will be considered to have voluntarily terminated employment.

16.3.3 RETURN TO WORK PROGRAM

The Employer will comply with all federal and state laws regarding workplace injuries. The Employer may request certification from the employee's physician to determine if and when the employee can return to duty, and what assignments and/or activity level restrictions may be appropriate.

ARTICLE 17: HOLIDAYS

SECTION 17.1: HOLIDAYS QUALIFYING FOR PREMIUM PAY

The following days qualify as a holiday for the purposes of applying the holiday premium pay provisions of this Article, as noted below.

Holidays qualifying for Premium Pay if worked:

- A. New Year's Day
- B. Martin Luther King, Jr. Day
- C. Memorial Day
- D. Independence Day
- E. Labor Day
- F. Thanksgiving Day
- G. Christmas Day

Full-time and eligible part time employees shall receive Holiday Pay. Holiday pay is determined by the employee's regular rate of pay.

All eligible employees who work a recognized holiday will be paid for all hours worked during the period between 12:01 am to 12:00 midnight on the company recognized holiday date.

17.1.1 HOLIDAY PREMIUM PAY – HOLIDAYS WORKED

Eligible employees who work on one of the company recognized holiday dates shall be paid two times (2X) their regular rate of pay for all hours worked on the company recognized holiday dates. If an eligible employee (as defined in Article X-Definitions) is not assigned to work and does not work on the holiday, s/he shall be paid at their regular rate of pay for eight (8) hours, as determined by the employee's regular schedule.

In order to be eligible for Holiday pay, employees shall be required to work their scheduled shifts before and after a scheduled holiday, unless their absence has been pre-approved.

If a full-time employee is on approved PTO and a holiday occurs during the scheduled PTO, the holiday will be used instead of the accrued PTO leave.

SECTION 17.2: UNPAID LEAVE DAYS RECOGNIZED AS A DAY FOR PERSONAL OR RELIGIOUS OBSERVANCE

With at least two (2) weeks' notice prior to the date, employees may designate another "personal holiday" as a special day for religious observance or other celebration (e.g. Rosh Hashanah, Good Friday, the beginning/end of Ramadan, etc.). As long as the Employer has been given two weeks' notice, all such requests for additional unpaid personal holidays for religious observance shall be granted. The employee may use accrued PTO for this purpose.

ARTICLE 18: TRAVEL PROVISIONS AND EXPENSES

SECTION 18.1: TRAVEL PAY AND MILEAGE

18.1.1 TRAVEL TIME/WINDSHIELD TIME

Employees shall be paid at their regular rate per hour for travel between assigned work locations or clients. Employees who use public transportation between assigned work locations or for authorized errands shall be reimbursed for the cost of the fare associated with the actual trip, not to exceed the cost of a monthly bus pass. Employees may be required to provide documentation of public transportation costs.

18.1.2 MILEAGE AND EXPENSES REIMBURSEMENT

Authorized employees driving their own vehicles between assigned work locations and for authorized client errands shall be reimbursed for mileage at a rate of forty-three cents (\$.43) per mile. The number of miles reimbursable for travel between assigned clients shall not be limited. The Employer retains the right to determine and assign the most efficient drive routes, in order to minimize mileage and gas consumption. When an employee must use an alternate route due to circumstances

out of their control (i.e. construction), the Employer shall reimburse claims with verification. Exceptions will be made for client behavioral needs, as approved in advance by the Employer.

Employees submitting mileage and/or expenses will submit reimbursement request forms by the 5th of each month for the month preceding, for payment on the 25th of the same month (or second paycheck of the month). Reimbursement will be made for expenses and/or mileage which is less than ninety (90) days from the date that expenses were incurred. Employees will not be penalized or payment withheld because of processing delays, so long as the initial reimbursement request was submitted within ninety (90) days from the date expenses were incurred.

Paystubs will designate a line item for mileage and expense reimbursements.

18.1.3 DISPUTES ABOUT REIMBURSEMENT

The Employer reserves the right to use Google or Bing Maps or similar distance-measuring tools to determine whether claimed miles are reasonable. The Employer is not obligated to reimburse unreasonable reimbursement claims.

If changes are made to an employee's reimbursement request, the Employer will provide the employee with a copy of the updated/modified reimbursement form.

SECTION 18.2: INSURANCE AND DRIVER'S LICENSE

Employees shall at all times maintain a current valid driver's license and acceptable driving record under Employer policy.

Employees at all times while on duty shall only utilize vehicles that are covered by liability insurance, consistent with laws and regulations of the State of Washington. The Employer shall require proof of sufficient liability insurance.

SECTION 18.3: DOCUMENTATION OF EXPENSES

Employees must present written documentation of any expenses to be reimbursed pursuant to this Article and must conform specifically to all schedules, rules and travel routes as set by the Employer.

SECTION 18.4: DON'T SPEED!

The Employer shall not be liable for any moving violation or parking tickets related to the employee's operation of a vehicle in connection with the employee's work for the Employer.

ARTICLE 19: INSURED BENEFITS

SECTION 19.1 GENERAL ELIGIBILITY

Full-time and eligible part time employees, are eligible to participate in the medical, vision and dental programs offered by the employer. Coverage is effective the first day of the month following 60 days of employment. The Employer may select, change or modify insurance carriers, benefit plans, benefit levels, employee co-pays and/or employee premiums for the dental, vision and medical insurance plans. Prior to implementing any substantial and material change in insured benefits, excluding those required under the Patient Protection and Affordable Care Act, the Employer shall meet with the Union to discuss the changes, provided the Union requests such a meeting within thirty (30) calendar days of receiving notice of the changes. Insurance plans offered to non-Union employees in the same state will be offered to employees covered by this Agreement under the same terms and conditions. The Employer may add and discontinue such plans, and change the plan designs and applicable employee premiums at its discretion, so long as such actions are taken with respect to similarly situated non-Union employees in the same state. ResCare will continue its current practice of notifying the Union of such changes in connection with the annual open enrollment process.

SECTION 19.2 FUTURE MEDICAL PLANS

The parties maintain a vision of quality and affordable healthcare for both the employees and the Employer. If, in the lifetime of this agreement, a Taft-Hartley Trust insurance plan is created, the Employer agrees to meet with the Union to review its costs and benefits and remains open to joining such plan. The parties acknowledge that the Employer is not required to join a Taft-Hartley plan.

ARTICLE 20: PAID TIME OFF (PTO)

SECTION 20.1: ACCRUAL OF PTO

Employees shall begin accruing Paid Time Off (PTO) leave after completion of ninety (90) days of employment. PTO accrues at the following rate:

Months of Service	PTO Accrual Rate p/Hr	Maximum Annual PTO Days/Hours
0-36 Months (0-3 Years)	0.0625	15 days/120 hours

37+ Months	0.0834	20 days/160 hours
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SECTION 20.2: USE OF PAID TIME AND SCHEDULING

Employees shall be eligible to take paid leave in one-hour increments after their first one-hundred and eighty (180) days of employment. Employees may use any available PTO for sick leave, or as whole hours of vacation, or for consecutive days of vacation. Employees must submit PTO requests in writing at least two (2) weeks prior to the date of vacation requested. The Employer must provide a written response to a request for time off within one (1) week of the request. In the event that too many employees request PTO at the same time for the same time period, and the Employer cannot ensure safe client coverage, PTO approvals shall be granted by seniority within the office to which the employee is primarily assigned.

SECTION 20.3: ACCRUAL CAPS

Eligible employees are encouraged to use at least forty (40) hours of PTO per year for vacation. Employees may carry over up to eighty (80) hours of unused PTO hours for use during the next anniversary year.

In the event an employee has not used PTO in excess of the eighty (80) hour carryover amount, the Employer shall automatically cash-out the excess of their PTO balance at 75% of the value, on the first paycheck following January 1, each year.

Employees may not utilize any PTO hours that would result in a negative balance. Employees may not access PTO while receiving workers' compensation time loss payments.

SECTION 20.4: CASH- OUT

Employees who have completed six (6) months of service may elect to receive cash in-lieu of PTO at 75% its value. Employees must have a PTO balance of at least thirty-two (32) hours to participate. Employees must maintain a balance of twenty-four (24) hours. The minimum amount an employee may cash-out is eight (8) hours.

Any eligible employee separated from employment for any reason other than a discharge for good cause shall be paid for all unused, accrued PTO at 100% of its

value. An employee who voluntarily resigns his/her employment **after completing at least one-hundred and eighty (180) days of work** will be eligible for payment of unused, accrued PTO at 100% if its value if he/she provides at least two (2) weeks' notice prior to resignation. Such cash out shall be made by the Employer at the time of the employee's final paycheck.

SECTION 20.5: UTILIZATION OF PTO AS SICK LEAVE

Employees who have accrued PTO shall be eligible to utilize PTO for any period of absence from employment which includes, but is not limited to, the employee's illness; injury; temporary disability; medical or dental care; or to attend to members of the employee's or the employee's spouse's immediate family or domestic partner or domestic partner's immediate family, where the employee's presence is required because of illness or as otherwise required by the state or federal Family Medical Leave Act or other State law. The Employer may, in its sole discretion, require reasonable proof of illness or disability and/or certification of the necessity of the employee's absence.

SECTION 20.6: NOTICE AND PROOF OF ILLNESS

The Employer reserves the right to require reasonable proof of an employee's illness, if the absence from work lasts beyond three (3) consecutive scheduled work days. The Employer also may require a doctor's release in the event that the absence from work exceeds three (3) consecutive scheduled work days. Employees who are sick shall make a good faith effort to provide as much advance notice as possible to the Employer. However, employees shall notify their supervisor of illness no less than two (2) hours prior to their first assignment of the day, unless there is a verifiable emergency preventing an employee from fulfilling this requirement. In no case shall the employee be required to find a replacement coverage for an illness.

SECTION 20.7: COMBINATION WITH OTHER BENEFITS

Payment of accrued PTO or paid sick leave shall supplement any disability or workers' compensation benefits. This combination of PTO or paid sick leave payments and disability or workers' compensation benefits shall not exceed the amount the employee would have earned had the employee worked her/his normal schedule.

SECTION 20.8: PAID SICK AND SAFE LEAVE

The employer shall provide paid Sick and Safe Leave per Seattle's Paid Sick and Safe Leave Ordinance, effective September 1, 2012, and Tacoma's Paid Sick and Safe Leave Ordinance, effective February 1, 2016.

ARTICLE 21: RETIREMENT

All eligible employees may participate in the Employer's 401(k) plan in accordance with the plan rules and regulations at the time of ratification of this Agreement. Participating employees will be eligible for whatever matching contribution is offered by the Employer at the time they obtain eligibility. The Union will be notified of any change to the matching contribution that occurs, if any, during the life of this Agreement.

ARTICLE 22: OTHER BENEFITS

All bargaining unit employees may participate in any other benefit plans the Employer currently offers Residential Service Providers at the time of the ratification of this Agreement.

ARTICLE 23: WAGES AND PREMIUMS

SECTION 23.1 KING COUNTY CONTRACT

Non-Seattle Employees

Year One (July 1, 2016, to June 30, 2017)

Upon ratification of the Agreement, all King County employees (working outside Seattle city limits) shall receive a ratification bonus of two-hundred-and-fifty dollars (\$250.00).

Year Two (July 1, 2017, to June 30, 2018)

The parties agree that the Agreement will re-open for bargaining regarding wages for non-Seattle employees working under the King County contract on May 1, 2017 for the purpose of discussing wage increases for year two of the Agreement (July 1, 2017, to June 30, 2018).

During the first year of the Agreement (July 1, 2016, to June 30, 2017), the parties agree to work together to secure rate increases from the state of Washington and/or city of Seattle to address the impact of the Seattle minimum wage increase and other changes to state and/or Federal law which negatively affect the ability of the Employer to meet its financial and quality goals under its contract in King County.

SECTION 23.1.2 WAGES FOR SEATTLE

All employees providing service within the city of Seattle will be paid according to the Seattle minimum wage ordinance.

SECTION 23.2 PIERCE COUNTY CONTRACT

23.2.1 WAGES FOR TACOMA

Starting January 1, 2017, the starting wage for new employees will be eleven dollars and fifteen cents (\$11.15) per hour.

Effective January 1, 2017, all employees making below eleven dollars and fifteen cents per hour (\$11.15) will receive a wage increase to eleven dollars and fifteen cents (\$11.15) per hour.

Upon ratification of this Agreement, employees will receive a thirty cent (\$.30) increase to their base hourly wage.

Year Two Increase (July 1, 2017)

All employees will receive an increase of eighteen cents (\$0.18) to their base hourly wage rate.

23.2.2 WAGES FOR AREAS OUTSIDE OF TACOMA

The starting wage for new employees will be \$11.00 per hour.

Year One Increase (Effective July 1, 2016)

Employees hired by the Employer less than one year prior to the ratification date of this Agreement will receive a twenty-five cent (\$.25) increase to their base hourly wage.

Employees hired by the Employer more than one year but less than eight (8) years prior to the ratification date of this Agreement will receive a forty cent (\$.40) increase to their base hourly wage.

Employees hired by the Employer more than eight (8) years prior to the ratification date of this Agreement and who are earning less than thirteen dollars (\$13.00) per hour will be increased to thirteen dollars (\$13.00) per hour or receive a sixty-five cent (\$0.65) increase to their base hourly wage, whichever is less.

Year Two Increase (July 1, 2017)

All employees will receive an increase of eighteen cents (\$0.18) to their base wage rate.

SECTION 23.3 CONTRACT PAYOUT AMOUNTS

Periodically the Employer is able to provide contract year-end payments to employees if funding in the particular contract under which the employees work allows. When funding allows, employees working for the Employer at the end of the contract year will be provided a payment based on the following formula: Employees will receive a set dollar amount, to be determined by the Employer, for each year of service and then, in addition, will receive a payout, to be determined by the Employer, based upon the number of hours they worked for the Employer during the contract year under the contract for which the payout amounts are available. **The employer shall provide the Union with a summary of the formula and payments made at the end of 2016, for the 2015 service contract, and at the end of 2017, for the 2016 service contract.**

ARTICLE 24: HOURS OF WORK, OVERTIME, SCHEDULING, MEAL AND REST PERIODS

SECTION 24.1: WORK DAY AND WORK WEEK

The normal work day shall consist of up to 8 hours of work within a 24 hour period. The normal work week shall consist of up to 40 hours of work within a 7-day period. The Employer may define the work week on a shift or service site basis in accordance with Federal and State law.

SECTION 24.2: OVERTIME

All overtime must be approved by the Employer. Overtime shall be paid at 1.5 times the regular rate of pay for all time worked beyond 40 hours in the work week.

All hours worked over eight (8) hours on any double shifts or split double shifts of at least two (2) hours or more shall be paid at the overtime rate of pay.

While the Employer retains the right to manage its overtime expenditures, the Employer will not unreasonably reschedule or reassign shifts to avoid paying overtime.

Any employee who works more than ten (10) consecutive days shall receive the overtime rate of pay beginning with the eleventh (11th) consecutive day of work and continuing until the employee receives at least one (1) day off.

SECTION 24.3: MANDATORY EXTRA SHIFTS/OVERTIME

The Employer may schedule mandatory overtime to meet the needs of the business. An employee may decline mandatory additional shifts and/or overtime

due to reasonable extenuating circumstances (e.g. childcare requirements), as determined by the Employer. Such refusals shall not result in disciplinary action.

There shall be no expectation that any employee will be mandated more than once per calendar month.

Any employee who believes that continuing to work mandatory overtime, or working many consecutive days without a rest day may tend to cause harm to his/her health or to the safety and quality care of the residents may refuse to work more mandatory overtime or on consecutive days. The employee shall state such refusal in writing to his/her immediate supervisor. There will be no retaliation for such refusal of mandatory overtime.

SECTION 24.4: MEAL AND REST PERIODS

Meal periods shall be paid when the employee is required by the Employer to work or to remain at a prescribed work site in the interest of the Employer. All employees shall be allowed a rest period of not less than ten (10) minutes on the Employer's time for each four (4) hours of working time, provided that appropriate client care is maintained during any rest period. Rest periods shall be scheduled as near as possible to the midpoint of the work period. During ten (10) minute rest periods, employees shall remain at the work site.

SECTION 24.5: WORK SCHEDULES

Work schedules shall be posted monthly and shall be posted as early as practical but no later than fourteen (14) calendar days preceding the first of the month in which the schedule is effective. Posted schedules will only be changed as necessary to maintain client care and as dictated by employee call-ins. If changes are needed the Employer shall notify the Employee prior to any changes being made. If changes are made to the posted employee schedules for reasons other than employee call-ins more than three times in two (2) weeks, the Employer shall notify the Union in writing of such changes and meet to discuss, if requested by the Union.

If an Employee wishes to change a scheduled day with another Employee, both must sign a written request, and it must be approved by their supervisor. Such changes may result in overtime but only if approved by a supervisor.

SECTION 24.7: AVAILABILITY OF EXTRA SHIFTS

The Employer will fill extra shifts that become known to Employer at least seven (7) days in advance of that shift by posting a list of open shifts within the branch where the extra shift is available with space for Bargaining Unit Employees to sign up for those shifts. If more than one Bargaining Unit Employee signs up for the same shift, then that shift will be assigned on the basis of seniority and qualification to provide

care to the clients living in the service site. Client health and safety will be the driving force in determining which employees are selected for open extra shifts.

If no Bargaining Unit Employee signs up for the shifts at least four (4) days prior to the shift, such shifts shall first be offered to qualified Bargaining Unit Employees on the basis of seniority and qualification to provide care to the clients living in the service site. Client health and safety will be the driving force in determining which employees are selected for open extra shifts. The Employer will maintain a log (available upon request) documenting its efforts to contact off-duty Bargaining Unit Employees, then the Employer may assign those shifts through the method below: Part-time and PRN Employees desiring additional hours up to full time shall notify the Supervisor in writing. Subject to the Employee's ability to do the work and availability, part-time Employees will be offered additional straight time hours on a temporary basis, in seniority order before PRN Employees are utilized.

SECTION 24.8: REQUESTED TIME OFF

Management will respond in writing to an Employee's leave requests within seven (7) calendar days of receipt of the employee's written request to confirm with the employee whether the leave is denied or approved. Employees shall make a good faith effort to submit leave requests prior to the posting of a new schedule. Paid time off requests made more than one (1) month in advance shall not be unreasonably denied. Written requests for PTO may be made up to six (6) months in advance of the requested time off.

ARTICLE 25: EMPLOYMENT PRACTICES

SECTION 25.1: JOB DESCRIPTIONS

The Employer shall maintain job descriptions for all positions covered by this Agreement. Upon employment, the Employer shall provide a job description to an employee for the position into which he/she has been hired. The Employer shall furnish the Union with job descriptions for all classifications in the bargaining unit, including any modifications or revisions of such job descriptions. The Employer agrees to give titles to positions that most clearly indicate the nature of the work performed and will place these positions in the same pay group as other comparable positions.

SECTION 25.2: EVALUATIONS

A written evaluation of employees' performance will be conducted on an annual basis. An employee shall receive a copy of his/her evaluation and shall be allowed to comment, in writing, if desired.

SECTION 25.3: ORIENTATION

Employees will be provided a basic orientation program which will include state-required training and on-the-job training for each job assignment. The objective of the orientation is to familiarize the employee with the duties and responsibilities of the job.

ARTICLE 26: MANAGEMENT RIGHTS

SECTION 26.1: EXCLUSIVE RIGHTS

Except as otherwise specifically provided in this Agreement, the Employer has the exclusive right and discretion in selection and direction of the work force, including the right to hire, promote, transfer, demote, discipline and discharge for cause; to establish reasonable rules, policies and penalties; to introduce new working methods, machines, operations and facilities; and to expand, reduce, discontinue and control the operation and business of the Employer.

SECTION 26.2: EXERCISE OF RIGHTS

Both Parties recognize that it is to their mutual advantage and for the protection of clients to have efficient and uninterrupted services. The Union and the Employer will mutually work together in good faith to cooperate with outside agencies, when appropriate, to ensure that the provision of services to clients will meet the highest standards attainable. This Agreement is for the purpose of establishing such harmonious and constructive relationships between the Parties that such results will be possible. Both Parties agree that they will exercise their rights under this Agreement in a reasonable and responsible manner. Nothing in this article shall be construed as a waiver of the Employer's responsibility to engage in collective bargaining on the matters that are mandatory subjects of bargaining, absent such explicit waiver elsewhere in this Agreement.

ARTICLE 27: NO STRIKE OR LOCKOUT

SECTION 27.1: STRIKE/LOCKOUT

During the term of this Agreement, the Employer agrees not to lockout its employees covered by this Agreement, and the Union and its members agree not to tacitly or actively engage in any strike, slow down, picketing, boycotting, or hand billing that is derogatory toward the Employer, or observance of the same or in any refusal to work or to interfere in any manner with the Employer's business or operations or sanction any such actions. The scope of this provision shall be deemed to apply to any facility operated by the Employer, its parents, subsidiaries or affiliates, or managed by any of those entities pursuant to a management contract, including but not limited to Res-Care, Inc.'s Resource Center or other facilities in Louisville, Kentucky. It is expressly understood that this Article prohibits

the Union, its members, or persons acting on its behalf, from engaging in any form of anti-Res-Care, Inc. campaign or from distributing anti-Res-Care, Inc. literature in any manner, by any means, during the life of this Agreement.

SECTION 27.2: SANCTIONS

In the event any unit employee engages in conduct prohibited by Section 1 of this Article, the Union shall notify the employee that such conduct violates this Agreement and subjects them to possible discipline. The Union shall immediately disavow and condemn such activity and take all possible steps to bring such activity to an immediate end and to prevent any reoccurrence of any such activity in violation of this Article. The Union will also, within twenty-four (24) hours of notice of such actions by facsimile and/or letter to the Employer, advise that such activity by employees is unauthorized and in violation of the Agreement and set forth all steps taken or to be taken by the Union to end such Agreement violation by the employees involved.

ARTICLE 28: MODIFICATION AND PAST PRACTICE

No provision or term of this Agreement may be amended, modified, changed, altered or waived except by written agreement between the Parties hereto. Subject to the other provisions of the Agreement, all conditions relating to wages, hours of work, and other terms, conditions and benefits of employment shall be maintained as in effect at the signing of this Agreement. The Employer will not enter any agreement or contract with employees that conflicts with the terms of this Agreement.

ARTICLE 29: SEVERABILITY

In the event any Article, Section or portion of this Agreement, or the applications of such provision to any person or circumstance is declared invalid by a court of competent jurisdiction or is in contravention of any applicable local, state or federal law, the remaining provisions of this Agreement shall not be invalidated and shall remain in full force and effect.

ARTICLE 30: ADHERENCE TO EXISTING STATUTES

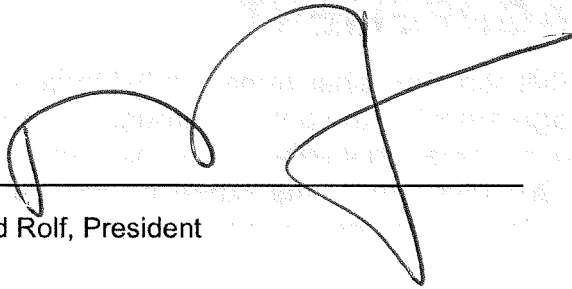
The Parties agree to abide by all applicable municipal ordinances and state and federal statutes and regulations, including but not limited to any and all statutes pertaining to discrimination in employment.

ARTICLE 31: TERM OF AGREEMENT

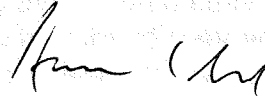
This Agreement shall be effective upon ratification and shall remain in full force and effect unless amended by mutual written agreement of the parties through June 30, 2018, and year to year thereafter provided, however, that either party may serve written notice on the other at least ninety (90) days prior to the expiration date, or subsequent expiration anniversary date, of its desire to amend any provision hereof.

For SEIU 775

For ResCare Washington, Inc.



David Rolf, President



Steven S. Reed, General Counsel
and Chief Legal Officer

2/15/2017

Date

3/3/2017

Date

Weingarten Rights

Rule 1: The employee must make a clear request for union representation before or during the interview. The employee cannot be punished for making this request.

Rule 2: After the employee makes the request, the employer must choose from among three options. The employer must: grant the request and delay questioning until the union representative arrives and has a chance to consult privately with the employee; deny the request and end the interview immediately; or give the employee a choice of having the interview without representation or ending the interview.

Rule 3: If the employer denies the request for union representation, and continues to ask questions, it commits an unfair labor practice and the employee has a right to refuse to answer. The employer may not discipline the employee for such a refusal.

WEINGARTEN Statement

(If called to a meeting with management, read the following or present this statement to management when the meeting begins.)

If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative, officer, or steward be present at this meeting. Until my representative arrives, I choose not to participate in this discussion.



**215 Columbia St.
Seattle, WA 98104
www.seiu775.org**

Call our Member Resource Center toll-free at 1.866.371.3200