

Memorandum of Understanding
Between
Community Health United and Community Health Center

Community Health Centers (CHC) and Community Health United (CHU) agree to revise Article 301 – Wages, Section 5:

- f. All Medical Assistants will receive credit for relevant clinical work experience in which they regularly performed the majority of the essential duties of the CHC Medical Assistant position. Examples include LNA work experience, EMT work experience, other clinical experience such as an LPN, RN, or foreign Medical Doctor. Additionally, other experience such as a phlebotomist or pharmacy technician may receive 1 step for every 2 years of experience up to a maximum of 3 steps.

- g. All Patient Services Representatives will receive credit for relevant professional work experience in similarly structured roles in a healthcare setting in which they regularly performed the majority of the essential duties of the CHC Patient Services Representative position. Examples include medical receptionist, pharmacy technician, referral coordinators, etc. Additionally, other experience outside the healthcare industry with an overlap of the majority of essential duties may be considered to receive 1 step for every 2 years of experience up to a maximum of 3 steps.

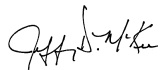
All parties agree that no Medical Assistant or Patient Services Representative shall decrease compensation or their current step placement as part of this revised article. Upon ratification of this MOU, a step placement assessment will be opened for two calendar weeks. Following the close of the step placement assessment, any Medical Assistant or Patient Services Representative that increases their step placement will receive a one-time retroactive payment back to the pay period that began August 6, 2022, or their hire date into the above-named roles (if later) in the following payroll. Medical Assistants and Patient Services Representatives must be active employees on the date of this payroll to be eligible to receive retroactive payment.



For the Union

01/04/2024

Date



For CHC

01/04/2024

Date