

**LETTER OF AGREEMENT
BETWEEN
COMMUNITY MEMORIAL HOSPITAL ASSOCIATION
AND
UNITED FOOD AND COMMERCIAL WORKERS LOCAL #1189**

Subject Matter: HIS and Transcription

The Health Information Specialist and Transcriptionists are now members of UFCW 1189 and the following agreement for the group to be incorporated into the already existing Community Memorial Hospital and UFCW 1189 Collective Bargaining Agreement.

1. Article 1.1 Recognition will be updated to include HIM and Transcriptionists/
2. Article 3.6 Scheduling PTO-Annual Sign-up will be effective on 1 January 2026.
3. Article 8.3 Probationary Period for New Employees is not applicable to the current employees within the department.
4. Article 11.2 Employees are not eligible for Plan B.
5. Wage scales as follows:

HIS	4/22/2025	11/1/2025	Transcription	4/22/2025	11/1/2025
Start	\$ 17.86	\$ 18.35	Start	\$ 19.48	\$ 20.02
Probation	\$ 18.21	\$ 18.71	Probation	\$ 19.87	\$ 20.42
12 months	\$ 19.06	\$ 19.58	12 months	\$ 20.97	\$ 21.55
24 months	\$ 19.91	\$ 20.46	24 months	\$ 21.71	\$ 22.31
36 months	\$ 20.76	\$ 21.33	36 months	\$ 22.63	\$ 23.25
72 months	\$ 21.62	\$ 22.21	72 months	\$ 23.55	\$ 24.20
120 months	\$ 22.27	\$ 22.88	120 months	\$ 24.47	\$ 25.14
180 months	\$ 23.33	\$ 23.97	180 months	\$ 25.39	\$ 26.09
240 months	\$ 24.12	\$ 24.78	240 months	\$ 26.30	\$ 27.02

Placement on the scale will be based on your years of service. Employees whose wage is above the contractual pay rate will remain at the agreed upon wage until they have enough seniority to advance to the next step or the current step is higher than the agreed upon wage.

6. The parties agree that issues may arise that were not addressed during the negotiation process. The parties agree that should these issues arise, the parties shall make a good faith effort to negotiate a solution to any problem that arises. The process shall expire on October 31, 2026.

This LOU will expire on October 31, 2026, when the parties enter into full collective bargaining with the UFCW 1189 and Community Memorial Hospital, that now incorporates HIS and Transcriptionists.

This LOU is date the 1st day of May, 2025 by the parties:



Employer



Union