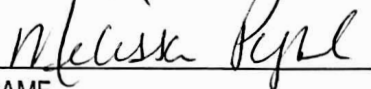


PAMF WIC to ESC APC
Tentative Agreement Subject to Overall Agreement
October 6, 2022

Section ## Agreed Objectives

The Union agrees with the objectives of achieving the highest level of employee performance consistent with safety, good health and sustained effort, and the Union and the Employer will use their best efforts to effectuate this objective.

The Foundation and the Union agree that all employees and managers and their representatives will treat each other, regardless of position or profession, with dignity, respect, courtesy, and trust.


PAMF
Date 10-6-22


ESC
Date 10/10/22

This tentative agreement is effective upon ratification of the overall agreement from the ESC members employed at Sutter PAMF Walk-in-Care and approval by the ESC Executive Board *wl*