

4.04 Wages

(a) (1) Effective for the period 7/1/06-09 through 6/30/0710, each employee in job classifications listed in Appendix A who is below the maximum for his job grade as designated in Appendix A will receive an increase equal to one percent (1.0%) of his regular rate or an amount equal to the difference between his existing regular wage rate and the maximum for his position, whichever is less, effective as of the first full pay period following his salary review date. Each full-time employee in job classifications listed in Appendix A whose regular rate is at or above the maximum for his job grade, as designated in Appendix A, will receive a lump-sum payment of three hundred dollars (\$300.00), payable 12/1/09. Each part-time eligible employee in job classifications listed in Appendix A whose regular rate is at or above the maximum for his job grade , as designated in Appendix A, will receive a lump sum payment of one-hundred fifty dollars (\$150.00), payable 12/1/09.

~~(i) For employees in job classifications listed in Appendix D, four percent (4.0%) of his regular rate or an amount equal to the difference between his existing regular wage rate and the maximum for his position, whichever is less, effective as of the first full pay period following his salary review date. Each full-time employee in job classifications listed in Appendix D whose regular rate is at or above the maximum for his job grade, as designated in Appendix A, will receive a lump sum payment of one thousand two hundred dollars (\$1,200.00), payable 12/1/06. Each part-time eligible employee in job classifications listed in Appendix D whose~~

~~regular rate is at or above the maximum for his job grade, as designated in Appendix A, will receive a lump sum payment of six hundred dollars (\$600.00), payable 12/1/06;~~

~~(ii) For employees in job classifications listed in Appendix E, three percent (3.0%) of his regular rate or an amount equal to the difference between his existing regular wage rate and the maximum for his position, whichever is less, effective as of the first full pay period following his salary review date. Each full-time employee in job classifications listed in Appendix E whose regular rate is at or above the maximum for his job grade, as designated in Appendix A, will receive a lump sum payment of one thousand dollars (\$1,000.00), payable 12/1/06. Each part-time eligible employee in job classifications listed in Appendix E whose regular rate is at or above the maximum for his job grade, as designated in Appendix A, will receive a lump sum payment of five hundred dollars (\$500.00), payable 12/1/06.~~

(2) Effective for the period 7/1/07–10 through 6/30/0811, each employee who is below the maximum for his job grade as designated in Appendix B will receive an increase equal to :

~~(i) For each employee with less than twenty (20) years' seniority as of his salary review date, one percent (1.0%) three percent (3%) of his regular rate or an amount equal to the difference between his existing regular wage rate and the maximum for his position, whichever~~

is less, effective as of the first full pay period following his salary review date. Each full-time employee with ~~less than twenty (20) years' seniority as of his salary review date~~ whose regular rate is at or above the maximum for his job grade, as designated in Appendix B, will receive a lump-sum payment of ~~one thousand three hundred~~ **dollars (\$1,000.00300.00)**, payable 12/1/0709. Each part-time eligible employee with ~~less than twenty (20) years' seniority as of his salary review date~~ whose regular rate is at or above the maximum for his job grade, as designated in Appendix B, will receive a lump-sum payment of ~~five hundred one hundred fifty~~ **dollars (\$500.00\$150.00)**, payable 12/01/0710.

~~(ii) For each employee with twenty (20) or more years' seniority as of his salary review date, three and one quarter percent (3.25%) of his regular rate or an amount equal to the difference between his existing regular wage rate and the maximum for his position, whichever is less, effective as of the first full pay period following his salary review date. Each full time employee with twenty (20) or more years' seniority as of his salary review date whose regular rate is at or above the maximum for his job grade, as designated in Appendix B, will receive a lump sum payment of one thousand two hundred dollars (\$1,200.00), payable 12/1/07. Each part time eligible employee with twenty (20) or more years' seniority as of his salary review date whose regular rate is at or above the maximum for his job grade, as designated in Appendix B, will receive a lump sum payment of six hundred dollars (\$600.00), payable 12/01/07.~~

(3) Effective for the period 7/1/08-11 through 6/30/0912, each employee who is below the maximum for his job grade as designated in Appendix C will receive an increase equal to ~~three one percent (31.0%)~~ **of his regular rate or an amount equal to the difference between his existing regular wage rate and the maximum for his position, whichever is less,**

effective as of the first full pay period following his salary review date. Each full-time employee whose regular rate is at or above the maximum for his job grade, as designated in Appendix C, will receive a lump-sum payment of ~~one thousand~~**three-hundred** dollars (~~\$1,000.00~~**\$300.00**), payable 12/1/08**12**. Each part-time eligible employee whose regular rate is at or above the maximum for his job grade, as designated in Appendix C, will receive a lump-sum payment of ~~five hundred~~**one-hundred fifty** dollars (~~\$500.00~~**\$150.00**) payable 12/1/08**12**.

(b) (1) The pay grade assigned to each job classification in the bargaining units and the minimum and maximum hourly rates for each pay grade are set forth in Appendices A, B, and C, attached hereto. The range minimums and maximums in effect as of 6/30/06-09 shall be increased ~~four-one~~ percent (4% **1%**) effective 7/1/06-09 (Appendix A). The range minimums and maximums will be increased by an additional ~~four-one~~ percent (4% **1%**) effective 7/1/07-10 (Appendix B). **and an additional one percent (1%) effective 7/1/11.**

(2) During the term of this Agreement, the parties will continue their past practice concerning position classification/market reviews of bargaining unit positions. This process will include both internal equity and external market comparison elements. The Hospital will complete such a review for the positions listed below by the dates indicated and present the results of said reviews to the Union.

<u>Job Classification or Department</u>	<u>Date of Review Completion</u>
Laboratory	July 1, 2010
CORs, Reimbursement Associates, Senior CORs, COR Team Leaders, Patient Access Representatives	September 1, 2010
Environmental Assistants	November 1, 2010
Unit Communications Associates	January 1, 2011

_____ (2) ~~Effective on the dates specified, the following job classifications will be upgraded on the date and by the amount specified:~~

<u>Job Classification</u>	<u>Date of Upgrade</u>	<u>Upgrade Amount</u>	<u>Date of Upgrade</u>	<u>Upgrade Amount</u>
Job Classifications In Engineering	12/1/06	1 Grade	12/1/07	1 Grade
Dental Assistants	4/1/07	1 Grade		
Job Classifications In Dietary Department			7/1/08	1 Grade
Technologists in Radiology Department	4/1/07	1 Grade		
Transport Technicians	4/1/07	1 Grade		
Chief Wound Management Technician and Wound Management Technicians	4/1/07	1 Grade	7/1/08	1 Grade
Support Services Associates	4/1/07	1 Grade	7/01/08	1 Grade
Job Classifications in Medical Records			7/1/08	1 Grade
Clinical Operations Representatives and Senior Clinical Operations Representatives			4/1/09	1 Grade
Surgical Posting Associates	4/01/07	1 Grade	7/01/08	1 Grade

~~Each employee in the above job classifications on the date of the specified upgrade will receive, effective as of the first full pay period after the specified date of the upgrade, an increase of five percent (5.0 %) of his regular rate or an amount equal to the difference between his existing regular wage rate and the maximum for the grade, whichever is less.¹~~

(c) If an employee is promoted to a higher graded position, he shall receive a wage increase of at least four percent (4.0%) or an amount necessary to reach the grade maximum for the new position, whichever is less, effective as of the first full pay period following his transfer or promotion to the new position.