

1045 AM

The Hospital withdraws its Proposal No. 1 relating to Section 4.06 below in exchange for the Union's withdrawal of its Proposal to modify Section 4.06 to increase Night Differential by 5%.

PROPOSAL NO. 1

ARTICLE IV: HOURS AND WAGES

4.06 Shift Differential

- (a) ~~Effective July 1, 2000,~~ An employee shall receive a shift differential on hours worked as follows:
- (1) 10% of the employee's regular hourly rate on hours worked on the following shifts:
- (i) Evening shift, Monday through Friday, **for hours actually** ~~provided that at least three hours of the shift must be worked~~ between 3:00 p.m. and 11:30 p.m.;
- (ii) Night shift, Monday through Friday, **for hours actually** ~~provided that at least three hours of the shift must be worked~~ between 11:00 p.m. and 7:30 a.m.;
- (iii) Weekend day shift, Saturday and Sunday, **for hours actually** ~~provided at least three hours of the shift must be worked~~ between 7:00 a.m. and 3:30 p.m.

- (2) 15% of the employee's regular hourly rate on hours worked on the following shifts:
- (i) Weekend evening shift, Saturday and Sunday, **for hours actually provided at least three hours of the shift must be worked** between 3:00 p.m. and 11:30 p.m.
 - (ii) Weekend night shift, Saturday and Sunday, **for hours actually provided at least three hours of the shift must be worked** between 11:00 p.m. and 7:30 a.m.
- (b) Shift differential rates do not apply to on-call or stand-by hours or paid time off.