

**SEIU LOCAL 722
Contract Proposals
June 27, 2009
5:15 AM**

The Union reserves the right to add to or modify these proposals consistent with the Parties Agreement on Expedited Bargaining. Unless modified by this document, the Union proposes no change in the current Collective Bargaining Agreement dated July 1, 2006 to June 30, 2009

**1. Article 16.01 Term of Agreement
One (1) Year July 1, 2009 to June 30, 2010
(Agreed by both Parties June 27, 2009)**

2. Article 4.04 Wages:

(A) 2.25% Across the Board increase with 2.25% increase in the minimum and maximum rates.

(B) The Hospital will perform an internal equity review of employees in the job classifications listed below by April 1, 2010, which reviews will take into account the relevant experience of incumbent employees in the classifications listed relative to the relevant experience of other employees in the same job classification. The Hospital will provide the Union with the results of these reviews and will implement any equity adjustments agreeable to both parties.

**PAR's; PSA; PCT; Unit Communication Associates; Sterile Processing;
(Agreed by both Parties June 27, 2009)**

(C) The Hospital will perform grade reviews of the bargaining unit classification listed below by April 1, 2010, which reviews will compare the grade placement of the classification listed with the grade placement of other Hospital classifications and with the external market and will include a market analysis of the minimums and maximums for the positions. The Hospital will provide the Union with the results of these

reviews on April 1, 2010 and will implement any changes in the grades of the listed job classifications that are agreeable to both parties.

**EVS (Hazardous Waste Transporter)
Surgical Supply Assistant
Transport Paramedic
(Agreed by both Parties June 27, 2009)**

(4) Article 1.02 (b) Bargaining Unit

**If any current employee covered by this agreement is moved to a location outside the Main Hospital (but remain Hospital Employees) said employees will remain covered by this Agreement.
(Union withdraw June 27, 2009)**

(5) Article 13.16 Parking:

The cost of parking for SEIU members can increase April 1, 2010 by an amount equal to the annual across the board pay increase or \$1.00 which ever is higher.

{Both Parties withdraw their previous proposals. Hospital propose and Union accept no increase of on campus parking rates during this agreement}

(Agreed by both parties June 27, 2009)

(6) Article 10.04 Tax Annuity Program

**Current Collective Bargaining Agreement
(Agreed by both parties June 27, 2009)**

(7) Article 10.05 (d) Miscellaneous

**The Hospital shall provide at no cost the bargaining unit members a Short Term Disability Plan
(Union withdraw June 27, 2009)**

(8) Article 12 Grievance and Arbitration

**Current Collective Bargaining Agreement
(Agreed by both parties June 27, 2009)**

The parties have previously reached agreement to:

Increase the Death Benefit for Transport Team members; Increase the Education Assistance Benefit; Establish a Forum on Staffing; Change the vacation request for weeks including Holidays;