

**ARTICLE IV: HOURS AND WAGES**

**4.04 Wages**

(a) (1) Effective for the period ~~7/1/09~~7/1/10 through ~~6/30/10~~6/30/11, 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 ~~two~~one percent (~~2~~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 ~~six~~three hundred dollars (~~\$300.00~~600.00), payable ~~12/1/09~~12/1/10. 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~~three hundred dollars (~~\$150.00~~300.00), payable ~~12/1/09~~12/1/10.

(2) Effective for the period 7/1/11 through 6/30/12, each employee in job classifications listed in Appendix B who is below the maximum for his job grade as designated in Appendix B 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 B 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 three hundred dollars (\$300.00), payable 12/1/11. Each part-time eligible employee in job classifications listed in Appendix B 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 hundred fifty dollars (\$150.00), payable 12/1/11.

(3) Effective for the period 7/1/12 through 6/30/13, each employee in job classifications listed in Appendix C who is below the maximum for his job grade as designated in Appendix C 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 C 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 three hundred dollars (\$300.00), payable 12/1/12. Each part-time eligible employee in job classifications listed in Appendix C 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 hundred fifty dollars (\$150.00), payable 12/1/12.

(b) 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 Appendixes A, B, and C, attached hereto. The range minimums and maximums in effect as of 6/30/09/6/30/10 shall be increased two \_\_\_\_\_ percent ( \_\_\_\_\_ 2.0%) effective 7/1/09/7/1/10 and the range maximums in effect as of 6/30/10

shall be increased by one percent (1.0%) effective 7/1/10 (Appendix A). The range minimums will be increased by an additional \_\_\_ percent (\_\_\_%) and the range maximums will be increased by an additional one percent (1.0%) effective 7/1/11 (Appendix B). The range minimums will be increased by an additional \_\_\_ percent (\_\_\_%) and the range maximums will be increased by an additional one percent (1.0%) effective 7/1/12 (Appendix C).

*Note: The dates listed in this proposal assume that the parties are able to reach an agreement that is ratified by the SEIU membership and approved by the Hospital's Chief Executive Officer and/or Board of Directors by July 1, 2010.*

*Note: The Hospital will subsequently make a proposal to increase the minimum for the pay grades.*

*Note: The term "regular rate" in this proposal is subject to the Hospital's proposal regarding a definition for "regular rate."*

(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.