

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 and one-half ~~two~~ percent (~~2.0~~2.5%) 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~~seven hundred fifty dollars (\$~~750~~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 three hundred seventy ~~five~~three-hundred dollars (\$~~375~~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 two and one-half percent (2.5%) 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 seven hundred fifty hundred dollars (\$750.00), 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 three hundred seventy five dollars (\$375.00), 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 two and one-half percent (2.5%) 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 seven hundred fifty dollars (\$750.00), 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 three hundred seventy five dollars (\$375.00), 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~~three percent (~~2.3.00~~%) effective ~~7/1/09~~7/1/10 and the range maximums in effect as of 6/30/10 shall be

increased by two and one-half percent (2.5%) effective 7/1/10 (Appendix A). The range minimums and maximums will be increased by an additional two and one-half percent (2.5%) effective 7/1/11 (Appendix B). The range minimums and maximums will be increased by an additional two and one-half percent (2.5%) effective 7/1/12 (Appendix C).

*Note: The dates listed in this proposal assume that the parties are able to reach an agreement by July 1, 2010 that is ratified by the SEIU membership and approved by the Hospital's Chief Executive Officer and/or Board of Directors by July 7, 2010.*

*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.

The Hospital proposes to replace the existing Side Letter No. 6 with the following:

SIDE LETTER NO. \_\_\_\_

July 1, 2010

Mr. Marchel Smiley  
Secretary/Treasurer  
SEIU Local 722  
1673 Columbia Road NW, Suite 100  
Washington, DC 20009-3699

Re: Children's Hospital – Market, Equity, and Job Grade Reviews

Dear Mr. Smiley:

Service Employees International Union, Local 722 (“the Union”) and Children’s Hospital (“the Hospital”) hereby enter into this Side Letter to their collective bargaining agreement effective from July 1, 2010 through June 30, 2013 (“CBA”).

The Hospital will perform a market, equity, and job grade review of employees in the service areas or job classifications listed below by the corresponding dates listed below. The reviews (a) will take into account the relevant experience of incumbent employees in the classifications to be reviewed relative to the relevant experience of other employees in the same job classifications; (b) will compare the grade placement of the classifications to be reviewed with the grade placement of other Hospital classifications and with the external market; and (c) 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 and will propose, in light of the circumstances, to implement any market adjustments, equity adjustments, and/or changes in the grades of job classifications that it deems appropriate. Any such adjustments and/or changes are subject to the Union’s agreement.

| Service Area/Job Classification | Review Completion Date |
|---------------------------------|------------------------|
| Pharmacy Services               | April 1, 2011          |
| Donor Center                    | April 1, 2011          |
| Medical Lab Technician          | April 1, 2011          |
| Sr. Medical Lab Technician      | April 1, 2011          |
| Orthopedic Technician           | April 1, 2011          |
| LPN                             | April 1, 2011          |
| Dental Assistant                | April 1, 2011          |
| Engineering Services            | April 1, 2012          |
| Diagnostic Imaging              | April 1, 2012          |
| Pulmonary Diagnostic RCP        | April 1, 2012          |
| Material Management Services    | April 1, 2012          |

|                              |               |
|------------------------------|---------------|
| Nutrition Services           | April 1, 2012 |
| Respiratory Services         | April 1, 2012 |
| Medical Records              | April 1, 2013 |
| Perioperative Services       | April 1, 2013 |
| Cardio Technologist Invasive | April 1, 2013 |
| Cardiovascular Perfusionist  | April 1, 2013 |
| Coord Electrocardiography    | April 1, 2013 |

Agreed:

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CHILDREN'S HOSPITAL

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SERVICE EMPLOYEES  
INTERNATIONAL UNION, LOCAL 722

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date