

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 **one and one-half** ~~two~~ percent (~~2.0~~**1.5**%) 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 **four hundred fiftysix** ~~hundred~~ dollars (~~\$450600.00~~), 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 **two hundred twenty fivethree** ~~hundred~~ dollars (~~\$225300.00~~), 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 percent** (2.0%) 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 six hundred dollars (\$600.00), 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 dollars (\$300.00), 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 percent (2.0%) 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 six hundred dollars (\$600.00), 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 fifty dollars (\$300.00), 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 Appendix Appendices 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 and one-half percent (2.50%) effective 7/1/09/7/1/10 and the range maximums in effect as of 6/30/10 shall be increased by one and one-half percent (1.5%) effective 7/1/10 (Appendix A). The

range minimums and maximums will be increased by an additional two percent (2.0%) effective 7/1/11 (Appendix B). The range minimums and maximums will be increased by an additional two percent (2.0%) 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 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 listed relative to the relevant experience of other employees in the same job classifications; (b) will compare the grade placement of the classifications listed 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.

Job Classification	Review Completion Date
CASHIER FOOD SERVICE	April 1, 2011
COOK	April 1, 2011
DECENTRALIZED TESTING SPEC	April 1, 2011
DIST/LINEN TECHNICIAN	April 1, 2011
DONOR CENTER ASSOCIATE	April 1, 2011
DONOR CENTER ASSOCIATE II	April 1, 2011

Job Classification	Review Completion Date
DRIVER MESSENGER	April 1, 2011
EMERG TRANSPORT SPECIALIST I	April 1, 2011
EMERGENCY SERVICES TECH AIDE	April 1, 2011
EMERGENCY SERVICES TECH SPEC	April 1, 2011
EMERGENCY TRANSPORT SPEC II	April 1, 2011
FOOD PRODUCTION ASSOCIATE I	April 1, 2011
FOOD PRODUCTION ASSOCIATE II	April 1, 2011
FOOD SERVICE ASSOCIATE I	April 1, 2011
FOOD SERVICE ASSOCIATE II	April 1, 2011
GROUP LEADER DIETARY	April 1, 2011
GROUP LEADER MAIL ROOM	April 1, 2011
GROUP LEADER PRINT SHOP	April 1, 2011
GROUP LEADER SPD	April 1, 2011
HOSPITALITY ASSOCIATE	April 1, 2011
LABORATORY ASSOCIATE	April 1, 2011
LEAD EMERGENCY SVC TECH SPEC	April 1, 2011
LINEN TECHNICIAN	April 1, 2011
MEDICAL LAB TECHNICIAN	April 1, 2011
MESSENGER/CLERK	April 1, 2011
NUTRITION TECHNICIAN	April 1, 2011
OR CONTROL DESK CLERK	April 1, 2011
ORTHOPEDIC TECHNICIAN	April 1, 2011
PATIENT SERVICES COORDINATOR	April 1, 2011

Job Classification	Review Completion Date
PERIOP RESOURCE SPECIALIST	April 1, 2011
PERIOPERATIVE RESOURCE ASST	April 1, 2011
PERIOPERATIVE SVC FLOATER	April 1, 2011
SANITATION ASSOCIATE	April 1, 2011
SR DONOR CENTER ASSOCIATE	April 1, 2011
SR HEALTH INFO MGMT SPECIALIST	April 1, 2011
SR LABORATORY ASSOCIATE	April 1, 2011
SR MEDICAL LAB TECHNICIAN	April 1, 2011
SR ORTHOPEDIC TECH	April 1, 2011
SR WAREHOUSE TECHNICIAN	April 1, 2011
STOREROOM ASSOCIATE	April 1, 2011
SUPPORT SERVICES ASSOCIATE	April 1, 2011
SURGICAL POSTING ASSOCIATE	April 1, 2011
SURGICAL SUPPLY ASSISTANT	April 1, 2011
WAREHOUSE TECHNICIAN	April 1, 2011
CORRESPONDENCE CLERK	April 1, 2012
CROSS SECTIONAL IMAGING TECH	April 1, 2012
DIAGNOSTIC IMAGING TECHNOL	April 1, 2012
HEALTH INFO MGMT SPECIALIST	April 1, 2012
LEAD CROSS SEC IMAGING TECH	April 1, 2012
LEAD NUCLEAR MED TECH	April 1, 2012
LEAD RADIOLOGIC TECHNOLOGIST	April 1, 2012
LEAD ULTRASOUND TECHNOLOGIST	April 1, 2012

Job Classification	Review Completion Date
LPN I	April 1, 2012
LPN II	April 1, 2012
MEDICAL RECORDS CLERK	April 1, 2012
MEDICAL RECORDS TECHNICIAN	April 1, 2012
MPI TECHNICIAN	April 1, 2012
RADIOLOGIC TECHNOLOGIST	April 1, 2012
SATELLITE RADIOL TECHNOLOGIST	April 1, 2012
SPEC PROCEDURES TECH	April 1, 2012
SR DIAGNOSTIC IMAG TECH	April 1, 2012
SR MEDICAL RECORDS TECH	April 1, 2012
SR NUCLEAR MED TECHNOLOGIST	April 1, 2012
SR RADIOLOGIC TECHNOLOGIST	April 1, 2012
SR SPECIAL PROCEDURE TECH	April 1, 2012
ULTRASOUND TECHNOLOGIST	April 1, 2012
BIOMED ENGINEERING TECH I	April 1, 2013
BIOMED ENGINEERING TECH II	April 1, 2013
BIOMED ENGINEERING TECH III	April 1, 2013
BLDG AUTOMATION SYSTEMS SPEC	April 1, 2013
BLDG OPERAT/MAINT MECHANIC	April 1, 2013
CARDIO TECHNOLOGIST INVASIVE	April 1, 2013
CARDIOVASCULAR PERFUSIONIST	April 1, 2013
COORD ELECTROCARDIOGRAPHY	April 1, 2013
DENTAL ASSISTANT-CERT	April 1, 2013

Job Classification	Review Completion Date
ECHOCARDIOGRAPHY TECHNOLOGIST	April 1, 2013
ECMO SPECIALIST-RT	April 1, 2013
ELECTRICAL TEST TECHNICIAN	April 1, 2013
ELECTROPHYSI TECHNOL NON INVAS	April 1, 2013
ELECTROPHYSIO TECHNOL INVASIVE	April 1, 2013
ENGINEERING MECHANIC	April 1, 2013
KEY CONTROL/SIGN MAKER	April 1, 2013
NEURODIAGNOSTIC TECHNICIAN I	April 1, 2013
NEURODIAGNOSTIC TECHNICIAN II	April 1, 2013
NEURODIAGNOSTIC TECHNICIAN III	April 1, 2013
PHARMACY TECHNICIAN	April 1, 2013
PHARMACY TECHNICIAN (NIGHT)	April 1, 2013
PHARMACY TECHNICIAN II	April 1, 2013
PHLEBOTOMIST/IV THERAPY TECH	April 1, 2013
PLUMBER	April 1, 2013
POLYSOMNOGRAPHIC TECHNICIAN	April 1, 2013
POLYSOMNOGRAPHIC TECHNOLOGIST	April 1, 2013
POLYSOMNOGRAPHIC TRAINEE	April 1, 2013
PREVENTIVE MAINT MECHANIC	April 1, 2013
PULMONARY DIAGNOSTICS RCP I	April 1, 2013
PULMONARY DIAGNOSTICS RCP II	April 1, 2013
PULMONARY DIAGNOSTICS RCP III	April 1, 2013

Job Classification	Review Completion Date
RCP LEVEL I	April 1, 2013
RCP LEVEL II	April 1, 2013
RCP LEVEL III	April 1, 2013
RCP LEVEL IV	April 1, 2013
REFRIGERATION & A/C MECHANIC	April 1, 2013
REHABILITATION ASSISTANT	April 1, 2013
RESP EQUIPMENT TECHNICIAN	April 1, 2013
SHIFT ELECTRICIAN	April 1, 2013
SHIFT ENGINEER	April 1, 2013
SR CARPENTER	April 1, 2013
SR ECHOCARDIOGRAPHY TECHNOL	April 1, 2013
SR ELECTRICIAN	April 1, 2013
SR MEDICAL EQUIPMENT TECH	April 1, 2013
SR PAINTER	April 1, 2013
TEAM LEAD CONSTRUCTION	April 1, 2013
TEAM LEAD NEURODIAGNOSTIC	April 1, 2013
TRANSPORTATION TECHNICIAN	April 1, 2013
WATER TECH	April 1, 2013

Agreed:

CHILDREN'S HOSPITAL

SERVICE EMPLOYEES
INTERNATIONAL UNION, LOCAL 722

Date

Date