

Union Proposals

1. No Lay-Offs

There shall be no Lay-Offs, Reductions in Force or Hiring Freeze during the term of this Collective Bargaining Agreement.

2. Wages

3% across the board increase for all bargaining unit members each year of the collective bargaining agreement.

3% increase in the minimum and maximum rates for all bargaining unit classifications each year of the collective bargaining agreement.

**Classification Equity Review (Individual)
On April 1, 2010 The Hospital shall make equity adjustments to all Bargaining Unit Employees who are paid less than a co-worker, where that co-worker has the same or less relevant experience.**

**Classification Equity Review (Grade)
Using established Compensation Standards, the Hospital shall review job Classifications in Grade(s) 17-35, to determine if the assigned Grade is internally equitable and comparable to similar jobs within the area market. This review shall be completed and shared with Local 722 prior to December 1, 2009. Any changes in Grades shall be effective January 1, 2010.**

**Classification Equity Review (Clerical/Administrative)
Using established Compensation Standards, the Hospital shall review all Clerical/Administrative Classifications to determine if the assigned Grade is internally equitable and comparable to**

similar jobs within the area market. This review shall be completed and shared with Local 722 prior to March 1, 2010. Any changes in Grades shall be effective April 1, 2010

3. Bargaining Unit Defined

Employees working in bargaining unit classifications at satellite locations who work at least sixteen (16) hours per pay period at the main hospital shall be covered by this agreement. If any current employees covered by this agreement are moved to an off site location (but remain Hospital Employees) said employees shall remain covered by this agreement.

4. Night Shift Differential

Increase Night Shift Differential by 5%

5. Education Assistance

Increase Hospital contribution to \$2,500 for Full-Time and \$1,000 for Part-Time

6. Enhance Death Benefit for Helicopter and Ground Transport Employees

The Hospital shall provide four (4) times an employee's annual salary for deaths accruing while participating in a Ground or Flight Transport.

7. Joint Union/Management Committee on Department/Unit Staffing Levels

8. Short-Term Disability Plan

Effective January 1, 2010, the Hospital shall provide (without cost to Bargaining Unit Employees) a Short-Term Disability Plan.