



The Hospital has been bargaining in good faith with the Service Unit. Below are some highlights of the Hospital's contract offer:

- **Proposed wage increases:** average of **3%** per year (2% annual/2% Step increase)
- **Premium Pay:** non-direct patient care positions - \$2/hr. weekdays and \$4/hr. weekends. For direct patient care positions - \$3/hr. weekdays and \$5/hr. weekends
- **Certification bonus** for earning additional certification (**\$500 FT/\$250 PT**)
- **Enhanced Uniform allowance** of \$165 per year for all employees requiring any uniform
- **Healthcare** – migration to new Hospital Plan. **Employees do not pay any premiums for 1st quarter of contract. Premium payments begin 04/1/22.** Employee contributions (premium) -- tiered system based on income levels (see attached).
Lowest premiums for employees earning less than \$35,000 per year.
- **Funeral Leave:** extended time period of eligibility for funeral leave days
- **Increased shift differentials:** from \$0.45 to \$0.75 for evenings; from \$0.48 to \$0.85 for nights; maintain \$1.00 for weekend differential
- **Retirement (401k) Plan:** Continue Hospital **3% annual contribution.**
- **COVID-19 Side Letter** includes provision to allow for **40 hours of vacation payout** if unable to grant vacation due to COVID operational issues.
- **Vacation time during inclement weather** - If the Hospital cannot transport or board an essential employee during weather emergency, the employee may use vacation time.
- No changes to employee seniority
- Agreed to a 3 year contract