In response to the Union’s Economic Proposal dated 10/14/19, the Employer has revised its Economic Proposal as follows.

The Employer’s Revised Economic Proposal contains to parts.

**PART I: The first part includes the following alternative increases:**

**Option #1—Higher Across-the-Boards**
- Year 1: **2.0% for all + .6% Select Market Adjustments** (CRMC proposed on 9/30)
- Year 2: **2.0% for all**
- Year 3: **2.0% for all**

**Option #2—Lower Across-the-Board Increases Plus “Add-Ons”**
- Same increases in Option #1 less .5% for “add-ons”:
  - Year 1: **1.5% for all + .6% Select Market Adjustments** (CRMC proposed on 9/30)
  - Year 2: **1.5% for all**
  - Year 3: **1.5% for all**
- And include the following “add-ons” [at a cost of approximately .5% per year]:
  - Call Pay increased by $.50
  - Additional $40 per year for clothing/shoes for all unit members
  - Evening Shift Differential increased by $.25
  - Night Shift Differential increased by $.50
  - Addition of HVAC EPA card differential & electrician license differential
  - CCUA new wage scale proposal to grade 6
  - **Surgical-Related Call Pay increased to $7.25 per hour (Rad Tech, Surg Tech, & CS Tech)**
    - Ambulance employees (EMTs/Paramedics) receive $7.25 per hour when notified of a 5 minute-call response.
  - CS Tech Time and One Half Call Back
  - Certified CS Tech Scale Addition- Create higher grade, $1.00 more per hour per step
  - Certified Surg Tech Scale Addition- Create higher grade, $2.00 more per hour per step
  - **Senior Housing Assistant weekend only move to grade 10.**

**Option #3—Lower Across-the-Board Increases Plus LTD and Dental at a .9 FTE**
- Same increases in Option #1 less .5%:
  - Year 1: **1.5% for all + .6% Select Market Adjustments** (CRMC proposed on 9/30)
  - Year 2: **1.5% for all**
- Year 3: **1.5% for all**
  - And agree to offer LTD and Dental to employees at a .9 FTE [at a cost of approximately .5% per year].

**PART II:** The second part of this package includes the following other economic items:

Other Economic Items (per earlier proposals):
- Expanding funeral leave benefit
- Expanding holiday pay to time-and-one-half and expanding the time to be all day
- Small increase in health insurance anticipated
- Expanding dental insurance coverage
- Expanding health insurance tier 2 coverage for preventative services
- Adding a new wellness plan with incentive
- Adding a voluntary vision plan
- Quarterly submission of HSA contributions for qualified members

New Economic Items that Applies to Both Option #1, Option #2, or Option #3
- One floating holiday (paid at time-and-a-half) for Christmas Eve or New Years Eve beginning at or after 2:00 p.m. until 11:59 p.m. or on Easter beginning at midnight until 11:59 p.m.

Other LMC/LOU Issues:
- At LMC meetings during the term of this Agreement, CRMC and the Union agree to discuss the following items: (1) experience credit for current employees; (2) market wage increases during the term of the contract; and (3) improvements to the call room.

*Any increases would be effective on the first day of the first pay period following ratification of the new contract.*

*Note: Any pay changes that require changes to KRONOS will be effective when the Employer's vendor can implement the change.*

*The Employer reserves the right to add to, amend, change or withdraw items from this proposal.*