

CRMC Verbal Economic Proposal: 9/30/19

The following proposal was delivered verbally at appx 10am by Grant Collins and Kimberly Blank for CRMC. The verbal proposal was in addition to the market adjustments document that was provided in writing and attached to the website.

The employer acknowledged that they previously believed that Coding and Transcription Employees were underpaid compared to the market, but upon further review they no longer consider them below market and are not offering a market adjustment. The market adjustment proposal the employer suggests is worth .6% increase in total payroll.

The employer offers two options for economic proposal.

#### Option #1

In addition to the market adjustments an across the board wage adjustment to all steps and all scales.

Year 1: 1%

Year 2: 1.5%

Year 3: 1.5%

#### Option #2

In addition to the market adjustments an across the board wage adjustment to all steps and all scales.

Year 1: .5%

Year 2: 1%

Year 3: 1%

In addition, the employer would proposed:

\$.50 increase in call pay

\$1.00 per hour increase in call backs

\$40 increase per year and will provide the \$40 to all employees, including those not currently eligible for uniform allowance. The \$40 would be added to employee checks vs a reimbursement.

\$.25 increase in differential for evening shift

\$.50 increase in differential for night shift

Under both proposals, wage increases would be effective first day of first full pay period after contract ratification.

CRMC Also offered a new proposal to update the grievance process and on Leaves of Absence