The Employer's economic proposal contains two parts. The first part includes the following alternative increases:

**Option #1 — Higher Across-the-Boards**
- Year 1: .6% Select Market Adjustments (CRMC proposed on 9/30) + 1% for all
- Year 2: 1.5% for all
- Year 3: 2.0% for all

**Option #2 — Add-ons with less Across-the-Board Increases**
- Same increases in Option #1 less .5%:
  - Year 1: .6% Select Market Adjustments (CRMC proposed on 9/30) + .5% for all
  - Year 2: 1.0% for all
  - Year 3: 1.5% for all
- And include the following add-ons:
  - 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)
  - 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

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
CRMC and SEIU Healthcare Minnesota
CRMC’s Updated Economic Package Proposal
10/2/19

*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.