

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

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3:05pm

The Employer's economic proposal contains to 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%:
  - o Year 1: .6% Select Market Adjustments (CRMC proposed on 9/30) + .5% for all
  - o Year 2: 1.0% for all
  - o Year 3: 1.5% for all
- And Include the following add-ons:
  - o Call Pay increased by \$.50
  - o Additional \$40 per year for clothing/shoes for all unit members
  - o Evening Shift Differential increased by \$.25
  - o Night Shift Differential increased by \$.50
  - o Addition of HVAC EPA card differential & electrician license differential
  - o CCUA new wage scale proposal to grade 6
  - o Surgical-Related Call Pay increased to \$7.25 per hour (Rad Tech, Surg Tech, & CS Tech)
  - o CS Tech Time and One Half Call Back
  - o Certified CS Tech Scale Addition- Create higher grade, \$1.00 more per hour per step
  - o Certified Surg Tech Scale Addition- Create higher grade, \$2.00 more per hour per step

level only → grade.  
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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

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*\*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.*

*Handwritten notes:*  
10/2/19  
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