

LIFESPAN'S LAST BEST FINAL OFFER
October --, 2021

1. Salary.

- **Effective no later than 30-days after ratification, 3.25% increase to all steps and all longevity steps and per diem rates.**
- ***Article 30, Section 2 "March 31, 2022 – 2.75%" shall remain in the contract.***
- Effective the start of the first pay period after the below date, increase all steps and all longevity steps and all per diem rates as follows:
 - **July 1, 2023 – 3.0%**
 - **July 1, 2024 – 3.0%**

2. Lump-Sum Payment. **The Hospital will provide a lump-sum payment no later than 30-days after ratification:**

- Employees with seniority of less than 1 year as of November 1, 2021 - \$600;
- Employees with seniority of one year through 5 full years as of November 1, 2021 - \$800;
- Employees with seniority of 6 years up to 10 years as of November 1, 2021 - \$1000; and
- Employees with seniority of for 10 years or more as of November 1, 2021 - \$1200.

Such payments shall be reduced by legally required deductions. Seniority Date will be based on seniority as of 11/1/21.

3. Student Loan Program. The Hospital intends to offer a Student Loan Debt Repayment Program (\$75 per month). The Hospital will offer such benefit to the Union on the same terms and conditions applicable to non-union hourly employees.

4. Tuition Assistance Program. Revise Article 36, Sections 1 and 2 as follows:

“The current provisions of this Article shall continue in effect through December 31, ~~2021~~ 2044. Effective January 1, ~~2022~~ 2042, the following revision to Section 1 provisions shall be in effect.

§1 Full-time employees are eligible for tuition reimbursement from date of employment, provided they maintain full-time status and remain actively employed for the duration of the school term for which assistance is requested. Reimbursement will be provided for 100% of tuition costs, up to a maximum of \$2,000 per calendar year. Full-time employees shall be eligible for an additional tuition reimbursement of 75% of an

additional \$1500 (over and above \$2000 mentioned above), adjusted for part timers according to the formula in Section 2 below.

5. Differentials. **Effective no later than** the start of the first full pay period after *April 1, 2022*:
 - Increase charge pay differential to **\$3.00** per hour; and
 - Increase preceptor differential to **\$3.00** per hour.
 - Increase weekend differential to **\$4.50** per hour.

6. Dental Insurance. Effective January 1, 2022, the dental plan would be changed as follows:
 - Preventative care will not count toward the annual maximum. Any items that are included in the preventative column in the attached plan summary, will not count toward the annual maximum.

 - Composite (white) fillings will now be covered under Plan A (Basic.) Composite fillings are currently only being covered on all teeth in Plan B (Comprehensive) only. This change would allow composite fillings on all teeth under Plan A (Basic) as well.

 - Orthodontics will be covered up front at 100% v. 50%. The lifetime max for orthodontia will remain the same at \$1,500 per child however, the plan will now cover it at 100% up-front.

7. Term. The parties agree the term of their collective bargaining agreement is extended through **March 31, 2025**.

8. The dates in Appendix D, paragraph 4 (working rate calculation) and 19.11 (no lay-off provision) shall be extended to reflect the **March 31, 2025** CBA term expiration.

Except for changes indicated above, all provisions of the parties' collective bargaining agreement (and Memoranda of Understanding of indefinite duration) remain unchanged.

This agreement will be subject to ratification by the bargaining unit.