

CONTRACT NEGOTIATION SUMMARY

The hospitals' proposal would add \$55.3 million to the contracts for a four-year deal, to create a quarter-of-a-billion-dollar set of six contracts covering approximately 2,500 nurses and service, technical and clerical associates across Kenmore Mercy Hospital, Mercy Hospital and Sisters of Charity Hospital, St. Joseph Campus.

WAGE INCREASES FOR ASSOCIATES

All associates would be migrated to common wage scales, and all associates will make at least \$15/hour.

RN = registered nurse | STC = service, technical and clerical



RNs average wage increase in Year 1

4.3%

STC associates average wage increase in Year 1

9.0%

CONTRACT YEAR 1

Average wage increase ranges: **Actual**

Kenmore Mercy Hospital Tech **3.2% - 24.0%**

Mercy Hospital STC **3.0% - 24.6%**

Sisters of Charity Hospital, St. Joseph Campus Service **3.0% - 25.3%**

If an associate's current rate is above the new step scale, they would be "red circled"¹ and receive a lump sum payment, rather than having the increase added to their base pay. **No associate's pay rate would be reduced if they are above the step scale.**

CONTRACT YEAR 2

2.0% General Wage Increase (GWI)

CONTRACT YEAR 3

2.0% GWI

CONTRACT YEAR 4

2.75% GWI + common shift differentials using the highest rates across six contracts.



PRESERVING QUALITY HEALTH COVERAGE

- Contribution rates: No change from current contract; New hires pay 20%; Employer pays 80%
- Some plan changes, including access to Catholic Health Specialty Physicians with \$0 copays
- New Hybrid, High-Deductible Plan option
- Dental: No changes from current contract



PROTECTING ASSOCIATES INTO RETIREMENT

No changes from current contract, but Catholic Health will increase its funding to the plan.



PTO

Catholic Health would maintain current PTO accrual levels for all associates.

+ BONUS PAY | + INCREASED SHIFT DIFFERENTIALS (JANUARY 2024)

Red Circling Explained

Creating a common wage scale would provide associates in the same position and the same years of service with the same rate of pay. When bringing three hospitals together on a common wage scale, it's likely some associates are paid more than the new step scale while others are paid less. To help lower-paid associates catch up without penalizing higher-paid associates, the higher-paid associates receive a lump sum payment until everyone in the same position, with the same years of service, has the same base rate of pay for their step. This common pay practice is known as red circling.

CATHOLIC HEALTH SAFE STAFFING MODELS FOR ASSOCIATES & PATIENTS

Catholic Health's proposal would invest \$20 million to improve staffing.

1. Staffing to 10% Census Increase

Using staffing grids, Catholic Health would staff to a **10% Census Increase** based on average daily census (ADC).

This means an **increase of more than 250 full-time associates**



SAFE STAFFING MODELS FOR ASSOCIATES AND PATIENTS

2. Staffing Grids

Our proposal closely matches the union's staffing proposal, particularly in step-down units, ED and med surg.

3. Bonus Pay

We are offering an additional \$3.00/hour per associate bonus, in addition to current premium pay for any associate who picks up an additional shift after a quarter where staffing targets aren't met. For example:

RNs

- 4-year Base Rate = \$41.16
- OT Rate = \$20.58
- Bonus Pay = \$12.00
- Total Hourly Rate → \$73.74

Environmental Service

- 4-year Base Rate = \$16.02
- OT Rate = \$8.01
- Bonus Pay = \$7.00
- Total Hourly Rate → \$31.03

Radiology Technologist

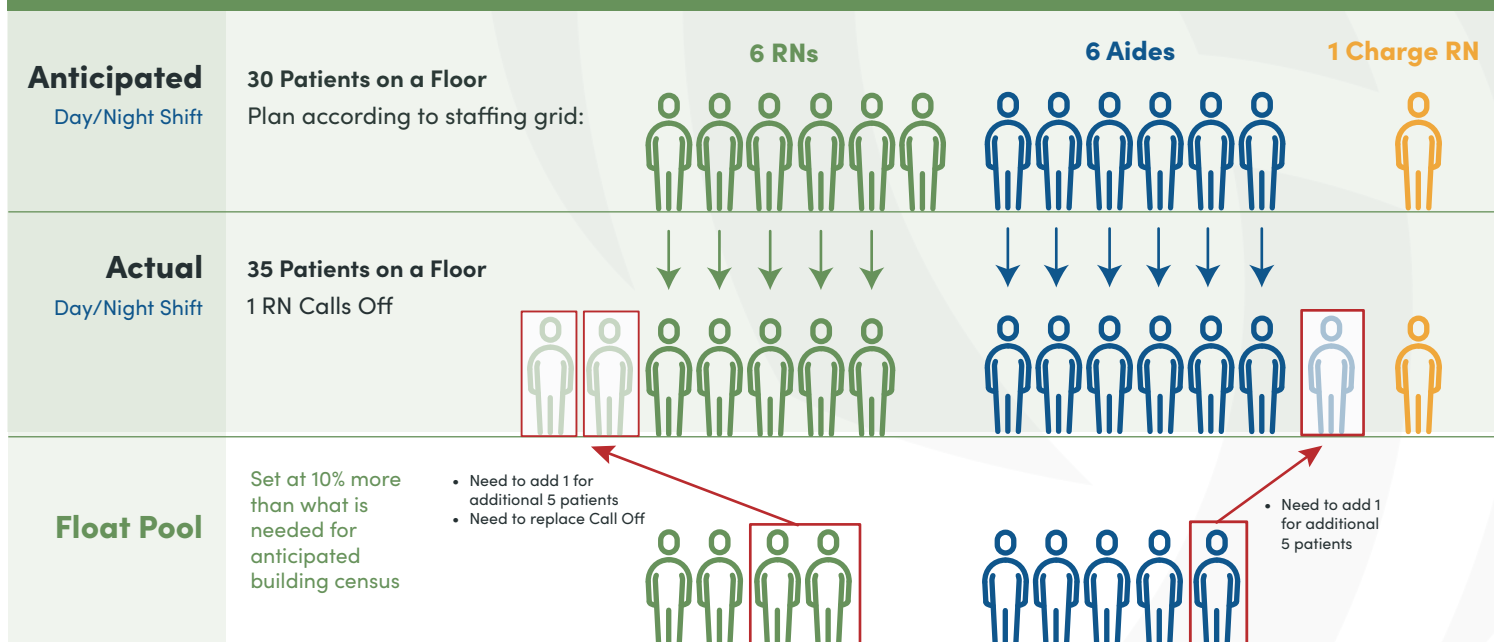
- 4-year Base Rate = \$32.44
- OT Rate = \$16.22
- Bonus Pay = \$9.00
- Total Hourly Rate → \$57.66

4. Increase Pay for Float Pool Associates

Any associate in the float pool will receive an additional \$2.00/hour above and beyond the corresponding wage scale for that RN group.

HOW WILL THE STAFFING MODEL WORK?

(for illustration purposes)



This new model of staffing allows a team approach for an RN and NA to share a 5-patient assignment.