

Negotiations Update

To: Hospital and Medical Staffs
From: Michelle Childs Senior Administrative Director, Human Resources
Date: November 24, 2015
Re: NUHW Negotiations

I'm pleased to report good progress in our bargaining session on Thursday November 19, with the hospital and NUHW making significant movement on key issues. To date, we have tentative agreements on 35 of the 60 contract articles and memorandums.

The union's bargaining team put considerable work into preparing for Thursday's session as we continue to take on some of the more difficult issues remaining in these negotiations. There is still work to do on wages, health insurance, PTO and several other matters.

On wages, the hospital has proposed a 1.5% across-the-board annual pay scale increase, in addition to a proposed incentive payment of up to 2.25%. These are in addition to the existing 5% increase for each of the eight steps on the wage scale for regular, benefit-eligible employees. The union proposes a 4% increase to pay scales in the first two years of a new contract and 3% in the third year. Under our proposal, an employee could see the following total compensation increases for a contract year:

With Step Increase:

- 8.75% in one year if the maximum incentive is achieved
- 8% increase if the target incentive is achieved
- 7.25% if the incentive is not achieved
- 6.5% if the organization fails to meet its financial goals

Without Step Increase:

- 3.75% each year the maximum incentive is achieved
- 3% increase if the target incentive is achieved
- 2.25% increase if the incentive is not achieved
- 1.5% increase if the organization fails to meet its financial goals

More information about our proposals and past bargaining sessions is available online at www.negotiationsupdate.com.

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