

The company reserves its right to add to, modify or delete any of its proposals.

Park Place Health Center  
Company Proposals

March 17, 2009

1. Duration:

March 15, 2013

2. Wages:

Wage increase/decrease in direct proportion to annual Medicaid cost rate adjustment to take effect on the effective date of the annual adjustment.

3. Holidays:

Moratorium on Lincoln's Birthday and Easter holidays for contract duration.

4. Sick Leave:

Nine (9) paid sick days per anniversary year.

5. Personal Days:

One (1) paid personal day per anniversary year.

6. Vacation:

(a) Current employees' vacation entitlement is grandfathered. New hires will earn vacation as follows:

| <u>Period of Continuous Service</u>                         | <u>Amount of Paid Vacation</u> |
|---|--------------------------------|
| 1 <sup>st</sup> anniversary – 6 <sup>th</sup> anniversary   | 80 hours                       |
| 7 <sup>th</sup> anniversary – 14 <sup>th</sup> anniversary  | 120 hours                      |
| 15 <sup>th</sup> anniversary – 24 <sup>th</sup> anniversary | 160 hours                      |
| 25 <sup>th</sup> anniversary +                              | 200 hours                      |

(b) For current employees, reduction of one day's paid vacation for each week of paid vacation. Employees will be permitted to take the full amount of vacation that employees would otherwise have been entitled to take, but for each week of vacation entitlement, one day off will be without pay.

7. Health & Welfare:

Contributions for health & welfare shall be based on straight time gross pay up to forty (40) hours per week.

8. Training Fund:

Moratorium on training fund for contract duration.

9. Uniform Allowance:

Moratorium on uniform allowance for contract duration.

10. Light Duty Rate of Pay:

Service and Maintenance employees working light duty shall be entitled to a base hourly rate of compensation of \$10.00 per hour.

Licensed nurses working light duty shall be entitled to a base hourly rate of compensation of \$17.00 per hour.

11. Safety Incentive Program:

Cash bonuses paid to bargaining unit staff when bargaining unit staff as a whole work a calendar quarter without incurring a lost work day as a result of a work-related injury or illness. Bonus amounts are as follows:

Full-time employees – \$100

Part-time employees – \$50

12. Survey Bonus Program:

Cash bonuses paid to bargaining unit staff for deficiency free annual DPH survey.

Bonus amounts are as follows:

Full-time employees – \$200

Part-time employees – \$100

13. Arbitration:

Loser pays the cost of arbitration proceedings.

14. Union Release Time:

Eight (8) hours per month, which time may be banked. Total banked hours at any time may not exceed two hundred and fifty (250) hours.

15. Probationary Period:

New hires shall serve a probationary period equal to 340 hours.

16. Leaves of Absence:

Maximum duration of any leave of absence shall be one year. Employees on medical leaves of absence will have her/his position held vacant for up to six months. After six months and for up to one year, employees shall be entitled to reinstatement in a vacant position that the employee is qualified to fill, provided the employee is able to perform the essential functions of the position, with or without a reasonable accommodation.

17. Overtime – Art. K:

Overtime pay shall be calculated based on hours actually worked.

18. Mutual Respect and Dignity:

Employees and managers are entitled to be treated with respect and dignity at all times.