

Park Place Health Center
Company Proposal

6/15/2009

- Duration : March 15, 2012
- Wages :

| | | |
|--------------------|---|------|
| 1 st yr | = | 0% |
| 2 nd yr | | 0% |
| 3 rd yr | | 2.5% |
- Health & Welfare : Contributions based on straight time hours up to 40 hours per week.
- Training Fund : Moratorium for 2 years. Comes back during 3rd year.
- Holidays : Moratorium for 2 holidays during 1st year and 2nd year.
- Sick : Moratorium for 3 sick days during 1st year and 2nd year
- Vacation : Withdraw revised vacation schedule proposal. (Proposal 6(a) of employer's 3/17/09 proposals). Maintain company proposal regarding vacation furloughs during 1st and 2nd year.
- OT pay based on hours actually worked.

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

Birmingham Health Center

June 18, 2009

Company Proposal

Duration: March 15, 2012

Wages: 1st Year = 0%

2nd Year = 0%

3rd Year = 2.5%

Health & Welfare: Contributions based on straight time hours up to maximum of 40 hours in workweek.

Training Fund: Moratorium for 1st and 2nd year of contract. Comes back at start of 3rd year.

Holidays: Moratorium for two holidays during 1st and 2nd year of contract. Holidays come back during 3rd year of contract.

Sick Time: Moratorium for three sick days during 1st and 2nd year of contract. Sick days come back during 3rd year of contract.

Vacation: Withdraw revised vacation schedule proposal (Proposal 6(a)). Maintain company proposal regarding furlough days during 1st and 2nd year of contract. Vacation days come back during third year of contract.

Per Diem Employees: No limit on the number of hours that a per diem employee may work.

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.

Disciplinary Warnings: Disciplinary material shall be removed from an employee's personnel file twelve (12) months after it was issued, provided that no further related disciplinary action has been taken during the twelve (12) month period.

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Laurel Hill Healthcare

June 30, 2009

Company Proposal

- Duration:** March 15, 2012
- Wages:** 1st Year = 0%
2nd Year = 0%
3rd Year = 2.5%
- Health & Welfare:** Contributions based on straight time hours up to maximum of 40 hours in workweek.
- Training Fund:** Moratorium for 1st and 2nd year of contract. Training Fund returns as start of 3rd year of contract.
- Holidays:** Moratorium for two holidays during 1st and 2nd year of contract. Holidays return at start of 3rd year of contract.
- Sick Time:** Moratorium for three sick days during 1st and 2nd year of contract. Sick days come back during 3rd year of contract.
- Vacation:** Withdraw revised vacation schedule proposal (Proposal 6(a)). Maintain company proposal regarding furlough days during 1st and 2nd year of contract. Vacation days come back during third year of contract.
- 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.

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

Hilltop Health Center
Company Proposals

July 8, 2009

Duration: March 15, 2012

Wages: 1st Year = 0%
2nd Year = 0%
3rd Year = 2.5%

Health & Welfare: Contributions based on straight time hours up to maximum of 40 hours in workweek.

Training Fund: Moratorium for 1st and 2nd year of contract. Comes back at start of 3rd year.

Holidays: Moratorium for two holidays during 1st and 2nd year of contract. Holidays come back during 3rd year of contract.

Sick Time: Moratorium for three sick days during 1st and 2nd year of contract. Sick days come back during 3rd year of contract.

Vacation: Withdraw proposal regarding revised vacation schedule (Proposal 6(a)). Maintain company proposal regarding furlough days during 1st and 2nd year of contract. Vacation days come back during third year of contract.

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.

Work-Related Disabilities:

When an employee is unable to work due to a work-related injury or illness, the employer shall continue to contribute toward the employee's health insurance coverage for a maximum period of twenty-six (26) weeks in any rolling twelve (12) month period. The rolling twelve month period is backward looking, meaning that whether a payment is due in a particular month depends on whether the employer has contributed for a total of 26 weeks in the past twelve months. Contributions under this provision will be based on the average

number of hours worked by the employee in the thirteen week period preceding the start of the employee's leave of absence.

Union Representation:

Employees, if they so choose, shall be entitled to union representation during meetings with management where there is the potential that the meeting could lead to disciplinary action, but where the purpose of a meeting is limited to issuing a discipline, management may meet with the employee notwithstanding that there is no union representation available.