

## TENTATIVE AGREEMENT WAGE PROPOSAL SUMMARY

YEAR 1 (2010)	YEAR 2 (2011)	YEAR 3 (2012)
<p><b><u>3% Market (equity) Increase :</u></b>            CV TECH I            LVN            Performance Improvement Pharmacy Tech.            Pharm. Business Analyst</p> <p><b><u>1% Across the Board Increase for all other categories listed below:</u></b>            Anesthesia Tech I, II, III            Cardiovascular Tech II            Clinical Data Coordinator            COTA/PTA            CT Technologists            CT/ RAD Technologists            Diet Tech            EEG TECH            EKG Tech            Emergency Care Technicians            Hemodialysis Technicians            Histologic Technologists            Histology/Electron Micro Tech            LVN - Infection Control            LVN - Occ. Health            MLA I, II , III            MLT            Nuclear Med Technologists            Oral Hygiene Specialists            Oral Health Specialists            Ortho Tech            Certified Orthoptists Tech            Patient Liaison / Surgery            Pharmacy Tech I, II            Pharmacy Tech- Retail            Technical Specialist, Rad.            Referral Res. Tech. Specialist            Registered Dental Assist.            RT I, II, III            Respiratory Therapist CHET            Respiratory Therapist – Bernardy            Respiratory Therapist – Pulmonary            Radiology Tech            Surgical Technologists I , II            Ultrasound &amp; Ultrasound Lead</p>	<p><b><u>2.25% Market (equity) Increase :</u></b>            CV TECH I            LVN            Performance Improvement Pharmacy Tech.            Pharm. Business Analyst</p> <p><b><u>1.5% Across the Board Increase for all other categories listed below:</u></b>            Anesthesia Tech I, II, III            Cardiovascular Tech II            Clinical Data Coordinator            COTA/PTA            CT Technologists            CT/ RAD Technologists            Diet Tech            EEG TECH            EKG Tech            Emergency Care Technicians            Hemodialysis Technicians            Histologic Technologists            Histology/Electron Micro Tech            LVN - Infection Control            LVN - Occ. Health            MLA I, II , III            MLT            Nuclear Med Technologists            Oral Hygiene Specialists            Oral Health Specialists            Ortho Tech            Certified Orthoptists Tech            Patient Liaison / Surgery            Pharmacy Tech I, II            Pharmacy Tech- Retail            Technical Specialist, Rad.            Referral Res. Tech. Specialist            Registered Dental Assist.            RT I, II, III            Respiratory Therapist CHET            Respiratory Therapist – Bernardy            Respiratory Therapist – Pulmonary            Radiology Tech            Surgical Technologists I , II            Ultrasound &amp; Ultrasound Lead</p>	<p><b><u>1.5% Across the Board Increase for all categories</u></b></p> <p>In addition the integrity of the wage grid remains intact. This means that</p> <ul style="list-style-type: none"> <li>• The <u>top of the grid moves up</u> the same % that the wage increase is. So if you are an employee that is at the top of the grid, <u>you will still get a wage increase</u>- because the top moves.</li> <li>• The 2.5% between steps remains intact. This means that for employees that are not at the top of their range</li> <li>• The ALS Team receives their differential <u>for all hours worked</u>- not just hours on transport</li> <li>• There is a new differential for the MLA “Lead” position, and a provision for a differential to be paid for other “Lead” positions that may be formed in other areas.</li> <li>• Increases are <b>retroactive to July, 2010</b></li> </ul>