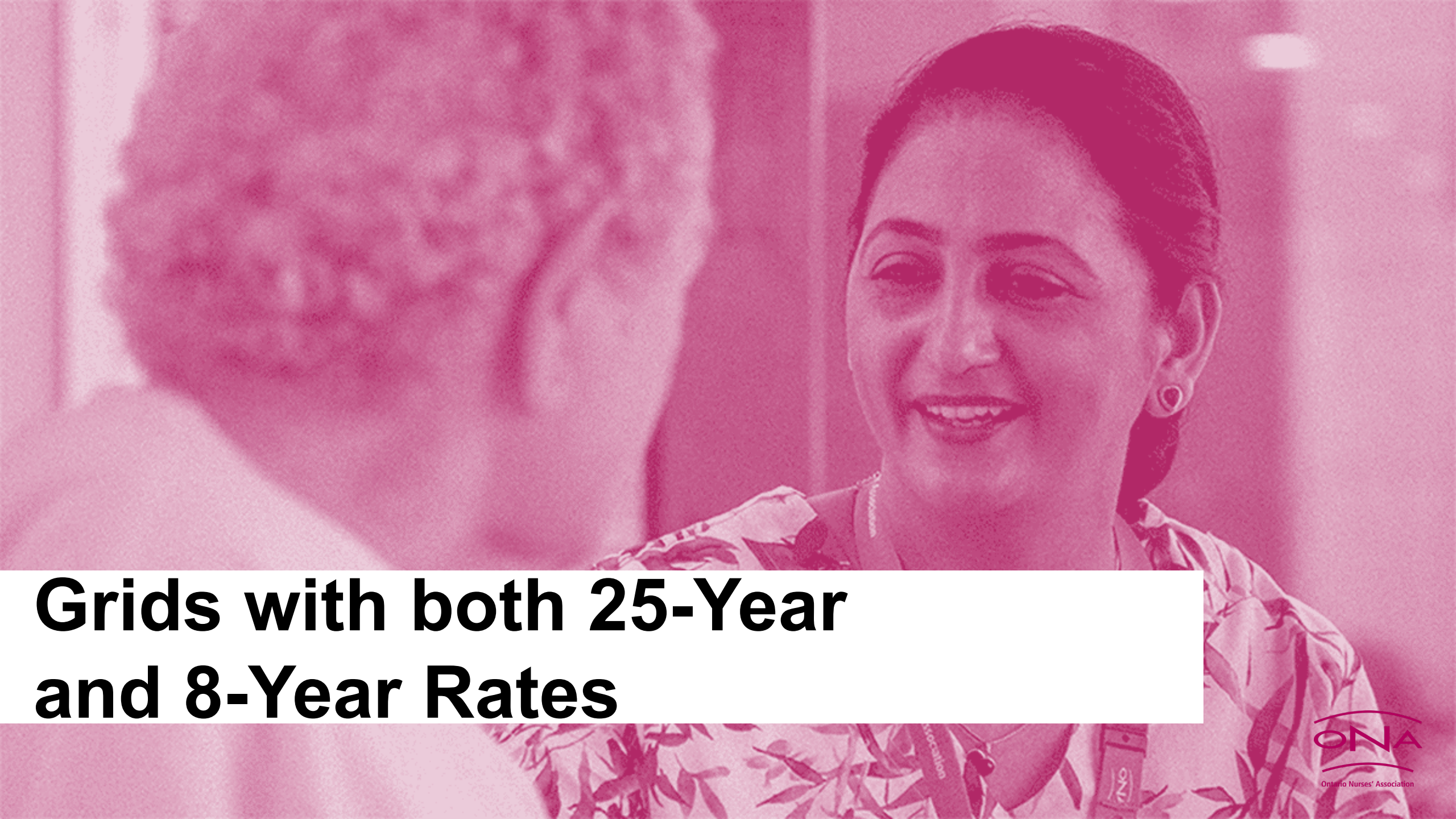




Hospital Sector Reopeners

Marilynn Dee, Manager II – Negotiations Hospitals

May 4, 2023



Grids with both 25-Year and 8-Year Rates

Where a local wage grid contains both a 25-Year Rate and an 8-Year Rate, the 25-Year Rate shall replace the 8-Year Rate and the 25-Year Rate shall be deleted.

Step	April 1, 2021	Add 3%	Move the 25-Year rate to the 8-Year Rate
			April 1, 2022
Start	\$34.49	\$35.52	\$35.52
1 Year	\$34.65	\$35.69	\$35.69
2 Years	\$35.22	\$36.28	\$36.28
3 Years	\$36.96	\$38.07	\$38.07
4 Years	\$38.71	\$39.87	\$39.87
5 Years	\$40.89	\$42.12	\$42.12
6 Years	\$43.10	\$44.39	\$44.39
7 Years	\$45.29	\$46.65	\$46.65
8 Years	\$48.52	\$49.98	\$50.85
25 Years	\$49.37	\$50.85	



Grids without a 25-Year Rate

Where a local wage grid does not contain a 25-Year Rate there shall be no adjustment to the wage grid.

Step	April 1, 2021	Add 3% April 1, 2022
Start	\$40.33	\$41.53
1 Year	\$40.42	\$41.63
2 Years	\$40.86	\$42.09
3 Years	\$42.80	\$44.09
4 Years	\$44.66	\$46.00
5 Years	\$46.46	\$47.86
6 Years	\$48.67	\$50.13
7 Years	\$50.66	\$52.18
8 Years	\$53.13	\$54.73
9 Years	\$54.08	\$55.70



**Grids with a 25-Year and a rate
between the 8-Year Rate (e.g., a
9-Year Rate)**

Where a local wage grid contains a 25-Year Rate and a rate between the 8-Year Rate and the 25-Year Rate (e.g. ,a 9-Year Rate), the 25-Year Rate shall replace the Rate immediately preceding the 25-Year Rate and the 25-Year Rate shall be deleted.

Step	April 1, 2021	Add 3%	Move the 25-Year rate to the 8-Year Rate April 1, 2022
Start	\$53.89	\$55.51	\$55.51
1 Year	\$54.97	\$56.62	\$56.62
2 Years	\$55.30	\$56.96	\$56.96
3 Years	\$58.70	\$60.46	\$60.46
4 Years	\$63.36	\$65.26	\$65.26
9 Years	\$63.48	\$65.38	\$66.55
25 Years	\$64.61	\$66.55	



Grids with a 25-Year but no 8-Year Rate (e.g., a 5-Year Rate)

Where a local wage grid contains a 25-Year Rate but does not contain an 8-Year Rate (e.g., a 5-year rate), the 25-Year Rate shall replace the Rate immediately preceding the 25-Year Rate and the 25-Year Rate shall be deleted.

Step	April 1, 2021	Add 3%	Move the 25-Year Rate to the 5-Year Rate April 1, 2022
Start	\$47.85	\$49.29	\$49.29
1 Year	\$49.06	\$50.53	\$50.53
2 Years	\$50.72	\$52.24	\$52.24
3 Years	\$53.41	\$53.98	\$53.98
4 Years	\$54.07	\$55.69	\$55.69
5 Years	\$56.09	\$57.77	\$58.90
25 Years	\$57.18	\$58.90	

Estimates of Retroactivity - Full-Time

(e.g., Members on the 2-Years Step today, were likely on the Start rate in 2021 (+\$1,151) and 1-Year step in 2022 (+\$2,516), therefore their total retro payment would be approximately \$3,667. Members with 10 years of service in 2023 would likely have been on the 8-Years Step in 2020 (\$683), 2021 (\$1,619), and 2022 (\$5,226), and their total payment would be \$7,528.

Step in 2023	2020	2021	2022	Total
Start	\$0	\$0	\$0	\$0
1 Year	\$0	\$0	\$2,496	\$2,496
2 Years	\$0	\$1,151	\$2,516	\$3,667
3 Years	\$488	\$1,150	\$2,555	\$4,193
4 Years	\$488	\$1,170	\$2,671	\$4,329
5 Years	\$488	\$1,209	\$2,808	\$4,505
6 Years	\$507	\$1,287	\$2,983	\$4,777
7 Years	\$546	\$1,365	\$3,140	\$5,051
8 Years	\$585	\$1,443	\$3,276	\$5,304

Years of Service in 2023	2020	2021	2022	Total
10	\$683	\$1,619	\$5,226	\$7,528
15	\$683	\$1,619	\$5,226	\$7,528
20	\$683	\$1,619	\$5,226	\$7,528
25	\$683	\$1,619	\$5,226	\$7,528
26+	\$683	\$1,638	\$3,569	\$5,890

Note: Estimates will vary slightly depending on exact start/anniversary date.

Estimates of Retroactivity - Part-Time 13% (no pension)

s	2020	2021	2022	Total
Start	\$0	\$0	\$0	\$0
1 Year	\$0	\$0	\$1,414	\$1,414
2 Years	\$0	\$643	\$1,424	\$2,067
3 Years	\$283	\$643	\$1,443	\$2,369
4 Years	\$283	\$663	\$1,511	\$2,457
5 Years	\$273	\$682	\$1,580	\$2,535
6 Years	\$283	\$722	\$1,687	\$2,692
7 Years	\$302	\$780	\$1,774	\$2,856
8 Years	\$331	\$809	\$1,843	\$2,983

Years of Service in 2023	2020	2021	2022	Total
10	\$380	\$916	\$2,954	\$4,250
15	\$380	\$916	\$2,954	\$4,250
20	\$380	\$916	\$2,954	\$4,250
25	\$380	\$916	\$2,954	\$4,250
26+	\$380	\$926	\$2,018	\$3,324

Note: Estimates will vary slightly depending on exact start/anniversary date.

Estimates of Retroactivity - Part-Time 9% (with pension)

Step in 2023	2020	2021	2022	Total
Start	\$0	\$0	\$0	\$0
1 Year	\$0	\$0	\$1,365	\$1,365
2 Years	\$0	\$624	\$1,365	\$1,989
3 Years	\$263	\$624	\$1,394	\$2,281
4 Years	\$273	\$634	\$1,463	\$2,370
5 Years	\$263	\$663	\$1,531	\$2,457
6 Years	\$273	\$702	\$1,628	\$2,603
7 Years	\$302	\$741	\$1,716	\$2,759
8 Years	\$322	\$790	\$1,784	\$2,896

Years of Service in 2023	2020	2021	2022	Total
10	\$371	\$887	\$2,847	\$4,105
15	\$371	\$887	\$2,847	\$4,105
20	\$371	\$887	\$2,847	\$4,105
25	\$371	\$887	\$2,847	\$4,105
26+	\$380	\$887	\$1,950	\$3,217

Note: Estimates will vary slightly depending on exact start/anniversary date.

Thank you!



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