

January 22, 2013

1/22/12
To MNA
1440

UMASS MEMORIAL MEDICAL CENTER COMPREHENSIVE PACKAGE
PROPOSAL

1. Wages (MNA-U Proposal No. 38/MNA-M Proposal No. 27):

- Effective as soon as practicable following ratification, provide a 1% bonus to each full-time and regularly scheduled part-time nurse who has been employed at least six months as of the date of ratification (calculated based on the nurse's base hourly rate as of ratification X regularly scheduled hours per week as of ratification X 52 X .01).
- A 1% across the board increase (ATB) applies to all steps and will be effective the first full shift beginning on or after 11:00 p.m. on 8/1/13.
- A 1% across the board increase (ATB) applies to all steps and will be effective the first full shift beginning on or after 11:00 p.m. on 8/1/14.

2. Duration. Expires January 31, 2015.

3. Pension (UMMMC-U No. 12/UMMMC-M No. 18):

Add the following language:

The current plan design for the defined benefit plan and the 401(k) plan shall remain in effect through December 31, 2016.

Effective January 1, 2017, the defined benefit pension plan will be AMENDED:

DEFINED BENEFIT PENSION PLAN

Monthly pension at age 65 earned after December 31, 2016

- 1.25% of each year's pay divided by 12, not subject to any cap on years of credited service
- Eligible pay includes base pay and shift differential (up to 40 hours per week)

The change in the benefit formula is more fully set forth in Exhibit A hereto. To the extent this provision differs from the terms set forth in the Plan's Summary Plan Description ("SPD"), the SPD controls.

Also effective January 1, 2017:

401(k) PLAN

January 22, 2013

401(k) match is increased from 25% to 50% on every dollar contributed up to 4% of compensation.

Delete the following language from Section 12.01 of the UMMC-U CBA, Subsections C and D:

The above paragraph also applies to maintain the current pension plan including the 401K plan.

4. Accruals.

- UMMC-U Proposal No. 13.

Section 9.02:

- a) Vacation leave with pay shall be accrued to full-time bargaining unit RNs at the end of each full month of employment, as follows:

<u>Length of continuous full-time "creditable service" as of the end of each applicable month</u>	<u>Vacation Leave Accrued</u>
Less than 55 months (4½ years).	5 <u>6</u> 7 <u>12</u> day per month (total of 40 <u>7</u> days per year.)
55 months, (4½ years) but less than 115 months (9½ years).	1¼ days per month (total of 15 <u>12</u> days per year.)
115 months, (9½ years) but less than 235 months (19½ years).	1 2 <u>3</u> 5 <u>12</u> days per month (total of 20 <u>17</u> days per year).
235 months or more (19½ years).	2 <u>1</u> 1 <u>2</u> 1 5 <u>6</u> days per month (total of 25 <u>22</u> days per year).

- UMMC-U Proposal No. 14, as modified.

Section 10.01 – Sick Leave:

A full-time bargaining unit RN shall accumulate sick leave with pay credits at the rate of one and ~~one-quarter~~ one-sixth (1 ~~1~~1/~~6~~4) work days for each full payroll month of employment. A bargaining unit RN on any leave with pay or industrial accident leave shall accumulate sick leave credits.

January 22, 2013

- UMMMC Proposal No. 19.
Article 10 – Earned Time:

Revise Section 1 as follows:

Earned time provides accrued time off to be used by full-time and regular part-time employees with the approval of their supervisor for absences due to vacation, personal illness or personal time. Eligible employees shall accrue earned time for each hour paid up to budgeted hours worked in a week up to a maximum of 40 hours in accordance with their years of service as indicated:

<u>Years of Service</u>	<u>Hourly Accrual</u>	<u>for 40 hrs.</u>	<u>Hours/yr for 40 hrs.</u>
0-4	.10770 <u>.09670</u>	4.3100 <u>3.8700</u>	225 <u>201</u>
5+	.12700 <u>.11587</u>	5.0800 <u>4.6346</u>	265 <u>241</u>

5. **Health Insurance** (UMMMC-U Proposals Nos. 18 and 19/UMMMC-M Proposal No.23)

As modified:

Full-time -- No change in premium sharing

Part-time – 75%/25% effective January 1, 2013 (excluding PPO rates which shall remain the same)

Continue health insurance side letter for term of this agreement.

6. **Tentative Agreements.** All tentative agreements to date.

- MNA-U
 - MNA Proposal No. 1
 - MNA Proposal No. 7
 - MNA Proposal No. 18
 - MNA Proposal No. 20
 - MNA Proposal No. 22
 - MNA Proposal No. 25
 - MNA Proposal No. 28
 - MNA Proposal No. 29

January 22, 2013

-MNA Proposal No. 31

-MNA Proposal No. 39

-UMMMC Proposal No. 6 and MNA Proposal No. 14

-UMMMC Proposal No. 11

- MNA-M

-MNA Proposal No. 1

-MNA Proposal No. 7 (as countered by Memorial)

-MNA Proposal No. 15

-MNA Proposal No. 20 (as countered by Memorial)

-MNA Proposal No. 23

-MNA Proposal No. 28

-UMMMC Proposal No. 10

-UMMMC Proposal No. 22

7. All other UMMMC and MNA proposals are withdrawn without prejudice.