

Highland Chateau LPNs

Proposed Settlement Agreement

1. Effective 10/1/2015:
 - a. Wages: delete after 5/30/11 wage scale.
 - b. Add three additional steps to wage scale:

HOURS	RATE
22880	\$25.75
24960	\$26.35
27040	\$26.85
 - c. Employees will be moved to the appropriate rate of pay based on their hours. Top of scale employees with more than 20800 hours with the employer will move to the 22880 rate of pay and progress from there.
2. The Employer will pay the entire cost of the increased insurance premium. (New plan with improved benefits and optional buy-up to lower deductible plan).
3. Time and one half pay for all hours worked on the holiday.
4. Amend mandating language to read: If the Employer finds it necessary to mandate an employee to stay on duty after the end of their shift to fill open hours arising from call-ins within twelve (12) hours prior to the start of a shift... (Change from "during the shift").
5. 2+ year Agreement to expire September 30, 2017. (6/1/15 – 9/30/17)
6. Wage and Health Insurance re-opener October 1, 2016.

The proposed settlement offer comes with unanimous committee recommendation.