

Shasta Regional Medical Center
Last, Best and Final Offer to UPEC Local 792
June 13, 2008

Shasta Regional Medical Center provides the following proposal, numbered to correspond to UPEC Local 792's proposal list, as SRMC's last, best and final offer to UPEC for a successor agreement for the RN bargaining unit:

1. a) SRMC proposes the following ATB wage increases, to be effective on the date of ratification, and applying the wage table cap, current wage table placement practice, and the following annual ATB increases:

Year 1 (June 1, 2008):	3%
Year 2 (June 1, 2009):	3.5%
Year 3 (June 1, 2010):	3.5%
Year 4 (June 1, 2011):	3.5%

b) SRMC maintains its proposal to implement phased enforcement of the top step of the wage table, so that Nurses at the top step will continue to receive their current wage rate until the rate is at or below the top step, at which time the wage rate will move to the applicable top step. Such Nurses will then receive increases in line with the top step of the wage table. For those benefited Nurses whose regular hourly pay rates do not increase in any compensation year as a result of the foregoing provision, SRMC will pay a longevity bonus of \$1,000 upon ratification and another \$1,000 longevity bonus upon each anniversary of ratification up to and including the anniversary in 2011, until the Nurse has moved on to the wage table (at which time the Nurse will begin receiving the scheduled ATB increases).

c) SRMC proposes to maintain current practice as to placement of Nurses on the wage table.

2. SRMC proposes to delete the final paragraph of Article 29 Group Insurance and replace it with the following: "During the first two years of this agreement, any group health insurance premium increases (i.e., the amount by which the new premium exceeds the prior premium for the same employee and/or spouse or dependent coverage level) will be apportioned 80% to be paid by the employer and 20% to be paid by the Nurse."

3. SRMC declines to adopt the pension proposal.

4. SRMC accepts UPEC's proposal.

5. Withdrawn by UPEC.

6. Withdrawn by UPEC.

7. The parties are in agreement per UPEC's May 14, 2008 proposal.

8. SRMC maintains its proposal to amend the contract to 2.5% of each Nurse's contribution for the 401k plan.

9. Withdrawn by UPEC.

10. SRMC proposes to add the following language to the Agreement: "In those instances where an employee qualifies for a shift's PTO accrual under the Medical Center's policy on involuntary call-off, the Medical Center will record and track the accrual to ensure proper PTO annual credit." (T.A. per UPEC's May 13, 2008 proposals)
11. Resolved by SRMC practice.
12. Withdrawn by UPEC.
13. Withdrawn by UPEC.
14. SRMC maintains its proposal to amend the contract to a flat rate of \$2.60 per hour.
15. Withdrawn by UPEC.
16. SRMC declines UPEC's proposal.
17. SRMC accepts UPEC's May 13, 2008 proposal.
18. SRMC accepts UPEC's May 13, 2008 proposal.

For any matter not addressed herein, SRMC maintains its most recent proposal.

All UPEC proposals not addressed herein are declined.