

LAST, BEST AND FINAL  
WASHINGTON HOSPITAL RESPONSE TO UNION COUNTER PROPOSAL  
9/29/2016 PACKAGE PROPOSAL

1. Wages -
  - 10/01/2016 – 3.5% (\$53.58)
  - 10/01/2017 – 3.5% (\$55.46)
  - 10/01/2018 – 3.5% (\$57.40)
  - 10/01/2019 – 3.0% (\$59.12)(Effective the first pay periods following per Hospital language)
2. Shift Differential – increase the PM shift, Night shift and Relief shift by .25cents to \$2.25
3. Lead Engineer and Senior Lead Engineer – Union has withdrawn proposal. TA
4. Move LOUs into body : Tentative Agreement with Hospital ESL and ETO Side letter dated 8/17/2016 – to be incorporated in MOU
5. Non-Discrimination – Union has withdrawn proposal. TA
6. Training Fund: Increase current contribution by twenty dollars (\$20.00) each year of the contract beginning 1/1/2017
7. Letter of Understanding No. 5 – Per Diem Engineer : Agree to delete
8. Health and Welfare : Hospital Proposal 8/17/2016
9. Term – Four Years
10. Include all TAs signed to date
11. Hours Of Work and Overtime: Hospital Proposal of 8/5/2016 withdrawn. Add: This provision may be waived on the request for the individual engineer and with the agreement of the director.

ALL OTHER SECTIONS OF THE MOU TO REMAIN CURRENT CONTRACT LANGUAGE