

**ARTICLE 34
WAGES**

Section 1. The parties hereby agree to implement, support and recognize the following wage scale for Bargaining Unit registered nurses, based on years of acute care registered nurse experience. Acute care is defined as years working as a registered nurse in a facility licensed to deliver “acute level” patient care. Registered nurses who have experience gained while working as a registered nurse in a setting that is less than acute or “subacute” will be calculated as half (0.5) year of credit in determining wage rate. Partial years will be rounded up to the next whole year of experience.

Section 2. All Bargaining Unit registered nurses shall receive the specified base wage on the wage scale below based on years of experience as a Registered Nurse based on the definition defined in Section 1. The wage adjustments will be effective on July 1, 2007 for the duration of this contract:

| <i>Years as Registered Nurse</i> | <i>Effective 1st pay period 2007</i> | <i>Effective 1st pay period 2008</i> | <i>Effective 1st pay period 2009</i> |
|----------------------------------|--------------------------------------|--------------------------------------|--------------------------------------|
| New Grad | \$ 18.50 | \$ 18.85 | \$ 19.25 |
| 1 year | \$ 18.70 | \$ 19.24 | \$ 19.60 |
| 2 year | \$ 18.95 | \$ 19.45 | \$ 20.01 |
| 3 year | \$ 19.08 | \$ 19.71 | \$ 20.23 |
| 4 year | \$ 19.20 | \$ 19.84 | \$ 20.50 |
| 5 year | \$ 19.41 | \$ 19.97 | \$ 20.64 |
| 6 year | \$ 19.84 | \$ 20.19 | \$ 20.77 |
| 7 year | \$ 20.27 | \$ 20.63 | \$ 20.99 |
| 8 year | \$ 20.69 | \$ 21.08 | \$ 21.46 |
| 9 year | \$ 21.11 | \$ 21.52 | \$ 21.92 |
| 10 year | \$ 21.54 | \$ 21.95 | \$ 22.38 |
| 11 year | \$ 21.96 | \$ 22.40 | \$ 22.83 |
| 12 year | \$ 22.39 | \$ 22.84 | \$ 23.30 |
| 13 year | \$ 22.82 | \$ 23.29 | \$ 23.75 |
| 14 year | \$ 23.24 | \$ 23.73 | \$ 24.22 |
| 15 year | \$ 23.66 | \$ 24.17 | \$ 24.68 |
| 16 year | \$ 24.09 | \$ 24.61 | \$ 25.14 |
| 17 year | \$ 24.51 | \$ 25.05 | \$ 25.59 |
| 18 year | \$ 24.94 | \$ 25.49 | \$ 26.06 |
| 19 year | \$ 25.37 | \$ 25.94 | \$ 26.51 |
| 20 year | \$ 25.78 | \$ 26.38 | \$ 26.98 |
| 21 year | \$ 26.21 | \$ 26.81 | \$ 27.44 |
| 22 year | \$ 26.64 | \$ 27.26 | \$ 27.88 |
| 23 year | \$ 27.06 | \$ 27.71 | \$ 28.35 |
| 24 year | \$ 27.49 | \$ 28.14 | \$ 28.81 |
| 25 year | \$ 27.92 | \$ 28.59 | \$ 29.27 |

Section 3. Bargaining Unit registered nurses shall receive a minimum wage adjustment of four percent (4.0%) or the minimum of the new rate for years of RN experience for all hours worked

beginning with the first pay period in July 2007. Bargaining Unit Registered Nurses shall receive a minimum wage adjustment of four percent (4.0%) or the minimum of the new rate for years of RN experience for all hours worked beginning with the first pay period in July 2008. Bargaining Unit Registered Nurses shall receive a minimum wage adjustment of four percent (4.0%) or the minimum of the new rate for years of RN experience for all hours worked beginning with the first pay period in July 2009.

Section 4. The Hospital may hire a registered nurse with experience up to the maximum of the wage scale.