

State of Wisconsin

**OFFICE OF STATE EMPLOYMENT RELATIONS**

**- COMPENSATION AND LABOR RELATIONS BULLETIN -**

**Date:** July 2, 2008

**Locator No:** OSER-0201-CLR/LR/PP

**Subject:** Information for Processing Negotiated Base Pay Adjustments for FY 2008-2009 for Employees in the Professional Patient Care Bargaining Unit – SEIU Healthcare 1199 Wisconsin

This information is provided to assist appointing authorities in determining and processing FY 2008-2009 base pay adjustments, according to the 2007-2009 collective bargaining agreement, for current employees in the Professional Patient Care Bargaining Unit, SEIU Healthcare 1199 Wisconsin (BU 11).

**SECTION I. MULTIPLE BASE PAY ADJUSTMENTS, ORDER OF APPLICATION**

Pursuant to s. ER 29.04, Wis. Adm. Code, and the applicable provisions of the 2007-2009 Agreement with the Professional Patient Care bargaining unit, multiple pay adjustments that are effective on the same date will be applied in the following order:

**Use the current FY 2007-2008 pay schedule (Attachment B. I.) for adjustments 1. through 9., effective on July 6, 2008.**

**Use the new FY 2008-2009 pay schedule (Attachment B. II.) for adjustments 10. through 12., effective on July 6, 2008, and for all adjustments from July 6, 2008 through June 6, 2009, and adjustments 1. through 9., effective June 7, 2009.**

**Use the new FY 2008-2009 pay schedule effective June 7, 2009 (Attachment B.III) for adjustments 10. through 12., effective on June 7, 2009, and for all transactions occurring from June 8, 2009 through June 30, 2009.**

1. Completion of the first 6 months of a probationary/trial period adjustment
2. Reallocation/regrade adjustment
3. Reclassification/regrade adjustment
4. Promotion/upward movement adjustment
5. Demotion/downward movement adjustment
6. Transfer/lateral movement adjustment
7. Reinstatement
8. Restoration
9. Anniversary Adjustments
10. Negotiated Base Pay Adjustments for the 2008-2009 Fiscal Year (in the order provided in Section II of this bulletin)
11. Establishment of a raised minimum rate (RMR)
12. Original appointment

## SECTION II. FY 2008-2009 WAGE ADJUSTMENTS

FY 2008-2009 wage adjustments will be provided to eligible employees subject to the applicable pay range maximums. For any adjustments effective on the same date, adjustments will be applied in the order specified below.

### A. FY 2008-09 GWA/Market Anniversary Date Adjustments and Annualized Anniversary Date Adjustment Payments

#### 1. Effective Date.

**NOTE:** For purposes of this bulletin, “anniversary date” means the day on which an employee attains another year of continuous service, as determined by the month and day of the employee’s adjusted continuous service date.

Anniversary Date Adjustments and Annualized Anniversary Date Adjustment Payments are effective the first day of the pay period following the employee’s anniversary date. If the employee’s anniversary date occurs on the first day of a pay period, the anniversary adjustment or payment will be effective on that date.

2. **Eligibility.** All permanent employees (**employment types 01, 02, and 06**) in pay status in the bargaining unit on the effective date of the anniversary adjustment, whose base pay rate is at or above the minimum of the applicable pay range, are eligible for an Anniversary Date Adjustment or Anniversary Date Adjustment Payment, as provided in 3., below.

**NOTE:** Per 5/3/1 of the Agreement, any employee hired with HAM is not eligible to receive an anniversary adjustment unless the employee’s base pay rate is less than or equal to the grid level corresponding to the employee’s seniority. See the list of examples below to determine the association of the grid level to seniority for this provision:

<u>Employees Grid Level</u>	<u>Years of Seniority</u>
Grid level A (for Nurse Clinicians level C)	< 1 year of seniority.
Grid level B (for Nurse Clinicians level D)	1 year but less than 2 years
Grid level C (for Nurse Clinicians level E)	2 years but less than 3 years

#### 3. Amount.

##### a. Anniversary Adjustments:

Use the appropriate Attachment A. I., A. II. or A. III grid depending on the effective date of the Anniversary Adjustment, and subject to the Note, above. Use the Attachment A. I. grid for Anniversary Adjustments effective July 6, 2008. Use the Attachment A. II. grid for all Anniversary Adjustments with effective dates from July 7, 2008 through June 6, 2009. Use Attachment A. III. grid for all Anniversary Adjustments with effective dates from June 7, 2009 through June 30, 2009.

- 1) Any employee whose base pay rate is *at or above the applicable pay range minimum and less than the applicable grid endpoint* of the applicable pay range will receive a pay adjustment to the grid point in the employee’s pay range that is closest to but greater than the employee’s current base pay rate.
- 2) Any employee whose base pay rate is *at or above the grid endpoint but less than the pay range maximum* will receive an increase equal to 1.5% of the employee’s base pay rate, subject to the applicable pay range maximum.

**b. Annualized Anniversary Adjustment Payments:**

- 1) Any employee who receives an Anniversary Adjustment under 3.a.2), above, of less than 1.5% of his/her base pay rate, solely because of the pay range maximum limitation, will receive an Annualized Anniversary Adjustment Payment equal to the difference between the value of 1.5% of the employee's base pay rate prior to application of the Anniversary Adjustment and the amount the employee actually receives, multiplied by the number of work hours remaining in the fiscal year.
- 2) Any employee who does not receive an Anniversary Adjustment under 3.a.2), above, solely because of the pay range maximum limitation, will receive an Annualized Anniversary Adjustment Payment equal to 1.5% of the employee's base pay rate, multiplied by the number of work hours remaining in the fiscal year.
- 3) The Annualized Anniversary Adjustment Payments provided under 1) and 2), above, will be prorated based on the employee's budgeted FTE on the effective date of the adjustment.
- 4) Annualized Anniversary Adjustment Payments will be made as soon after the effective date of the payment as is administratively feasible. Employees who are not in pay status on the effective date of the Annualized Anniversary Adjustment Payment and who return to a bargaining unit position from an approved leave of absence or layoff from a bargaining unit position during the term of the Agreement will receive any Annualized Anniversary Adjustment Payment for which they would otherwise have been eligible. (See Section III., of this bulletin, regarding Reinstatement or Restoration.)

**B. Market Grid Implementation (Attachment A. II.) Effective July 6, 2008**

1. **Effective Date.** The grid provided in **Attachment A. II.** is implemented effective July 6, 2008.
2. **Eligibility.** All permanent employees (**employment types 01, 02, and 06**) in pay status in the bargaining unit on July 6, 2008, whose base pay rate is at or below the Attachment A. I. grid endpoint in the applicable pay range, are eligible for a Market Adjustment as provided in 3., below.
3. **Market Grid Implementation Amount.** Provided as follows:
  - a) Eligible employees are placed on the grid provided in **Attachment A. II.** at the grid level in their associated pay range that corresponds to their current grid level. Any employee whose base pay rate falls below the Attachment A. II. grid level A rate will have their base pay rate increased to the Attachment A. II. grid level A rate.
  - b) *For purposes of grid implementation only*, employees whose current base pay rate falls *between* two levels, the grid level assigned on the **Attachment A. II.** grid will be the lower of the two grid levels. **Note:** Employees will not lose pay as a result of this grid placement. Employees will retain their current base pay rate if the new base pay rate upon grid placement is lower than the employee's base pay rate prior to grid implementation.

- 4. Over the Grid Endpoint Amount.** All eligible employees in a classification listed in the table below (a), whose base pay rate prior to the grid adjustment is *greater than* the grid endpoint specified in **Attachment A. I.**, are eligible to receive a Market base pay increase equal to the amount shown in the table below (a), of their current base pay rate subject to the pay range maximum in Attachment B. II.

Any employee who is not eligible to receive all or part of this adjustment due to the pay range maximum limitation is eligible for an annualized lump sum payment as follows:

- a) Classifications Eligible for Market Adjustments

<u>Classification Title</u>	<u>Class Code</u>	<u>Grid Placement Percentage increase</u>
Nurse Clinician 2	38302	2.75%
Nurse Clinician 2 Weekend	38862	2.75%
Nurse Clinician 3	38303	2.75%
Nurse Clinician 3 Weekend	38863	2.75%
Nurse Clinician 4	38304	2.75%
All other bargaining unit classifications		2.00%

- b) Any employee who is eligible to receive an adjustment but does not receive the full applicable adjustment due to the pay range maximum limitation is eligible to receive the hourly amount which exceeds the Attachment B. II. range maximum as an Annualized Lump Sum Payment. The lump sum payment amount will be equal to the difference between the value of the applicable percentage adjustment in table (a) of the employee's base pay rate prior to application of the grid implementation and the amount the employee actually receives, multiplied by 2088, prorated by the employee's budgeted FTE on July 6, 2008.
- c) Any eligible employee who does not receive a grid adjustment, solely because of the pay range maximum limitation, will receive an Annualized Lump Sum Payment equal to the applicable adjustment in table (a) of the employee's base pay rate multiplied by 2088, prorated by the employee's budgeted FTE on July 6, 2008.
- d) The Annualized Lump Sum Payment will be made as soon after July 6, 2008 as is administratively feasible.
- e) Employees who are not in pay status on July 6, 2008, and who return to a bargaining unit position from an approved leave of absence or layoff from a bargaining unit position, during the term of the Agreement will receive any Annualized Lump Sum Payment for which they would otherwise have been eligible. (See Section III., of this bulletin, regarding Reinstatement or Restoration.)

**C. Implementation of the FY 2008-2009 Pay Schedule (Attachment B. II.) Effective July 6, 2008**

The FY 2008-2009 pay schedule provided in Attachment B. II. is implemented effective July 6, 2008.

**D. Market Adjustment (Using the Attachment A. II grid) October 12, 2008**

**Eligibility.** All permanent employees (**employment types 01, 02, and 06**) in pay status in a position assigned to the Advanced Practice Nurse Prescriber classification.

- 1. Market Adjustment Amount.** Employees assigned to the Advanced Practice Nurse Prescriber classification shall receive a Market Adjustment equal to one grid level movement or a 1.50% base pay adjustment.
- 2. Market Adjustment - Over the Grid Endpoint Amount.**

Any employee whose base pay rate prior to the Market Adjustment is at or above the grid endpoint, is eligible for a 1.50% base pay adjustment, subject to the pay range maximum shown in **Attachment B. II.**

- a) Any employee who is eligible to receive a Market Adjustment but does not receive the full amount due to the pay range maximum limitation is eligible to receive an Annualized Lump Sum Payment. The payment amount will be equal to the difference between the value of 3.0% of the employee's base pay rate prior to application of the Market Adjustment and the hourly amount the employee actually receives, multiplied by 1560, prorated by the employee's budgeted FTE on October 12, 2008.
- b) Any eligible employee who does not receive a Market Adjustment solely because of the pay range maximum limitation, will receive an Annualized Lump Sum Payment equal to 1.50% of the employee's base pay rate multiplied by 1560, prorated by the employee's budgeted FTE on October 12, 2008.
- c) The Annualized Lump Sum Payment under this subsection will be made as soon after October 12, 2008, as is administratively feasible.
- d) Employees who are not in pay status on October 12, 2008, who return to a bargaining unit position from an approved leave of absence or layoff from a bargaining unit position during the term of the Agreement, will receive any Annualized Lump Sum Payment for which they would otherwise have been eligible. (See Section III., of this bulletin, regarding Reinstatement or Restoration.)

**E. General Wage Adjustment - Grid Implementation - (Attachment A, III.) Effective June 7, 2009**

- 1. Effective Date.** The grid provided in **Attachment A. III.** is implemented effective June 7, 2009.
- 2. Eligibility.** All permanent employees (**employment types 01, 02, and 06**) in pay status in the bargaining unit on June 7, 2009, whose base pay rate is at or below the Attachment B, III. grid endpoint in the applicable pay range, are eligible for a the GWA Grid Implementation as provided in 3., below.
- 3. Grid Implementation - General Wage Adjustment Amount.** Provided as follows:
  - a) Eligible employees are placed on the grid provided in **Attachment A. III.** at the grid level in their associated pay range that corresponds to their current grid level. Any employee whose base pay rate falls below the **Attachment A, III.** grid level A rate will have their base pay rate increased to the **Attachment A. III.** grid level A rate.

- b) *For purposes of grid implementation only*, employees whose current base pay rate falls *between* two levels, the grid level assigned on the **Attachment A. III.** grid will be the lower of the two grid levels. **Note:** Employees will not lose pay as a result of this grid placement. Employees will retain their current base pay rate if the new base pay rate upon grid placement is lower than the employee's base rate prior to grid implementation.
4. **General Wage Adjustment (GWA) - Over the Grid Endpoint Amount.** All employees whose base pay rate prior to the General Wage Adjustment is greater than the grid endpoint specified in **Attachment A. II.,** are eligible to receive a GWA of 2.00% of base pay, subject to the pay range maximum in **Attachment B. III.** Any employee who is not eligible to receive all or part of this adjustment due to the pay range maximum limitation is eligible for an Annualized Lump Sum Payment as follows:
- a) Any employee who is eligible to receive an adjustment but does not receive the full 2.00% GWA due to the pay range maximum limitation is eligible to receive the hourly amount which exceeds the Attachment B. III. range maximum as an Annualized Lump Sum Payment. The payment amount will be equal to the difference between the value of 2.00% of the employee's base pay rate prior to application of the GWA grid adjustment and the amount the employee actually receives, multiplied by 160, prorated by the employee's budgeted FTE on June 7, 2009.
  - b) Any eligible employee who does not receive a GWA grid adjustment solely because of the pay range maximum limitation will receive an Annualized Lump Sum Payment equal to 2.00% of the employee's base pay rate, multiplied by 160, prorated by the employee's budgeted FTE on June 7, 2009.
  - c) The Annualized Lump Sum Payment will be made as soon after June 7, 2009, as is administratively feasible.
  - d) Employees who are not in pay status on June 7, 2009, who return to a bargaining unit position from an approved leave of absence or layoff from a bargaining unit position, during the term of the Agreement will receive any Annualized Lump Sum Payment for which they would otherwise have been eligible. (See Section III., of this bulletin, regarding Reinstatement or Restoration.)

#### **F. Implementation of the FY 2008-2009 Pay Schedule (Attachment B. III.) Effective June 7, 2009**

The FY 2008-2009 pay schedule provided in **Attachment B. III.** is implemented effective June 7, 2009. Any employee whose current base pay rate is less than the new pay range minimum will receive an increase to the new pay range minimum effective June 7, 2009.

### **SECTION III. REINSTATEMENT OR RESTORATION**

- A. FY 2008-2009 Base Pay Adjustments:** Per Appendix C of the 2007-2009 Agreement, the base pay adjustments provided in Section II., above, **must be included** in determining pay on *reinstatement or restoration* of an employee whose eligibility is derived from a position represented by the Professional Patient Care bargaining unit, subject to the pay range maximums applicable for each adjustment. Any adjustment applied upon reinstatement or restoration will be that of the appropriate pay schedule and classification from which the reinstatement eligibility or restoration rights are derived.
- B. Annualized Anniversary Date Adjustment Payments:** Annualized Anniversary Date Adjustment Payments provided under Section II. above, for which the employee would otherwise have been eligible, will be granted to employees upon *restoration* to a Professional Patient Care bargaining unit position after the effective date of the Agreement through June 30, 2009. Employees who *reinstated* to a bargaining unit position after the effective date of the contract are not eligible for this payment.

**SECTION IV. PERSONNEL TRANSACTION PAY ADJUSTMENT PROVISIONS**

All personnel transaction pay adjustments for employees of the Professional Patient Care bargaining unit will be determined in accordance with the provisions set forth in Appendix C of the 2007-2009 Professional Patient Care collective bargaining agreement.

**SECTION V. REFERRAL OF QUESTIONS****Employee Questions:**

Employees with questions regarding their pay rates or pay adjustments included in this bulletin should contact their agency Human Resources or Payroll Office directly.

**Employer Questions:**

Employer questions regarding the *pay provisions* contained in this bulletin should be directed to Lynn Maulbetsch by phone at (608) 267-5164, or e-mail at [Lynn.Maulbetsch@wisconsin.gov](mailto:Lynn.Maulbetsch@wisconsin.gov) or Paul Ostrowski by phone at (608) 267-0343, or e-mail at [Paul.Ostrowski@wisconsin.gov](mailto:Paul.Ostrowski@wisconsin.gov)

Employer questions regarding *all other contract provisions* should be directed to Jill Thomas by phone at (608) 266-6435, or e-mail at <mailto:BarbaraJill.Thomas@wisconsin.gov> or Kathy Kopp by phone at (608) 266-0711 or e-mail at [Kathy.Kopp@wisconsin.gov](mailto:Kathy.Kopp@wisconsin.gov).

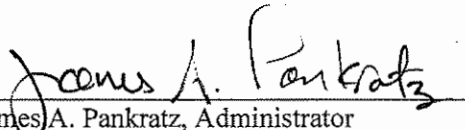
Employer questions regarding *payroll processing or file maintenance* should be directed to the appropriate payroll center:

**DOA Central Payroll:**

**Shelley Schwartz at (608) 264-9571**

**UW-Processing Center:**

**Payroll and Financial Services (608) 262-3558**



James A. Pankratz, Administrator  
Division of Compensation and Labor Relations

JAP:ldm

**Attachments:**

Attachment A: Pay Grids 11 Eff. July 6, 2008 through June 30, 2009

Attachment B: Pay Schedules 11 Eff. July 6, 2008 through June 30, 2009

**2007-09 BU 11 SEIU Healthcare 1199W Grid Attachment A.I.**

**For anniversary adjustments effective on July 6, 2008**

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<b><u>Grid Level</u></b>	<b><u>11-06</u></b>	<b><u>11-07</u></b>	<b><u>11-08</u></b>	<b><u>11-09</u></b>	<b><u>11-10</u></b>	<b><u>11-11</u></b>	<b><u>11-12</u></b>	<b><u>11-22</u></b>	<b><u>11-40</u></b>	<b><u>11-41</u></b>	<b><u>11-42</u></b>
<b><u>A</u></b>	<u>18.515</u>	<u>19.718</u>	<u>21.001</u>	<u>22.365</u>	<u>23.819</u>	<u>25.367</u>	<u>29.939</u>	<u>35.611</u>			
<b><u>B</u></b>	<u>18.793</u>	<u>20.014</u>	<u>21.317</u>	<u>22.701</u>	<u>24.177</u>	<u>25.748</u>	<u>30.389</u>	<u>36.146</u>			
<b><u>C</u></b>	<u>19.075</u>	<u>20.315</u>	<u>21.637</u>	<u>23.042</u>	<u>24.540</u>	<u>26.135</u>	<u>30.845</u>	<u>36.689</u>	<u>27.169</u>	<u>28.935</u>	<u>30.815</u>
<b><u>D</u></b>	<u>19.362</u>	<u>20.620</u>	<u>21.962</u>	<u>23.388</u>	<u>24.909</u>	<u>26.528</u>	<u>31.308</u>	<u>37.240</u>	<u>27.577</u>	<u>29.370</u>	<u>31.278</u>
<b><u>E</u></b>	<u>19.653</u>	<u>20.930</u>	<u>22.292</u>	<u>23.739</u>	<u>25.283</u>	<u>26.926</u>	<u>31.778</u>	<u>37.799</u>	<u>27.991</u>	<u>29.811</u>	<u>31.748</u>
<b><u>F</u></b>	<u>19.948</u>	<u>21.244</u>	<u>22.627</u>	<u>24.096</u>	<u>25.663</u>	<u>27.330</u>	<u>32.255</u>	<u>38.366</u>	<u>28.411</u>	<u>30.259</u>	<u>32.225</u>
<b><u>G</u></b>	<u>20.248</u>	<u>21.563</u>	<u>22.967</u>	<u>24.458</u>	<u>26.048</u>	<u>27.740</u>	<u>32.739</u>	<u>38.942</u>	<u>28.838</u>	<u>30.713</u>	<u>32.709</u>
<b><u>H</u></b>	<u>20.552</u>	<u>21.887</u>	<u>23.312</u>	<u>24.825</u>	<u>26.439</u>	<u>28.157</u>	<u>33.231</u>	<u>39.527</u>	<u>29.271</u>	<u>31.174</u>	<u>33.200</u>
<b><u>I</u></b>	<u>20.861</u>	<u>22.216</u>	<u>23.662</u>	<u>25.198</u>	<u>26.836</u>	<u>28.580</u>	<u>33.730</u>	<u>40.120</u>	<u>29.711</u>	<u>31.642</u>	<u>33.698</u>
<b><u>J</u></b>	<u>21.174</u>	<u>22.550</u>	<u>24.017</u>	<u>25.576</u>	<u>27.239</u>	<u>29.009</u>	<u>34.236</u>	<u>40.722</u>	<u>30.157</u>	<u>32.117</u>	<u>34.204</u>
<b><u>K</u></b>	<u>21.492</u>	<u>22.889</u>	<u>24.378</u>	<u>25.960</u>	<u>27.648</u>	<u>29.445</u>	<u>34.750</u>	<u>41.333</u>	<u>30.610</u>	<u>32.599</u>	<u>34.718</u>
<b><u>L</u></b>	<u>21.815</u>	<u>23.233</u>	<u>24.744</u>	<u>26.350</u>	<u>28.063</u>	<u>29.887</u>	<u>35.272</u>	<u>41.953</u>	<u>31.070</u>	<u>33.088</u>	<u>35.239</u>
<b><u>M</u></b>	<u>22.143</u>	<u>23.582</u>	<u>25.116</u>	<u>26.746</u>	<u>28.484</u>	<u>30.336</u>	<u>35.802</u>	<u>42.583</u>	<u>31.537</u>	<u>33.585</u>	<u>35.768</u>
<b><u>N</u></b>	<u>22.476</u>	<u>23.936</u>	<u>25.493</u>	<u>27.148</u>	<u>28.912</u>	<u>30.792</u>	<u>36.340</u>	<u>43.222</u>	<u>32.011</u>	<u>34.089</u>	<u>36.305</u>
<b><u>O</u></b>	<u>22.814</u>	<u>24.296</u>	<u>25.876</u>	<u>27.556</u>	<u>29.346</u>	<u>31.254</u>	<u>36.886</u>	<u>43.871</u>	<u>32.492</u>	<u>34.601</u>	<u>36.850</u>
<b><u>P</u></b>	<u>23.157</u>	<u>24.661</u>	<u>26.265</u>	<u>27.970</u>	<u>29.787</u>	<u>31.723</u>	<u>37.440</u>	<u>44.530</u>	<u>32.980</u>	<u>35.121</u>	<u>37.403</u>
<b><u>Q</u></b>	<u>23.505</u>	<u>25.031</u>	<u>26.659</u>	<u>28.390</u>	<u>30.234</u>	<u>32.199</u>	<u>38.002</u>	<u>45.198</u>	<u>33.475</u>	<u>35.648</u>	<u>37.965</u>
<b><u>R</u></b>	<u>23.858</u>	<u>25.407</u>	<u>27.059</u>	<u>28.816</u>	<u>30.688</u>	<u>32.682</u>	<u>38.573</u>	<u>45.876</u>	<u>33.978</u>	<u>36.183</u>	<u>38.535</u>
<b><u>S</u></b>	<u>24.216</u>	<u>25.789</u>	<u>27.465</u>	<u>29.249</u>	<u>31.149</u>	<u>33.173</u>	<u>39.152</u>	<u>46.565</u>	<u>34.488</u>	<u>36.726</u>	<u>39.114</u>
<b><u>T</u></b>	<u>24.580</u>	<u>26.176</u>	<u>27.877</u>	<u>29.688</u>	<u>31.617</u>	<u>33.671</u>	<u>39.740</u>	<u>47.264</u>	<u>35.006</u>	<u>37.277</u>	<u>39.701</u>
<b><u>U</u></b>	<u>24.949</u>	<u>26.569</u>	<u>28.296</u>	<u>30.134</u>	<u>32.092</u>	<u>34.177</u>	<u>40.337</u>	<u>47.973</u>	<u>35.532</u>	<u>37.837</u>	<u>40.297</u>
<b><u>Range</u></b>											
<b><u>Max</u></b>	<u>33.316</u>	<u>35.481</u>	<u>37.792</u>	<u>40.246</u>	<u>42.864</u>	<u>45.650</u>	<u>50.054</u>	<u>59.533</u>	<u>45.419</u>	<u>48.372</u>	<u>51.517</u>



**2007-09 BU 11 SEIU Healthcare 1199W Grid Attachment A.II.**

**Effective July 6, 2008 through June 6, 2009**

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<b><u>Grid</u></b>											
<b><u>Level</u></b>	<b><u>11-06</u></b>	<b><u>11-07</u></b>	<b><u>11-08</u></b>	<b><u>11-09</u></b>	<b><u>11-10</u></b>	<b><u>11-11</u></b>	<b><u>11-12</u></b>	<b><u>11-22</u></b>	<b><u>11-40</u></b>	<b><u>11-41</u></b>	<b><u>11-42</u></b>
<b><u>A</u></b>	<u>18.886</u>	<u>20.113</u>	<u>21.422</u>	<u>22.813</u>	<u>24.296</u>	<u>25.875</u>	<u>30.538</u>	<u>36.324</u>			
<b><u>B</u></b>	<u>19.170</u>	<u>20.415</u>	<u>21.744</u>	<u>23.156</u>	<u>24.661</u>	<u>26.264</u>	<u>30.997</u>	<u>36.869</u>			
<b><u>C</u></b>	<u>19.458</u>	<u>20.722</u>	<u>22.071</u>	<u>23.504</u>	<u>25.031</u>	<u>26.658</u>	<u>31.462</u>	<u>37.423</u>	<u>27.917</u>	<u>29.731</u>	<u>31.663</u>
<b><u>D</u></b>	<u>19.750</u>	<u>21.033</u>	<u>22.403</u>	<u>23.857</u>	<u>25.407</u>	<u>27.058</u>	<u>31.934</u>	<u>37.985</u>	<u>28.336</u>	<u>30.177</u>	<u>32.138</u>
<b><u>E</u></b>	<u>20.047</u>	<u>21.349</u>	<u>22.740</u>	<u>24.215</u>	<u>25.789</u>	<u>27.464</u>	<u>32.414</u>	<u>38.555</u>	<u>28.762</u>	<u>30.630</u>	<u>32.621</u>
<b><u>F</u></b>	<u>20.348</u>	<u>21.670</u>	<u>23.082</u>	<u>24.579</u>	<u>26.176</u>	<u>27.876</u>	<u>32.901</u>	<u>39.134</u>	<u>29.194</u>	<u>31.090</u>	<u>33.111</u>
<b><u>G</u></b>	<u>20.654</u>	<u>21.996</u>	<u>23.429</u>	<u>24.948</u>	<u>26.569</u>	<u>28.295</u>	<u>33.395</u>	<u>39.722</u>	<u>29.632</u>	<u>31.557</u>	<u>33.608</u>
<b><u>H</u></b>	<u>20.964</u>	<u>22.326</u>	<u>23.781</u>	<u>25.323</u>	<u>26.968</u>	<u>28.720</u>	<u>33.896</u>	<u>40.318</u>	<u>30.077</u>	<u>32.031</u>	<u>34.113</u>
<b><u>I</u></b>	<u>21.279</u>	<u>22.661</u>	<u>24.138</u>	<u>25.703</u>	<u>27.373</u>	<u>29.151</u>	<u>34.405</u>	<u>40.923</u>	<u>30.529</u>	<u>32.512</u>	<u>34.625</u>
<b><u>J</u></b>	<u>21.599</u>	<u>23.001</u>	<u>24.501</u>	<u>26.089</u>	<u>27.784</u>	<u>29.589</u>	<u>34.922</u>	<u>41.537</u>	<u>30.987</u>	<u>33.000</u>	<u>35.145</u>
<b><u>K</u></b>	<u>21.923</u>	<u>23.347</u>	<u>24.869</u>	<u>26.481</u>	<u>28.201</u>	<u>30.033</u>	<u>35.446</u>	<u>42.161</u>	<u>31.452</u>	<u>33.495</u>	<u>35.673</u>
<b><u>L</u></b>	<u>22.252</u>	<u>23.698</u>	<u>25.243</u>	<u>26.879</u>	<u>28.625</u>	<u>30.484</u>	<u>35.978</u>	<u>42.794</u>	<u>31.924</u>	<u>33.998</u>	<u>36.209</u>
<b><u>M</u></b>	<u>22.586</u>	<u>24.054</u>	<u>25.622</u>	<u>27.283</u>	<u>29.055</u>	<u>30.942</u>	<u>36.518</u>	<u>43.436</u>	<u>32.403</u>	<u>34.508</u>	<u>36.753</u>
<b><u>N</u></b>	<u>22.925</u>	<u>24.415</u>	<u>26.007</u>	<u>27.693</u>	<u>29.491</u>	<u>31.407</u>	<u>37.066</u>	<u>44.088</u>	<u>32.890</u>	<u>35.026</u>	<u>37.305</u>
<b><u>O</u></b>	<u>23.269</u>	<u>24.782</u>	<u>26.398</u>	<u>28.109</u>	<u>29.934</u>	<u>31.879</u>	<u>37.622</u>	<u>44.750</u>	<u>33.384</u>	<u>35.552</u>	<u>37.865</u>
<b><u>P</u></b>	<u>23.619</u>	<u>25.154</u>	<u>26.794</u>	<u>28.531</u>	<u>30.384</u>	<u>32.358</u>	<u>38.187</u>	<u>45.422</u>	<u>33.885</u>	<u>36.086</u>	<u>38.433</u>
<b><u>Q</u></b>	<u>23.974</u>	<u>25.532</u>	<u>27.196</u>	<u>28.959</u>	<u>30.840</u>	<u>32.844</u>	<u>38.760</u>	<u>46.104</u>	<u>34.394</u>	<u>36.628</u>	<u>39.010</u>
<b><u>R</u></b>	<u>24.334</u>	<u>25.915</u>	<u>27.604</u>	<u>29.394</u>	<u>31.303</u>	<u>33.337</u>	<u>39.342</u>	<u>46.796</u>	<u>34.910</u>	<u>37.178</u>	<u>39.596</u>
<b><u>S</u></b>	<u>24.700</u>	<u>26.304</u>	<u>28.019</u>	<u>29.835</u>	<u>31.773</u>	<u>33.838</u>	<u>39.933</u>	<u>47.498</u>	<u>35.434</u>	<u>37.736</u>	<u>40.190</u>
<b><u>T</u></b>	<u>25.071</u>	<u>26.699</u>	<u>28.440</u>	<u>30.283</u>	<u>32.250</u>	<u>34.346</u>	<u>40.532</u>	<u>48.211</u>	<u>35.966</u>	<u>38.303</u>	<u>40.793</u>
<b><u>U</u></b>	<u>25.448</u>	<u>27.100</u>	<u>28.867</u>	<u>30.738</u>	<u>32.734</u>	<u>34.862</u>	<u>41.140</u>	<u>48.935</u>	<u>36.506</u>	<u>38.878</u>	<u>41.405</u>
<b><u>Range</u></b>											
<b><u>Max</u></b>	<u>34.493</u>	<u>36.734</u>	<u>39.127</u>	<u>41.667</u>	<u>44.378</u>	<u>47.262</u>	<u>51.821</u>	<u>61.635</u>	<u>47.369</u>	<u>50.448</u>	<u>53.728</u>

**2007-09 BU 11 SEIU Healthcare 1199W Grid Attachment A.III.**

**Effective June 7, 2009 - June 30 2009**

<b><u>Grid</u></b>											
<b><u>Level</u></b>	<b><u>11-06</u></b>	<b><u>11-07</u></b>	<b><u>11-08</u></b>	<b><u>11-09</u></b>	<b><u>11-10</u></b>	<b><u>11-11</u></b>	<b><u>11-12</u></b>	<b><u>11-22</u></b>	<b><u>11-40</u></b>	<b><u>11-41</u></b>	<b><u>11-42</u></b>
<b><u>A</u></b>	<u>19.264</u>	<u>20.516</u>	<u>21.851</u>	<u>23.270</u>	<u>24.782</u>	<u>26.393</u>	<u>31.149</u>	<u>37.051</u>			
<b><u>B</u></b>	<u>19.553</u>	<u>20.824</u>	<u>22.179</u>	<u>23.620</u>	<u>25.154</u>	<u>26.789</u>	<u>31.617</u>	<u>37.607</u>			
<b><u>C</u></b>	<u>19.847</u>	<u>21.137</u>	<u>22.512</u>	<u>23.975</u>	<u>25.532</u>	<u>27.191</u>	<u>32.092</u>	<u>38.172</u>	<u>28.476</u>	<u>30.326</u>	<u>32.297</u>
<b><u>D</u></b>	<u>20.145</u>	<u>21.455</u>	<u>22.850</u>	<u>24.335</u>	<u>25.915</u>	<u>27.599</u>	<u>32.574</u>	<u>38.745</u>	<u>28.904</u>	<u>30.781</u>	<u>32.782</u>
<b><u>E</u></b>	<u>20.448</u>	<u>21.777</u>	<u>23.193</u>	<u>24.701</u>	<u>26.304</u>	<u>28.013</u>	<u>33.063</u>	<u>39.327</u>	<u>29.338</u>	<u>31.243</u>	<u>33.274</u>
<b><u>F</u></b>	<u>20.755</u>	<u>22.104</u>	<u>23.541</u>	<u>25.072</u>	<u>26.699</u>	<u>28.434</u>	<u>33.559</u>	<u>39.917</u>	<u>29.779</u>	<u>31.712</u>	<u>33.774</u>
<b><u>G</u></b>	<u>21.067</u>	<u>22.436</u>	<u>23.895</u>	<u>25.449</u>	<u>27.100</u>	<u>28.861</u>	<u>34.063</u>	<u>40.516</u>	<u>30.226</u>	<u>32.188</u>	<u>34.281</u>
<b><u>H</u></b>	<u>21.384</u>	<u>22.773</u>	<u>24.254</u>	<u>25.831</u>	<u>27.507</u>	<u>29.294</u>	<u>34.574</u>	<u>41.124</u>	<u>30.680</u>	<u>32.671</u>	<u>34.796</u>
<b><u>I</u></b>	<u>21.705</u>	<u>23.115</u>	<u>24.618</u>	<u>26.219</u>	<u>27.920</u>	<u>29.734</u>	<u>35.093</u>	<u>41.741</u>	<u>31.141</u>	<u>33.162</u>	<u>35.318</u>
<b><u>J</u></b>	<u>22.031</u>	<u>23.462</u>	<u>24.988</u>	<u>26.613</u>	<u>28.339</u>	<u>30.181</u>	<u>35.620</u>	<u>42.368</u>	<u>31.609</u>	<u>33.660</u>	<u>35.848</u>
<b><u>K</u></b>	<u>22.362</u>	<u>23.814</u>	<u>25.363</u>	<u>27.013</u>	<u>28.765</u>	<u>30.634</u>	<u>36.155</u>	<u>43.004</u>	<u>32.084</u>	<u>34.165</u>	<u>36.386</u>
<b><u>L</u></b>	<u>22.698</u>	<u>24.172</u>	<u>25.744</u>	<u>27.419</u>	<u>29.197</u>	<u>31.094</u>	<u>36.698</u>	<u>43.650</u>	<u>32.566</u>	<u>34.678</u>	<u>36.932</u>
<b><u>M</u></b>	<u>23.039</u>	<u>24.535</u>	<u>26.131</u>	<u>27.831</u>	<u>29.635</u>	<u>31.561</u>	<u>37.249</u>	<u>44.305</u>	<u>33.055</u>	<u>35.199</u>	<u>37.486</u>
<b><u>N</u></b>	<u>23.385</u>	<u>24.904</u>	<u>26.523</u>	<u>28.249</u>	<u>30.080</u>	<u>32.035</u>	<u>37.808</u>	<u>44.970</u>	<u>33.551</u>	<u>35.727</u>	<u>38.049</u>
<b><u>O</u></b>	<u>23.736</u>	<u>25.278</u>	<u>26.921</u>	<u>28.673</u>	<u>30.532</u>	<u>32.516</u>	<u>38.376</u>	<u>45.645</u>	<u>34.055</u>	<u>36.263</u>	<u>38.620</u>
<b><u>P</u></b>	<u>24.093</u>	<u>25.658</u>	<u>27.325</u>	<u>29.104</u>	<u>30.990</u>	<u>33.004</u>	<u>38.952</u>	<u>46.330</u>	<u>34.566</u>	<u>36.807</u>	<u>39.200</u>
<b><u>Q</u></b>	<u>24.455</u>	<u>26.043</u>	<u>27.735</u>	<u>29.541</u>	<u>31.455</u>	<u>33.500</u>	<u>39.537</u>	<u>47.025</u>	<u>35.085</u>	<u>37.360</u>	<u>39.788</u>
<b><u>R</u></b>	<u>24.822</u>	<u>26.434</u>	<u>28.152</u>	<u>29.985</u>	<u>31.927</u>	<u>34.003</u>	<u>40.131</u>	<u>47.731</u>	<u>35.612</u>	<u>37.921</u>	<u>40.385</u>
<b><u>S</u></b>	<u>25.195</u>	<u>26.831</u>	<u>28.575</u>	<u>30.435</u>	<u>32.406</u>	<u>34.514</u>	<u>40.733</u>	<u>48.447</u>	<u>36.147</u>	<u>38.490</u>	<u>40.991</u>
<b><u>T</u></b>	<u>25.573</u>	<u>27.234</u>	<u>29.004</u>	<u>30.892</u>	<u>32.893</u>	<u>35.032</u>	<u>41.344</u>	<u>49.174</u>	<u>36.690</u>	<u>39.068</u>	<u>41.606</u>
<b><u>U</u></b>	<u>25.957</u>	<u>27.643</u>	<u>29.440</u>	<u>31.356</u>	<u>33.387</u>	<u>35.558</u>	<u>41.965</u>	<u>49.912</u>	<u>37.241</u>	<u>39.655</u>	<u>42.231</u>
<b><u>Range</u></b>											
<b><u>Max</u></b>	<u>35.183</u>	<u>37.469</u>	<u>39.910</u>	<u>42.501</u>	<u>45.266</u>	<u>48.208</u>	<u>52.858</u>	<u>62.868</u>	<u>48.317</u>	<u>51.457</u>	<u>54.803</u>

**2007-09 Pay Schedule 11 Healthcare SEIU 1199W Attachment B.I**

**Effective for anniversary adjustments effective on July 6, 2008**

<b>Pay Range</b>	<b>Official Hourly Basis</b>			<b>Monthly Basis*</b>		<b>Annual Basis*</b>	
	<b>Minimum</b>	<b>Maximum</b>	<b>Within Range Step</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Minimum</b>	<b>Maximum</b>
11-06	\$18.515	\$33.316	\$0.556	\$3,222	\$5,797	\$38,659	\$69,564
11-07	\$19.718	\$35.481	\$0.592	\$3,431	\$6,174	\$41,171	\$74,084
11-08	\$21.001	\$37.792	\$0.631	\$3,654	\$6,576	\$43,850	\$78,910
11-09	\$22.365	\$40.246	\$0.671	\$3,892	\$7,003	\$46,698	\$84,034
11-10	\$23.819	\$42.864	\$0.715	\$4,145	\$7,458	\$49,734	\$89,500
11-11	\$25.367	\$45.650	\$0.762	\$4,414	\$7,943	\$52,966	\$95,317
11-12	\$29.939	\$50.054	\$0.899	\$5,209	\$8,709	\$62,513	\$104,513
11-22	\$35.611	\$59.533	\$1.069	\$6,196	\$10,359	\$74,356	\$124,305
11-40	\$27.169	\$45.419	\$0.816	\$4,727	\$7,903	\$56,729	\$94,835
11-41	\$28.935	\$48.372	\$0.869	\$5,035	\$8,417	\$60,416	\$101,001
11-42	\$30.815	\$51.517	\$0.925	\$5,362	\$8,964	\$64,342	\$107,567

\* Estimated for informational purposes only The Official Hourly Rate is used for payroll purposes

**2007-09 Pay Schedule 11 Healthcare SEIU 1199W Attachment B.II.**  
**Effective July 6, 2008 through June 6, 2009**

<b>Pay Range</b>	<b>Official Hourly Basis</b>		<b>Within Range Step</b>	<b>Monthly Basis*</b>		<b>Annual Basis*</b>	
	<b>Minimum</b>	<b>Maximum</b>		<b>Minimum</b>	<b>Maximum</b>	<b>Minimum</b>	<b>Maximum</b>
11-06	\$18.886	\$34.493	\$0.567	\$3,286	\$6,002	\$39,434	\$72,021
11-07	\$20.113	\$36.734	\$0.604	\$3,500	\$6,392	\$41,996	\$76,701
11-08	\$21.422	\$39.127	\$0.643	\$3,727	\$6,808	\$44,729	\$81,697
11-09	\$22.813	\$41.667	\$0.685	\$3,969	\$7,250	\$47,634	\$87,001
11-10	\$24.296	\$44.378	\$0.729	\$4,228	\$7,722	\$50,730	\$92,661
11-11	\$25.875	\$47.262	\$0.777	\$4,502	\$8,224	\$54,027	\$98,683
11-12	\$30.538	\$51.821	\$0.917	\$5,314	\$9,017	\$63,763	\$108,202
11-22	\$36.324	\$61.635	\$1.090	\$6,320	\$10,724	\$75,845	\$128,694
11-40	\$27.917	\$47.369	\$0.838	\$4,858	\$8,242	\$58,291	\$98,906
11-41	\$29.731	\$50.448	\$0.892	\$5,173	\$8,778	\$62,078	\$105,335
11-42	\$31.663	\$53.728	\$0.950	\$5,509	\$9,349	\$66,112	\$112,184

\* Estimated for informational purposes only The Official Hourly Rate is used for payroll purposes

**2007-09 Pay Schedule 11 Healthcare SEIU 1199W Attachment B.III.**

**Effective June 7, 2009 through June 30, 2009**

<b>Pay Range</b>	<b>Official Hourly Basis</b>		<b>Within Range Step</b>	<b>Monthly Basis*</b>		<b>Annual Basis*</b>	
	<b>Minimum</b>	<b>Maximum</b>		<b>Minimum</b>	<b>Maximum</b>	<b>Minimum</b>	<b>Maximum</b>
11-06	\$19.264	\$35.183	\$0.578	\$3,352	\$6,122	\$40,223	\$73,462
11-07	\$20.516	\$37.469	\$0.616	\$3,570	\$6,520	\$42,837	\$78,235
11-08	\$21.851	\$39.910	\$0.656	\$3,802	\$6,944	\$45,625	\$83,332
11-09	\$23.270	\$42.501	\$0.699	\$4,049	\$7,395	\$48,588	\$88,742
11-10	\$24.782	\$45.266	\$0.744	\$4,312	\$7,876	\$51,745	\$94,515
11-11	\$26.393	\$48.208	\$0.792	\$4,592	\$8,388	\$55,109	\$100,658
11-12	\$31.149	\$52.858	\$0.935	\$5,420	\$9,197	\$65,039	\$110,368
11-22	\$37.051	\$62.868	\$1.112	\$6,447	\$10,939	\$77,362	\$131,268
11-40	\$28.476	\$48.317	\$0.855	\$4,955	\$8,407	\$59,458	\$100,886
11-41	\$30.326	\$51.457	\$0.910	\$5,277	\$8,954	\$63,321	\$107,442
11-42	\$32.297	\$54.803	\$0.969	\$5,620	\$9,536	\$67,436	\$114,429

\* Estimated for informational purposes only The Official Hourly Rate is used for payroll purposes