MOU RE: WAGE INCREASES

WSNA and Skyline Hospital agree that the 2020-2023 collective bargaining agreement will be modified as follows:

- 1. New Wage Scale will be effective on July 3, 2022, replacing the 2% increase that was scheduled to be implemented on July 1, 2022, pursuant to the parties' Collective Bargaining Agreement implemented.
- 2. The current Collective Bargaining Agreement Term is extended to July 1, 2024.
- 3. A 2% increase will be implemented July 1, 2023.
- 4. Amounts are reflected in the Addendum to Appendix A- Wage Schedule

Dated: $\frac{2}{2} \frac{7}{4}^{th}$ day of June, 2022

For WSNA:

Signed: WSNA Nurse Representative Title:

For Employer:

Signed: Title:

| | Effective 7/3/2022 | Effective 7/3/2022 | Effective 7/1/2023 |
|------|-----------------------|-----------------------|-----------------------|
| | % | with | 2% |
| | Increase | increase | Increase |
| Base | 12.2% | \$36.82 | \$37.56 |
| 1 | 12.2% | \$37.92 | \$38.68 |
| 2 | 12.2% | \$39.06 | \$39.84 |
| , 3 | 12.2% | \$40.23 | \$41.03 |
| 4 | 12.2% | \$41.44 | \$42.27 |
| 5 | 13.3% | \$43.10 | \$43.96 |
| 6 | 10.0% | \$43.10 | \$43.96 |
| 7 | 10.5% | \$44.61 | \$45.50 |
| 8 | 9.4% | \$45.28 | \$46.19 |
| 9 | 7.3% | \$45.50 | \$46.41 |
| 10 | 7.3% | \$46.64 | \$47.57 |
| 11 | 6.2% | \$47.34 | \$48.29 |
| 12 | 5.0% | \$47.95 | \$48.91 |
| 13 | 4.2% | \$48.77 | \$49.75 |
| 14 | 2.5% | \$49.19 | \$50.17 |
| 15 | 2.5% | \$50.42 | \$51.43 |
| 16 | 2.5% | \$50.42 | \$51.43 |
| 17 | 2.5% | \$51.68 | \$52.71 |
| 18 | 2.5% | \$51.68 | \$52.71 |
| 19 | 2.5% | \$51.68 | \$52.71 |
| 20 | 2.5% | \$53.23 | \$54.29 |
| 21 | 2.5% | \$53.23 | \$54.29 |
| 22 | 3.0% | \$53.49 | \$54.56 |
| 23 | 3.0% | \$53.49 | \$54.56 |
| 24 | 3.0% | \$53.49 | \$54.56 |
| 25 | 5.1% | \$54.59 | \$55.68 |
| 26 | 5.1% | \$54.59 | \$55.68 |
| 27 | 7.2% | \$55.68 | \$56.79 |
| 28 | 7.2% | \$55.68 | \$56.79 |
| 29 | 7.2% | \$55.68 | \$56.79 |
| 30 | 9.4% | \$56.80 | \$57.94 |
| 31 | 9.4% | \$56.80 | \$57.94 |
| 32 | 9.4% | \$56.80 | \$57.94 |
| 33 | 9.4% | \$56.80 | \$57.94 |
| 34 | 9.4% | \$56.80 | \$57.94 |

Addendum to Appendix A- Wage Schedule