



August 30, 2016

Sent via Electronic & Regular 1st Class Mail

Dominic Chan
 Union Representative
 Engineers & Clinical Lab Scientists, Local 20, IFPTE
 810 Clay St.
 Oakland, CA 94607

Dominic,

As we discussed in our meeting on August 16, 2016, below you will see the modified wage proposal. As we agreed we have removed the CLS II title and simplified the titles to Clinical Lab Scientist (CLS) and CLS Section Lead. The proposed wage grid and title changes will be implemented with the September 4, 2016 pay period.

Current Wage Grid

Current Wage Grid - Saint Francis Memorial Hospital											
Facility Title	1	2	3	4	5	6	7	8	9	10	11
MED TECH I	46.1464	47.5308	48.9567	50.4253	51.9382	52.9667	52.9667	52.9667	54.5556	54.5556	56.1923
MED TECH I NB	46.1464	47.5308	48.9567	50.4253	51.9382	52.9667	52.9667	52.9667	54.5556	54.5556	56.1923
MED TECH II	50.7611	52.2839	53.8523	55.4680	57.1320	58.2633	58.2633	58.2633	60.0112	60.0112	61.8116
MED TECH II NB	50.7611	52.2839	53.8523	55.4680	57.1320	58.2633	58.2633	58.2633	60.0112	60.0112	61.8116

New Wage and Title Grid – Effective 9/4/2016

Proposed Wage Grid - Saint Francis Memorial Hospital											
Facility Title	1	2	3	4	5	6	7	8	9	10	11
CLINICAL LAB SCIENTIST	49.8000	51.0450	52.3211	53.6291	54.9698	56.3440	56.3440	56.3440	57.7526	57.7526	59.1964
CLS SECTION LEAD	54.7800	56.1495	57.5532	58.9920	60.4668	61.9784	61.9784	61.9784	63.5279	63.5279	65.1160

The job descriptions shared with you will be updated to eliminate reference to the previously proposed CLS II as we agreed, and only reference CLS.

In addition as we discussed the Shift Differentials will be amended as follows.

Current Weekend and Shift Differentials

Shift Differentials – Current		
Weekend	Evening	Night
\$3.30/hour	\$3.00/hour	\$4.50/hour

New Weekend and Shift Differentials, Effective 9/4/2016

Shift Differentials – New		
Weekend	Evening	Night
\$3.50/hour	\$3.25/hour	\$5.50/hour

Should you have any questions regarding implementation, please feel free to contact us.

Sincerely,



Brenda Lynch, Director, Human Resources

Cc: Michael Coletta
Director, Employee and Labor Relations