

LAWRENCE & MEMORIAL HOSPITAL
LAST, BEST AND FINAL PACKAGE PROPOSAL FOR CHANGES IN
LOCAL 5049 LAWRENCE & MEMORIAL REGISTERED PROFESSIONAL NURSES
AND
LOCAL 5051 LICENSED PRACTICAL NURSES/TECHNICAL EMPLOYEES
2009—2013 COLLECTIVE BARGAINING AGREEMENTS

As Revised December 11, 2013

On December 3, 2013 the Hospital transmitted to the Union its last, best and final package proposal for changes in the parties' collective bargaining agreements. The Hospital hereby revises its proposal, as follows:

1. If the Hospital's last, best and final package proposal is accepted and ratified by the employees in the bargaining units no later than 11:59 p.m. on Monday, December 16, 2013 the Hospital will make the following payments to regularly scheduled employees (less taxes, as necessary):

a. Full-time employees (36 hours or more)	\$1,000
b. Part-time employees (20-35 hours)	\$500
c. Supplemental part-time employees (4 - 19 hours)	\$250

2. The Hospital's offer of the payments will expire if its last, best and final package proposal is not accepted and ratified by 11:59 p.m. on Monday, December 16, 2013.
3. In all other respects the Hospital's last, best and final package proposal remains unchanged.
4. Because the Hospital has transmitted its last, best and final package proposal, as revised herein, and because the Union has repeatedly threatened to engage in intermittent strikes in the future, the Hospital is willing to end the lockout only if the Union agrees to bring the Hospital's proposal to a vote, and the vote is for ratification. Following ratification the Hospital will return employees to work as soon as possible as operations are resumed. The Hospital proposes that representatives of the Hospital and the Union would meet to determine the order and manner of return. Pay and benefits for employees will resume after they have returned to work.