

- A salary step table. The step table will guarantee starting wages (Step A) and raises to ABHS workers after one (1) year of service (Step B), three (3) years of service (Step C) and six (6) years of service (Step D). Everyone will reach the top step of the salary table in their job class after six (6) years of continuous service in that job class.

1. Explanation of the pay scale:

- a. The wage table is based on current wages, and you receive your increases on your anniversary date, so not everyone will see an immediate increase, but everyone will see increases on their anniversary date (hire date) depending on where they are on the pay scale right now.
- b. Step C on the pay scale is the current median wage for each job class. If you are above that Step or any Step at the time of implementation, your wage will remain the same until you reach the years of service for the next step. The reason we had to do it this way is because we had to correct the wide range of pay differences there were within each job class.
- c. We established a minimum Step D wage of \$24.25. Every job class will be paid a minimum of \$24.25 after 6 years of service in that job class.
- d. Step D for all other job classes will be based on the current top wage in that job class plus 1% after six years of continuous service in that job class.

- Increases to longevity pay bonuses.

1. 2-year anniversary will increase to \$300
2. 3–5 year anniversary will increase to \$500

- Shift differentials will no longer stack, but rates were increased as a result:

1. Weekend day shift will get a \$2.50 per hour differential.
2. Weekend evening shift will get a \$3.00 per hour differential
3. Weekend night shift will get a \$3.50 per hour differential.

- See the full tentative agreement for details.