



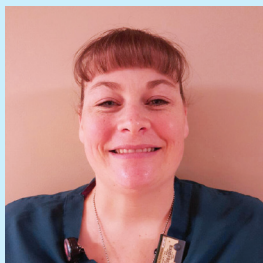
Implementing our NEW wage scale

JUNE 15TH 2019 IS THE DEADLINE TO APPLY FOR PAST EXPERIENCE CREDIT

In our new contract, we won a wage scale that recognizes our years of experience. Over the last month we have been working with management to determine the proper credit for experience and how everyone will be placed on the wage scale.

Now that everyone knows how much credit they will receive within the Hospital, the next step is requesting a meeting with HR to determine credit for experience outside of Astria.

[View the next steps](#)



"I've been working at Astria for 11 years, but my pay was only being reflected for 7 years' experience. Now that we have this step adjustment process I have the

opportunity to get an additional 4 step increase in pay. I encourage everyone to submit a review for past experience credit so we can all finally get recognition for our years of service. Don't forget the deadline is June 15th!"

Tina Morrison, Xray tech

Take the following 3 steps to apply for past experience credit:

- ✓ **Step 1:** We want to make sure EVERYONE, requests a meeting with the Human Resource Department to review credit for past experience. Dedicated employees should be credited for their years of service at Astria and this process is how we are going to do that.
Even if the spread sheet sent out by management says you're not eligible, we still encourage you to request a review with HR
- ✓ **Step 2:** The deadline is June 15th – if you have experience outside Astria, you will need to contest your experience by taking in your resume or a reference from the past employer to provide proof. Also, if you have any disputes we encourage you to request a review.

Here are some guidelines:

Article 4.1 Employees are eligible to participate if they were hired before October 1st 2016

Article 4.5 If an employee experience is in excess of their placed step by greater than 3 years they can receive up to 4 advance-ments steps

Article 4.5 if an employee's experience is in excess of their placed step by greater than 10 years they can receive up to 6 advance-ment steps

If hired before 10/01/2016 is "No, you're not eligible to apply for wage step adjustment

If you're already at the max step. No wage adjustment is needed

If greater than 3 years is "Yes" and greater than 10 years is "No"

you may be eligible if you believe you have more than 10 years

If greater than 10 years is "Yes" you're already receiving the highest possible set adjustments, no wage adjustment is needed.

- ✓ **Step 3:** August 1st 2019 -- step adjustments implemented

