

Doctor Contract Summary

Increased Pay

- A 2% bonus for fiscal year 2014
- A 3% wage increase for each of the three years of the contract
- Base wage increase for physicians in the ECC, ambulatory clinics, skilled nursing facilities
- Improvements to pay for years of experience
- Substantial pay increase for hospitalists' extra shifts
- A pay supplement for bargaining unit employees in CHS
- If full time employees move to part time and back to full time, they do not have to restart accumulation of time to earn longevity bonus

Safe Staffing and Quality Care

- Labor-Management partnership giving the union a seat at the table in decisions about how to most effectively deliver high quality health care at Jackson
- Continuation of guarantee not to contract out ER services at main nor ER employees at any JHS location
- Improvements to the discipline process

Health Insurance

- New Jackson First health insurance option with lower dependent premiums and no co-pays or deductibles
- Select HMO and Jackson First options still free for employees; POS and HMO High premiums are \$75 and \$50 respectively