

Amended Tentative Agreement

6.04 Wages

Year 1:

Except as otherwise set forth in this Article, effective the date of the ratification of the contract, retroactive to August 1, 2020, all employees shall receive a 3.5% across the board wage increase.

Year 2:

Except as otherwise set forth in this Article, effective August 1, 2021, all employees shall receive a 3% across the board wage increase.

In addition to the 3% across the board wage increase, employees with more than 5 years of service with the Employer shall receive an additional \$.25/hour increase.

Year 3:

Except as otherwise set forth in this Article, effective August 1, 2022, all employees shall receive a 2.5% across the board wage increase.

In addition to the 2.5% across the board wage increase, employees with more than 5 years of service with the Employer shall receive an additional \$.25/hour increase.

New Hire Rates and Experience:

New employees shall be hired based on the current start rates, provided that the minimum start rate shall be \$14/hour.

New employees shall not earn a higher rate than any current employee in the same job classification with the same experience.

Treatment Advocates:

The Employer implemented wage increases to a new \$16.50 hourly base rate for all Behavioral Health Technicians who were transferred to the new Treatment Advocate position. It will be increased on the first and second anniversaries of contract ratification only, consistent with other employees.

Treatment Advocates who previously were classified as Counselors did not experience any reduction in pay as a result of this reclassification. These employees will receive a lump sum bonus equal to the ATB raise set forth above in the first year, retroactive to August 1, 2020. These employees will receive increases on the first and second anniversary of contract ratification consistent with other employees.

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Certified Nursing Assistants:

The new hourly base rate for Certified Nursing Assistants shall be increased to \$16.50 effective the date of ratification. It will be increased on the first and second anniversaries of contract ratification only, consistent with other employees.

Wage Scale for Counselor II:

The new base rate for the Counselor II position effective the date of the ratification of the contract shall be \$21.15 per hour. It will be increased on the first and second anniversaries of contract ratification only, consistent with other employees.

Wage Scale for Counselor III:

The below new wage scales and compensation systems effective the date of the ratification of the contract is proposed to address the Employer's recruitment and retention needs, while providing wage increases based on licensure.

License	New Hourly Rate
One full unrestricted license	\$30.29
One full unrestricted license and one provisional license	\$31.25
Two full unrestricted licenses	\$32.69

These rates will be increased on the first and second anniversaries of contract ratification only, consistent with other employees.

Wage Scale for RNs:

The below new wage scales and compensation systems effective the date of the ratification of the contract is proposed to address the Employer's recruitment and retention needs, while providing wage increases for greater years of RN experience.

Years of RN Experience	New Hourly Rate
Less than four (4)	\$33.00
At least four (4) but no more than eight (8)	\$35.00
Eight (8) or more	\$37.00

These rates will be increased on the first and second anniversaries of contract ratification only, consistent with other employees.

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Per diem RNs shall not be subject to the new wage scale based on RN experience. The new base rate for all per diem RNs regardless of years of RN experience effective the date of the ratification of the contract shall be \$38.00 per hour (notwithstanding any other provisions of this contract). It will be increased on the first and second anniversaries of contract ratification consistent with other employees.

Wage Scale for LPNs:

<u>Years of LPN Experience</u>	<u>New Hourly Rate</u>
<u>Less than four (4)</u>	<u>\$22.00</u>
<u>At least four (4) but no more than eight (8)</u>	<u>\$23.00</u>
<u>Eight (8) or more</u>	<u>\$24.00</u>

These rates will be increased on the first and second anniversaries of contract ratification only, consistent with other employees.

LPNs who currently are paid a higher hourly rate than those set forth in this new wage scale will not be subject to the new wage scale, although they will receive the normal increases effective August 1 and on the first and second anniversaries.

Per diem LPNs shall not be subject to the new wage scale based on LPN experience. The new base rate for all per diem LPNs regardless of years of LPN experience effective the date of the ratification of the contract shall be \$25.25 per hour (notwithstanding any other provisions of this contract). It will be increased on the first and second anniversaries of contract ratification consistent with other employees.

Wage Scale for Discharge Planner and HIMS Clerk:

These Job Descriptions have been changed to require Bachelors' Degrees for new hires. Employees and new hires in these positions will be paid a new base rate of \$17.50 per hour effective the date of the ratification of the contract. It will be increased on the first and second anniversaries of contract ratification only, consistent with other employees.

Mark Gu
 Health Professionals and Allied Employees,
 AFT/AFL-CIO, Local 5629

9/30/20
 Date

[Signature]
 American Addiction Centers, Inc./Sunrise
 House

9/29/2020
 Date