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## WAGE REOPENER MEMORANDUM OF AGREEMENT

Virtua-Memorial  
and  
Health Professionals and Allied Employees, AFT/AFL-CIO

Virtua-Memorial (“Virtua”) and Health Professionals and Allied Employees, AFT/AFL-CIO (the “Union”) are parties to a collective bargaining agreement having the term of September 1, 2020 through May 31, 2023 (the “CBA”). As a result of negotiations conducted under Section 6.6 (“Wage Reopener”) of the CBA, the parties have agreed to revise Table A – Wage Scale for Hospital (“Table A”) as described below and as set forth on Virtua’s proposal as attached hereto.

1. Revisions to Table A:

(a) Effective the first pay period following February 28, 2022, the hourly rates for years of credited experience 0-3 shall be increased by \$1.25 for 0 years of credited experience; by \$1.00 for 1 year credited experience; by \$.75 cents for 2 years of credited experience; and, by \$.50 for 3 years of credited experience.

(b) Effective the first pay period following February 28, 2022, the wage scale on Table A shall be extended to 30 years of credited service, with the following increases to hourly rates of \$.50 for 28 years of credited experience; \$.75 for 29 years of credited experience; and \$1.00 for 30 years of credited experience. Nurses with 28 or more credited years of experience shall move to the appropriate new step at that time.

(c) Effective the first pay period following February 28, 2022, the hourly rates for years of credited experience 4 through 27, and for Per Diem rates, shall be increased by \$.25.

(d) Effective the first pay period following May 31, 2022, all rates on Table A (including Per Diem rates), as increased per above, shall be increased by 4 percent.

2. Except as modified by this Memorandum, all other terms and provisions of the CBA remain unchanged.

3. The Union’s negotiation committee shall recommend ratification to its members.

4. The above is conditioned upon ratification by the members of the bargaining unit on or before February 28, 2022.

DATED: February 17, 2022

For Virtua:

Chonda Jordan

For the Union:

Sheryl Munnitt (President)

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