

**ARTICLE 31**

**WAGES**

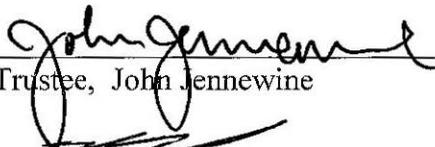
06-17-13  
10-MED-10-1450  
1469-04  
K26979

- 31.1 Effective January 1, 2012 wages shall be increased by 1.5%.  
Effective January 1, 2013 wages shall be increased by 1.5%.

Wages shall be as defined within Appendix A of this agreement

- 31.2 Each pay step as defined in Appendix A shall be defined to be 26 pay periods (1 year).

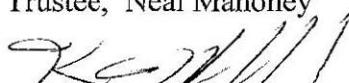
**FOR THE EMPLOYER:**



Trustee, John Jennewine

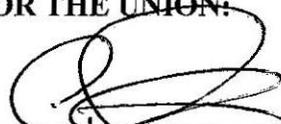


Trustee, Neal Mahoney

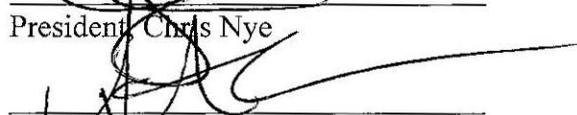


Trustee, Kevin Haddad

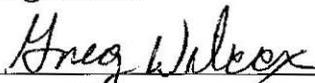
**FOR THE UNION:**



President, Chris Nye



Steve Kahan



Greg Wilcox



Aaron Frye