

MAY 7 WAGE AND RETIREMENT PROPOSALS TO SEIU

Last, Best, and Final Proposal

Butler is committed to providing a Total Rewards package that recognizes the terrific work that our team members do every day. Below are our proposals regarding wages and retirement benefits.

Across-the-board wage increases:

Off-step employees – a large majority of SEIU 1199 NE members – would receive:

- *6% four weeks after ratification
- *4% in 2026
- 3% in 2027
- 5% in 2028

Over the life of the contract, off-scale employees would receive **18% total increases – double the rate of the previous contract.**

On-Step Employees: In addition to step increases, would receive:

- 3% four weeks after ratification
- 2% in 2026
- 2% in 2027
- 3% in 2028

Over the life of the contract, with step increases included, on-step employees would receive **15.6% – 32% total increases – more than double the rate of the previous contract.**

Targeted wage increases:

- ***Increased Minimum:** Our new proposal further enhances the starting wage for all employees up from \$17 to at least \$18.03 per hour and increases all steps and off-scale wages in those positions proportionately.
- **Mental Health Worker Wages:** Our new proposal brings the starting wage up to \$20 per hour 4 weeks after contract ratification and increases all steps and off-scale wages in that position proportionately. In year four of the proposal, the Mental Health Worker scale will increase again to the start rate of the Intake Coordinator scale, merging these two roles into one as of 2028.
- ***Pharmacy Tech Worker Wages:** Our new proposal further enhances the starting wage for Pharm Techs up to a start rate of \$21.09 per hour and increases all steps and off-scale wages in those positions proportionately. In year four, the start rate would be \$23.51 per hour, and all steps and off-scale wages in that scale will increase accordingly.
- ***Preceptor Differential:** Differential pay for preceptors would increase from \$2/hr. to \$3/hr.
- ***These positions will all see sizable market increases 4 weeks after contract ratification:** CIS Clerk, Sr. CIS Clerk, Mental Health Worker, Pharmacy Tech, Housekeeping Aide, Central Supply Clerk, Receiving Clerk, Audio Visual Technician, Nutrition Associate, Barista, Meals Concierge, Cook.

[Professional/RN Scale](#) | [Dietary/Housekeeping Scale](#) | [Clerical Scale](#) | [MHW/Technical Scale](#)

Retirement:

- **Current employees will continue to participate in the Butler pension with no changes.**
- ***Butler will continue to provide the Tax-Sheltered Annuity (TSA) retirement benefit. Previous proposals had discontinued this benefit.**
- Effective January 2026, new hires will be eligible to enroll in the Care New England 403(b) plan with a 6% company match.

***Changes from the hospital's May 6th proposal.**