

## Berks Heim: Summary of Potential Savings in the CBA for SEIU & UFCW

	SEIU	UFCW	Nursing Supervisors/Management	Wage Total	FICA	Total Impact
Half-time Weekend Differential Elimination	\$517,838	\$602,302	\$80,716	\$1,200,856	\$91,865	\$1,292,721
Headcount Reduction Inc. Std. Hrs. to 80 hrs per pay/8 hrs. per day	\$0	\$0	N/A	\$0	\$0	\$0
Overtime Paid only for Actual Hours Worked	\$376,940	\$348,219	\$22,876	\$748,035	\$57,225	\$805,260
Wage Freeze - 1 Year Value - 2020	\$153,990	\$285,815	\$55,315	\$495,120	\$37,877	\$532,997
Double-time Elimination	\$110,209	N/A	\$5,977	\$116,186	\$8,888	\$125,075
Incentive Pay Elimination (Perfect Attendance)	\$66,138	\$22,562	N/A	\$88,701	\$6,786	\$95,486
Reduction of Personal Day - FT Employees 3 to 2	\$27,222	\$15,737	N/A	\$42,959	\$3,286	\$46,245
Elimination of Comp Time	\$62,769	N/A	N/A	\$62,769	\$4,802	\$67,570
Vacation Time Reduction	\$35,461	N/A	\$2,110	\$37,571	\$2,874	\$40,445
Sick Day Reduction to 7 Days (Same as Management)	\$24,229	\$15,512	N/A	\$39,741	\$3,040	\$42,781
Elimination of Holiday Pay - PT Employees	\$22,202	N/A	N/A	\$22,202	\$1,698	\$23,901
Elimination of Shift Differential - First Shift Employees working 2nd or 3rd Shift	\$15,758	N/A	\$176	\$15,933	\$1,219	\$17,152
Birthday Holiday	N/A	\$15,737	N/A	\$15,737	\$1,204	\$16,940
Elimination of Personal Time - PT Employees	\$5,132	\$6,634	N/A	\$11,766	\$900	\$12,666
Lump Sum Bonus - Working Christmas & New Years	\$2,550	\$2,800	N/A	\$5,350	\$409	\$5,759
Elimination of Bereavement Pay - PT Employees	\$1,269	\$421	N/A	\$1,690	\$129	\$1,819
<b>Total</b>	<b>\$1,421,706</b>	<b>\$1,315,738</b>	<b>\$167,170</b>	<b>\$2,904,614</b>	<b>\$222,203</b>	<b>\$3,126,817</b>

### Notes:

-Wage Freeze value is for a one year wage freeze in 2020.

-Headcount Reduction to Inc. Std. Hrs. to 40 total annual pay rate remains the same - 6.25% pay rate reduction. SEIU is the sum of full-time and part-time.

-N/A - Not Applicable