



Tentative Agreement Reached

SEIU Local 722 and Children's National reached agreement on a new Collective Bargaining Agreement on Tuesday morning. Your participation in our "Color Days" played an important part in bringing the process to a close. We made significant changes and improvements during these negotiations.

Wages:

Effective July 1, 2016 to June 30, 2017, three percent (3%) increase on the first full pay period after Anniversary Date. Full-Time Employees over the maximum of their pay grade will receive five hundred dollars (\$500) lump sum payment effective first full pay period after July 1, 2016. Part-Time Eligible Employees over the maximum of their part grade will receive two hundred and fifty dollars (\$250). The minimum and maximum rates of all pay grades shall be increased three percent (3%) effective first full pay period after July 1, 2016

DANIEL FIELDS, JR.
President

MARCHEL SMILEY
Treasurer / Business Manager

Effective July 1, 2017, to June 30, 2018, two percent (2%) increase on the first full pay period after Anniversary Date. The minimum and maximum rates of all pay grades shall be increased two percent (2%) effective the first full pay period after July 1, 2017

Effective July 1, 2018, to June 30, 2019, three percent (3%) increase on the first full pay period after Anniversary Date. The minimum and maximum rates of all pay grades shall be increased three (3%) effective the first full pay period after July 1, 2018.

Emergency Services Technician Specialist who meet Criteria will receive Two (\$2) Dollars per hour for each hour they are performing Training Duties

Trauma Technologist Classification will be Graded 28
Chief Trauma Technologist Classification will be Graded 29

ECMO Specialist-RT: The Hospital will conduct a desk audit, to be completed by September 1, 2016, to determine if the classification should be reclassified.

Montgomery County ROC: Within seventy-five (75) days the Hospital will conduct an internal equity review of all classifications. The Hospital will provide the Union with the results of the review. Any adjustments as a result will be implemented within the first full pay period after January 1, 2017

The Union and Hospital will meet to discuss to what extent Respiratory Therapists perform Preceptor Duties

Pay Equity:

If the Hospital hires external applicants at a higher rate than incumbent members in the same classification where qualifications and experience are a least equal, incumbent members shall receive an increase in pay equal to the rate paid to newly hired employees. If there is any dispute between the Union and Hospital in applying this section, the dispute will be submitted to mediation before Arbitrator Kurt Saunders.

SERVICE EMPLOYEES

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AFL-CIO. CLC

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Within thirty (30) days after the effective date of this Agreement, the Hospital will perform an internal equity review of the PCT classification.

Attendance Guideline:

Absence and Tardy occurrences will remain separate but the numbers are reduced. Effective July 7, 2016, all members (except those suspended) will have attendance occurrences and disciplines removed and start a new twelve (12) month attendance period. By removing attendance disciplines, members are immediately eligible to apply for transfers and promotions.

Four (4) occurrences of unscheduled absences would result in Step 1 Written Notice
Five (5) occurrences of unscheduled absences would result in Step 2 Suspension
Six (6) occurrences of unscheduled absences would result in Step 3 possible Termination

Four (4) occurrences of being Tardy would result in Step 1 Written Notice
Five (5) occurrences of being Tardy would result in Step 2 Suspension
Six (6) occurrences of being Tardy would result in Step 3 possible Termination

The Six (6) minutes grace period is still in effect
The Seven (7) Days or Fifty-Six (56) hours of ASSLA is still in effect

Sick and Vacation Leave

No PTO System. Sick and Vacation leave will continue to be separate. Sick Leave Incentive has been replaced by Attendance Bonus: Effective first full payment after January 1 of each year, the Hospital shall pay an attendance bonus of \$250 (F/T) or \$125 (R/T) to members who in the preceding year, have not taken unpaid leave and no sick leave that is not covered by ASSLA.

Personal and Professional Development

The Hospital shall provide \$13,000 each January 1, to the Joint Committee on Education and Training. The Committee will explore with area Community Colleges, Universities, Local and State Employment Agencies and the US Department of Labor, the feasibility of creating programs to enhance members' skills and upward mobility.

Educational Assistance increased to \$1,900 (F/T) and \$950 (P/T) The Hospital shall provide up to \$125,000 each fiscal year.

Subsidy for attending National, Regional and Local Conferences increased from \$500 to \$750. The number of attendees increased from Twenty (20) to Twenty-five (25).

The Hospital will pay each member \$1,250 if the Hospital require (going forward) their job classification to have a Certification, Registration or Licensure which requires a course of study, or successful completion of an examination.

Clinical Ladder Surgical Technologist Level 1 (\$1,000) Level 2 (\$2,000) Level 3 (\$4,000)

Clinical Ladder Anesthesia Technicians Level 1 (\$500) Level 2 (\$1,000) Level 3 (\$2,000)

Employees will be paid the bonus upon meeting the level requirements and every year the employee maintains the requirements for the Level. These Clinical Ladders will expire on June 30, 2019, and may be extended by mutual written agreement between the Hospital and the Union.

Parking:

The Hospital can increase monthly parking rates Two (\$2) Dollars effective January 1, 2017; Three (\$3) Dollars effective January 1, 2018; Three (\$3) Dollars effective January 1, 2019

Bereavement Leave

Bereavement Leave will now be paid based on each member's regular work schedules

12 Hour scheduled employees will receive 36 Hours Bereavement Leave
10 Hour scheduled employees will receive 30 Hours Bereavement Leave
8 Hour scheduled employees will receive 24 Hours Bereavement Leave

Retirement and Separation Benefits

Effective July 1, 2016, the 4.03(b) Plan will be frozen and all SEIU members can participate in the Hospital's 401 (k) Plan. Funds in the 403(b) Plan will continue to receive yearly dividends and members still have option to borrow from the fund.

Members can choose to participate in the 401(k) plan at flat rate or percentage rate. The Hospital will match 100% of the employee's contribution up to Five (5%) percent. Upon separation of employment, participant in the 401 (k) Plan are entitled to 100% of both their's and the Hospital's contributions.

The Hospital shall provide members during working hours, at least two (2) one hour financial planning seminars each year. In addition, the Hospital shall provide members with at least 20 years of services, two (2) one hour retirement planning seminars.

The Hospital will pay a separation benefit of Six Thousand (\$6,000) Dollars to members at least age 62 and have at least 25 years of service, who voluntarily retire between December 1, 2017 and January 1, 2018

Seniority and Employment

Former Union members who transfer to non Union positions, will retain their Seniority if they return to Union Classifications.

Filling Union Vacancies

When vacancies in Union positions occur, the hiring priority shall be as follows.

1. Incumbent employees in the classification who want to change shifts
2. Part-Time employees in the classification who want to work Full-time
3. Hospital employees in other Departments/Classifications
4. Outside Applicants

Laid off Union members will be considered internal applicants for purposes of filling vacant positions

Grievance and Arbitration

The Grievance Procedure will be reduced from two (2) steps to one (1) step.

The Arbitration Panel is increased from four (4) Arbitrators to seven (7) Arbitrators. This will speed up the Grievance and Arbitration processes