



TENTATIVE AGREEMENT REACHED

We have reached a tentative agreement with the MedStar Washington Hospital Center. The agreement is a one (1) year contract with the following changes or additions to the current contract:

Article XII, Section 12.2

Medical, Pharmacy, Vision, and Dental Benefit: The Hospital agrees that for the term of this Agreement, no plan design changes (co-pays, deductible, coinsurance, etc.) will be made from the 2016 plan except as provided for below:

- (a) The Hospital may modify the health insurance plans as may be required to avoid applicable provisions of the "Cadillac Tax" of the Affordable Care Act, or as otherwise required by law. In such circumstances, the Hospital will give the Union sixty (60) days notice prior to open enrollment of any changes(s) and agrees to meet and confer during the sixty (60) day period.
- (b) Health insurance premiums may be adjusted annually and increases or decreases shall be passed on to associates represented by SEIU on the same terms as they are applied to similarly-situated full-time or part-time non-bargaining unit members of the Hospital.

Article IV, Section 4.5: On Call Pay

Whenever on-call hours are, in the judgment of the Hospital, necessary, associate volunteer who work in the area where the on-call hours are required, shall be solicited. If there are insufficient associates who volunteer, the Hospital may assign associates to the on-call hours, but such assignment shall be in inverse order of seniority within each job classification of those who are qualified for the needed on-call coverage, on a rotational basis. (That is, the least senior is assigned on the first occasion, the next least senior is assigned on the second occasion, and so on.)

Article VI, Section 6.1(d): Attendance Bonus

Starting June 1, 2017 through May 31, 2018, associates with no more than 2 call-outs are eligible for a net \$100 bonus for each call-out not used up to a maximum of 6 in the defined year, to be paid in June 2018.

Note: All other terms and conditions applicable to attendance bonus as 2014 - 2017 Agreement.

DANIEL FIELDS, JR
President

MARCHEL SMILEY
Treasurer / Business Manager

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Appendix I – Position Classification/Market Reviews:

Within 30 days of the ratification of the Agreement, the parties will initiate a review of the Respiratory Therapy positions. Within 90 days thereafter, the parties will initiate a review of the Medical Office Assistant III positions.

Article IV Hiring Equity (new)

Hiring Equity: If, during the term of this Agreement, the Hospital hires an external applicant at a higher rate of pay than incumbent associates in the same job classification, and the same department, where qualifications and experience (as expressed on the associate's application at the time of hire) are at least equal, incumbent bargaining unit members shall receive an increase in pay equal to the rate paid to the newly hired associate. The Hospital will provide the Union with a report monthly of all new hires to include their hiring rates of pay and position titles. If the Union believes that the Hospital has violated the requirement in the previous sentence, the Union will notify the designated Human Resources representative within 30 days of receiving the monthly list of new hires. The Hospital will review same and provide its response. If the Union disagrees with the Hospital's response, rather than be subject to the Grievance and Arbitration procedure of Article XVIII, the dispute will be submitted to mediation before Arbitrator Stephen Crable. The Hospital will consider in good faith any resolution recommended by Mr. Crable.

For the purpose of this Section only, the Department of Nursing will be considered one department for the comparison of Patient Care Technicians and Unit Clerks.

Side Letter – Scheduling/Cancellation of Additional Hours:

During the term of the Agreement, the parties will meet to review/discuss a process for verification of additional hours scheduled/cancelled and develop mutually acceptable guidelines.

Article VI. Section 6.3. Funeral Leave:

Replace last sentence in Section 6.3 with: The Hospital will grant two (2) unpaid days off for associates to attend the funeral of a grandparent. The Hospital will not unreasonably deny requests for additional unpaid days off between the date of death and the day following the funeral. The associate has the option to apply Paid-Time-Off (PTO for time released from the schedule for this purpose.

Wages:

Effective the second pay period in June 2017, the minimum rate of pay will be \$14.50. Each associate covered by this Agreement shall receive either \$14.50 per hour minimum or a 2.25% in his/her base hourly rate of pay. The minimums and maximums of each pay range will increase by 2.25% effective the second pay period in June (pay period beginning June 25, 2017), whichever is higher.

Within two (2) pay periods following the ratification date, all active full-time associates will receive a net \$250.00 Signing Bonus and net \$125.00 for part-time associates. Associates must be actively employed as of the ratification date of the Agreement.

**RATIFICATION VOTE WILL BE MONDAY, MAY 22, 2017, IN THE TRUE AUDITORIUM 6AM-7PM
OFF-SITE LOCATIONS TBA**