



## We Have a Tentative Agreement

On Friday, June 21, 2019, around 4:00 am, we reached a tentative agreement with Children's Hospital. It is tentative until you have had an opportunity to agree to or reject the agreement. We will be having a ratification vote on Wednesday, June 26, 2019 to do this.

Below are some of the tentative language agreed to:

**4.02 Weekends.** When staffing permits, employees with 30 or more years of service will only work one (1) weekend a month. A weekend is a Friday & Saturday, Saturday & Sunday or a Sunday & Monday.

DANIEL FIELDS, JR  
President

DEBRA DAVIS  
Vice President

ORNE' BANKS  
Treasurer / Business Manager

MARCHEL SMILEY  
President Emeritus

**5.05(b)(i) In-Service Training and Educational Assistance:** Tuition will increase from a maximum of \$1,900 per year to \$2,100 for full-time and from \$950 per year to \$1,050 for part-time.

**5.05(d) Joint Committee on Training and Education:** During the term of this Agreement, the Hospital will provide up to fifty thousand dollars (\$50,000) to fund programs recommended by the Committee; provided, however, that no more than twenty thousand dollars (\$20,000) will be provided to fund such programs in any given fiscal year.

SERVICE EMPLOYEES  
INTERNATIONAL UNION  
AFL-CIO, CLC

Hospital Professional  
Technical and Service  
Workers

**8.06 DC Paid Family Leave Act:** The Hospital will administer paid leave consistent with the provisions of the Collective Bargaining Agreement in effect on June 30, 2019 and the DC Paid Family Leave Act ("DCPFLA"). In no event will the paid leave benefits provided be less than the paid leave provided in the Collective Bargaining Agreement in effect on June 30, 2019 or what the DCPFLA allows.

1673 Columbia Road, NW  
Suite 100  
Washington, DC 20009

Phone: 202-483-6221

Fax: 202-483-6242

e-mail: [seiu722@aol.com](mailto:seiu722@aol.com)

website: [www.seiu722.org](http://www.seiu722.org)

**10.04 401(k) Plan:** The Hospital will be allowed to terminate the 403(b) plan. Members will be allowed to rollover into the Hospital's 401(k) plan other than Fidelity (i.e., frozen contracts with MetLife, Voya, and TIAA Cref).

**10.09 Separation Benefit:** Employees who (a) as of January 1, 2021 have thirty or more years of service with the Hospital and (b) voluntarily terminate their employment during the period commencing February 1, 2021 through March 31, 2021, shall receive a lump sum payment of

\$6,000 Full-time and Part-time on a Pro-rata basis, less applicable deductions and withholdings.

**10.10 Longevity Bonus:** The Hospital will provide a one time longevity bonus on the first full pay period following January 1, 2021, to members who as of January 1, 2021 have thirty (30) or more years of service with the Hospital: full-time employees shall receive a lump sum payment in the amount of one thousand dollars (\$1,000), less applicable deductions and withholdings. Part-time will receive it on a pro-rata basis.

**11.04 Application of Seniority:** Job vacancies will only be posted outside of Human Resources. Employees at the facility and within the department where a vacancy occurs will be notified that the vacancy has been posted on the Hospital's intranet site.

**13.16 Parking:** Parking will increase as follows; no more than two dollars (\$2.00), effective January 1, 2020; no more than three dollars (\$3.00), effective January 1, 2021 and no more than three dollars (\$3.00), effective January 1, 2022.

**Market equity and job grade review of the following positions by April 1, 2020:** Account Specialist, Ambulatory Patient Care Tech, Anesthesia Technician, Bed Management Specialist  
Building Maint Tech I and II, Building Maint Tech Painter, Cashier Food Service, Clinic Operations Rep, Cook, Driver Messenger, Electrician,; Environmental Services Department Asst Flor/Spec Proj Team, Asst. General Team, Asst. Grounds Team, Food Services Department; Production Associate I, Food Service Associate I and II, GI Procedure Technologist, Hospitality Associate, Lead Radiologic Tech, Linen Tech, Nutritions Associate, Nutritions Tech, Patient Access Rep, Patient Care Tech, Patient Services Coordinator, Perioperative Resource Asst, Pharmacy Messenger, Radiologic Tech, Reimbursement Associate, Sanitation Associate, Sr. Clinic Ops Rep, Sr. Health Info Mgmt Specialist, Sr. Medical Records Tech,  
Sr. Patient Access Rep, Supply Tech, Surgical Technologist, Transportation Tech, Trauma Technologist, Unit Communications Associate, Warehouse Technician

**Market equity and job grade review of the following positions by April 1, 2021:** Biomed Engineering Positions, Dental Positions , Emergency Services Technician, Equipment Technician, MRI Department Positions, Pharmacy Positions, Plumbers and Pulmonary Diagnostic RCP.