

MedStar Washington Hospital Center

Comprehensive Proposal #1

May 3, 2021

Proposal #1

1.2 Bargaining Unit: Those associates covered by this Agreement are limited to the following associates of the Hospital, and none other:

All permanent, full-time associates (defined as those who fill a permanent position, work on a regularly scheduled basis, and work at least forty (40) hours per week or eighty (80) hours per pay period, denominated as "PF")...

All permanent, full-time associates (defined as those who fill a permanent position, work on a regularly scheduled basis, and work at least thirty-six (36) hours per week or seventy-two (72) hours per pay period, denominated as "PF") and all permanent, part-time eligible associates (defined as those who fill a permanent position, work on a regularly scheduled basis, and work at least twenty (20) hours but less than thirty-six (36) hours per week,

Proposal #2

3.2(a) Progressive Discipline: Except for offenses enumerated below or offenses constituting gross misconduct, the Hospital shall follow a system of progressive discipline as follows:

First offense: written warning

Second offense: suspension

Third offense: discharge

Except for offenses enumerated below or offenses constituting gross misconduct, the Hospital shall follow a system of progressive discipline as follows:

First offense: written warning

Second offense: final warning which may include an unpaid suspension

Third offense: discharge

Proposal #3

6.1 (C) Notification of Absence: When use of paid-time-off cash values are requested for any unplanned/ unscheduled absences, an associate shall notify his Supervisor, Department Head or other such person as designated in his own Department's policies and procedures by at least two (2) hours before the start of his regularly scheduled shift that he will be absent from work. ~~An associate who has an accrued balance of at least eight (8) paid days off (or at least four (4) paid days off in the case of PE associates) prior to the beginning of a period of absence for illness shall not be required to have a physician's excuse for two (2) or fewer consecutive days of such paid time off use.~~ Otherwise the associate's Supervisor, Department Head, or such other person as designated in his own Department's policies and procedures may require appropriate proof of illness or emergency prior to granting approval for use of paid-time-off cash values.

An associate shall be required to provide a separate note of illness, injury or other emergency for all absences greater than one (1) day. Failure to do so means that the absence(s) lacking such a separate note will be treated as an absence(s) as unexcused under Section 6(d).

Proposal #4

6.1 (d) Attendance and Tardiness:

(1) Leave Abuse: Once an associate has called in six (6) times over any *rolling twelve-month period*, any additional call-in may be considered leave abuse. If an associate who is scheduled to work on a weekend calls-in, the Hospital may require the associate to work an additional weekend or consider the call-in for purposes of determining leave abuse, but not both.

Proposal #5

6.2 (d) Attendance and Tardiness:

(2) Excessive Lateness: Excessive lateness is defined as the failure of a full-time associate to report to work within less than seven (7) minutes of the scheduled start time for more than six (6) times over any *rolling twelve-month period*; excessive lateness is defined as the failure of a part-time associate to report to work within less than seven (7) minutes of the scheduled start time for more than three (3) times over the twelve-month period commencing on April 1st and ending on March 31st. Associates who clock in for work less than seven (7) minutes after the start of their scheduled shift will not be docked in pay, nor be subject to progressive discipline, for such instances of tardiness.

Proposal #6

12.8 Income Protection: Associates shall receive at least the following income protection insurance coverage:

(b) Long Term Disability Insurance: Associates with at least *one (1) year* of continuous employment with Hospital shall, after one-hundred eighty days of disability (by reason of sickness or accident not covered by Worker's Compensation) receive sixty (60) percent of their regular base pay which shall continue until the associate either (1) dies; (2) returns to work; (3) attains age 65 years; or (4) ceases being qualified for coverage. (See also side letter dated August 23, 1995.)

Proposal #7

Delete article 14.13 Smoking

Proposal #8

New Article 6.1(d)(3) Attendance Bonus:

Associates who have no unscheduled absences or late arrivals – meaning they do not badge in after the start of their scheduled shift would be eligible for a \$200 bonus each quarter they qualify and remain employed for the entire quarter. (ex. scheduled 8A – 4P; they must badge in on or before 8AM; badging in at 8:01 or after will result in disqualification of the bonus for that quarter)

Quarter 1 = July 1 – September 30

Quarter 2 = October 1 – December 31

Quarter 3 = January 1 – March 31

Quarter 4 = April 1 – June 30

Payout would occur within 2 pay periods following the end of the quarter

Any associate who qualifies for the bonus for (four) 4 consecutive quarters would qualify for an additional \$1000 bonus