

Tuesday May 4, 2021
3:15PM

SEIU Counter Proposals:

SEIU Proposal #1 PTO

Accrual rate of PTO shall be as follows:

0 – 1 yrs of service 20 days

1 – 7 yrs of service 25 days

7 – 20 yrs of service 30 days

20 – 30 yrs of service 31 days

30+ yrs of service 32 days

SEIU Proposal #4 Appearance Fee

Associates reporting to work for a regularly scheduled shift shall be guaranteed at least (3) hours of pay

SEIU Proposal #6 Life Insurance

The life insurance plan contemplated by this 12.1 shall be maintained at a rate not less than 125% of the associate's hourly rate at the time of death multiplied by 2080 hours

SEIU Proposal #7

SEIU Agree to the hospital's counter dated May 4, 2021

Associate's removed from duty due to lack of work or furloughed shall have the option of using or not using their PTO hours

SEIU withdraw our proposal for Non-use of PTO hours for these purposes shall not affect the accrual rate of PTO earned

SEIU Proposal #8 Uniforms

Patient Care Techs shall receive from the hospital, at no cost to them (4) uniforms each year of the contract

SEIU Proposal #9 Sitters

SEIU will drop our proposal on the sitters and accept the language expressed by Mr. Hagens that All SEIU Associates receives (1) 15 minute break every (4) hours

SEIU Proposal #10 Health And Dental Premium Cost Sharing

SEIU maintain our previous proposal to include Appendix VII

Tuesday May 4, 2021
Noon

WHC Proposal #1 Dated May 3, 2021: Article 1.2 Bargaining Unit
SEIU Agree

WHC Proposal #2 Dated May 3, 2021: Article 3.2(a) Progressive Discipline
SEIU Agree

WHC Proposal # 3 Dated May 3, 2021: Article 6.1(c) Notification of Absence
SEIU DO NOT AGREE

WHC Proposal #4 Dated May 3, 2021: Article 6.2(d) Attendance and Tardies
SEIU Tentative Agreement based on language with example

WHC Proposal #5 Dated May 3, 2021: Article 6.2(d) Attendance and Tardies
SEIU Tentative Agreement based on language with example

WHC Proposal #7 Dated May 3, 2021: Article 14.13 Smoking
SEIU DO NOT AGREE

WHC Proposal #8 Dated May 3, 2021: New Article 6.1(d)(3) Attendance Bonus
SEIU Agree if bonus is Net

May 3, 2021
10:30 am

SEIU, LOCAL 722

CONTRACT PROPOSALS

SEIU, Local 722 reserves the right to add to, modify or withdraw these proposals consistent with the parties negotiations agreement and ground rules.

Proposal 1. PTO: Associates with 20 or more years of service shall receive 32 days of PTO hours per year..

Associates with more than 7years of service shall have a maximum accrual balance of 400 hours. Associates with 2-7 years of service shall have a maximum accrual rate of 320 hours. Associates with 0-2 years of service shall have a maximum accrual rate of 240 hours.

Associates can request a pay out of up to 40 hours of their PTO's on their anniversary date.

The accrual rate of PTO's shall be as follows:

- 0-1 year of service 20 days
- 1-7 years of service 25 days
- 7- 10 years of service 30 days
- 10-20 years of service 31 days
- 20+ years of service 32 days

2. **Holiday and Personal Day Pay:** Holiday and Personal Days shall be paid at the rate of the associate's regularly scheduled hours of work per shift. Employees working ten hours a shift (day), shall be paid ten hours of Holiday/Personal day pay. Associates working 12 hour days shall be paid 12 hours of Holiday/personal day pay. Associates working 8 hour days shall be paid 8 hours of Holiday/Personal day pay.

3. The amount of PTO hours in an associate's bank prior to an absence will not be used as a reason for nonpayment of PTO hours.

4. **Appearance Fee:** Associates reporting to work for a regularly scheduled shift shall be guaranteed at least four (4) hours pay,

5. **Shift Differential:** Associates shall be paid ten percent (10%) of their actual base pay for hours worked during the designated shift differential hours.

6. **Life Insurance:** The Life Insurance plan contemplated by this 12.1 shall be maintained at a rate not less than 125% of the Associate's hourly rate at the time of death multiplied by 2080 hours.

7. Associates removed from duty due to lack of work or furloughed shall have the option of using or not using their PTO hours. Non use of PTO hours for these purposes shall not affect the accrual rate of PTO's earned.

8. **Uniforms:** Patient Care Technician shall receive from the Hospital, at no cost to them, 6 uniforms per year.

9. Associates used as sitters to watch patients shall receive a fifteen (15) minute paid break for each three (3) hours of sitting.

12.3: HEALTH AND DENTAL PREMIUM COST SHARING

The Hospital shall pay ninety percent (90%) of the monthly premium for group individual health insurance coverage (including dental) for all permanent full-time associates ("individual coverage") in the bargaining unit, provided the associate pays ten percent (10%) of the monthly premium.

The hospital shall pay ninety (90%) of the total monthly premium for all permanent full-time associates in the bargaining unit, who elect group health insurance coverage (including dental) for themselves and for one eligible dependent and for themselves and their dependents ("individual-plus-one coverage), provided the associate pays ten percent (10%) of the total monthly premium.

The Hospital shall pay ninety (90%) of the total monthly premium for all permanent full-time associates in the bargaining unit who elect group health coverage (including dental) for themselves and for their eligible dependents ("family coverage"), provided the associate pays ten percent (10%) of the total monthly premium.

The Hospital shall pay fifty percent (50%) of the total monthly premium for group individual, individual-plus-one, and family coverage for all permanent part-time associates in the bargaining unit, who elect group health insurance coverage (including dental) provided the associate pays (50%) of the total monthly premium.

APPENDIX VII

July 8, 2014

RE: Associated with 25 + Years of Service - Health and Dental Premium Cost Sharing

Dear Mr. Fields:

This side letter confirms the agreement reached by the Washington Hospital Center ("the Hospital") and the Service Associated International Union, Local 722 ("the Union") (collectively, "the Parties") during the Parties 2011 collective bargaining negotiations.

Associates who have 25 or more years of service as of December 31, 2011, who elect to participate in the Hospital's health and dental insurance program will receive 100% Hospital-paid individual coverage: 90% Hospital-paid associated plus one coverage and

family coverage during the term of this agreement. For those associates who currently have either associate plus one or family coverage, the associate portion of the premium will be reduced by an amount equal to the associate portion of the individual coverage premium.

Essential Workers Bill of Rights

SEIU propose that the hospital provide the following Essential Workers Bill of Rights for all Associates

At any time that the Mayor of the District Of Columbia announces and puts into effect a "State of Emergency" (ex.. H1N1, Ebola, COVID, Capital Insurrection, or any new pandemic / epidemic) and Medstar Washington Hospital Center mandates workers to report to work during such "State of Emergency", the following benefits shall be implemented:

- ❖ Stronger Workplace Safety
 1. Personal Protective Equipment (PPE) equal for **ALL** associates
 - Highest level and quality for **ALL** associates
 2. Safe and secure environment free of contaminants and violence
 3. When reported, the ability to refuse to work in an unsafe workplace free of retaliation
- ❖ Hazard Pay
 1. Additional \$3 per hour for **ALL** hours worked during the "State of Emergency"
- ❖ Eligibility for Compensation
 1. If an associate obtain illness and / or injury resulting from such "State of Emergency" while performing their duties, Medstar Washington Hospital Center will provide associate with Workers Compensation equal to his or her regular pay
 2. During such "State of Emergency", if illness and / or injury is obtained by immediate family members residing in the same household as associate and Federal State or local officials require quarantine of all household members, such time off shall not be counted against an associates callouts. An Associate shall have the option to use their PTO for pay purposes or take leave without pay.