

**Friday May 7, 2021
3:00PM**

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+ yrs of service 31 days

SEIU Proposal #2 Holiday and Personal Day Pay

SEIU maintain our original proposal

MWHC Proposal #3 PTO

SEIU DO NOT agree with the hospitals proposal where an associate needs a written note for more than one (1) of a call - out

SEIU Proposal #4 Appearance Fee

Associates reporting to work for a regularly scheduled shift shall be guaranteed at least (2) hours of pay

SEIU Proposal #5 Shift Differential

SEIU maintain that associates shall be paid ten (10%) percent of their actual base pay for hours worked during the designated shift differential hours

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

Tentative Agreement

SEIU Proposal #8 Uniforms

Patient Care Techs shall receive from the hospital, at no cost to them (3) uniforms each year of the contract

SEIU Proposal #9 Sitters

SEIU withdraw proposal

SEIU Proposal 12.3 Health And Dental Premium Cost Sharing

SEIU maintain our previous proposal to include Appendix VII and Part -Time associates shall be eligible for Health and Dental benefits upon date of hire.

***** ALL PREVIOUSLY SUBMITTED SEIU PROPOSALS NOT ADDRESSED IN THIS DOCUMENT SHALL BE MAINTAINED IN ITS ORIGINAL FORM**

MWHC Proposal #8 Attendance Bonus

Dated May 4, 2021 12:05 PM

SEIU Counter Proposal:

SEIU accepts the hospitals original proposal of \$200 each quarter if the bonus is **NET**
Payout would occur within (3) 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 net \$1000 bonus

SEIU COUNTER PROPOSALS

May 7, 2021

2PM

6.1(d) Attendance and Tardiness:

At the ratification date, any failures to report to work and /or tardies that have not resulted in corrective action; will not be counted for the current calendar year. These associate's attendance record will be set to zero.

Beginning with the ratification date, an associate's twelve (12) month **ATTENDANCE PERIOD** will begin on the date of either their first call – out or first tardy, whichever occurs first. Said attendance period will end twelve (12) months from that date.

For example: if the ratification occurs on June 1, 2021, and an associate first tardy or call – out is August 1, their twelve (12) month period goes from August 1, 2021 – July 31, 2022.

(1) **Leave Abuse:** Once an associate has called in six (6) times over their twelve (12) month period, any additional call – ins 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.

(2) **Excessive Lateness:** Excessive lateness is defined as failure of an associate (full time or part time); to report to work within less than (7) minutes of the scheduled start time for more than six (6) times over their twelve (12) month period. 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 the subject to progressive discipline for such instances of tardiness.