

Tentative Agreement

SEIU

Daniel Fields 5.7.21

MWHC

BLW 5/7/21

Associates removed from duty due to lack of work or furloughed shall have the option of using or not using their PTO hours.

Tentative Agreement

SEIU Daniel Fields, Jr. 5-7-21  
MWHC [Signature] 5/7/21

1.2 Bargaining Unit:

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,

Tentative Agreement

SEIU Daniel Fields, Jr 5-7-21

MWHC PLW 5/7/21

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**