

MedStar Washington Hospital Center

Counter Proposal

May 11, 2021

Hospital's response to the Union's May 7, 2021 Proposal @  
3:11PM

Proposal #1 – PTO

The Hospital does not accept the Union's proposal

Hospital's response to the Union's May 7, 2021 Proposal @  
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Proposal #4 – Appearance Fee

The Hospital does not accept the Union's proposal

Hospital's response to the Union's May 7, 2021 Proposal @  
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Proposal #6 – Life Insurance

The Hospital does not accept the Union's proposal

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Proposal #8 -- Uniforms

Patient Care Technicians who are employed as of the ratification date of this agreement shall be provided 3 uniforms on a one-time basis.

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Proposal #10 – Article 12.3: Health and Dental Premium  
cost sharing

The Hospital does not accept the Union's proposal

## Hospital's response to the Union's May 7, 2021 Proposal @ 3:11PM

### Hospital 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 \$230 bonus each quarter they qualify. (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 net \$1000 bonus.

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### 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 attendance calendar year which began on April 1, 2021.

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's first tardy or call – out is August 1, their twelve (12) month attendance 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 attendance 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 attendance period. Associates who clock – in for work less than seven (7) minutes after the start of their scheduled shift will not be clocked in pay, nor be subject to progressive discipline for such instances of tardiness.