

MedStar Washington Hospital Center

Counter Proposal

May 13, 2021

**Hospital's response to the Union's May 13, 2021 Proposal @
12:25PM**

Proposal #2 – Holiday and Personal Day Pay

Personal Days: Associates who are regularly scheduled more than 8 hours shall be given the option to use PTO to make for a complete shift at their discretion.

Hospital's response to the Union's May 13, 2021 Proposal @ 12:25PM

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 \$240 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 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 \$1000 bonus.

The attendance bonus shall be in effect beginning July 1, 2021 continuing through June 30, 2023. If total unscheduled PTO's are reduced by 15% for all members of the bargaining unit during Years 1 and 2 of the agreement, the Attendance bonus will renew for the period beginning July 1, 2023 through the term of the contract.