

MedStar Washington Hospital Center
Counter Proposal
May 13, 2021

**Hospital's response to the Union's May 11, 2021 Proposal @
12:30PM**

Proposal #1 – PTO

The Hospital does not accept the Union's proposal

**Hospital's response to the Union's May 11, 2021 Proposal @
12:30PM**

Proposal #2 – Holiday and Personal day pay

The Hospital does not accept the Union's proposal

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Proposal #4 – Appearance Fee

The Hospital does not accept the Union's 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

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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 \$1000 bonus.

Tentative Agreement

SEIU _____

MWHC _____

6.1(c) Notification of Absence:

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