

Thursday May 13, 2021
Noon

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 propose that for holidays whether worked or not; associates shall be made whole. An associate shall be paid holiday pay at the rate of the associate's regularly scheduled hours of work per shift. Employees working regularly scheduled ten hours a shift (day), shall be paid ten hours holiday pay. Associates working regularly scheduled 12 hour days shall be paid 12 hours holiday pay. Associates working regularly scheduled 8 hour days shall be paid 8 hours holiday pay.

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

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

If an associate is not contacted by the hospital of the cancelation of their regularly scheduled shift; two hours before their shift starts, and reports 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 **effective the 2nd year of the contract**

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 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 propose an attendance bonus of **\$260 each quarter**.

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

This attendance bonus shall be in effect for each year of the contract.