

Thursday May 14, 2021  
10:00 am

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, if an associate is regularly scheduled for a ten (10) or twelve (12) hour shift, and it's a holiday that they are scheduled off; the associate should not lose pay. These associates shall be made whole by receiving holiday hours at the rate of their regular hours of ten (10) or twelve (12) hours.

**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.**  
**Tentative agreement for personal day only**

**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 2<sup>nd</sup> year of the contract**

### **SEIU Proposal #8 Uniforms**

**Patient Care Techs shall receive from the hospital, at no cost to them (6) uniforms on a one time basis**

### **SEIU Proposal 12.3 Health And Dental Premium Cost Sharing**

**SEIU propose to strike the language in the current contract requiring associates to wait one year to receive insurance.**

**All information associated with this proposal below will be effective the 2<sup>nd</sup> year of the contract**

**The Hospital shall pay ninety percent (90%) of the monthly premium for group individual health insurance coverage (including dental) for all permanent full-time associates ("individual coverage") in the bargaining unit, provided the associate pays ten percent (10%) of the monthly premium.**

**The hospital shall pay ninety (90%) of the total monthly premium for all permanent full-time associates in the bargaining unit, who elect group health insurance coverage (including dental) for themselves and for one eligible dependent and for themselves and their dependents ("individual-plus-one coverage), provided the associate pays ten percent (10%) of the total monthly premium.**

**The Hospital shall pay ninety (90%) of the total monthly premium for all permanent full-time associates in the bargaining unit who elect group health coverage (including dental) for themselves and for their eligible dependents ("family coverage"), provided the associate pays ten percent (10%) of the total monthly premium.**

**The Hospital shall pay fifty percent (50%) of the total monthly premium for group individual, individual-plus-one, and family coverage for all permanent part-time associates in the bargaining unit, who elect group health insurance coverage (including dental) provided the associate pays (50%) of the total monthly premium.**

**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

**6.1(d) Attendance and Tardiness:**

**SEIU tentatively agree to the hospital's proposal submitted May 14, 2021**