

MedStar Washington Hospital Center  
Counter Proposal  
May 14, 2021

**Hospital's response to the Union's May 13, 2021 Proposal @  
3:25PM**

**Proposal #1 – PTO**

The Hospital does not accept the Union's proposal

**Hospital's response to the Union's May 13, 2021 Proposal @  
3:25PM**

**Proposal #2 – Holiday and Personal Day Pay**

The Hospital does not accept the Union's proposal regarding holiday pay

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Proposal #4 – Appearance Fee

The Hospital does not accept the Union's proposal

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Proposal #5 – Shift Differential

The proposal is under consideration

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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 – 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 13, 2021 Proposal @ 3:25PM**

### **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 \$1200 bonus.