

MedStar Washington Hospital Center

Counter Proposal

May 17, 2021

**Hospital's response to the Union's May 14, 2021 Proposal @
1:15PM**

Proposal #1 – PTO

The Hospital does not accept the Union's proposal

**Hospital's response to the Union's May 14, 2021 Proposal @
1:15PM**

Proposal #2 – Holiday and Personal Day Pay

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

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1:15PM**

Proposal #4 – Appearance Fee

The Hospital does not accept the Union's proposal

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1:15PM**

Proposal #6 – Life Insurance

The Hospital does not accept the Union's proposal

**Hospital's response to the Union's May 14, 2021 Proposal @
1:15PM**

Proposal #8 – Uniforms

The Hospital does not accept the Union's proposal

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Proposal – 12.3 Health and Dental Premium Cost Sharing

The Hospital agrees to strike the language in article 12.3 requiring permanent part-time associates who have not completed one year of service with the Hospital to purchase group health insurance and dental coverage at their own expense.

The Hospital does not accept any other components of the Union's proposal

The Hospital withdraws its Proposal #3 – Article 6.1(c)
Notification of Absence

Modification to Proposal #6

12.8 Income Protection: Associates shall receive at least the following income protection insurance coverage:

(a) Long Term Disability Insurance: Associates with at least ~~one (1) year~~ **six (6) months** of continuous employment with Hospital shall, after one-hundred eighty days of disability (by reason of sickness or accident not covered by Worker's Compensation) receive sixty (60) percent of their regular base pay which shall continue until the associate either (1) dies; (2) returns to work; (3) attains age 65 years; or (4) ceases being qualified for coverage. (See also side letter dated August 23, 1995.)