

Thursday May 17, 2021

3:00 pm

SEIU Counter Proposals:

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 should not receive eight (8) hours holiday pay and lose two (2) hours of pay for ten (10) hour shifts or four (4) hours for twelve (12) hour shifts. 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 agree with the hospitals proposal to withdraw 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 (1) 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 (4) uniforms on a one time basis

SEIU Proposal 12.3 Health And Dental Premium Cost Sharing

SEIU accepts the hospital proposal to strike the language in the current contract requiring associates to wait one year to receive insurance.

The Hospital shall pay eighty percent (80%) 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 twenty percent (20%) of the monthly premium.

The hospital shall pay seventy five (75%) 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 twenty five percent (25%) of the total monthly premium.

The Hospital shall pay sixty eight (68%) 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 thirty two percent (32%) of the total monthly premium.

Part time associates shall pay premiums at the same rates as full time associates above.

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.

Hospital’s New Article 14.17(b) Occupational Health & Safety

Tentatively accept all except (f)(g)

SEIU Propose:

(e) In the interest of safeguarding patients, visitors, and co – workers health and wellbeing, the hospital shall require associates to take medical precautions deemed necessary by the hospital, including hand washing, donning of protective equipment, or vaccination, in order to protect against contraction of infection, illness, or other communicable disease. The hospital may require those vaccinations or immunizations for which the Center for Disease Control and Prevention “Strongly Recommends”; as long as the vaccine is fully approve by the FDA. While vaccine is under Emergency Use Authorization (EUA) associates must have the option to

accept or decline the experimental drug. Associates must be told the risk and benefits, and they have the right to decline a medication that is not fully licensed.

In the event that the hospital determines that such a vaccine is safe, effective and necessary, associates will have the following options: (i) take the vaccination provided at no charge by the Hospital; (ii) show proof of vaccination in a manner acceptable to the Hospital; or (iii) obtain a medical or religious exemption from the hospital.

(f) Hazard Pay

Additional \$3 per hour for ALL hours worked during any "State of Emergency" declared by the District of Columbia, that the hospital mandates workers report to work.

Telework hours do not qualify for this Hazard Pay

(g) Eligibility for Compensation

If an associate obtain illness and / or injury while performing their duties, resulting from any "State of Emergency" declared by the District of Columbia, that the hospital mandates workers report to work; Medstar Washington Hospital Center will provide associate with Workers Compensation equal to his or her regular pay

If an associate is required by the hospital to quarantine for any reason, associates shall be given administrative pay and not have to use their PTO for pay purposes or take leave without pay.

***** ALL PREVIOUSLY SUBMITTED SEIU PROPOSALS NOT ADDRESSED IN THIS DOCUMENT AND HAVE NOT BEEN MUTUALLY SIGNED OFF SHALL BE MAINTAINED IN ITS ORIGINAL FORM**