

**Thursday May 17, 2021
NOON**

SEIU Counter Proposals:

SEIU Proposal #1 PTO

SEIU withdraw our original proposal

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 (5) 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.

All information associated with this proposal below will be effective the 2nd 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.

6.1(d) Attendance and Tardiness:

SEIU tentatively agree (with corrections) to the hospital's proposal submitted May 14, 2021

Hospital Proposal #8 New Article 6.1(d)(3) Attendance Bonus

Associates who have 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; an associate who badge in at 8:01 or after will result in disqualification of the bonus for the 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 quarterly bonus for four (4) consecutive quarters would qualify for an additional \$1200 bonus.

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

Hospital 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 six (6) months of continuous employment with the 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)

SEIU tentatively agree to the hospital's proposal submitted May 17, 2021 10am

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

Tentatively accept all except (e)

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**