

**Wednesday May 19, 2021
5:00 PM**

SEIU Counter Proposals:

SEIU Proposal #4 Appearance Fee

SEIU will withdraw our Proposal #4 on Appearance Fee & Proposal #6 on Life Insurance, as well as accept MWHC Proposal #7 Article 14.13 Smoking delete this article from the contract

If the hospital agrees to the following:

If an associate receives a 1st step written warning, the written warning shall stay in their record for 12 months as long as the associate do not get a second step (suspension / 2nd written warning) within the same 12 months. If the associate receive the 2nd step within the 12 month period, the 1st step written warning shall remain for 18 months.

Tentative agreement

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

SEE PROPOSAL #4

Tentative agreement

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.

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 \$2 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**