

**SEIU Proposal**

**May 21, 2021**

**12:30 pm**

**Wages:**

**SEIU Propose 5.5% for a 1 year contract  
Minimum and Maximum of each grade will increase by 5.5%**

**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 2<sup>nd</sup> year of the contract**

**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**