

MedStar Washington Hospital Center

Counter Proposal

May 26, 2021

1:00 pm

## Wages

### Year 1

- 2% across the board adjustment (ATB)
- The minimum and maximum of each grade will increase by 2%
- The minimum rate at the Hospital will be \$15.96
- The Hospital will offer a Ratification bonus of \$250 (grossed up) to all active full-time bargaining unit members who are employed as of the ratification date; and \$125 (grossed up) to all active part-time bargaining unit members who are employed as of the ratification date.

### Year 2

- 2% across the board adjustment (ATB)
- The minimum and maximum of each grade will increase by 2%
- The minimum rate at the Hospital will be \$16.28

### Year 3

- 2.25% across the board adjustment (ATB)
- The minimum and maximum of each grade will increase by 2.25%
- The minimum rate at the Hospital will be \$16.65

### Year 4

- 2.50% across the board adjustment (ATB)
- The minimum and maximum of each grade will increase by 2.50%
- The minimum rate at the Hospital will be \$17.08

The Hospital has the unilateral right to, at its discretion to grant additional across the board increases starting July 2023 to the expiration of the Agreement. In such circumstances, the Hospital will give the Union thirty (30) days' notice prior to such increase(s) and agrees to meet and confer during the thirty (30) day period.

- Within 6 months following ratification, the Hospital will initiate market adjustments for 395 PCT's and ED Techs
- Within 6 months following ratification, the Hospital will initiate market adjustments for 145 Respiratory Therapists, CV Techs and Surgical Techs