

## SEIU Counter Proposal

May 26, 2021 3:45 pm

### Wages:

2.5% for year (1) one of contract

Minimum and Maximum of each grade will increase by 2.5%

2.25% for year (2) two of contract

Minimum and Maximum of each grade will increase by 2.25%

2.25% for year (3) three of contract

Minimum and Maximum of each grade will increase by 2.25%

3% for year (4) four of contract

Minimum and Maximum of each grade will increase by 3%

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.

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 Therapist, CV Techs and Surgical Techs

### Shift Differential

#### Tentative Agreement

Ten (10%) percent Shift Differential of an Associates actual base pay for hours worked during the designated shift hours Effective Second (2<sup>nd</sup>) year of the contract

- Then SEIU shall withdraw our proposal New Article 14.17(b) Occupational Health & Safety (f) Hazard Pay And (g) Eligibility for Compensation"

All language previously tentatively agreed upon with the SEIU proposal on Essential Workers Bill of Rights remain the same

- Also: 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. SEIU will withdraw all other proposals in 12.3 Health And Dental Premium Cost Sharing