

MedStar Washington Hospital Center

Counter Proposal

June 4, 2021

2:15pm

Wages

Year 1

- 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 \$16.00
- 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

- 2.25% 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 \$16.36

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 \$16.74

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 \$17.17

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
- The Hospital will offer a Retention bonus of \$250 (grossed up) to all active full-time bargaining unit members and \$125 (grossed up) to all active part-time bargaining unit members who are employed as of the ratification date *and* who are still employed on the 4th year anniversary of the ratification date.