

SEIU Local 722 Contract Proposal

May 6, 2022

If not specifically addressed as proposals during these negotiations both parties agree that all other language in the July 2019 – June 2022 contract will remain the same.

Proposal #1 Article 1 Recognition, Unit and Checkoff

Article 1.02 Bargaining Units add (a)(iv) As specified in the November 30, 2021 Memorandum of Agreement between the Hospital and the Union, for bargaining unit members at the Hospital's Prince George's County Regional Outpatient Center (**Update**)

Article 1.09 Employee Defined change full-time employee who is regularly scheduled to work forty (40) hours or more per workweek to thirty-six (36) hours or more per workweek

Proposal #2 Article 7 Holidays

Article 7.01 Holidays SEIU propose to add Juneteenth as a recognized holiday by the hospital

Article 7.02 Personal Day SEIU propose to add July 1st as the date in which members will receive the personal day in their vacation bank. (**Update**) Memorialize current practice, just adding the date it happens

Proposal #3 Article 11 Seniority

Article 11.08 Limitation on Temporary Transfer / Floating

If a member is hired and assigned to one area, unit, department, or location, said members who has 20 or more years of service will not be temporarily transferred to another area, unit, department, or location to perform their duties, unless the particular skill or competency of the member being temporarily transferred is necessary for the delivery of safe patient care. If a member with 20 or more years of service is required to temporarily transfer to another area, unit, department, or location, said member will receive an additional \$2 per hour for all hours worked in temporary assignment.

Proposal #4 Article 9 Vacation

Article 9.02 Vacation Leave Accrual SEIU propose that rates shall be adjusted as follows:

0-5 yrs tenure 0.0577

5-10 yrs tenure 0.0770

10 -15 yrs tenure 0.0962

15-20 yrs tenure 0.1154

Over 20 yrs tenure 0.1357

Proposal #5 Article 13.11 Health and Safety

(a)(iii)(f) The hospital will maintain procedures to be observed by all bargaining unit members for reporting of a hazard or potential hazard and any injuries which may be sustained as a result of such hazard.

- If a member obtain illness and / or injury resulting from such hazard while performing their duties, the hospital will provide members with Compensation no less than his / her regular pay

The hospital shall have the right to update or revise its procedures consistent with operational, safety and business needs. Such procedures shall be readily accessible and all bargaining unit members shall be informed promptly of any updates.

Proposal #6

Article 4.13 Certification, Registration, or Licensure Bonus maintain current language, however, add Clinical Advancement Program Article 4.13 from 2016 - 2019 contract. Subject to the provisions of this Section 4.13, Transport Paramedics, Surgical Technologist and Anesthesia Technicians who successfully complete the requirements for advancement through a clinical advancement process developed by the Hospital will receive bonuses, less applicable deductions and withholdings, in accordance with the following schedule:

Title	Level 1	Level 2	Level 3
Surgical Technologist	\$1,000	\$2,000	\$4,000
Anesthesia Technician	\$500	\$1,000	\$2,000
Transport Paramedic	N/a	\$2,000	\$3,000

The hospital shall provide notice to the union and obtain its input to implementation of the clinical advancement process and any subsequent changes.

Members will be paid the bonus upon meeting the Level requirements and every year the member maintains the requirements for the level.

The Hospital retains the right, consistent with the provisions of this agreement, to determine levels of staffing and the number of employees at each level within a job classification.

The provisions of this section will expire with this agreement and may be extended beyond this agreement only upon mutual written agreement of the parties.

Proposal #7 Side Letters

Side Letter #3 Trainer Pay SEIU propose that this side letter become Article 4.14 Trainer Pay and the following classifications should be added: ALL SEIU Positions will receive Trainer Pay to train new hires. We also propose that the amount increase to \$4

Side Letter #4 Market, Equity, and Job Grade reviews SEIU propose that side letter #4 become Article 4.15 Market, Equity, and Job Grade Reviews and the following classifications should be added this contract: Group Leader Dietary, Rehabilitation Assistant, Charge Review Associate, Group Leader Mailroom, Group Leader SPD, IV Therapy Specialist, OR Control Desk Clerk, Surgical Posting Associate, Surgical Supply Assistant, CT Techs, Lead CT Techs, Polysomnographic Techs,, Cardiac Surgery Techs, Cardiology Techs Invasive, Echocardiography Techs,, Sr. Echocardiography Tech (2nd Year)

Anesthesia Techs, Charge Data Specialist, Intake Coordinator, Transfer Coordination Specialist, Orthopedic Techs, Apheresis Tech, Building Maintenance Tech - Carpenter, Shift Engineer, Neuro-Diagnostic Tech, Sr. Neurodiagnostic Tech, Team Lead Neurodiagnostic Tech, Transport Paramedic, Electrophysiology techs Non-invasive, Electrophysiology Techs Invasive, ECMO Specialist (3rd Year)

Proposal #8 COVID Pay

SEIU propose that the Hospital Reward all SEIU members who were employed at the time the COVID pandemic went into effect Feb 1, 2020 through June 30, 2022 with a lump sum of \$2000 per person.

Proposal #9 Wages

Article 4.04 Wages 8% July 1, 2022; 8% July 1, 2023 & 8% July 1, 2024 & Minimum and Maximum increase for each pay grade shall increase 8% each year

Article 4.06 Shift Differential All 10% shall be increased to 15% and all 15% shall increase to 20%

Article 4.14 Hazard Pay In addition to an employee's hourly wage, all employees shall receive \$10 per hour for all hours worked during any pandemic / epidemic declared by the Federal of District Government.

Decompression of Pay Grades

With the last contract negotiation, it was not the intent of SEIU to merge grades 8 - 13. The goal was only to move all workers who made less than \$15/hr to a rate of \$15/hr or more. It was an oversight in the end that needs correcting. This misfortune has caused a lack of incentive towards promotions because promotions are now lateral moves; and entry-level positions that only require a high school diploma or G.E.D. now merged with certified or licensed positions.

SEIU propose to decompress pay grades from the previous contract. Please see the proposed adjustments in attachment A to rectify this issue.

This adjustment would require only (7) seven individuals to receive an increase to the minimum wage of their newly created grade.

Jeannine Mateubew - Takouam (Surgical Tech .65)

Stephanie Quijada (Surgical Tech .37)

Jayson Richardson (Supply Tech .53)

Demyo Talbert - Hawk (Supply Tech \$1.22)

Jamal Jarmon (Radiology Resources Asst .48)

Ashley Austin (Sr. Echo Cardiac Tech .29)

Shawn Grant (Sr. Echo Cardiac Tech .98)