

## SEIU Local 722 Counter Proposal

Jun 9, 2022

10:55 am

### **Article 4.04 Wages**

Effective no later than the first full period July 2022 (7%) seven percent increase

Effective no later than the first full pay period July 2023 (7%) seven percent increase

Effective no later than the first full pay period July 2024 (7%) seven percent increase

Full – time employees at or above the maximum for his job grade as designated in Appendix will receive a lump sum payment of two hundred fifty dollars (\$250.00), minus applicable deductions and withholdings effective the first full pay period following July 1<sup>st</sup> of each of the listed years.

Each part-time employee in job classifications listed in Appendix at or above the maximum for his job grade as designated in Appendix will receive a lump sum payment of one hundred twenty-five dollars (\$125.00), minus applicable deductions and withholdings effective the first full pay period following July 1<sup>st</sup> of each of the listed years.

The range minimums shall be increased by the amounts of the percentage increases specified in July 1, 2023 and July 1, 2024. The range maximums shall be increased by the amounts of the percentage increases specified each of the following years: July 2022, July 2023 and July 2024

### **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

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.

**Side Letter #3 Trainer Pay** SEIU propose that this side letter become Article 4.14 Trainer Pay and the following classifications should be added:

**Lead Radiologic Technologist, Radiologic Technologist, Lead Diagnostic Imaging**

**Technologist, Diagnostic Imaging Techs, Ultrasound Techs, Lead Ultrasound Technologist, Ultrasound Vascular Techs, Lead Ultrasound Vascular Techs, CT Techs, Lead CT Techs, Nuclear Medicine Techs, Lead Nuclear Medicine Techs, Neurodiagnostic Tech, Lead Neurodiagnostic Tech, Sr Neurodiagnostic Tech, Surgical Tech, ECMO Specialist, Respiratory Therapy (all levels), MRI Techs and Lead MRI Techs, and all other job classifications that provide training to students that may be identified.** 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.

**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.

#### **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.

#### **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)