

**ARTICLE IV: HOURS AND WAGES**

12:15 PM

**4.01 Workweek**

The normal workweek shall be consistent with the employee's FTE status as defined in Section 1.09 of this Agreement ~~of forty (40) hours~~, exclusive of meal periods. Nothing in this Agreement, however, shall be construed as a guarantee by the Hospital of hours worked for any period. Employees shall report properly dressed and ready for work at their job location and quit work at their job location at the time designated by the Hospital at the beginning and end of their workday, unless otherwise expressly directed by the Hospital. There shall be at least one thirty (30) minute unpaid meal period in any workday equal to or greater than four (4) paid hours; this meal period shall not be counted as time worked. No change in the workweek or work schedule of more than twenty-five (25) percent of the employees in any classification shall be made without obtaining the views of the Union thereon. **[Parties in Agreement as of 5/23/22]**

Absent unusual circumstances, the employer shall have the right, upon at least thirty (30) days written notice to the Union, and after offering to the Union the opportunity to meet on this subject, to change the workday and workweek accordingly.

Work schedules shall be posted and made available at least two (2) weeks in advance provided, however, work schedules may be exclusively posted electronically if computers are readily accessible. The Hospital shall provide the Union with a list of departments where work schedules are posted exclusively electronically. Overtime will be assigned in accordance with section 4.05 only after posting of the schedule. Any change in such schedules will require the Hospital to provide as much advance notice to the affected employees as may be practicable.

**4.02 Weekends**

(a) Excluding those employees who are scheduled to work solely on weekends, when circumstances permit, and when patient care will not be adversely affected, the Hospital will make every reasonable effort to avoid scheduling employees to work on consecutive weekends. For purposes of determining whether an employee has been off for a "weekend," it shall be defined as "Friday and Saturday," "Saturday and Sunday," or "Sunday and Monday."

(b) The parties agree to create a joint Weekend Scheduling Advisory Committee to discuss and develop mutually agreeable solutions to issues and concerns related to weekend scheduling. The Committee will meet monthly and will be composed of three (3) union representatives and three (3) Hospital representatives.

(c) Excluding those employees who are scheduled to work solely on weekends, the Hospital will make every reasonable effort to avoid scheduling employees with thirty (30) or more years of seniority to work more than one (1) weekend per month; provided, however, in a department/unit where scheduling employees with thirty (30) or more years of seniority makes staffing unworkable (e.g., three (3) out of four (4) staff members in any job classification has thirty (30) or more years of seniority), the parties and the staff in the department/unit will reasonably cooperate in scheduling weekend work to ensure department needs are met. For purposes of

determining whether an employee has been off for a "weekend," it shall be defined as "Friday and Saturday," "Saturday and Sunday," or "Sunday and Monday."

**4.03 Rest Period**

Each employee shall be entitled to two fifteen (15) minute rest periods during the regularly scheduled eight (8) hour shift (one such break if scheduled for less than eight (8) hours). The Hospital shall have the sole right in its discretion to schedule rest periods, including the right to schedule one such break contiguous to a thirty (30) minute meal period. An employee shall be paid (at his regular rate) for missed rest periods only when a rest period cannot be given to an employee because it would interfere with optimum patient care or efficient hospital operations. Rest periods may not be aggregated or accumulated, even if missed.

**4.04 Wages**

(a) (1) Effective no later than the first full pay period after July 1, 2022~~19~~, each full-time employee will be paid a lump sum payment of **five hundred one thousand** -dollars (\$~~500~~~~1,000~~.00), minus applicable withholdings and deductions. Effective no later than the first full pay period after July 1, 2022~~19~~, each part-time eligible employee will be paid a lump sum payment of **two five hundred and fifty** dollars (\$~~250~~~~500~~.00), minus applicable withholdings and deductions.

(2) Each employee in job classifications listed in Appendix ~~AB~~ who is below the maximum for his job grade as designated in Appendix ~~AB~~ will receive an increase equal to two percent (2.0%) of his regular rate or an amount equal to the difference between his existing regular rate and the maximum for his position, whichever is less, effective as of the first full pay period following ~~July~~~~anuary~~ 1, 2022~~0~~. Each full-time employee in job classifications listed in Appendix ~~AB~~ who is at or above the maximum for his job grade as designated in Appendix ~~A B~~ 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~~~~anuary~~ 1, 2022~~0~~. Each part-time employee in job classifications listed in Appendix ~~AB~~ who is at or above the maximum for his job grade as designated in Appendix ~~AB~~ 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~~~~anuary~~ 1, 2022~~0~~.

**(3) Each employee in job classifications listed in Appendix A who is below the maximum for his job grade as designated in Appendix A will receive an increase equal to one percent (1.0%) of his regular rate or an amount equal to the difference between his existing regular rate and the maximum for his position, whichever is less, effective as of the first full pay period following January 1, 2023. Each full-time employee in job classifications listed in Appendix A who is at or above the maximum for his job grade as designated in Appendix A 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 January 1, 2023. Each part-time employee in job classifications listed in Appendix A who is at or above the maximum for his job grade as designated in Appendix A will receive a lump sum payment of one hundred and**

**twenty-five (\$125.00), minus applicable deductions and withholdings effective the first full pay period following January 1, 2023.**

**[4] (3)**—Each employee in job classifications listed in Appendix **BC** who is below the maximum for his job grade as designated in Appendix **BC** will receive an increase equal to **one three percent (13.0%)** of his regular rate or an amount equal to the difference between his existing regular rate and the maximum for his position, whichever is less, effective as of the first full pay period following July 1, 2023. Each full-time employee in job classifications listed in Appendix **BC** who is at or above the maximum for his job grade as designated in Appendix **BC** will receive a lump sum payment of **two hundred and fifty five hundred dollars (\$250500.00)**, minus applicable deductions and withholdings effective the first full pay period following July 1, 2023. Each part-time employee in job classifications listed in Appendix **BC** who is at or above the maximum for his job grade as designated in Appendix **BC** will receive a lump sum payment of **one hundred and twenty-five two hundred fifty dollars (\$125250.00)**, minus applicable deductions and withholdings effective the first full pay period following July 1, 2023.

**[5] (4)**—Each employee in job classifications listed in Appendix **CD** who is below the maximum for his job grade as designated in Appendix **CD** will receive an increase equal to **two three percent (23.0%)** of his regular rate or an amount equal to the difference between his existing regular rate and the maximum for his position, whichever is less, effective as of the first full pay period following July 1, 2024.

(b) The pay grade assigned to each job classification in the bargaining units and the minimum and maximum regular rates for each pay grade are set forth in Appendices A through CD attached hereto. The range minimums shall be increased by the amounts of the percentage increases specified in 4.04(a)(2), ~~(3), (4), and (5)~~ on the first full pay period following ~~January 1, 2020~~, July 1, 2023, and July 1, 2024, respectively. The range maximums shall be increased by the amounts of the percentage increases specified in 4.04(a)(3) and (4) on the first full pay period following July 1, 2023 and July 1, 2024, respectively.

(c) If an employee is promoted to a higher graded position, he shall receive a wage increase of at least four percent (4.0%) of his regular rate or an amount necessary to reach the grade maximum for the new position, whichever is less, effective as of the first full pay period following his transfer or promotion to the new position.

(d) If, during the term of this Agreement, the Hospital hires an external applicant at a higher rate of pay than incumbent employees in the same classification, where qualifications and experience (as expressed on the employee's application at the time of hire) are at least equal, incumbent bargaining unit members shall receive an increase in pay equal to the rate paid to the newly hired employee. If the Union believes that the Hospital has violated the requirement in the previous sentence, the Union will notify the Hospital's designated Human Resources representative. The Hospital will review same and provide its response. If the Union disagrees with the Hospital's response, rather than being subject to the Grievance and Arbitration procedure of Article XII, the dispute will be submitted to mediation before Arbitrator **Roger P. KaplanKurt Saunders**. The Hospital will consider in good faith any resolution recommended by Mr. **KaplanSaunders**. **[Parties in agreement as on 5/23/22]**

(e) Independent of the process set forth in 4.04(d), within thirty (30) days after the effective date of this Agreement, the Hospital will perform an internal equity review of PCTs which will take into account the PCTs' relevant experience. The Hospital will implement any

changes as a result of the internal equity analysis no later than the first full pay period after the thirty (30) days following the effective date of this Agreement.

**4.05 Overtime**

Time and one-half (1.5 or 1 ½) the regular rate shall be paid for all hours actually worked in excess of forty (40) hours in a workweek. Hours for which compensation is paid under any provision of this Agreement, but which are not worked, shall not be counted in determining eligibility for overtime. All employees may be required to work overtime; however, the Hospital will make reasonable efforts to accommodate the preferences of employees, and to assign overtime on an equitable basis, subject to the requirements of optimum patient care and, where feasible, the Hospital will provide at least one (1) hours' notice of mandatory overtime. In order to accommodate employee preferences, the Hospital shall request employees to volunteer for overtime assignments. In the event more than one qualified employee in a unit volunteers, then the assignment shall be made on the basis of seniority. In the event there is no volunteer in a unit, the Hospital shall make the assignment in accordance with the following procedure:

(a) An inverse seniority roster shall be maintained and posted on each unit at the main Hospital facility at 111 Michigan Avenue N.W. and at each offsite facility.

(b) Assignment of mandatory overtime in a unit shall be made in order from the roster; provided, however, that an employee may be excused by the Hospital for compelling personal reasons. Assignment of mandatory overtime at facilities other than 111 Michigan Avenue, N.W. shall be made by inverse seniority within job classification within the facility.

(c) After an employee has worked an assignment from the roster, his name shall be moved to the bottom of the roster. Failure or refusal of an employee to work overtime when assigned by the Hospital shall subject the employee to discipline.

(d) In the event that an employee has requested and has had approved in advance a day off and the Hospital has mandatory overtime during the same workweek, the Hospital shall not require the employee to work over his regularly scheduled hours, to the extent feasible. The Hospital agrees, to the extent feasible, not to require the employees to work seven consecutive days.

**4.06 Shift Differential**

(a) An employee shall receive a shift differential on hours worked as follows:

(1) 10% of the employee's regular rate on hours worked on the following shifts:

(i) Evening shift, Monday through Friday, provided that at least three hours of the shift must be worked between 3:00 p.m. and 11:30 p.m.;

(ii) Night shift, Monday through Friday, provided that at least three hours of the shift must be worked between 11:00 p.m. and 7:30 a.m.;

- (iii) Weekend day shift, Saturday and Sunday, provided at least three hours of the shift must be worked between 7:00 a.m. and 3:30 p.m.
- (2) 15% of the employee's regular rate on hours worked on the following shifts:
  - (i) Weekend evening shift, Saturday and Sunday, provided at least three hours of the shift must be worked between 3:00 p.m. and 11:30 p.m.
  - (ii) Weekend night shift, Saturday and Sunday, provided at least three hours of the shift must be worked between 11:00 p.m. and 7:30 a.m.
- (b) Shift differential rates do not apply to on-call or stand-by hours or paid time off.

**4.07 On-Call Pay**

Any employee who is formally scheduled to be "on call" between regularly assigned shifts shall be paid a minimum of 25% of their regular rate for scheduled "on call" hours.

**4.08 Call Back Pay**

Any employee who has finished his regular shift, and has departed the Hospital's premises, who is called back to work before his next regularly scheduled shift, other than an employee in standby or "on call" status, shall be paid for at least four (4) hours, whether worked or not.

**4.09 Pay Practices**

The Hospital agrees to continue the present biweekly pay system, and will pay employees by direct deposit or by debit card. Employees who are paid by debit card shall not incur a fee for the initial withdrawal of funds each pay period from the financial institution that issued the debit card, either at a branch or through the use of an ATM of the issuing financial institution. When there is a mistake in a direct deposit/debit card payment that results in an underpayment, the Hospital shall correct it as promptly as possible consistent with operating requirements and procedures, and the Hospital may make such corrected payment by paper check.

**4.10 Severance Pay**

(a) In the event an employee with more than twelve (12) months' Hospital seniority is terminated for any reason, other than as a result of discipline for just cause, a voluntary resignation, a reduction in force, or retirement, he shall be entitled to thirty (30) days' notice or in lieu thereof two (2) weeks' pay at his regular rate.

(b) In the event an employee is terminated as a result of a reduction in force, he shall be entitled to severance benefits as follows:

- (i) Part-time eligible employees with less than two years of service: 40 hours at the employee's regular rate;

- (ii) Part-time eligible employees with two or more but less than five years of service: 120 hours at the employee's regular rate;
- (iii) Part-time eligible employees with five or more years of service: 160 hours at the employee's regular rate;
- (iv) Permanent full-time employees with less than two years of service: 80 hours at the employee's regular rate;
- (v) Permanent full-time employees with two or more but less than five years of service: 160 hours at the employee's regular rate;
- (vi) Permanent full-time employees with five or more but less than 10 years of service: 200 hours at the employee's regular rate;
- (vii) Permanent full-time employees with 10 or more but less than 20 years of service: 280 hours at the employee's regular rate;
- (viii) Permanent full-time employees with 20 or more years of service: 320 hours at the employee's regular rate.

These severance benefits are calculated using the employee's regular rate, which do not include any differentials, overtime, on-call, or other premium pay the employee would have typically received if working the employee's regularly scheduled shifts.

**4.11 Pyramiding**

There shall be no duplication or pyramiding in the computation or payment of over time or other forms of premiums, and nothing in this Agreement shall be construed to require payment of overtime or other premium pay more than once for hours worked. If more than one provision of this Agreement shall be applicable to any time worked by an employee, he shall be paid for such time according to the highest applicable rate specified in any such provision, but he shall not be entitled to additional pay for such time under any other provision.

**4.12 Rate of Pay for Hours Not Worked**

Any payment to an employee for hours not worked, other than stand-by or "on call" pay, shall be computed and paid at the employee's regular rate as defined in section 4.10.

**4.13 Clinical Advancement Process for Transport Team Paramedics, Surgical Technologists and Anesthesia Technicians**

**Subject to the provisions of this Section 4.13, Transport Team Paramedics, Surgical Technologists 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:**

<b>Title</b>	<b>Level I</b>	<b>Level II</b>	<b>Level III</b>
<b>Surgical Technologist</b>	<b>\$1,000</b>	<b>\$2,000</b>	<b>\$4,000</b>
<b>Anesthesia Technician II</b>	<b>\$500</b>	<b>\$1,000</b>	<b>\$2,000</b>
<b>Transport Team Paramedic</b>	<b>N/A</b>	<b>\$2,000</b>	<b>\$3,000</b>

**The Hospital will provide notice to the Union and obtain its input prior to implementation of the clinical advancement process and any subsequent changes.**

**Employees will be paid the bonus upon meeting the Level requirements and every year the employee 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 June 30, 2025 only upon the mutual written agreement of the parties.**

**4.143 Certification, Registration, or Licensure Bonus**

If the Hospital requires a job classification to have a certification, registration, or licensure which requires a course of study and/or successful completion of an examination, the Hospital will pay an incumbent employee a one-time one-thousand two-hundred fifty dollar (\$1,250) bonus, less applicable deductions and withholdings, upon receipt of such certification, registration, or licensure.

**SIDE LETTER NO. 23**

July 1, 2022~~19~~

Daniel Fields, Jr., President  
SEIU, Local 722  
1673 Columbia Road NW, Suite 100  
Washington, DC 20009-3699

**Re: Trainer Pay**

Dear Mr. Fields:

Service Employees International Union, Local 722 ("the Union") and Children's Hospital ("the Hospital") hereby enter into this Side Letter to their collective bargaining agreement effective from July 1, 2022~~19~~ through June 30, 2025~~22~~ ("CBA"). Effective July 1, 2022~~19~~, the Hospital will provide Trainer Pay to Trauma Technologists, Emergency Services Tech Specialists, and Apheresis Technicians to whom it assigns Trainer duties in accordance with this Side Letter.

**(1) Trauma Technologists**

If the Hospital creates a Trauma Technologist Training Program, Wound Management Workshop, or similar program for non-Hospital employees, Trauma Technologist Trainers will be paid an additional \$2.00/hour for each hour or portion thereof they spend actually performing Trainer duties for non-Hospital employees.

**(2) Emergency Services Tech Specialists**

- **Criteria for Determining Whether Trainer Pay is Applicable:**
  - Role requires demonstrated mastery of assigned tasks, which is imparted as part of the training
  - Training is part of a program with the length of training time provided to trainee being at least six (6) weeks
- **Trainer Duties and Responsibilities:**
  - Demonstrate performance of tasks
  - Provide feedback
  - Using a checklist provided by the Hospital, validate and document skills and performance of tasks
- **Training Guidelines and Requirements:**
  - Assignment of new employee to 1:1 relationship with Trainer during "training" period
  - Trainer is trained to perform tasks on which training will be provided
- **Trainer Selection Criteria:**



- Must have 2 years' seniority, with 1 year in the Emergency Services Tech Specialist position
  - Is an employee in "good standing" – that is, has received no written corrective action during the prior 12 months
  - Demonstrates proficiencies in the applicable subject matter and in communication skills and customer service
  - Trainers will be chosen by the Hospital from those employees who have volunteered to serve as Trainers, with seniority governing where abilities and proficiencies are equal
- Trainer Pay
    - Employees who serve as Trainers pursuant to this Side Letter will be paid an additional \$2.00/hour for each hour or portion thereof they spend actually performing Trainer duties

**(3) Apheresis Technicians**

- Criteria for Determining Whether Trainer Pay is Applicable:
  - Role requires demonstrated mastery of assigned tasks, which is imparted as part of the training
  - Training pay will be provided when employees are being trained on the following procedures:
    - Therapeutic Apheresis,
    - Hematopoietic Progenitor Cells (HPC) Collection,
    - White Cell Reduction,
    - Therapeutic Plasma Exchange (TPE),
    - Granulocyte Collection, and
    - All procedures related to treatment through therapeutic apheresis.
- Trainer Duties and Responsibilities:
  - Demonstrate performance of tasks
  - Provide feedback
  - Using a checklist provided by the Hospital, document performance of tasks related to each procedure
- Training Guidelines and Requirements:
  - Trainer is competent to perform the procedures on which training will be provided

- Trainer Selection Criteria:
  - Must have two (2) years Apheresis experience
  - Is an employee in “good standing” – that is, has received no written corrective action during the prior 12 months
  - Trainers will be chosen by the Hospital from those employees who have volunteered to serve as Trainers, with seniority governing where abilities and proficiencies are equal
- Trainer Pay
  - Employees who serve as Trainers pursuant to this Side Letter will be paid an additional \$2.00/hour for each hour or portion thereof they spend actually performing Trainer duties
- (4) **ECMO Specialists (In ECMO Department)**
  - **Criteria for Determining Whether Trainer Pay is Applicable:**
    - **Role requires demonstrated mastery of assigned tasks, which is imparted as part of the training**
    - **Training is part of a program with the length of training time provided to trainee being at least six (6) weeks**
  - **Trainer Duties and Responsibilities:**
    - **Demonstrate performance of tasks**
    - **Provide feedback**
    - **Using a checklist provided by the Hospital, validate and document skills and performance of tasks**
  - **Training Guidelines and Requirements:**
    - **Assignment of new employee to 1:1 relationship with Trainer during “training” period**
    - **Trainer is trained to perform tasks on which training will be provided**
  - **Trainer Selection Criteria:**
    - **Must have 2 years’ seniority, with 1 year in the Emergency Services Tech Specialist position**
    - **Is an employee in “good standing” – that is, has received no written corrective action during the prior 12 months**
    - **Demonstrates proficiencies in the applicable subject matter -- including but not limited to performing TPE and Therapeutic Apheresis -- and in communication skills and customer service**
    - **Trainers will be chosen by the Hospital from those employees who have volunteered to serve as Trainers, with seniority governing where abilities and proficiencies are equal**

- **Trainer Pay**
  - **Employees who serve as Trainers pursuant to this Side Letter will be paid an additional \$2.00/hour for each hour or portion thereof they spend actually performing Trainer duties**

The terms of this Side Letter will be subject to the provisions of the parties' CBA, including but not limited to Section 4.11.

The parties recognize that whether or not to assign Trainer duties is within the discretion of the Hospital.

Other than as specifically provided herein, nothing in this letter shall be deemed in any way to limit the Hospital management's rights specified in the parties' collective bargaining agreement.

This Side Letter will remain in effect for the duration of the parties' collective bargaining agreement covering the period July 1, 2022~~19~~ through June 30, 2025~~22~~.

AGREED:

CHILDREN'S HOSPITAL

SERVICE EMPLOYEES INTERNATIONAL  
UNION, LOCAL 722, AFL-CIO

By: \_\_\_\_\_

**Catherine Codispoti ~~Darryl Varnado~~**

Title: Executive Vice President and Chief  
People Officer

Date: \_\_\_\_\_

By: \_\_\_\_\_

**Daniel Fields, Jr.**

Title: President

Date: \_\_\_\_\_

**SIDE LETTER NO. 34**

July 1, 2022~~19~~

~~Mr. Daniel Fields, Jr.~~  
~~President~~  
SEIU Local 722  
1673 Columbia Road NW, Suite 100  
Washington, DC 20009-3699

Re: Children’s Hospital – Market, Equity, and Job Grade Reviews

Dear Mr. Fields:

Service Employees International Union, Local 722 (“the Union”) and Children’s Hospital (“the Hospital”) hereby enter into this Side Letter to their collective bargaining agreement effective from July 1, 2022~~19~~ through June 30, 2025~~2~~ (“CBA”).

The Hospital will perform a market, equity, and job grade review of employees in the job classifications listed below by the corresponding dates listed below. The reviews (a) will take into account the relevant experience of incumbent employees in the classifications to be reviewed relative to the relevant experience of other employees in the same job classifications; (b) will compare the grade placement of the classifications to be reviewed with the grade placement of other Hospital classifications and with the external market; and (c) will include a market analysis of the minimums and maximums for the positions. The Hospital will provide the Union with the results of these reviews and will propose, in light of the circumstances, to implement any market adjustments, equity adjustments, and/or changes in the grades of job classifications that it deems appropriate. Any such adjustments and/or changes are subject to the Union’s agreement.

<b>Job Classification</b>	<b>Review Completion Date</b>
<del>ACCOUNT SPECIALIST</del>	<del>April 1, 2020</del>
<del>AMBULATORY PATIENT CARE TECH</del>	<del>April 1, 2020</del>
<del>ANESTHESIA TECHNICIAN</del>	<del>April 1, 2020</del>
<del>BED MANAGEMENT SPECIALIST</del>	<del>April 1, 2020</del>
<del>BUILDING MAINT TECH I</del>	<del>April 1, 2020</del>
<del>BUILDING MAINT TECH II</del>	<del>April 1, 2020</del>
<del>BUILDING MAINT TECH PAINTER</del>	<del>April 1, 2020</del>
<del>CASHIER FOOD SERVICE</del>	<del>April 1, 2020</del>

<b>Job Classification</b>	<b>Review Completion Date</b>
CLINIC OPERATIONS REP	April 1, 2020
COOK	April 1, 2020
DRIVER MESSENGER	April 1, 2020
ELECTRICIAN	April 1, 2020
ENVIR ASST FLOR/SPEC PROJ TEAM	April 1, 2020
ENVIRON ASST GENERAL TEAM	April 1, 2022
ENVIRON ASST GROUNDS TEAM	April 1, 2020
FOOD PRODUCTION ASSOCIATE I	April 1, 2020
FOOD SERVICE ASSOCIATE I	April 1, 2020
FOOD SERVICE ASSOCIATE II	April 1, 2020
GI PROCEDURE TECHNOLOGIST	April 1, 2020
HOSPITALITY ASSOCIATE	April 1, 2020
LEAD RADIOLOGIC TECHNOLOGIST	April 1, 2020
LINEN TECHNICIAN	April 1, 2020
MPI TECHNICIAN	April 1, 2020
NUTRITION ASSOCIATE	April 1, 2020
NUTRITION TECHNICIAN	April 1, 2020
PATIENT ACCESS REP	April 1, 2020
PATIENT CARE TECHNICIAN	April 1, 2020
PATIENT SERVICES COORDINATOR	April 1, 2020
PERIOPERATIVE RESOURCE ASST	April 1, 2020
PHARMACY MESSENGER	April 1, 2020
RADIOLOGIC TECHNOLOGIST	April 1, 2020

<b>Job Classification</b>	<b>Review Completion Date</b>
REIMBURSEMENT ASSOCIATE	April 1, 2020
SANITATION ASSOCIATE	April 1, 2022
SR CLINIC OPS REP	April 1, 2020
SR HEALTH INFO MGMT SPECIALIST	April 1, 2020
SR MEDICAL RECORDS TECH	April 1, 2020
SR PATIENT ACCESS REP	April 1, 2020
SUPPLY TECHNICIAN	April 1, 2020
SURGICAL TECHNOLOGIST	April 1, 2020
TRANSPORTATION TECHNICIAN	April 1, 2020
TRAUMA TECHNOLOGIST	April 1, 2020
UNIT COMMUNICATIONS ASSOCIATE	April 1, 2020
WAREHOUSE TECHNICIAN	April 1, 2020
BIOMED ENGINEERING POSITIONS	April 1, 2021
CARDIAC SURGERY TECHS	April 1, 2024
CARDIOLOGY TECHS INVASIVE	April 1, 2024
CHARGE REVIEW ASSOCIATE	April 1, 2024
CT TECHS	April 1, 2024
CT TECHS (LEAD)	April 1, 2024
DENTAL POSITIONS	April 1, 2021
ECHOCARDIOGRAPHY TECHS	April 1, 2024
ECHOCARDIOGRAPHY TECHS (SR.)	April 1, 2024
EMERGENCY SERVICES TECHNICIAN	April 1, 2021
EQUIPMENT TECHNICIAN	April 1, 2021

<b>Job Classification</b>	<b>Review Completion Date</b>
GROUP LEADER DIETARY	April 1, 2024
GROUP LEADER MAILROOM	April 1, 2024
GROUP LEADER SPD	April 1, 2024
IV THERAPY SPECIALIST	April 1, 2024
MRI DEPARTMENT POSITIONS	April 1, 2024
<del>OR CONTROL DESK CLERK</del>	<del>April 1, 2021</del>
<del>PHARMACY POSITIONS</del>	<del>April 1, 2021</del>
<del>PLUMBERS</del>	<del>April 1, 2021</del>
POLYSOMNOGRAPHIC TECHS	April 1, 2024
<del>PULMONARY DIAGNOSTIC RCP</del>	<del>April 1, 2021</del>
REHABILITATION ASSISTANT	April 1, 2024
<del>ALL OTHER RADIOLOGY POSITIONS</del>	<del>April 1, 2021</del>
SURGICAL POSTING ASSOCIATE	April 1, 2024
SURGICAL SUPPLY ASSISTANT	April 1, 2024
ANESTHESIA TECHS	April 1, 2025
APHERESIS TECH	April 1, 2025
BUILDING MAINTENANCE TECH--CARPENTER	April 1, 2025
CHARGE DATA SPECIALIST	April 1, 2025
ECMO SPECIALIST	April 1, 2025
INTAKE COORDINATOR	April 1, 2025
ORTHOPEDIC TECHS	April 1, 2025
NEURODIAGNOSTIC TECH	April 1, 2025
NEURODIAGNOSTIC TECH (TEAM LEAD)	April 1, 2025

<b>Job Classification</b>	<b>Review Completion Date</b>
SENIOR NEURODIAGNOSTIC TECH	April 1, 2025
SHIFT ENGINEER	April 1, 2025
TRANSFER COORDINATION SPECIALIST	April 1, 2025
TRANSPORT PARAMEDIC	April 1, 2025
ELECTROPHYSIOLOGY TECHS INVASIVE	April 1, 2025
ELECTROPHYSIOLOGY TECHS NON-INVASIVE	April 1, 2025

Agreed:

**CHILDREN'S HOSPITAL**

**SERVICE EMPLOYEES  
INTERNATIONAL UNION, LOCAL 722,  
AFL-CIO**

By: \_\_\_\_\_

**Catherine Codispoti ~~Darryl Varnado~~**

Title: Executive Vice President and Chief  
People Officer

By: \_\_\_\_\_

**Daniel Fields, Jr.**

Title: President

Date: \_\_\_\_\_

Date: \_\_\_\_\_



APPENDIX A

Grade	Job Classification	Minimum Effective 7/1/2022 <del>19</del>	Maximum Effective 7/1/2022 <del>19</del>
132	ENVIRON ASST DISCHARGE TEAM	14.33	27.81
132	ENVIRON ASST GENERAL TEAM	14.33	27.81
132	FOOD PRODUCTION ASSOCIATE I	14.33	27.81
132	FOOD SERVICE ASSOCIATE I	14.33	27.81
132	PATIENT SERVICES ASSOCIATE	14.33	27.81
132	SANITATION ASSOCIATE	14.33	27.81
142	CASHIER FOOD SERVICE	14.33	27.81
142	ENVIRON ASST GROUNDS TEAM	14.33	27.81
142	HOSPITALITY ASSOCIATE	14.33	27.81
182	MESSENGER/CLERK	14.33	27.81
142	PHARMACY MESSENGER	14.33	27.81
<b>1814</b>	<b>RECEIVING TECHNICIAN</b>		
12	<del>SUPPORT SERVICES ASSOCIATE</del>	14.33	27.81
152	DUST CTRL FACILITIES MAIN ASST	14.33	27.81
152	ENVIR ASST FLOR/SPEC PROJ TEAM	14.33	27.81
152	FOOD SERVICE ASSOCIATE II	14.33	27.81
152	NUTRITION ASSOCIATE	14.33	27.81
132	UNIT SUPPORT ASSOCIATE	14.33	27.81
162	CLINIC OPERATIONS REP	14.33	27.81
162	DIST/LINEN TECHNICIAN	14.33	27.81
162	LINEN TECHNICIAN	14.33	27.81
162	PATIENT ACCESS REP	14.33	27.81
162	REHABILITATION ASSISTANT	14.33	27.81
132	TRANSPORTATION TECHNICIAN	14.33	27.81
162	CHILD CARE TECHNICIAN	14.33	27.81
172	GROUP LEADER DIETARY	14.33	27.81
172	SR HEALTH INFO MGMT SPECIALIST	14.33	27.81
163	AMBULATORY PATIENT CARE TECH	14.74	29.05
2013	DRIVER MESSENGER	14.74	29.05
163	PATIENT CARE TECHNICIAN	14.74	29.05
183	PERIOPERATIVE RESOURCE ASST	14.74	29.05
183	SR CLINIC OPS REP	14.74	29.05
183	SR PATIENT ACCESS REP	14.74	29.05
183	STERILE PROCESSING TECH	14.74	29.05
153	STOREROOM ASSOCIATE	14.74	29.05
183	SUPPLY TECHNICIAN	14.74	29.05
163	UNIT COMMUNICATIONS ASSOCIATE	14.74	29.05
183	WAREHOUSE TECHNICIAN	14.74	29.05
194	ACCOUNT SPECIALIST	15.12	30.27

Grade	Job Classification	Minimum Effective 7/1/2022 <del>19</del>	Maximum Effective 7/1/2022 <del>19</del>
1914	BED MANAGEMENT SPECIALIST	<del>15.12</del>	<del>30.27</del>
14	<del>CLINICAL LAB OPERATIONS REP</del>	<del>15.12</del>	<del>30.27</del>
1814	COOK	<del>15.12</del>	<del>30.27</del>
1614	NUTRITION TECHNICIAN	<del>15.12</del>	<del>30.27</del>
1614	PATIENT SERVICES COORDINATOR	<del>15.12</del>	<del>30.27</del>
1914	REIMBURSEMENT ASSOCIATE	<del>15.12</del>	<del>30.27</del>
1915	ANESTHESIA TECHNICIAN I	<del>15.76</del>	<del>31.48</del>
21	<b>ANESTHESIA TECHNICIAN II</b>		
2015	CHARGE REVIEW ASSOCIATE	<del>15.76</del>	<del>31.48</del>
175	EQUIPMENT TECHNICIAN	<del>15.76</del>	<del>31.48</del>
2015	GROUP LEADER MAIL ROOM	<del>15.76</del>	<del>31.48</del>
2015	GROUP LEADER SPD	<del>15.76</del>	<del>31.48</del>
2015	INTAKE COORDINATOR	<del>15.76</del>	<del>31.48</del>
165	IV THERAPY SPECIALIST	<del>15.76</del>	<del>31.48</del>
2015	OR CONTROL DESK CLERK	<del>15.76</del>	<del>31.48</del>
2015	PERIOPERATIVE SVC FLOATER	<del>15.76</del>	<del>31.48</del>
2015	SURGICAL POSTING ASSOCIATE	<del>15.76</del>	<del>31.48</del>
2015	SURGICAL SUPPLY ASSISTANT	<del>15.76</del>	<del>31.48</del>
186	CLINICAL LAB SUPPORT REP	<del>16.35</del>	<del>32.68</del>
216	DENTAL ASSISTANT-CERT	<del>16.35</del>	<del>32.68</del>
216	DIALYSIS TECHNICIAN	<del>16.35</del>	<del>32.68</del>
2016	EMERGENCY SERVICES TECH SPEC	<del>16.35</del>	<del>32.68</del>
216	TEAM LEAD PRACTICE OPERATION	<del>16.35</del>	<del>32.68</del>
2217	CHARGE DATA SPECIALIST	<del>17.03</del>	<del>33.95</del>
2217	MPI TECHNICIAN	<del>17.03</del>	<del>33.95</del>
2017	PHARMACY TECHNICIAN	<del>17.03</del>	<del>33.95</del>
2017	PHARMACY TECHNICIAN (NIGHT)	<del>17.03</del>	<del>33.95</del>
2017	TRANSFER COORDINATION SPEC	<del>17.03</del>	<del>33.95</del>
2318	BUILDING MAINT TECH I	<del>17.69</del>	<del>35.21</del>
2018	DECENTRALIZED TESTING SPEC	<del>17.69</del>	<del>35.21</del>
2018	DONOR CENTER ASSOCIATE	<del>17.69</del>	<del>35.21</del>
2018	MEDICAL LAB TECHNICIAN	<del>17.69</del>	<del>35.21</del>
2318	ORTHOPEDIC TECHNICIAN	<del>17.69</del>	<del>35.21</del>
2318	SR MEDICAL RECORDS TECH	<del>17.69</del>	<del>35.21</del>
2018	TEAM LEAD CLINICAL LAB SUPPORT	<del>17.69</del>	<del>35.21</del>
2319	LPN I	<del>18.08</del>	<del>36.42</del>
19	<b>PHARMACY TECHNICIAN LEAD</b>	<del>18.08</del>	<del>36.42</del>
220	APHERESIS TECHNICIAN	<del>18.44</del>	<del>37.63</del>
240	BIOMED ENGINEERING TECH I	<del>18.44</del>	<del>37.63</del>
240	BUILDING MAINT TECH II	<del>18.44</del>	<del>37.63</del>
220	DONOR CENTER ASSOCIATE II	<del>18.44</del>	<del>37.63</del>
240	LPN II	<del>18.44</del>	<del>37.63</del>

Grade	Job Classification	Minimum Effective 7/1/202219	Maximum Effective 7/1/202219
220	SR MEDICAL LAB TECHNICIAN	18.44	37.63
262	BIOMED ENGINEERING TECH II	19.95	40.12
252	BMT-LOCKSMITH	19.95	40.12
252	BUILDING MAINT TECH-PAINTER	19.95	40.12
252	BUILDING MAINT TECH III	19.95	40.12
252	BUILDING MAINT TECH-CARPENTER	19.95	40.12
242	ELECTRICIAN I –APPRENTICE	19.95	40.12
272	NEURODIAGNOSTIC TECHNOLOGIST	19.95	40.12
242	PLUMBER I	19.95	40.12
242	SR DONOR CENTER ASSOCIATE	19.95	40.12
273	BIOMED ENGINEERING TECH III	20.63	41.35
263	TEAM LEAD CONSTRUCTION	20.63	41.35
253	TRANSPORT TEAM PARAMEDIC	20.63	41.35
2824	ELECTRICIAN II	21.37	42.79
24	HVACR I	21.37	42.79
2824	PLUMBER II	21.37	42.79
2924	SR NEURODIAGNOSTIC TECHNOLOGIST	21.37	42.79
295	POLYSOMNOGRAPHIC TECHNOLOGIST	22.13	44.30
3026	ELECTRICIAN III	22.92	45.86
3026	PLUMBER III	22.92	45.86
276	SHIFT ENGINEER	22.92	45.86
3126	TEAM LEAD NEURODIAGNOSTIC	22.92	45.86
3227	RADIOLOGIC TECHNOLOGIST	23.72	47.46
327	TRAUMA TECHNOLOGIST	23.72	47.46
3128	GI PROCEDURE TECHNOLOGIST	24.54	49.13
3128	SURGICAL TECHNOLOGIST	24.54	49.13
3029	HVACR II	25.39	50.85
3429	PULMONARY DIAGNOSTICS RCP I	25.39	50.85
3429	RCP LEVEL I	25.39	50.85
30	BLDG AUTOMATION SYSTEMS SPEC	26.90	53.90
350	CARDIAC SURGICAL TECHNOLOGIST	26.90	53.90
361	CT TECHNOLOGIST	28.24	57.14
361	DIAGNOSTIC IMAGING TECHNOL	28.24	57.14
31	HVACR III	28.24	57.14
361	INTERVENTIONAL RADIOLOGIC TECH	28.24	57.14
361	PULMONARY DIAGNOSTICS RCP II	28.24	57.14
361	RCP LEVEL II	28.24	57.14
372	CARDIO TECHNOLOGIST INVASIVE	29.66	59.99
342	LEAD RADIOLOGIC TECHNOLOGIST	29.66	59.99
372	MRI TECHNOLOGIST	29.66	59.99
372	NUCLEAR MED/PET TECHNOLOGIST	29.66	59.99
372	PULMONARY DIAGNOSTICS RCP III	29.66	59.99

Grade	Job Classification	Minimum Effective 7/1/202219	Maximum Effective 7/1/202219
372	RCP LEVEL III	<del>29.66</del>	<del>59.99</del>
372	ULTRASOUND TECHNOLOGIST	<del>29.66</del>	<del>59.99</del>
383	ECHOCARDIOGRAPHY TECHNOLOGIST	<del>31.13</del>	<del>62.99</del>
383	LEAD CT TECHNOLOGIST	<del>31.13</del>	<del>62.99</del>
383	LEAD INTERVENTIONAL RAD TECH	<del>31.13</del>	<del>62.99</del>
33	TEAM LEAD HVACR	<del>31.13</del>	<del>62.99</del>
383	ULTRASOUND & VASCULAR TECH	<del>31.13</del>	<del>62.99</del>
3534	ELECTROPHYSI TECHNOL NON INVAS	<del>32.70</del>	<del>66.15</del>
3934	LEAD MRI TECHNOLOGIST	<del>32.70</del>	<del>66.15</del>
3934	LEAD NUCLEAR MED/PET TECH	<del>32.70</del>	<del>66.15</del>
3934	LEAD ULTRASOUND TECHNOLOGIST	<del>32.70</del>	<del>66.15</del>
3934	RCP LEVEL IV	<del>32.70</del>	<del>66.15</del>
4035	ECMO SPECIALIST-RT	<del>34.02</del>	<del>68.80</del>
4035	ELECTROPHYSIO TECHNOL INVASIVE	<del>34.02</del>	<del>68.80</del>
4035	LEAD ULTRASOUND & VASC TECH	<del>34.02</del>	<del>68.80</del>
4035	SR ECHOCARDIOGRAPHY TECHNOL	<del>34.02</del>	<del>68.80</del>

**NOTE: THE SAME GRADE CHANGES WILL BE MADE TO APPENDICES B AND C AND APPENDIX D WILL BE ELIMINATED**

## SEIU Local 722 Counter Proposal

Jun 9, 2022

2 PM

### **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 (6.5%) six and one half 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%~~

Maintain current contract language

**Article 4.14 Hazard Pay** In addition to an employee's hourly wage, all employees shall receive **\$5 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)