

SEIU Counter Proposals

April 29, 2025 4:30 pm

Article 1.05 Dues Check-Off

SEIU rejects the hospital's proposal. We maintain our right to require dues that meets the needs of the union

Article 2.01 Hospital Rights

- (a) SEIU offers the following counter: The hospital shall provide a (45) forty five day notice to the union

Article 3.06 Leave Abuse

SEIU rejects the hospital's proposal and resubmits the following:

SEIU accepts the CNMC change to Article 3.02 Progressive Discipline which changes the 3rd offense from Suspension to Final Written Notice.

As related to CNMC counter on Article 3.06 Leave Abuse; SEIU modifies our proposal on 3.06 Leave Abuse to the following

Article 3.06 Leave Abuse

a. Attendance and Leave Abuse Policies:

(i) When a full-time employee has incurred (6) six occurrences within their twelve-month attendance period of not reporting to work, the hospital will notify the employee through verbal communication. The hospital will also document the verbal communication by providing the employee with an email or other document. This requirement must be met before an employee can receive additional disciplinary action for attendance. An employee, who, within their twelve-month attendance period has not reported to work to (7) seventimes shall receive a written Notice; (8) eight times receive a **Final Written**; (9) nine times receive termination.

(ii) When a full-time employee has incurred (6) six occurrences within their twelve-month attendance period of reporting to work late, the hospital will notify the employee through verbal communication. The hospital will also document the verbal communication by providing the employee with an email or other document. This requirement must be met before an employee can receive additional disciplinary action for attendance. An employee who, within their twelve-month attendance period, has reported to work late (7) seven times shall receive a written notice; (8) eight times shall receive a **Final Written**; (9) nine times shall receive termination.

(iii) When a full-time employee has incurred 3 three occurrences of "Early Departures" within their twelve-month attendance period, the hospital will notify the employee through verbal communication. The hospital will also document the verbal communication by providing the employee with an email or other document. This requirement must be met before an employee can receive additional disciplinary action for attendance. An employee, who, within their twelve-month attendance period, obtains 4 four occurrences of "Early Departures" shall receive a written Notice; 5 five occurrences shall receive a **Final Written**; 6 six occurrences shall receive termination.

(iv) A No Call No Show shall subject an employee to a **Final Written Notice**. A second No Call No Show within the employee's twelve-month attendance period shall subject the employee to immediate termination

All other current language in Article 3.06 remains unchanged

Proposal #6 Article 6.01 Side Letter (June 17, 2014) FMLA

The hospital proposes that Paragraph 1(A) is no longer valid and the current CBA language will no longer be in effect after June 30, 2025

SEIU Counters with the following:

(a) Medical Leave

(iv)

1. Multiple calls and or communication may be needed to seek the approval of FMLA leave, however, once the FMLA leave has been approved an employee who has been approved for intermittent FMLA must make a single phone call to a designated Hospital official, call-in number, or call center to report the use of approved leave so that the leave can be designated as FMLA leave, and if the employee has more than one approved FMLA leave available (e.g., intermittent leave for the employees own serious health condition plus intermittent leave to care for a child with a serious health condition), the employee must specify which type of intermittent leave is being used so that it may be properly designated.
2. No corrective actions or occurrences shall be given to employees for failure to call Hartford or any other entity the hospital designates to handle FMLA.
3. The hospital will consult with the union no less than (10) ten working days prior to issuing a new FMLA policy.
4. In accordance with Article 3 Section 3.06 (Leave of Absence) of the CBA, the absence of a bargaining unit member on approved intermittent Family Medical Leave (statutorily protected leave) will not be recorded as leave abuse for the purposes of corrective action if the employee contacts the designated Hospital official, call-in number, or call center to report the use of intermittent leave.

(v)

The service Director/Departmental Chairperson may continue to hold an employee's position beyond the required time limits. Illnesses requiring less than the above-stated Medical Leave shall be handled in accordance with Article 8 of this agreement

Article 10.04 401(K) Plan

SEIU rejects the hospital's proposal

Article 12.02 Grievance Procedure

SEIU Rejects the hospital's proposal