

SEIU Counter Proposals

April 29, 2025 10:30 am

Article 2.01 Hospital Rights

(b) Limitations on Right to Transfer

Notwithstanding the hospital's right to transfer employees among work locations/facilities, units and departments, an employee with thirty-five (35) or more years seniority (as defined in Article 11.01 of this agreement) will not be transferred unless the employee would not otherwise have a full day's work.

SEIU proposes the following: change (35) thirty-five years to (25) twenty five years

Article 3 Disciplinary Action

SEIU Proposes the following counter:

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) seven times 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