

SEIU Response to CNMC Proposals

16 April 2025

1:30pm

Proposal No#1 Article 1.05: Dues Check-Off

The hospital proposed a flat rate dues structure.

SEIU **rejects** the hospital's proposal.

Proposal No#2 Article 2.01 Management Rights

The hospital highlights the right to move, combine, consolidate or close facilities or operations, in whole or part. The union offers the following **counter proposal**:

The hospital has the right to move, combine, consolidate or close facilities or operations, in whole or part subject to a 90 day notification and consultation with the union on how such implementation will impact union members

Proposal No#3 Article 3.06 Leave Abuse

(d) The hospital proposes that an employee who leaves without informing and obtaining the approval of their manager or supervisor will be considered insubordinate and subject to immediate termination.

SEIU offers the following **counter proposal**:

Change immediate termination to disciplinary action

Proposal No#4 Article 4.10 Severance Pay

c) The hospital proposes that the severance payments will not apply in the event of a sale of all or part of the hospital's operations.

SEIU **rejects** the hospital's proposal.

The union's position is that, as a condition of sale, CNMC requires that any successor owner accepts the **entire CBA** in the sell of all or part of the hospital's operations as a condition of the sale.

Proposal No#5 Article 6.01 Leave of Absence

Medical Leave (iii) The hospital propose to remove this entire provision granting (10) ten consecutive weeks of job protection if a member is unable to return to work after exhausting all of their FMLA.

SEIU **rejects** the hospital's proposal

COVID provides example of the benefit to both the union and the hospital on investing in valuable employees beyond the FMLA guidelines.

Proposal No#6 Settlement Agreement on FMLA

The hospital proposes to eliminate the settlement agreement which requires the hospital to consult with the union no less than (10) ten days prior to issuing a revised FMLA policy; requiring members to make only (1) one phone call when reporting their utilization of FMLA (not have to call Hartford); and remove the statutory protected status of FMLA not being counted as "Leave Abuse".

SEIU **rejects** the hospital's proposal.

We do not agree to remove this settlement that was agreed upon through the grievance process.

Proposal No#7 Article 10.04 401K Plan

The hospital propose to remove the option for members to contribute a flat dollar amount to the plan and only make percentage contributions

SEIU request more explanation on how this new process would roll out.

- **IRS offers many different auto enrollment plans**
- **What options will be offered with the auto enrollment plan?**
- **Is this change to the Traditional plan or the Roth or Both**

Proposal No#8 Article 12.02 Grievance Procedure

(b) The hospital proposes that grievances submitted should include the following information: Name of grievant, provision(s) allegedly violated, names of witnesses, and the specific terms of the remedy sought. If the grievance does not contain this information, it will be of no force and effect and the hospital need not respond to it.

SEIU **rejects** the hospital's proposal.

All of the terms listed in the hospital's proposal are already part of the grievance form with the exception of witnesses. Witnesses are often found during the investigation and are not know at the time the grievance is filed.

Proposal No#9 Article 13.16 Parking

The hospital proposes to charge the lowest rate applicable to any group of non-management, non-supervisory employees for each location including 111 Michigan Avenue N.W.

SEIU **rejects** the hospital's proposal.

SEIU resubmits our parking proposal