

2025 SEIU Contract Negotiation Proposals

Wages

Article 4: Hours and Wages

Article 4.04 Wages

(a)(2) Each employee in the Job Classifications listed in Appendix A who is below the maximum for his job grade will receive an increase equal to (18%) eighteen percent of his regular rate of pay, effective the first full pay period following July 1st, each year of the CBA.

Each full-time member who is at or above the maximum for his job grade will receive a lump sum payment of one thousand dollars (\$1000) and each part-time member who is at or above the maximum will receive five hundred dollars (\$500)

(b) The range of minimums and maximums shall increase by the percentage increase each year of the CBA.

(c) If an employee is promoted to a higher-graded position, he shall receive a wage increase of at least five percent (5%) of his regular rate or an amount necessary to reach the grade maximum for the new position, whichever is less, effective the first full pay period following his transfer or promotion to the new position.

All other current language in Article 4.04 remain unchanged

Proposal #1

Article 4: Hours and Wages

Article 4.06 Shift Differential

(a)(1) 18% of the employee's regular rate on hours worked on the weekday shifts

(a)(2) 25% of the employee's regular rate on hours worked on the weekend shifts

All other current language in Article 4.06 remains unchanged

Proposal #2

Article 3: Discipline

Article 3.06 Leave Abuse

a. Attendance and Leave Abuse Policies:

(i) When a full-time employee has incurred (7) seven 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 (8) eight times shall receive a written Notice; (9) nine times receive a suspension; (10) ten times receive termination.

(ii) When a full-time employee has incurred (7) seven 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 (8) eight times shall receive a written notice; (9) nine times shall receive a suspension; (10) ten times shall receive termination.

(iii) When a full-time employee has incurred (7) seven 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 (8) eight occurrences of “Early Departures” shall receive a written Notice; (9) nine occurrences shall receive a suspension; (10) ten 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 #3 Article 5 Paid Leave

Article 5.05 (d) Joint Committee on Training and Education. During the term of this Agreement, the hospital will establish a PCT training program for SEIU members within six (6) months of signing this agreement. This program will be ongoing to assist in backfilling the Ambulatory PCT and PCT positions. There shall be no less than \$50,000 provided to fund such a program in any given year, except for lack of members requesting entry into the program. SEIU members must apply for the program and shall be selected based on seniority.

All other current language in Article 5.05 remains unchanged

Proposal #4 Article 8 Sick Leave

Article 8.02 Sick Leave Accrual

Each employee shall accrue sick leave for each biweekly pay period at the rate of 0.0925 hours for each hour worked or paid for up to a maximum of 80 hours per pay period.

All other current language in Article 8 remains unchanged

Proposal #5 Article 9 Vacation

Article 9.02 (Vacation Leave Accrual)

Each employee shall accrue vacation at the following rates:

Hospital Tenure (Years)	Hourly Accrual Rate per Hour Worked or Paid for up to a Maximum of Eighty (80) Hours
0 - 5	0.0577 (4.616pp)
5 - 10	0.0770 (6.16pp)

10 - 15
Over 15

0.0962 (7.696pp)
0.1125 (9pp)

All other current language in Article 9 remains unchanged

Proposal #6 Article 10 Health and Welfare

Separation Benefit: SEIU proposes that the hospital shall offer the following separation benefit to bargaining unit members who (a) as of January 1, 2025, have thirty (30) or more years of service with the hospital and (b) voluntarily terminate their employment during the term of this agreement. Full-time employees shall receive a lump sum separation payment in the amount of seven thousand (\$7,000), less applicable deductions and withholdings, and regularly scheduled part-time employees shall receive a lump sum separation payment on a pro-rata basis, less applicable deductions and withholdings. Employees who receive the separation benefit shall not be eligible for reemployment with the hospital and will not apply for reemployment.

Proposal #7 Article 13 Miscellaneous

Article 13.16 Parking

a. The hospital has the right, in its sole discretion, to establish rates, availability, and other conditions relating to employee parking, and the exercise of this right by the Hospital shall not be subject to the grievance and arbitration procedures of Article XII. Notwithstanding the foregoing, the monthly lease parking rate for SEIU employees at 111 Michigan Avenue, N.W., and at other locations will NOT increase for the term of this CBA.

All other current language in Article 13.16 remains unchanged

Proposal #8 Article 13 Miscellaneous

Article 13.19 Uniforms

a. Employees who are required to wear uniforms and to maintain and clean the uniforms shall be paid an additional twenty-five cents (\$0.25) per hour, up to a maximum of ten (\$10) per week. "Uniforms" for the purpose of this section, shall not include scrubs that employees "elect" to wear while working.

All other current language in Article 13.19 remains unchanged

Proposal #9 Article 13 Miscellaneous

Side Letter # 3 Market, Equity, and Job Grade Reviews

Storeroom Associate, Clinical Lab Support Rep, Decentralized Testing Spec, Donor Center Associate 1 & 2, Medical Lab Tech, O.R. Control Desk Clerk, Team Lead Clinical Lab Support, Apheresis Tech, Sr. Medical Lab Tech, Sr. Medical Records, Team Lead Construction, Sr Warehouse Tech, Perioperative Resource Assistant, Perioperative Svc

Floater, MPI Tech, Building Maint Tech 1, Electrician 1, Building Maint Tech 2, Building Maint Tech 3, Electrician 2, Electrician 3, GI Procedure Tech, Surgical Tech, Radiologic Tech, Trauma Tech, Emergency Tech Specialist, LPN 1 & 2, Biomed Engineering Tech (1,2,3), HVAC (1,2,3 & Team Lead), Plumber (1,2,3), Building Automation System Spec, Pulmonary Diagnostic RCP (1,2,3)

All other current language in this side letter remains unchanged

Proposal #10 Article 2 Management Rights

Article 2.01 Hospital Rights

(a)(i) Employees whose job duties do not regularly require them to work in different locations, units or departments will normally not be transferred more than three (3) times in one shift. However, the Hospital will not transfer/float any member with **20 or more years of seniority** unless the particular skill or competency of the member floated is necessary for the delivery of safe patient care.

All other current language in Article 2 remain unchanged