

MedStar Washington Hospital Center

Counter Proposal #5

May 16, 2025 12:15

SEIU Proposal #1

On-Call pay

The Hospital does not accept the union's proposal regarding on-call pay

SEIU Proposal #2

Weekend Differential

The Hospital does not accept the union's proposal regarding weekend day shift differential

SEIU Proposal #6

Mandatory Overtime

The Hospital accepts the union's proposal with the following modifications:

1. Add new section 4.4(a)
2. Change the sub-title to Additional hours

If the Hospital does not follow the contractual language for overtime (Article 4.4), to also include additional hours, the associate required to work shall be paid time and a half for the **additional** hours worked beyond their originally scheduled shift on that date, regardless of if the employee does not work over forty (40) hours in a work week.

SEIU Proposal #8

Personal Days

The Hospital does not accept the union's proposal regarding personal days

MWHC Proposal #3

Notification of Absence:

The Hospital maintains its proposal dated 5/14/2025

MWHC Proposal #4

6.1 (d)(2) Excessive Lateness:

Excessive lateness is defined as the failure of an associate (full or part time) to report to work ~~more than six (6) minutes after their scheduled start time~~ more than ~~six (6)~~ **ten (10)** times over their twelve-month attendance period. ~~Associates who clock in for work less than seven (7) minutes after the start of their scheduled shift will not be docked in pay, nor be the subject to progressive discipline, for such instances of tardiness.~~

MWHC Proposal #8

4.1 Wages

Year 1:

- 2.0% Across the board adjustment
- The minimum and maximum of each grade will increase by 2.0%

Year 2:

- 2.0% Across the board adjustment
- The minimum and maximum of each grade will increase by 2.0%

Year 3:

- 2.25% Across the board adjustment
- The minimum and maximum of each grade will increase by 2.25%

~~The Hospital will offer a ratification bonus of five hundred (\$500) dollars, grossed up, to all active full-time bargaining unit members and a two hundred fifty (\$250) dollars, grossed up, to all active part-time bargaining unit members who are employed as of the ratification date. The bonuses provided above shall be payable only to associates who are on active status on the date when the bonus is due, except that associates on statutory leaves of absence shall receive the bonus upon return to active status. The bonus payable to associates on statutory leaves of absence shall be based on their pre-leave status.~~