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MedStar Washington Hospital Center

Comprehensive Proposal #1

May 6, 2025

Proposal #1

4.12 Preceptor/Trainer Pay.

The Hospital will provide to associates additional pay of \$1.25 per hour for associates functioning in a preceptor or trainer role. Any associate being utilized as a preceptor or trainer must complete the following: a preceptor checklist, a competency checklist and competency assessment as determined by their immediate supervisor. Preceptor or trainer pay is not applicable to associates classified as "Lead."

~~The determination of departments and/or job classifications eligible to receive preceptor or trainer pay will be at the discretion of the Hospital.~~

~~Note: Implementation will occur within four (4) pay periods following contract ratification due to programming change.~~

~~The following departments are eligible for preceptor or trainer pay:~~

Anesthesia

Arrhythmia

Cardiac Arrhythmia Center

Cardiac Catheterization Lab

Cardiac Telemetry

EP Lab

Echocardiology

MOR/TFOR

Respiratory Therapy

Sterile Processing

Vascular Surgery

MedStar Transport

Proposal #2

5.4 Personal Holidays.

Associates covered by this agreement are entitled to receive two (2) personal days each calendar year during the term of this agreement as follows: Full-time associates, including 36 hour option associates, shall receive two (2) personal days of eight (8) hours each annually; part-time eligible associates shall receive two (2) personal days of four (4) hours each annually. The personal days shall accrue semi-annually, with one (1) day credited during the first full pay period in January or each calendar year, and the second day credited during the first full pay period in July of each calendar year.

Associates shall be required to use accrued personal day hours before applying PTO hours for all periods of scheduled or unscheduled time off.

Proposal #3

6.1 (c) Notification of Absence:

When use of paid-time-off cash values are requested for any unplanned/unscheduled absences, an associate shall notify his Supervisor, Department Head or other such person as designated in his own Department's policies and procedures by at least two (2) hours before the start of his regularly scheduled shift that he will be absent from work. ~~An associate who has an accrued balance of at least eight (8) paid days off (or at least four (4) paid days off in the case of PE associates) prior to the beginning of a period of absence for illness shall not be required to have a physician's excuse for two (2) or fewer consecutive days of such paid-time-off use.~~ Otherwise, the associate's Supervisor, Department Head, or such other person as designated in his own Department's policies and procedures may require appropriate proof of illness or emergency prior to granting approval for use of paid-time-off cash values.

An associate shall be required to provide a separate note of illness, injury or other emergency for all absences greater than one (1) day. Failure to do so means that the absence(s) lacking such a separate note will be treated as an absence(s) as unexcused under Section 6(d).

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) 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.~~

Associates are expected to report to work at their scheduled start time.

Proposal #5

12.6 Death Benefit

~~The Hospital shall provide a benefit of \$4,000 upon the death of retired bargaining unit associates who, upon retirement from the Hospital, had at least twenty-five (25) years' service with the Hospital. Associates who have accumulated twenty (20) years' service prior to October 26, 1993 shall be eligible for the death benefit without having to accumulate further years of service with the Hospital. The benefit shall be payable to the beneficiary designated by the eligible retiree.~~

Proposal #6

14.18 Job Posting:

Bargaining unit job openings will not be filled until they have been posted for at least five (5) days excluding holidays observed by the Hospital and Saturdays and Sundays. ~~Job openings will be posted prominently in the Department of Human Resources display case and in the cafeteria.~~

Applicants must apply to the Department of Human Resources. Associates must make a separate application for each opening ~~or contact the Department of Human Resources to re-activate any previous application.~~ The Hospital shall not be required to post any job vacancy, for any specific length of time, which must be filled without delay in order to meet an emergency or to safeguard the health and/or safety of patients.

Proposal #7

Delete article 14.20 Parking

Proposal #8

4.1 Wages

Year 1:

- 1.75% Across the board adjustment
- The minimum and maximum of each grade will increase by 1.75%

Year 2:

- 1.75% Across the board adjustment
- The minimum and maximum of each grade will increase by 1.75%

Year 3:

- 1.75% Across the board adjustment
- The minimum and maximum of each grade will increase by 1.75%

~~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.~~