

May 6, 2025

Time: 10:20 am

SEIU LOCAL 722

CONTRACT PROPOSALS

SEIU. Local 722 reserves the right to add to, modify or withdraw these proposals consistent with the parties negotiations agreement and ground rules.

Proposal 1. On Call Pay: An associate who is formally scheduled to be "on call" between his regularly scheduled shifts shall be paid twenty-five percent (25%) of the associate's individual base hourly rate, per hour, for the period he is "on call," where such status and the duration thereof are matters of written record.

Proposal 2. Weekend Differential: A weekend differential of ten percent (10) of an associate's individual base hourly rate shall be paid to the associate for all hours worked starting from 12:00 am Saturday through 11:59 pm. Sunday. In addition, associates who weekend to work are designated as a Friday-Saturday, Saturday-Sunday or Sunday-Monday, shall receive weekend differential starting at 12:00 am on the first day of their weekend to work and ending at 11:59pm on the last day of their weekend to work.

Proposal 3. Market/Equity Review: The Union and the Hospital will conduct market adjustment reviews for the following classifications. Such reviews will be conducted and completed within ninety (90) days of the ratification of the Collective Bargaining Agreement. The classifications are:

Medical Office Assistant (MOA) I, II, III

Anesthesia Technician

Radiology Imaging Services Scheduler

EVS – OR Tech

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Proposal 4. Preceptor/Trainer Pay: The Hospital will provide to associates additional pay of \$3.00 per hour for all associates, regardless of department, functioning in a preceptor or trainer role.

Proposal 5. Education Tuition Assistant: The Hospital will pay one hundred percent (100%) of the tuition costs of formal education, training courses or seminars for permanent full-time associates, up to a maximum of \$6000 per fiscal year. Part-time associates will receive up to a maximum of \$3000.

Proposal 6. Mandatory Overtime: Once an associate is required to perform mandatory overtime, he/she shall be paid for those hours worked at the overtime rate, regardless if the employee does not work over forty (40) hours in a work week or eighty (80) hours in a pay period.

Proposal 7. Donation of PTO Hours: SEIU members will be allowed to donate their PTO hours to associates, designated by them, who are members of SEIU, Local 722.

Proposal 8. 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, associates that regularly work 10 hour shifts shall receive two (2) personal days of ten (10) hours each annually; and associates that regularly work twelve (12) shifts, shall receive two (2) personal days of twelve (12) hours each annually.

Proposal 9. Appearance Fee: Any associate that reports to duty as assigned is guaranteed at least four (4) hours of pay if she/he is released early from duty.

Proposal 10. Wages: 10% each year of the Collective Bargaining Agreement. The start rate and the maximum rate of each grade will be increased by 10% each year of the Collective Bargaining Agreement.