

MedStar Washington Hospital Center

Counter Proposal #2

May 8, 2025 3pm

## SEIU Proposal #9

### Appearance Fee

If an associate reports to work as scheduled and his/her home unit is flexing due to low census or lack of work within the associate's first four (4) hours of their scheduled shift, the hospital will reassign the associate to another unit or department where they can perform tasks within their skills and abilities to guarantee the associate at least four (4) hours of work.

If the associate declines the reassignment, they will be sent home with the option to use available PTO or take the time unpaid.

## MWHC 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

## MWHC 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, **provided the Death Benefit Beneficiary form is signed and in the retiree's file in Human Resources prior to the date of the retiree's death.**

MWHC Proposal #7

14.20 Parking

The Hospital does not accept the union's proposal dated 5/8/2025 @ 11AM

## MWHC 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:

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

~~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.~~