

SEIU LOCAL 722 Counter Proposals

May 14, 2025

Time: 2:50 pm

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

MWHC Proposal #7 Parking

The union **Accepts** the hospital's withdrawal of their parking proposal.

The current language on parking remains unchanged.

Proposal 4. Preceptor/Trainer Pay: The union **Accepts** the hospitals proposal dated May 6th @ 10:20am

The union resubmits the following:

SEIU Proposal 1. On Call Pay: The union maintains our proposal dated May 6th. 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.

SEIU Proposal 2. Weekend Differential: The union maintains our proposal dated May 6th. 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.

SEIU 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 of if the employee does not work over forty (40) hours in a work week or eighty (80) hours in a pay period.

SEIU 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.

MWHC Proposal #9 Appearance Fee

The union **Accepts** the hospital's proposal dated May 14th @ Noon "if modified to include the following:

"If the associate declines any reassignment, they will be sent home with the option to use available PTO or take leave without pay. If the associate accepts the reassignment and has more scheduled hours than the hours available on the reassignment, the hospital will find another reassignment if the associate wish to work their entire shift. Otherwise, the associate has the option to use their PTO or leave without pay".

SEIU Proposal 10. Wages: **7 %** each year of the Collective Bargaining Agreement. The start rate and the maximum rate of each grade will be increased by **7 %** each year of the Collective Bargaining Agreement.

MWHC Proposal #3 Notice of Absence:

The union submits the following counter proposal:

An associate shall have the following policy from their call-outs. There should be the following:

Absences: when an associate calls-out up to two consecutive days, it will be considered a call-out (with or without documentation), however, 2 consecutive days shall be consider (1) one call out. Any subsequent call-out could be for one additional day or

up to two consecutive days without documentation. An associate shall be subject to corrective action after they reach (8) eight call-outs.

An associate can be required to provide a separate note of illness, injury or other emergency for all absence(s) 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 as unexcused under Section 6(d)

Whether required or not, if an associate provides the proper documentation for said call-out, all dates of said call-outs will be considered as one.

Once an associate arrives later than the 6 minute grace period the associate will receive a "Tardy". Once an associate receives more than (6) six tardies, the associate is subjected to corrective action.

This counter will place Time and Attendance on its own track separate from other progressive disciplines.

MWHC Proposal #4 Excessive Lateness:

SEIU Rejects this proposal