

SEIU LOCAL 722 Counter Proposals

May 14, 2025

Time: 7:35 pm

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

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: The union **modifies** our proposal as follows:

If the hospital does not follow the contractual language for overtime (Article 4.4), the associate required to work shall be paid time and a half for those hours worked on that date, 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 Days: The union maintains our proposal dated May 6th. 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 #3 Notice of Absence:

The union **submits** the following counter proposal:

Absences: when an associate calls-out up to two consecutive days, it will be considered a call-out (with or without documentation). 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.

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

The union withdraws its proposal on a separate track for Time and Attendance.

SEIU Proposal #10 Wages:

The union proposes a (3) year contract with the following increases:

1st Year

- 7% Across the board adjustment
- The minimum and maximum shall increase 7 %

2nd Year

- 7 % Across the board adjustment
- The minimum and maximum shall increase 7 %

3rd Year

- 6.5 % Across the board adjustment
- The minimum and maximum shall increase 6.5 %