

MedStar Washington Hospital Center

Counter Proposal #4

May 14, 2025 5:50 pm

MWHC 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 fo. 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).

6.1 (d)(1) Leave Abuse: Once an associate has called in **seven (7)** times over their twelve-month attendance period, any additional call-ins may be considered leave abuse.

MWHC Proposal #8

4.1 Wages

Year 1:

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

Year 2:

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

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.~~