

May 20, 2025

SEIU Package Proposals

2:10 pm

SEIU Agrees to the hospital's **Proposal #2 Article 2.01 Hospital Rights** dated April 29th

The right to move combine consolidate, or close facilities and operations, in whole or part, (provided however, in event such a move combination, consolidation, or closure is not a temporary change because of operational consideration/needs, the Hospital will provide at least thirty (30) days notice to the union and, upon request, meet and discuss the effects on bargaining unit employees)

If the hospital withdraws its **Proposal #1 Article 1.05 Dues Check-off** which suggest moving union dues to a flat amount.

SEIU Agrees to the hospital's **Proposal #7 Article 10.04 401K Plan** under the following conditions:

1. The change would not be implemented before January 1, 2026
2. Members will have the right to Opt-Out of the plan at any time, as well as Opt-In at anytime
3. The hospital modifies its **Proposal # 5 Article 6.01 Leave of Absence (a)(iii)** which removes the 10 additional weeks of protected unpaid leave after FMLA has expired; to 8 additional weeks of protected unpaid leave.

SEIU maintains our rejection of the hospital's **Proposal #4 Article 4.10 Severance Pay**. We believe that Article 13.09 Successorship covers this matter.

Leave Abuse Article 3.06

SEIU accepts the hospitals proposal dated April 16th to change to Article 3.02 Progressive Discipline which changes the 3rd offense in progressive discipline and all categories of leave abuse from Suspension to Final Written Notice, with the exception of No Call/No Show which will remain a 2-day suspension without pay

In exchange, SEIU will modify our proposal on 3.06 Leave Abuse removing the (4) four tier system and _____ to the following

a. Attendance and Leave Abuse Policies:

(i) When a full-time employee has incurred (4) four occurrences within their twelve-month attendance period of not reporting to work, an employee shall receive a written Notice; (5) five times receive a **Final Written**; (6) nine times receive termination.

(ii) When a full-time employee has incurred (7) seven occurrences within their twelve-month attendance period of reporting to work late, an employee who shall receive a written notice; (8) eight times shall receive a **Final Written**; (9) nine times shall receive termination.

(iii) When a full-time employee has incurred (3) three occurrences of “Early Departures” within their twelve-month attendance period, an employee shall receive a written Notice; (4) four occurrences shall receive a **Final Written**; (5) five occurrences shall receive termination.

(iv) A No Call No Show shall subject an employee to a **2-Day unpaid suspension**. A second No Call No Show within the employee’s twelve-month attendance period shall subject the employee to immediate termination

All other current language in Article 3.06 remains unchanged

Proposal #8 Article 12.02 Grievance Procedure which require the names of witnesses (which will be supplemented if additional witnesses are subsequently identified) is **Rejected**

Article 2 Hospital Rights

SEIU accepts the hospitals proposal (d) Employees who leave before the end of their shift after their manager or supervisor has instructed them not to leave or who leave without informing and obtaining the approval of their manager or supervisor will be considered insubordinate and **subject to immediate termination.**

If the hospital accepts the unions counter proposal “Notwithstanding the Hospital’s right to transfer employees among work locations/facilities, units and departments, an employee with **twenty-five (25) or more years’ seniority**(as defined in Article 11.01 of this Agreement) will not be transferred unless the employee would not otherwise have a full day’s work”. If the hospital