

May 27, 2025

10:30 AM

SEIU Response to

CNMC Counter Proposals dated May 20th

SEIU Agrees to the hospital's Proposal package on Article 2.01 Hospital Rights & Article 3 Disciplined dated May 20th @ 5pm

Hospital Rights 2.01

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;

Limitation of Right to Transfer

(b) "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".

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

Article 3.04 Leave Abuse

(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 (6) six occurrences within their twelve-month attendance period of reporting to work late, an employee who shall receive a written notice; (7) seven times shall receive a Final Written; (8) eight 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

(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**.

**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.

**SEIU maintains our rejection** of the hospitals **Proposal #8 Article 12.02 Grievance Procedure** which require the names of witnesses (which will be supplemented if additional witnesses are subsequently identified)