

SEIU LOCAL 722 Counter

May 28, 2025

Time: 2:15 pm

3:00 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: An associate who is formally scheduled to be "on call" between his regularly scheduled shifts shall be paid twenty-five percent (25%) of the **minimum of the grade** per hour, for the period he is "on call," where such status and the duration thereof are matters of written record. **After performing forty hours of on-call pay in a month the associate will be paid 25% of his/her individual base hourly rate for the remainder of on-call hours for that month.**

SEIU Proposal 2. Weekend Differential: A weekend differential of **eight percent (8%)** 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 **Accepts** the hospital's proposal from May 16, 2025, at 12:15.

SEIU Proposal 8. Personal Days: **The union will withdraw our proposal dated May 6, on Personal Days if the hospital withdraws it's Proposal #4, dated May 6 at 10:20 am, 6.1 (d)(2) Excessive Lateness.**

MWHC Proposal #3 Notice of Absence:

The union **maintains** our 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:

1. Year

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

2. Year

- **6.75%** Across the board adjustment
- The minimum and maximum shall increase **6.75%**

3. Year

- **6.25 %** Across the board adjustment

The minimum and maximum shall increase **6.25 %**