

May 29, 2025

Time: 1:30 pm

SEIU offers the following counter proposals:

Proposal #4 Article 4.10 Severance Pay.

For purposes of severance payments in article 4.10 "the sale of all or part of the Hospital's operations will not be considered an employment termination."

Proposal on Article 6.01 Leave of Absence: This is a packaged proposal

As relates to the settlement agreement and the current FMLA policy: a single communication is required to notify the employer of utilizing FMLA. SEIU maintains that for consistency, the single communication is the only thing required.

SEIU modifies (iii) An employee on FMLA and or DC FMLA will receive an additional (6) SIX weeks of unpaid protected time.

Article 8.01

SEIU agree to the updated language: Sick leave is defined as an absence of an employee on a scheduled work day by reason of illness or accident, which is not work connected, for which the employee receives pay. Sick leave cannot be taken in increments of less than one-half (1/2) hour. Sick leave will be paid only when an employee is sick on a regularly scheduled day of work or for other purposes as required by law.

Article 8.02

SEIU agree to the following updated language: Each employee shall accrue sick leave for each biweekly pay period at the rate of 0.0462 hours for each hour worked or paid for up to a maximum of 80 hours per pay period subject to applicable law.

Proposal #8 Article 12.02 Grievance Procedure

(b) Grievances submitted pursuant to 12.02(a) will include the following information: (i) Date grievance filed (ii) The name of the grievant(s); (iii) the provision(s) of this Agreement allegedly violated; and (iv) remedy sought. If a grievance does not contain this information, (the hospital will notify the union within 10 days of any errors).

