

2025 SEIU Contract Negotiation Proposals

June 11th Counter Proposals

Time: 6:30 pm

The following is a comprehensive proposal that should be accepted in its totality

Article 4: Hours and Wages

Article 4.04 Wages

Year 1 (2025)

7% Increase

Min & Max increase 7%

Members above the max will receive \$400 (FT) PT (\$200)

Year 2 (2026)

4% Increase

Min & Max increase 4%

Members above the max will receive \$400 (FT) PT (\$200)

Year 3 (2027)

4% Increase

Min & Max increase 4%

Members above the max will receive \$400 (FT) PT (\$200)

Proposal #1 Article 4 Hours and Wages

SEIU withdraws our proposal on Shift Differential

Article 4.06 Shift Differential

(a)(1) 15% of the employee's regular rate on hours worked on the following shifts

(a)(2) 20% of the employee's regular rate on hours worked on the following shifts

Proposal #3 Article 5 Paid Leave Counter Accept

Article 5.05 (d) Joint Committee on Training and Education.

It shall be the policy of the parties to assist employees to realize their full job potential and to create circumstances whereby employees can develop career progression. Therefore, there shall be established a **Hospital-Union committee** to study and recommend to the Hospital the establishment of **training/apprenticeship programs** academic courses of study, and/or such other projects and activities as may permit and encourage employees to upgrade their jobs and levels of competence, including scheduling of work to accommodate training and study programs. **As part of this effort, the Hospital will, no later than February 1, 2026, implement training or apprenticeship activities designed to (i) support filling unfilled PCT openings and (ii) facilitate the movement of PCTs to positions in higher pay grades.** The Committee may recommend programs to be wholly or partially funded by the Hospital.

**Proposal #9 Miscellaneous
Side Letter #3 Market Equity Review**

SEIU accepts the hospitals counter proposal dated June 11th @ 4pm with the modification to add the following Job Classifications: MPI Tech (intended in our last proposal)

Article 6.01 Leave of Absence Settlement Letter on FMLA

SEIU accepts the hospitals counter proposal dated June 11th to remove the settlement agreement on FMLA

