

2025 SEIU Contract Negotiation Proposals

June 11th Counter Proposals

Time: 1:30 pm

SEIU offers the following comprehensive package:

The economic provisions of this agreement (wages/compensation, vacation leave, etc.) shall be effective for one year effective July 1, 2025 and reopened for the negotiation of economic provisions only after one year. All other terms of this agreement shall be effective as of July 1, 2025 and shall remain in full force and effect through and including June 30, 2028 and from year to year thereafter unless written notice of a desire to modify or terminate this Agreement is given by either party to the other at least ninety (90) days prior to June 30, 2028 or prior to June 30 of any subsequent year.

Article 4: Hours and Wages Counter

Article 4.04 Wages

Year 1

7% Increase

Min & Max increase 7%

Members above the max will receive \$350 (FT) PT (\$175)

Proposal #1 Article 4 Hours and Wages Counter

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.

. (ii) During the term of this Agreement, the Hospital will provide up to fifty thousand dollars (\$50,000) to fund programs recommended by the Committee support activities or

programs described in Section 5.05(d)(i) above; provided, however, that no more than twenty thousand dollars (\$20,000) will be provided to fund such programs and activities in any given fiscal year. Additionally, one of the responsibilities of the Committee shall be to discuss new technological developments and methods by which employees may be trained to work with them. Insofar as possible, the meetings of such committee shall be on non-work time. However, meetings and activities of the Committee may take place on any basis or at any time that is mutually agreeable to the Hospital and the Union.

Proposal #5 Article 9 Vacation Accepts

Article 9.02 (Vacation Leave Accrual)

SEIU accepts the hospitals proposal from June 11th at 10 am

Proposal #7 Article 13 Miscellaneous

Article 13.16 Parking Counter

SEIU propose Parking shall not increase more than \$3

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

SEIU accepts the hospitals proposal with the modification to add the following Job Classifications:

**Storeroom Assoc
Clinical Lab Support Rep
Decent Testing Spec
Team Lead Clinical Lab Support
Aperesis Tech
Sr. Medical Records Tech
Sr Warehouse Tech
Team Lead Construction
BMT 1, 2, 3
Electrician 1,2,3
Biomed Tech 1, 2 3
HVAc 1,2, 3 & Team Lead
Plumber 1, 2, 3
Buliding Automation Spec**

Article 6.01 Leave of Absence Settlement Letter on FMLA Accepts

SEIU accepts the hospitals counter proposal dated June 11th

All non-economic issues that has been agreed upon are accepted