

2025 SEIU Contract Negotiation Proposals

June 10th Counter Proposals

Time: pm

Article 4: Hours and Wages Counter

Article 4.04 Wages

(a)(2) Each employee in the Job Classifications listed in Appendix A will receive an increase equal to (12%) twelve percent of his regular effective the first full pay period following July 1st, each year of the CBA.

The range of minimums and maximums shall increase by the amount of percentage increase each year of the CBA.

Proposal #1 Article 4 Hours and Wages Resubmit

SEIU resubmits our proposal from April 10th

Article 4.06 Shift Differential

(a)(1) 18% of the employee's regular rate on hours worked on the following shifts

(a)(2) 25% of the employee's regular rate on hours worked on the following shifts

All other current language in Article 4.06 remains unchanged

Proposal #3 Article 5 Paid Leave Counter

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 Resubmit

Article 9.02 (Vacation Leave Accrual)

SEIU resubmits our proposal from April 10th

Proposal #6 Article 10 Health and Welfare

Separation Benefit: Accepts

**SEIU accepts the hospitals Counter Proposal
With date commencing July 1, 2026 and ending July 31, 2026**

Proposal #7 Article 13 Miscellaneous

Article 13.16 Parking Resubmit

SEIU resubmits our parking proposal of April 10th

“No Increase in Parking”

Proposal #8 Article 13 Miscellaneous

Article 13.19 Uniforms Accepts

SEIU accepts the hospitals counter Proposal

Employees who are required to wear uniforms and to maintain and clean the uniforms shall be paid an additional **fifteen cents** (\$0.15) per hour, up to a maximum of **six (\$6)** per week. “Uniforms” for the purpose of this section, shall not include scrubs that employees “elect” to wear while working.