

MedStar Washington Hospital Center

Counter Proposal to

June 16, 2025 12:05

SEIU Proposal #1

**On-Call pay**

The Hospital does not accept the union proposal regarding on-call pay dated  
5/28/2025 @ 3PM

SEIU Proposal #2

Weekend Differential

The Hospital does not accept the union's proposal regarding weekend day shift differential dated 5/28/2025 @ 3PM 5%

SEIU Proposal #8

Personal Holidays

The Hospital does not accept the union's proposal regarding personal holidays dated 5/28/2025 @ 3PM

MWHC Proposal #2

Personal Holidays

The Hospital withdraws its proposal.

### MWHC Proposal #3

#### Notification of Absence

When an associate calls out up to two consecutive days, it will be considered an occurrence. Any subsequent consecutive call-outs, without acceptable documentation for illness, injury, or other extenuating circumstances, will be counted as an additional occurrence for one additional day or up to two days. Once an associate has six (6) occurrences over their twelve-month attendance period, any additional occurrences may be considered leave abuse.

#### Example 1

An associate calls out for two consecutive days, it shall be considered one occurrence.

If the associate then calls out for two (2) additional consecutive days, the callout would be considered an additional occurrence.

In the above example, the associate would have a total of **2 occurrences**.

#### Example 2

An associate calls out for two consecutive days, it shall be considered one occurrence.

If the associate then calls out for three (3) additional consecutive days, the callout would be considered two additional occurrences.

In the above example, the associate would have a total of **3 occurrences**.

## MWHC Proposal #4

### 6.1 (d)(2) Excessive Lateness

Excessive lateness is defined as the failure of an associate (full or part time) to report to work ~~more than six (6) minutes after their~~ scheduled start time ~~more than six (6)~~ **twelve (12)** times over their twelve-month attendance period. Associates who clock in for work less than seven (7) minutes after the start of their scheduled shift will not be docked in pay, nor be the subject to progressive discipline, for such instances of tardiness.

## 4.1 Wages

### Year 1:

- 2.0% Across the board adjustment
- The minimum and maximum of each grade will increase by 2.0%

### Year 2:

- 2.25% Across the board adjustment
- The minimum and maximum of each grade will increase by 2.25%

### Year 3:

- 2.35% Across the board adjustment
- The minimum and maximum of each grade will increase by 2.35%

~~The Hospital will offer a ratification bonus of five hundred (\$500) dollars, grossed up, to all active full-time bargaining unit members and a two hundred fifty (\$250) dollars, grossed up, to all active part-time bargaining unit members who are employed as of the ratification date. The bonuses provided above shall be payable only to associates who are on active status on the date when the bonus is due, except that associates on statutory leaves of absence shall receive the bonus upon return to active status. The bonus payable to associates on statutory leaves of absence shall be based on their pre-leave status.~~