

Washington District Hospital's Response to Local 6's Counter Proposals of June 7, 2016

June 9, 2016

Section 2: Vacancies: The Hospital holds on the language that the Hospital and Local 6 bargaining committee reached agreement on and signed off on April 14, 2016: "If the posted position requires specialized technical experience and no bargaining unit members have such experience, the Hospital will have up to 45 days to fill from an outside with a candidate possessing the requisite experience. If no such candidate has such experience, the Hospital shall offer the job to an otherwise qualified applicant from the bargaining unit who applies for the position, and train that employee."

The language requires the Hospital to first post an open position from within and only if there is no one internally with the expertise than the Hospital may go outside the Hospital. If no qualified candidate is found, the Hospital will train from within. This proposal was exhaustively discussed during bargaining as under the current MOU, the Hospital did follow the previous contractual language and at the end of the day, the person that was selected per the MOU requirements was found to have performance deficiencies which negatively impacted patient care and the Hospital operations.

The tentative agreement was compromise language that was ultimately reached after many sessions of discussion and the Hospital believes the parties are now at impasse.

Section 14 – Earned Time Off Program: The Hospital holds on the language that the Hospital and Local 6 bargaining committee reached agreement on and signed off on April 14, 2016. The language provides that ESL and ETO accruals are based on hours worked and benefitted hours used to support service hours.

This section was a part of a package proposal on wages; benefits; call back; shift differentials and tuition reimbursement. It is a parity issue for the Hospital and the identical language has been agreed to and signed off on by Local 856; SEIU; Local 20 and CNA. This language also applies to all non-union, exempt, and managerial employees. The Hospital believes the parties are at impasse.

Section 8 – Wages: the Hospital has considered the Union's new wage proposal and holds on the language that the Hospital and Local 6 bargaining committee reached agreement on and signed off on April 14, 2016. Wages were a part of a package proposal on benefits; call-back; shift differentials; tuition reimbursement and ETO.

The Hospital wage proposal remains: 12% across the board increases for all bargaining unit members over the life of the four year contract and 14% for Cath Lab Tech and Senior Cath Lab Techs over the life of a four year contract. The Hospital believes the bargaining unit members will be at market with the Hospital's wage increases, which is consistent with Hospital's policy to meet the middle market and remain competitive. The Hospital has submitted a salary survey

to the Local 6 bargaining committee which reflects the competitive nature of the Hospital's wage proposal. The Hospital believes the Parties are at impasse.

Staffing concerns – The Hospital has listened to the concerns raised by the Local 6 members and believe that the Hospital's proposal to implement a Professional Practice Committee and increase the paid hours of the employee representatives to attend and discuss staffing issues is an appropriate mechanism through which all such concerns can be successfully resolved. As was stated several times in bargaining, the meaning and intent of this committee is to give staff more input and allow more collaboration in areas such as staffing and scheduling. In fact, as of May 23, 2016 a Professional Practice Committee was formed which is made up of union-appointed and management appointed members. The parties successfully discussed open positions; staffing; and additional training opportunities for full-time and per diem techs on CT to increase the pool to cover the CT schedule. The parties mutually concluded that the meeting had been a success and that this collaborative process offers a way forward with respect to outstanding issues such as staffing and scheduling.

The Hospital holds on all other Tentative Agreements reached all signed off on by the Hospital and the Local 6 bargaining committee on April 14, 2016. Since Local 6 has made no other counter proposals other than those herein, the Hospital believes that the members have accepted all other previously agreed to tentative agreements.