

TERMS OF TENTATIVE AGREEMENT BETWEEN WASHINGTON HOSPITAL AND SEIU UNITED HEALTHCARE WORKERS – WEST

The Parties have reached a tentative agreement, subject to ratification by the membership and ratification by the Board of Directors of Washington Hospital, on the following terms for a new Memorandum of Understanding between the Parties for the period of July 1, 2020 to June 30, 2023:

Article 3. Association Membership – The Parties tentatively agree to replace the current Articles 3 and 4 with a single Article 3 that conforms the contract to be accordance with the Janus law.

Article 7. Employee Rules – The Parties tentatively agreed to include progressive discipline within the body of this provision. The following language was also added:

“The Hospital shall use a process of progressive discipline which includes verbal warnings, written warnings, suspension and/or termination.”

Wages – Across the Board (ATB) Increases to Their Base Rate of Pay As Follows:

All increases would be effective the first pay period on or after the specified dates below:

- 1.5% ATB increase the first pay period beginning on or after July 1, 2020
- 1.25% ATB increase the first pay period beginning on or after January 1, 2021
- 1.5% ATB increase the first pay period beginning on or after July 1, 2021
- 1.5% ATB increase the first pay period beginning on or after January 1, 2022
- 3% ATB increase the first pay period beginning on or after July 1, 2022

Article 8 – Preceptor Pay – Agreed to add Respiratory Care Practitioner to the list of job classifications eligible to perform precepting and be paid the \$2.50 per hour preceptor premium.

Article 10. Special Duty Differential – Add the statement “Employees with the job title Washer Operator will be paid the Heavy Duty Differential.” This differential is \$2.50/hour.

Article 26. Seniority – The Parties tentatively agreed to update the language in the seniority clause for the awarding of position vacancies to include per diem employees from within the department first, then to include full-time, part-time and per diem employees from the facility.

Article 37. Term – The Parties tentatively agree to a 3-year term of the MOU from July 1, 2020 to June 30 2023.

Appendix H. Per Diem Availability Requirements – The Parties tentatively agree to current contract language subject to the Parties' agreement to meet and confer on department specific issues.

Spousal Coverage for Hospital Health Plans – The Parties tentatively agreed to add the language regarding a Spousal Waiver Credit of \$70/pay period.

Side Letter re: Pandemic Proposal – The Parties tentatively agreed to a side letter regarding the hospital's response to a pandemic specifically how information is disseminated and the availability and distribution of PPE.

Ratification. The Union will be voting to ratify the contract on September 15, 16, and 17.