

Washington Hospital Center
Comprehensive Proposal #1
September 27, 2011

Proposal #1

4.5 On-Call Pay: An employee who is formally scheduled to be “on-call” between his regularly scheduled shifts shall be paid **\$3.00** per hour, for the period he is “on-call,” where such status and the duration thereof are matters of written record. An employee who the Hospital requires to be on-call on the Hospital premises during hours when the employee would otherwise be off work (“on-call/on-premises hours”) shall be paid the **minimum wage** under applicable law (“on-call/on-premises rate”), per hour, for on-call/on-premises hours. An employee will not receive on-call/on-premises pay for hours that the employee actually works. When an employee’s actual hours worked plus on-call/on-premises hours exceed forty (40) in a work week, the employee will receive time and one-half (1-1/2) the employee’s regular hourly rate for any hours actually worked over forty (40) and time and one-half (1-1/2) the on-call/on-premises rate for hours over forty (40) that are on-call/on-premises hours.

Proposal #2

5.1 Holidays:

(a) For the purpose of this Agreement, the following days shall be considered paid holidays for all employees covered by this Agreement:

New Year's Day

Martin Luther King's Birthday

Washington's Birthday

Memorial Day (Last Monday in May)

Independence Day

Labor Day (First Monday in September)

Veteran's Day

Thanksgiving Day (Fourth Thursday in November)

Christmas Day

In the event that one of the above holidays falls on Saturday, the preceding Friday will be considered the paid holiday, and if a holiday falls on Sunday, the Monday immediately following will be considered the paid holiday.

5.4 Personal Holidays:

Effective January 1, 2012, in lieu of Washington's Birthday and Veterans' Day, employees covered by this Agreement are entitled to receive two (2) personal days each calendar year during the term of this Agreement as follows: Full-time employees, including 36 hour option employees, shall receive two

(2) personal days of eight (8) hours each annually; part-time eligible employees shall receive two (2) personal days of four (4) hours each annually. The personal days shall accrue semi-annually, with one (1) day crediting during the first full pay period in January of each calendar year, and the second day credited during the first full pay period in July of each calendar year.

Employees on leave of absence at the time that the personal day hours are credited are not eligible to receive personal day hours on the accrual date. Employees who return from leaves of absence during the quarter of the personal day hours accrual (by March 31 and September 30, respectively), will be credited with the missed personal day accrual at the time of return to active duty.

Weekend option employees are not eligible for personal day hours.

Proposal #3

6.1 (a) Vacation and Sick Leave:

Members of the bargaining unit earn paid-time-off cash values which shall be used for payment of wages during any absence. If an employee is tardy, paid-time-off cash values shall not be used. Employees may elect to use or not use paid-time-off cash values for instances of early departure from work.

Paid-time-off cash values are accrued during each two-week payroll period and are based upon the base hourly pay rates at the time they are accrued.

Effective January 1, 2012, employees will move to the same PTO program as all other Hospital Center associates. The amount of PTOs earned, the maximum accruals, and the payouts of PTOs will be based on Hospital seniority and shall be accrued at the same rate as is provided to similarly situated (i.e. full-time or part-time and a similar seniority level) hourly employees of the Hospital as stated in Human Resources Policy 604 as of the effective date of this Agreement.

Proposal #4

Section 12.2 Medical, Pharmacy, Vision and Dental Benefits Coverage:

- (a) Current Medical, Pharmacy, Vision, and Dental Benefits: The Hospital shall continue to provide the currently provided medical, pharmacy, vision, and dental benefits to full-time and part-time eligible associates through December 31, 2011.

- (b) Effective January 1, 2012, the Hospital shall provide medical, pharmacy, vision, and dental benefits to full-time and part-time eligible employees for the term of this Agreement under the same plans and on the same basis they are provided to similarly situated (i.e. full-time or part-time) non-bargaining unit employees. Benefit carriers may be added or deleted based on financial and service indicia. Before any change in carriers occurs, the Hospital will provide the Union with at least sixty (60) days notice and the Hospital will be available upon request to discuss.

- (c) If any of the total premium rates are increased or decreased for non-bargaining unit employees during the life of this Agreement, they shall be increased or decreased automatically for employees at the same time and in the same

manner and amount. Similarly, the co-pays, deductibles, coinsurance, coverage exclusions, and other terms and conditions of the benefits provided to employees under this Article shall be the same as the co-pays, deductibles, coinsurance, coverage exclusions, and other terms and conditions of the benefits provided by the Hospital to similarly situated (i.e. full-time or part-time) non-bargaining unit employees of the Hospital. If any of the terms and conditions of benefits, including but not limited to co-pays, deductibles, coinsurance, coverage exclusions, etc. provided to non-bargaining unit employees during the life of this Agreement are modified, the benefits provided to employees under this Article shall be modified at the same time and in the same manner and amount.

Proposal #5

Section 12.2 Pension

Employees currently eligible for and participating in the CBRP shall receive pay credits for 2011 through December 31, 2011. Effective December 31, 2011, the Hospital shall amend the CBRP to freeze benefits previously offered under the CBRP, including ceasing to allow pay credits to accrue or employee contributions to be made into the Plan. Thereafter, benefits in the CBRP will remain in the CBRP and continue to grow with interest credits. Such benefits will also continue to be available to participants eligible under the Plan for distribution as the Plan provides.

Effective January 1, 2012, all eligible employees covered by this Agreement may participate in the defined contribution pension plan on the same terms and conditions as it is made available to other Hospital employees.

Eligibility for participation in the RSP shall be governed by Plan documents. Employees eligible for participation in the RSP may enroll as participants in the RSP at any time.

Proposal #6

Section 14.16 (b) Snow Day Emergencies

Delete (2) Time and one half (1 ½) for hours worked during a declared snow emergency. On-call, on-premise pay during declared emergency will be consistent with Section 4.5.

Proposal #7

Section 14.21 Parking

Delete graduated fixed rates for parking based on hire date.

Add:

Employees who elect to use Hospital-provided parking facilities will receive discounted rates determined by the Hospital. Rates may vary based on location of assigned parking facility, both on and off campus.

The Union will receive at least 30 days advance notice of any parking increase.

Proposal #8

Article XV Term of Agreement

15.1 This Agreement shall be in full force and effect from the 1st day of July 2011, to, and including the 30th day of June 2014. At least ninety (90) days prior to said expiration date, either party may serve upon the other party written notice that it wishes to cancel, revise, or modify this Agreement. If such notice is not given at least ninety (90) days prior to said expiration date, this Agreement shall remain in full force and effect for ninety (90) days from when such written notice is actually received.