

Analysis of Management Original Proposals Submitted June 2, 2009

Management Proposal #1 Article IV

4.01 Remove the language which require Management to provide the Union with at least (30) days advance notice if they intend to change the **workday** and **workweek** of 25% or more in any job classification

4.03 Remove the requirement that missed breaks must be paid.

4.06 Remove the requirement that Shift Differential must be paid for the entire shift if more than 3 Hours is work on that shift.

Management Proposal #2 Article VII

7.02 Change from **calendar year** to **Hospital Fiscal Year** to date your Free Day is deposited in the leave hours.

7.03 **Remove Hospital Seniority** as a factor in scheduling Holidays

Management Proposal #3 Article X

10.04 Remove the specific percentages contained in the contract and replace with undefined Management Contribution to Tax Sheltered Annuity Program, "**The Hospital will match employee contributions to the tax sheltered annuity program as it does for employees generally.**"

10.05 Limit Check cashing to employees personal checks

Management Proposal #4 Article XII

12.07(NEW) Management propose to limit pay back in arbitration awards to 90 days

Management Proposal #5 Article 13.16

Management proposal to **increase parking rates by \$3.00 on January 1, 2010 and \$3.00 on January 1, 2011.** Management also propose to **charge the same rates for employees parking at off-site facilities.**

Management Proposal #6 Attendance Guidelines

Management propose to **reduce from (6) occurrences to (4) for a Step 1 Written Warning**

Management propose to **reduce from (10) occurrences to (6) for a Step 2 Written Warning**

Management propose to **reduce from (13) occurrences to (7) for a Step 3 Suspension**

Management propose to **reduce from (15) occurrences to (8) for a Step 4 Termination**

Management **propose a (6) minute grace period**

Management Proposal #7 DC Accrued Sick and Safe Leave Act

Management propose SEIU agree not to interpret the provisions of the District of Columbia **Accrued Sick and Safe Leave Act to require that the Hospital add additional paid leave or additional reasons for using paid leave.**

**Marchel Smiley
SEIU Local 722**