

## Correction

February 12, 2010

Ms. Kathleen Chapman  
Assist Vice President  
Human Resources  
Washington Hospital Center  
110 Irving Street, NW  
Washington, D.C. 20010

Dear Ms. Chapman:

It has come to my attention that during this snow storm that the greater Washington, D.C. region has been experiencing, the Washington Hospital Center through its supervisors and managers have been informing, and in some instances, threatening the members of SEIU, Local 722, that if they called out they would be suspended or possibly terminated, regardless if they had not abused their six (6) call-outs, had the time to cover the requested leave, and had called out within the two (2) hour notification limit. Although I have not received any official notification from your office that this is the position that the Washington Hospital Center is taking, I have heard from quite a few of my members that they were in fact told the above.

As the Washington Hospital Center (WHC) is aware, we have a mutually negotiated Collective Bargaining Agreement that specifically outlines and set the parameters for the members of SEIU, Local 722, to call out. I know that WHC is fully aware of these guidelines and parameters because when necessary WHC has quoted them and used them to discipline our members when the members have abused the guidelines and parameters. As a matter of fact, it was AC, who through the negotiation process, proposed many of these rules that govern call-outs for absences.

More specifically, our mutually negotiated Collective Bargaining Agreement contains direct language as to how our members are to be treated during a WHC called Snow Emergency, which WHC called twice within this period. The CBA is specific in stating that, "An employee shall not receive any adverse action for reporting late or failing to report to the Hospital during a snow emergency." Yet, many of our members were informed if they called out during the WHC declared snow emergencies, they still would be disciplined. If this is true, then WHC was knowingly and blatantly violating our CBA, which may be a subject for not only a grievance, but also an Unfair Labor Practice charge.

It is the position of SEIU, Local 722, that no member who called out should be disciplined if he or she: did not go over the six (6) call out provision; did have the PTO hours to cover the absence; and called out two (2) hours prior to the start of his/her shift. Furthermore, if a member did violate the above, the member

should be subjected to the progressive discipline provision of our CBA, and not be suspended or terminated, unless they have received the prior steps of the progressive discipline process, which has been the past practice of WHC, for these infractions.

If indeed the managers and supervisors of WHC have been given this directive to discipline any SEIU, Local 722 member that called out and if any member has indeed been disciplined not in accordance with the CBA, please accept this letter as a **Class Grievance**, being submitted at the second step of the grievance procedure.

We are requesting that WHC desist with these actions and that any member affected be made completely whole.

Should you desire to meet and discuss the contents of this letter, I can be reached at (202) 483-6221.

Sincerely,

Daniel Fields, Jr.  
President