

SEIU LOCAL 722

Contract Proposals

June 8, 2009

The Union reserves the right to add to or modify these proposals consistent with the Parties Agreement on Expedited Bargaining. Unless modified by this document, the Union proposes no change in the current Collective Bargaining Agreement dated July 1, 200-June 30, 2009

The Union Accept Hospital Counter proposal to 10.02 (except change Respiratory Therapist to Respiratory Care Practitioners)

The Union Counter-Proposal on Attendance

The Union Accept the Hospital Proposal date June 5 with the following changes.

An employee can receive a Step 1 disciplined once he/she has received five (5) occurrences over a twelve-month period commencing July 1 and ending June 30.

An employee can receive a Step 2 discipline once he/she has received seven (7) occurrences over a twelve-month period commencing July 1 and ending June 30.

An employee can receive a Step 3 discipline (1 Day Suspension) once he/she has received eight (8) occurrences over a twelve-month period commencing July 1, and ending June 30.

An employee can receive a Step 4 discipline (Termination) once he/she has received ten (10) occurrences over a twelve-month period commencing July 1, and ending June 30.

A No Call/No Show of three (3) scheduled shifts between July 1, and June 30 shall result in immediate termination.

Joint Committee on Staffing

There shall be established a joint Labor/Management Committee to review the issue of staffing levels within SEIU Classifications.

The Hospital shall review the current staffing levels to insure optimum Patient Care, Quality Customer Service and Employee Safety.

The Hospital shall complete a review and prepare a written report of departmental staffing within 120 days of the effective date of this Agreement. A copy of the written report shall be given to the Union prior to the 120th day.

The Union shall have 30 days to review and submit written comments on the report.

Within 15 days of receiving the Union's written comments, a Joint Labor/Management Committee (5 members each) meeting shall convene to review any areas of disagreement.

Within 15 days of the Joint Committee meeting any staffing changes shall be implemented.