

# GEISINGER WYOMING VALLEY COUNTER PROPOSAL

To

GWVMC Chapter of SEIU HCPA

September 15, 2021

## Shift Differential & Retention Bonus

The Hospital is offering a \$25,000 retention bonus for full-time inpatient RNs and a \$10,000 bonus for full-time outpatient RNs encompassing eight quarterly payouts with the first and last payouts amounting to 20% of the bonus and six quarterly payouts amounting to 10% for all eligible RNs on-the roles and in good standing as of August 25, 2021, with part-time employees eligible to receive a prorated amount based on their FTE. **Such employees receiving the required vaccine(s) or approved exemption on or before October 15, 2021 shall receive their first installment of the bonus on October 29, 2021 and such employees receiving the required vaccine(s) or approved exemption between October 16, 2021 and November 1, 2021 shall receive their first installment of the bonus on November 12, 2021.**

## Weekend Make Up:

The Union agrees that inpatient nurses who call off on their scheduled weekend shift (s) will be required to work one extra weekend shift (s) within **three (3)** months of their call-off. It is understood, if a nurse calls off on a Saturday, she/he will only be required to make up a Saturday within ~~two~~ **three (3)** months of their call-off. The parties agree that any nurse who **contracts** COVID 19 or has side effects from the COVID Vaccine and becomes ill **as verified by Employee Health** and calls off on their scheduled weekend shift(s), the Hospital will not require nurses to make up the weekend shift(s). Any excused absence;(i.e Hospitalized, disability, or any approved PTO) shall not be required to make up the weekend. **If the weekend absence does not result in a formal PIP, the infraction will not be counted toward the absenteeism policy once the employee has complied with the weekend makeup shift.**

The Hospital will make every effort to approve PTO requests by nurses, including the need for a mental health day(s) if requested, and approved by the Manager. This is subject to Article 7-Grievance and Arbitration.

Current Design		***New Design Effective October 10, 2021***			
Evening / Night	Weekday Evening Shift	Weekday Night Shift	Weekend Day Shift	Weekend Evening Shift	Weekend Night Shift
3p - 1130p	3p-1130p	11p-730a	7a - 330p	3p Friday - 1130p	11p - 730a Monday
1130p - 730a					
\$2.00	\$6.00	\$6.00	\$4.00	\$7.00	\$7.00

### Emergency Language

It is agreed that in the case of unusual or extraordinary event, such as flood, fire, pandemic, or other unforeseen event that substantially affects the provision of needed healthcare services or increases the need for healthcare services, which is in the judgement of the Hospital, requires immediate action, the terms of the Collective Bargaining Agreement shall not be deemed to apply in connection with measures deemed necessary by the Hospital for the care and protection of patients, the equipment and buildings of the Hospital, or reasonably necessary to repair and replace the same in condition thereafter for occupancy. The Hospital agrees to notify the Union within twelve (12) hours of implementation of this article. It is also agreed upon by the parties, that Chronic Short Staffing shall not be used under this article. The Hospital agrees that is will not put patients and nurse safety/ licenses in jeopardy by floating nurses who are not properly trained or oriented prior to assignment. The Hospital agrees to meet with the Union on a regular basis to review the status of the situation.

The parties agree to the following:

Beginning **August 25**, 2021, any bargaining unit nurse who received an incentive bonus over the last 3 years, the Hospital agrees to offset the incentive they received with the new incentive currently being offered.

The Hospital agrees that any bargaining unit nurse who is participating in a current retention bonus program shall be entitled to the entire amount of the proposed bonuses.

### **Mandatory Vaccine Proposal**

The Hospital agrees to the following:

1. The parties agree the deadline to submit exemptions request shall be September 10th;
2. The parties agree the deadline for receiving the Covid Vaccination shall be **November 1;**
3. The Hospital agrees to pay any lost time (PTO) to bargaining unit nurses who test positive for COVID **as verified by Employee Health;**
4. Any Registered nurse who **/has received or receives their** COVID vaccination **on or before November 1, 2021** shall be eligible for a \$500 bonus. The bonus shall be paid on November **12, 2021.**
5. The parties agree to waive Progressive Discipline (Attendance Policy) for Nurses who are symptomatic post Vaccination **as verified by Employee Health.**
6. The Hospital agrees to waive the STD waiting period for any and all bargaining unit nurses who contracts COVID
7. **Bargaining unit nurses who are terminated for failure to comply with the Vaccine policy will be eligible for rehire should they later decide to become vaccinated.**
8. The hospital agrees to allow bargaining unit nurses to be compensated for lost wages for leaving work up to two (2) hours **for vaccination and with the approval of their manager.**