

*Clerical Bargaining Unit
Hospital Proposal #1 – Article 2, Definition of Regular, Full-Time and Part-Time Employees,
Probationary Period, Temporary Employees
Proposed March 12, 2025*

ARTICLE 2

DEFINITION OF REGULAR, FULL-TIME AND PART-TIME EMPLOYEES; PROBATIONARY PERIOD; TEMPORARY EMPLOYEES

2.B.1 Newly-hired full-time employees shall be probationary employees for a period of ninety (90) calendar days from the first day of active employment; ~~provided, however,~~ Newly-hired part-time and per diem employees shall be probationary employees for a period of one hundred and eighty (180) calendar days from the first day of active employment. ~~Time~~ Time lost from work for any reason during the probationary period shall be added to such period before an employee completes his probationary period of employment.

2.B.2 During or at the end of the probationary period, the Hospital may discharge a probationary employee at will and such discharge shall not be subject to the grievance and arbitration provisions of this Agreement.

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*Clerical Bargaining Unit
Hospital Proposal #2 – Article 9, Seniority
Proposed March 12, 2025*

ARTICLE 9

SENIORITY; JOB BIDDING; LAYOFF; TRANSFERS

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9.E An employee's seniority shall terminate upon the occurrence of any one of the following:

9.E.1 Voluntary Termination, except that seniority will be bridged, and the employee will receive full credit for service before the voluntary termination and seniority will continue forward from the time the employee returns to a bargaining unit position, if the employee returns to a bargaining unit position within one year.:

9.E.2 Absence for three (3) working days without notifying the Hospital personnel office unless the employee is unable to give such notice for reasons beyond his control.

[renumber remaining sub-paragraphs accordingly]

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*Clerical Bargaining Unit
Hospital Proposal #3 – Article 21, Sick Pay
Proposed March 12, 2025*

**ARTICLE 21
SICK PAY**

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21.G The Hospital will continue its practice of accumulating and accounting for sick days during the sick plan year, (first pay period of October through to last pay period of September). Of the twelve (12) sick days which may be accrued in any sick plan year, employees with at least eight (8) hours of sick time in their sick time bank may “sell back” up to nine (9) and three (3) may be taken as personal days in the following sick plan year. Employees who start out the sick plan year with sick days in the bank, shall be permitted to “sell back” to the Hospital those sick days accrued during the applicable sick plan year - but unused - without paying the bank back first. ~~Cash p~~Payment for these “sell back” sick days will be made by direct deposit on the first payday in December following the sick plan year for which the election was made. Employees working part of any sick plan year will be apportioned this benefit on a pro rata basis to the period worked in a sick plan year.

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*Clerical Bargaining Unit
Hospital Proposal #4 – Article 30, Miscellaneous
Proposed March 12, 2025*

**ARTICLE 30
MISCELLANEOUS**

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31.K If a payroll check is not correct and the error exceeds \$50, and if the employee does not elect to have the correction processed in the next payroll period, then, if the payroll department is notified of the error by 8:00 AM 12:00 PM on the ~~Tuesday~~ Monday following payroll, the adjusted check will be issued no later than 4:00 PM that same day. However, if the paycheck correction is due to an employee’s failure to miss or incorrectly swipe when entering or leaving the Hospital or failure to timely submit time adjustment sheets (later than 8:00 a.m. on the Tuesday following the close of the pay period) the correction may be made in the following pay period.

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