



DATE: July 10, 2014  
TO: Dimensions Healthcare System Employees  
FROM: John F. Peeples, MBA, SPHR, CCP  
Senior Vice President, Human Resources  
RE: Contract Negotiations Update VI

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The union left Dimensions Healthcare System with no choice yesterday but to present its “last, best and final” offer. Below are the terms of this offer, which we believe is fair, balanced and competitive given our existing economic and industry-wide challenges. We hope our 1199SEIU-represented employees will review and seriously consider the facts about the offer we have presented to the union.

We have been incredibly patient with the union, bargaining in good faith for more than 12 months. A mediator from the federal government was also brought on board to help with negotiations. Since the contracts for our nurses and service and maintenance employees expired months ago, and with the lack of movement and good faith bargaining on the union’s part, it was finally time to present our last, best and final offer.

Please review the offer, which is highlighted below. If you have any questions about this information, please contact the following human resources professionals:

- At Prince George’s Hospital Center contact Elliott Jones at x83782
- At Laurel Regional Hospital contact Lori Rheubottom at x72019

For additional information about DHS-1199SEIU contract negotiations, visit [www.dimensionsstatesthefacts.org](http://www.dimensionsstatesthefacts.org).

Thank you.

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## **CONTRACT PROPOSAL SUMMARY *for* NURSES**

### ***Contract Term***

The contract would be in effect for three years from the date the contract is ratified.

### ***Wages***

We have offered a 6% increase over three years plus 3% - 5% step increases as outlined in the expired contract, which equates to a total increase of 8% - 17%.

### ***Long-Term Disability Coverage***

Contractually increase to \$5,000/month from \$3,000/month coverage with no 75% employee premium payment, which has been DHS' practice.

### ***Shift Cancellation***

During low patient volumes, when there are no needs on other units because patient staffing is appropriate, DHS would like flexibility in the contract that permits the RN to take voluntary leave (either Paid-Time Off or leave without pay) or allows DHS to cancel the RN's shift within guidelines.

### ***Staff Reassignment***

DHS would like to provide qualified RNs with the opportunity to work on other units, when it's clinically similar and within their scope of practice, based on patient care needs, which can fluctuate daily.

### ***Staffing***

DHS would like to send staff home when patient volumes fail to meet census staffing levels as mandated in the expired contract.

### ***Successorship Language***

DHS would like to maintain the current contract language, which protects 1199SEIU-represented employees' contract should DHS partner with another healthcare system and/or transition to the proposed regional medical center.

## **CONTRACT PROPOSAL SUMMARY *for* SERVICE AND MAINTENANCE EMPLOYEES**

### ***Contract Term***

The contract would be in effect for three years from the date the contract is ratified.

### ***Wages***

We have offered a 6% increase over three years.

### ***Shift Cancellation***

During low patient volumes or due to the lack of other operational needs, DHS would like flexibility in the contract that permits the service or maintenance worker to take voluntary leave (either Paid-Time Off or leave without pay) or allows DHS to cancel the worker's shift within guidelines.

### ***Staffing***

DHS would like to send staff home when patient volumes fail to meet census staffing levels as mandated in the expired contract.

### ***Successorship Language***

DHS would like to maintain the current contract language, which protects 1199SEIU-represented employees' contract should DHS partner with another healthcare system and/or transition to the proposed regional medical center.

For additional information about DHS-1199SEIU contract negotiations, visit [www.dimensionsstatethefacts.org](http://www.dimensionsstatethefacts.org).