

**MEMORANDUM OF AGREEMENT
BY AND BETWEEN
MOUNT SINAI BETH ISRAEL MEDICAL CENTER
AND
1199SEIU UNITED HEALTHCARE WORKERS EAST**

An Agreement has been reached between Mount Sinai Beth Israel ("Hospital") and 1199SEIU United Healthcare Workers East ("1199" or "Union") regarding the inclusion of employees in various departments as members of the Mount Sinai Beth Israel bargaining unit, covered by the 2018-2021 Collective Bargaining Agreement between 1199 SEIU and the League of Voluntary Hospitals and Homes ("1199 CBA").

1. All incumbent employees and their new bargaining unit title and salary adjustments are attached hereto as Exhibit A.
2. New employee titles and job descriptions have been negotiated and are now incorporated as additional existing 1199 titles.
3. Each employee named in Exhibit A shall receive a wage increase in a sum that is the greater of the following:
 - a. Three percent (3%) of the employee's current base rate; or,
 - b. A sum equal to the difference between the employee's current rate and the minimum rate for the respective job title.
 - c. This increase will be implemented retroactive to January 6, 2020. Retroactivity will be paid on all hours paid and will include any applicable shift differential.
4. All negotiated salary adjustments shall be made beginning the first full pay period closest to thirty (30) calendar days following notice by the Union of ratification of this Memorandum of Agreement.
5. The Hospital has contributed to the 1199 Pension and 1199 Benefit Fund on behalf of each employee named in Exhibit A, since January 1, 2020.
6. Effective October 1, 2020, the Hospital shall contribute to the 1199 Training and Upgrading Fund, 1199 Job Security Fund, and 1199 Child Care Fund at the rate then in effect on behalf each employee named in Exhibit A.
7. All PTO time shall be converted for use as vacation and sick time as detailed below. All P.T.O improperly removed from each member, shall be reinstated to their P.T.O bank.

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- A. Two thirds shall be converted to Vacation Time.
- B. One third shall be converted to Sick Time.
- C. Effective January 1, 2021 all employees shall receive a prorated portion of Vacation and Sick Time based upon their respective anniversary date and entitlement provisions of the CBA.
- D. On each employee's anniversary date in 2021, (s)he shall receive their full entitlement of Vacation and Sick Time based on the entitlement provisions of the CBA.

8. This Agreement is subject to ratification by the Membership.

Dated: September 15, 2020

1199SEIU

Manuela Ferrero

MOUNT SINAI BETH ISRAEL

Thomas C. Spina RN 9/15/2020

Employee Number	Last Name	First Name	Position Title	Proposed Title	current Hourly Rate	Proposed Minimum Rates	Prop. Min or 3% W/E is Greater
221468	GAYLE	SASHANA	PRACTICE SUPPORT ASSISTANT	MOS	19.5700	25.9682	25.9682
222941	HERNANDEZ	DALIA	PRACTICE SUPPORT ASSISTANT	MOS	19.5000	25.9682	25.9682
199992	MARTE	STEPHANIE	CLINICAL ASSISTANT	MOS	23.5100	25.9682	25.9682
197122	PENA	JESSICA	CLINICAL ASSISTANT	MOS	23.5100	25.9682	25.9682
164108	PEREIRA	AMELIA	SR PRACTICE SUPPORT ASSISTANT	MOS	23.0118	25.9682	25.9682
215031	RUSZKOWSKI	KAROLINA	CLINICAL ASSISTANT	MOS	22.0000	25.9682	25.9682
174512	CHIN	CINDY	PATIENT NAVIGATOR	Patient Navigator	21.1300	21.7900	21.7900
202388	COLYER	MARLIN	PATIENT NAVIGATOR	Patient Navigator	21.1300	21.7900	21.7900
220599	ECHAVARRIA	JUAN	PATIENT NAVIGATOR	Patient Navigator	21.5385	21.7900	22.1847
216399	GOMEZ-PEREZ	CATHERINE	PATIENT NAVIGATOR	Patient Navigator	20.5128	21.7900	21.7900
220982	GUZMAN-VILLANUEVA	YAZMIN	PATIENT NAVIGATOR	Patient Navigator	22.66	21.79	23.3398
166723	MELENDEZ	CARMEN	PATIENT NAVIGATOR	Patient Navigator	21.1300	21.7900	21.7900
226531	MERCHANT	ASHLEY	PATIENT NAVIGATOR	Patient Navigator	23.5897	21.7900	24.2974
213031	OSUNKAYODE	OLAPEJU	PATIENT NAVIGATOR	Patient Navigator	21.1300	21.7900	21.7900
214170	PATTISON	DAVID	PATIENT NAVIGATOR	Patient Navigator	20.5128	21.7900	21.7900
218256	TEJEDA	YAHAIRA	PATIENT NAVIGATOR	Patient Navigator	23.76921	21.79	24.4823
227090	ACOSTA	TAHISSA	PATIENT NAVIGATOR	Patient Navigator	21.5385	21.7900	22.1847
216717	MONTALVO	GIOVANI	PATIENT NAVIGATOR	Patient Navigator	21.7949	21.7900	22.4487
207573	REYES	XIOMARA	PATIENT NAVIGATOR	Patient Navigator	22.1800	21.7900	22.8454
198726	CHEAR	CARMAN	ADMINISTRATIVE ASSISTANT II	secretary I	22.3100	23.7574	23.7574
174625	COUVERTIER-COTTO	DEBRA	ADMINISTRATIVE ASSISTANT II	Secretary I	23.1800	23.7574	23.8754
163280	DELEON	ADAVEIRA	ADMINISTRATIVE ASSISTANT II	Secretary I	25.8500	23.7574	26.6255
224455	GENAO	ASHLEY	ADMINISTRATIVE ASSISTANT II	Secretary I	22.0512	23.7574	23.7574
209906	GENAO	DENISE	PRACTICE SUPPORT ASSISTANT	Secretary I	19.5700	23.7574	23.7574
121827	LORENZO	DIANNA	ADMINISTRATIVE ASSISTANT II	Secretary I	25.3100	23.7574	26.0693
221561	MONSEGUR	YAHAIRA	ADMINISTRATIVE ASSISTANT II	Secretary I	25.6410	23.7574	26.4102
165248	MORALES	AMELIA	ADMINISTRATIVE ASSISTANT II	Secretary I	24.6154	23.7574	25.3539
198236	MOREIRA	ISABEL	ADMINISTRATIVE ASSISTANT II	Secretary I	21.7600	23.7574	23.7574

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198255	NEGRON	STEPHANIE	ADMINISTRATIVE ASSISTANT II	Secretary I	21.7600	23.7574	23.7574
160962	OROZCO	MERCEDES	ADMINISTRATIVE ASSISTANT I	secretary I	21.7700	23.7574	23.7574
128600	PEREZ	NANCY	ADMINISTRATIVE ASSISTANT II	Secretary III	22.8500	26.8258	26.8258
148113	RIVERA	REBECCA	ADMINISTRATIVE ASSISTANT II	Secretary I	24.6153	23.7574	26.8258
215466	SAHOYE-LAMBERT	ALISSA	ADMINISTRATIVE ASSISTANT II	Secretary I	24.6150	23.7574	25.3535
217254	CORREA	CHELSEA	ADMINISTRATIVE ASSISTANT II	Secretary II	23.0769	25.4851	25.4851
168817	GIAMMARINO	NICOLE	ADMINISTRATIVE ASSISTANT II	Secretary II	25.6410	25.4851	26.4102
223027	IZQUIERDO	SASHA	ADMINISTRATIVE ASSISTANT II	Secretary II	23.0769	25.4851	25.4851
197215	LOPEZ	EDELMIRA	ADMINISTRATIVE ASSISTANT II	Secretary II	24.6200	25.4851	25.4851
215469	LUCIANO	SANDY	ADMINISTRATIVE ASSISTANT II	Secretary II	23.5897	25.4851	25.4851
153653	NIEVES	DIANA	ADMINISTRATIVE ASSISTANT II	secretary II	24.6154	25.4851	25.4851
220137	ROMERO	ANNA	ADMINISTRATIVE ASSISTANT II	secretary II	24.6154	25.4851	25.4851
164412	BAIADY	CHERYL	ADMINISTRATIVE ASSISTANT II	Secretary III	24.6356	26.8258	26.8258
226867	CAMPOS	CRYSTAL	ADMINISTRATIVE ASSISTANT II	secretary III	22.0512	26.8258	26.8258
151743	CHEN	MEI	ADMINISTRATIVE ASSISTANT II	Secretary III	27.2000	26.8258	28.0160
164110	CORDERO	VERONICA	ADMINISTRATIVE ASSISTANT II	Secretary III	21.6700	26.8258	26.8258
167743	COZART	CORLISS	ADMINISTRATIVE ASSISTANT II	Secretary III	24.9700	26.8258	26.8258
109280	DEL VECCHIO	NANCY	ADMINISTRATIVE COORDINATOR	secretary III	32.4800	26.8258	33.4544
212490	FIGUEROA	MINERVA	ADMINISTRATIVE ASSISTANT I	secretary III	29.0500	26.8258	29.9215
160906	GREEN	JACQUETTA	ADMINISTRATIVE ASSISTANT II	secretary III	24.2400	26.8258	26.8258
172650	HERNANDEZ	MISAEEL	ADMINISTRATIVE ASSISTANT II	Secretary III	24.7800	26.8258	26.8258
217437	ITWARU	ASHMI	ADMINISTRATIVE ASSISTANT II	Secretary III	23.5897	26.8258	26.8258
174758	LEE	DOROTHY	ADMINISTRATIVE ASSISTANT II	Secretary III	20.6700	26.8258	26.8258
121694	LOPES	DANA	ADMINISTRATIVE ASSISTANT II	Secretary III	28.8462	26.8258	26.8258
168914	LOWTHER	TONIA	ADMINISTRATIVE ASSISTANT II	Secretary III	22.2600	26.8258	29.7116
212431	LUGO	JOANNE	ADMINISTRATIVE ASSISTANT II	Secretary III	31.6900	26.8258	26.8258
122453	MAJ	HALINA	ADMINISTRATIVE ASSISTANT II	Secretary III	27.9900	26.8258	32.6407
151141	MALONE	LISA	ADMINISTRATIVE ASSISTANT II	Secretary III	24.7800	26.8258	28.8297
198416	MARCINIAK	EWA	ADMINISTRATIVE ASSISTANT II	Secretary III	28.6500	26.8258	26.8258
175551	MCCRAE	TERESA	ADMINISTRATIVE ASSISTANT II	Secretary III	22.3100	26.8258	29.5095
198484	MONCION-RIVERA	SANTA	ADMINISTRATIVE ASSISTANT II	Secretary III	24.4800	26.8258	26.8258
168454	POLITIS	STEPHANIE	ADMINISTRATIVE ASSISTANT II	secretary III	24.8300	26.8258	26.8258
209782	RODRIGUEZ	EMILY	ADMINISTRATIVE ASSISTANT II	secretary III	23.7700	26.8258	26.8258

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195668	SANTIAGO	MELANIE	ADMINISTRATIVE ASSISTANT II	Secretary III	27.6923	26.8258	28.5231
197409	SCOTT	SHANDU	ADMINISTRATIVE ASSISTANT I	secretary III	25.6410	26.8258	26.8258
217851	SUSINO	ELISE	ADMINISTRATIVE ASSISTANT I	Secretary III	29.7436	26.8258	30.6359
222756	THORPE	JANSHER	ADMINISTRATIVE ASSISTANT II	secretary III	23.0769	26.8258	26.8258
139173	WATSON	POLLET	ADMINISTRATIVE ASSISTANT II	secretary III	26.1500	26.8258	26.9345
205704	WU	ROSA	ADMINISTRATIVE ASSISTANT II	secretary III	25.1280	26.8258	26.8258

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