

**NEWS** October 11, 2017

## Hospital Makes Economic Proposal: **CAREGIVERS** Not a Priority

This week we met for two scheduled bargaining sessions. The hospital put forth its economic proposals on Tuesday. These proposals send a strong message that they do not value our work, nor support our ability to care for the patients and community. Management has proposed unacceptable wide-ranging cuts to our benefits and no general wage raises for the next contract.

**These proposals are NOT ACCEPTABLE to our membership and we will continue to fight and advocate for our patients and each other.**

### **SUMMARY** of Management's Economic Proposals:

#### **Cutting Healthcare and Removing Our Ability to Bargain Over It**

- Sparrow has proposed that MNA Caregivers agree to receive whatever healthcare Sparrow provides to non-union employees. This would allow Sparrow to change the healthcare received by MNA employees at any time, including during the term of the next contract.
- The employer is proposing significant increases in employee contributions to the monthly healthcare premiums.
- Management wants to raise the number of hours required to work for part-timers to receive healthcare benefits from 16 hours per pay period to 48 hours per pay period.
- The hospital is also proposing to stop paying for healthcare coverage for dependents for of all part-time employees, including children and spouses. Part-timers would be allowed to have spouses and dependents on their plans, but would have to cover 100% of the increased premium cost.
- Last but not least, the administration has proposed to end the Healthcare Retirement Account (HRA) for any new employees starting in 2018.

#### **No General Wage Increases or Gainsharing**

- The hospital is proposing a three year agreement with no general wage increases for the full length of the contract and a 1.5% progression and step wage increase for each year.
- Sparrow has proposed to end the gainsharing bonus.

#### **Ending Salaried Status and Adding Long Term Disability Age Restrictions**

- The hospital is proposing to move all salaried employees to hourly.
- Management is proposing to remove employees over the age of 65 from the Long Term Disability plan.

*Want to Join the Fight?*  
Join the Bargaining  
**ACTION** Team.

Members must take action to achieve a great a contract.

If you're interested in signing up for Bargaining Action Team please email:

Katie Pontifex  
kpontifex@gmail.com

OR

Jessica Lannon  
jesslannon@hotmail.com.

Our strength as a union comes from the actions of PECOSH/MNA members just like YOU.

**UPDATE:** Hospital  
Bargaining Team Fails  
Cleaning Challenge

Last week, the PECOSH/MNA Bargaining Action Team challenged management to clean 4S in addition to their normal daily job duties. We even provided supplies to help them complete the additional work.

**Not surprisingly, the hospital administration bargaining team has been a no-show.**

If hospital administration is unable to perform Environmental Services and other additional duties outside their normal job responsibilities, why are they asking us to?

## Next Open Forums

Have questions? Come talk to your bargaining team at the next open forum.

**Monday, October 16**

0600-0830 – Gathering Place

1500-1600-St.Lawrence FMS Conference Room (Same floor as board room)

1800-2030 – Auditorium

Questions? Contact the **PECOSH/MNA** office at 517-364-5111.