

NEWS October 19, 2017

We Want a **GREAT** Contract, **NOT** a Quick One *Greatness starts with accurate information*

Last week, the hospital put forth their economic proposal and informed us 24 hours later that it was a “package” proposal, meaning it would need to be accepted or rejected in its entirety.

We continue to wait for management to provide the requested information required to negotiate these very important benefits and contract improvements. However, the employer is less than forthcoming in responding to the request for information.

Therefore, it is the decision of your elected bargaining team to **REJECT this unacceptable “package proposal” in its entirety.**

The articles included in their economic package include:

Summary of **REJECTED** Proposals

REJECTED: Increase in part-time requirements for benefit-eligibility (life & health insurance benefits)

REJECTED: The employer’s proposal requiring Part-time Employees to pay 100% for Dependent Coverage.

REJECTED: The employer has proposed to take Health, Dental & Vision Insurance Benefits out of our contract and has stated we will receive whatever benefits management has. **This also takes away our ability to negotiate any future changes to our health benefits and allows the employer unilateral control over what is given to employees.**

REJECTED: The employer’s proposal to eliminate any of our members over the age of 65 from receiving long-term disability benefits.

REJECTED: The employer’s proposal to change all salaried employees to hourly.

REJECTED: The employer’s proposal to restrict the Health Retirement Account (HRA) to employees hired before January 1, 2018.

Also included in the **REJECTED** economic package: management proposed **NO** general wage increase for the next 3 years. The administration also proposed **ELIMINATION** of the Gain Sharing Bonus.

PECSH/MNA Proposes More Bargaining **DATES**

PECSH/MNA has proposed to meet with the employer every day next week prior to the expiration of the collective bargaining agreement. PECSH/MNA has also proposed additional dates for the week of the expiration and into the first few weeks of November. It is important that we work hard for a great contract.

What Happens if the Contract Expires?

It is not uncommon for a contract to expire while negotiating. With few exceptions, the National Labor Relations Act requires that the employer maintain the existing terms and conditions of our current collective bargaining agreement until we reach a new agreement. That means our wages, PTO, benefits and other terms of the contract must continue to be followed by the employer even though the contract has expired.

Get Your Information from the Right Place

The closer we get to the contract expiration, the more misleading the Employer's information will become. In an effort to continue to keep you well-informed with accurate information, we are increasing the number of BAT meetings as well as Open Forums. Visit PECSH.com for the latest updates, including times and locations for face-to-face meetings.

ARTICLE 67: Successor Clause

This week the Employer again rejected PECSH/MNA's proposal for a successor clause to protect members in the case of a merger or sale. The question remains; **WHY?**

There have been many recent indications that this clause is needed, including:

- Management Buy-Outs
- Changes to SPHN
- Reduction in Management's Time-off
- Reduction of Staff through Attrition
- Hiring Slow Down
- Separate Hospital and System CEOs
- Termination of agreement with Pine Rest (1/1/18)
- Overall financial fixation

If there is no pending sale or merger, the hospital has no reason to reject this proposal. If there is a pending sale or merger, management should work to protect its employees.

Bargaining **PROGRESS**

We continue to work towards completion of our non-economic proposals, coming closer to agreements on Articles 5, 6, 10, 15, 26, and 63.

We also signed tentative agreements on non-economic changes as follows:

Article 11 creates additional protections for employees in fellowships, requiring that complete job postings be sent to PECSH/MNA and creating a guaranteed timeline to move to per diem status if elected by an employee.

Article 62.2 (Staffing Concern Procedure) includes minor non-economic changes only. Name change of "Chief Operating Officer" to "CEO of Sparrow Hospital" and allowing ten days instead of five to meet where there is a staffing issue. We will propose wider changes to staffing in our economic proposals.

The parties also reached agreement to continue the Staffing Penalty MOU, Lift Team MOU, and Float Differential - Pediatric Ambulatory Services/Subspecialty Clinic MOU.

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