

**NEWS** November 17, 2017

# Sparrow Can't Keep their Story Straight

## *What's going on with the employee health plans?*

This week, management continued to refuse our request for information about the administration of employee health plans. Specifically, our team is trying to better understand how our health care premium contributions are established, the costs charged to the plan, and other necessary information. **Sparrow's complete lack of transparency regarding the administration of the employee health plans is troubling.**

In addition to this refusal, the hospital also published misleading information to employees on the health plan in its "Rumors vs. Facts" email. In that email, management wrote that it paid "wholesale" prices for services covered by PHP, which keep costs low for Sparrow and employees. **However, that is not what the employer has said at the bargaining table.**

Sparrow has repeatedly said at the bargaining table that for the PHP and SPHN plans, employees who receive services at Sparrow facilities are charged and have their premiums set at a cost HIGHER than wholesale, while Sparrow writes off its own share of those costs. **Why can't Sparrow administration keep their story straight, and who are they being untruthful to?**

Despite not receiving much of the information we've requested from the hospital, our bargaining team made a proposal this week for a jointly administered health plan. Our proposal would require that the health plan be overseen by a board with four PECOSH/MNA members and four employer representatives. It also requires that premium contributions by both the employer and employee be placed monthly into a trust fund overseen by the joint board. **This would protect PECOSH/MNA members by ensuring accountability and transparency from Sparrow administration regarding the health plans.**

The jointly administered board would also oversee all expenses of the health plan to make sure they are reasonable and competitive. Our bargaining team also made proposals which would require Sparrow to charge the health plan and set employee premium contributions based on the same costs which the employer paid. **It is our belief that a transparent and fairly run health plan is best for the future of our health care.**

## Join the Fight for a Stronger Contract by Hitting the Doors with **PECOSH/MNA**

Looking for a way to help fight for a better contract? Join your co-workers in reaching out to the community to support our petition for safer care here at Sparrow Hospital. **Our community needs to know that we've got their back.**

Our next walk is scheduled for November 30th at 2 PM. Please RSVP with Eli Isaguirre at [eli.isaguirre@minurses.org](mailto:eli.isaguirre@minurses.org).



You can also sign and circulate our online petition at

**SaferSparrow.org**

# PECSH/MNA Bargaining Proposals

## Article 33 - Employee Discounts:

PECSH/MNA proposed a higher percentage discount on services billed by the employer but not covered by insurance, and proposed to change the current process to have the discount automatically applied. Currently it is the employee's responsibility to request this discount.

## Article 45 - Retirement

We are fighting to maintain existing 403(b) plans for those enrolled, and request that management maintain a fund advisor for all voluntary employee retirement funds.

## Health Reimbursement Account (HRA)

Our union has proposed clarifying language regarding HRA eligibility. PECSH/MNA maintains its position on continuing this benefit for all members.

## MOU on Pension

PECSH/MNA proposed continuing the safe administration of the pension plans.

## Article 59 - Scheduling/Work Assignments

Our bargaining team proposed language regarding safe assignments of patients to staff, as well as protections from discipline for refusing assignments based on individual competency and clinical judgment. We also proposed language to clarify workgroups. We are fighting to ensure safe patient care by proposing that certain groups of members will only float within their own workgroups unless mutually agreed upon.

## Article 62 - Staffing

Our union proposed language clarifying agreed-upon staffing times. We also maintain our position on increasing the staffing concerns fine. First and foremost, our members want safe staffing. The purpose of our proposal is to improve staffing, not force the employer to pay a higher fine. The fine should be a deterrent.

Our PECSH/MNA member-leaders also maintain our position allowing for the use of Patient Safety Sitters to ensure the safety of our most vulnerable patients. We have proposed that Sparrow must use the least restrictive form of restraint or seclusion that protects the physical safety of patients, staff, and others.

## Appendix A (Staffing Grids)

As a union, we continue to propose improved staffing for the safety of our patients and employees. Our staffing proposals are in line with national organizational standards.