

Continuing Issues

Health & Safety (Article 26):

Sparrow management has refused our proposed language to “provide a healthy and safe workplace.” Our bargaining surveys put healthy and safety as one of the top issues. We believe in our fundamental right to a safe and healthy workplace. We’ll fight for our safety and the safety of our patients.

Sparrow also refused our proposed language stating they will follow federal, state and local health, safety and sanitation laws. The hospital is legally required to follow these laws. It should be an elementary decision to make this commitment to its staff and patients.

Management refused to agree to our proposal providing safe, adequate lighting in parking lots. The physical safety of our patients, visitors, and PECOSH/MNA members is a top priority of ours. We will continue to push this proposed language.

Non-Discrimination (Article 5):

Sparrow management refused our proposed language to not discriminate based on genetic information or concerted activity. It’s important that Sparrow agree not to discriminate against any employee on the basis that they may be predisposed to disease or disability. It’s also important that hospital administration commit that it will not discriminate against staff engaged in concerted activity by speaking out on behalf of their patients and/or employee safety. This proposal will allow faster enforcement of non-discrimination rules and make sure PECOSH/MNA members have union representation in the event of a dispute.

Per Diem Status (Article 10):

The hospital continues to propose increased MINIMUM requirements for our per diem status employees of 36 scheduled hours per 28-day period. Your bargaining team is also fighting for our contractual right to change their employment to a per diem status position. This is a right we currently have that management wants to take away from our members.

Seniority, Layoff, Recall & Hours Reduction (Article 12):

Sparrow rejected proposed language to hold a meeting with PECOSH/MNA members to address our concerns or provide a future staffing plan during hour reductions or unit closures. We believe you should be informed of any changes in your ability to work and provided the opportunity to voice concerns.

Discipline (Article 15):

Our bargaining team believes that correcting performance concerns is best done in person through an open and honest discussion. That way union representation can be present to ensure fair treatment. We believe in a transparent process where any disciplines or records should be kept in one place and can be disposed of after disciplines have cleared. Management disagrees and has rejected our proposal requiring a face-to-face meeting before discipline.

Flu Vaccination

Management is proposing that PECOSH/MNA members who do not receive the flu vaccine be required to wear masks at work. Not only are masks not proven to prevent transmission, this would also create HIPAA concerns for our members by disclosing their personal medical information.