

Continuing Issues

Article 10: Per Diem Employee Status

Your union continues to reject the employer's proposal to impose increased requirements to our per diem status employees. **We are proposing to keep the current contract language.**

Article 19: Unit Work

Your bargaining team proposed language to allow our healthcare professionals and nurses to focus on their job duties and not be required to perform regular clerical or housekeeping duties. **Our members' job focus should be in our areas of expertise.**

Article 26: Health & Safety

The employer rejected language that would secure patient care and work areas. Through bargaining surveys, members made it clear that these areas are the most vulnerable areas for criminal activity. **Our patients and members should feel safe in the hospital or at work.**

Sparrow has rejected language which would require an adequate and timely response by hospital security to an employee report of assault, threat, or emergency.

We have re-proposed our language to "provide a healthy and safe workplace." We re-proposed language requiring the hospital to follow federal, state, and local health and sanitation laws. **A safe and healthy workplace is critical to patient care and member safety.**

Article 26: Health & Safety – Vaccines

Your negotiation team rejected the employer's proposal that PECOSH/MNA members be required to get the flu vaccine or be forced to wear a mask during the flu season. Paper masks have been proven ineffective in preventing the spread of transmission, per the CDC. Despite the employer's assertion that it is required by The Joint Commission (TJC), vaccinations are not a condition of accreditation. There is only a requirement that organizations will measure and improve their vaccination rates. **This requirement would create HIPAA concerns for our members by disclosing their personal medical information.**

Article 67: Successor Clause

We have proposed language requiring that any future hospitals or entities that purchase or merge with Sparrow recognize our union and honor our contract. This week, the hospital stubbornly rejected this language stating that there were no plans to sell or merge the hospital. Our union works to maintain high standards for our practice and for quality patient care. **If the hospital has no plans to sell or merge, then this language should be easily accepted.**

Summary:

The parties have open proposals on Article 5 (Non-Discrimination), Article 6 (Payroll Deduction), Article 7 (New Hire Orientation), Article 8 (Union Communication), Article 9 (Hiring Practices), Article 10 (Employee Status), Article 11 (Vacancies and Transfers), Article 12 (Seniority), Article 15 (Discipline), Article 18 (Grievance Procedure), Article 19 (Unit Work), Article 22 (Performance Appraisal), Article 26 (Health & Safety), Article 28 (Pay Practices), Article 62 (Staffing), Article 63 (Mutual Gains/Technology) and Article 67 (Successor).

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