

Up Next: Staying Focused on **SAFETY**

This week, management announced in its newsletter that it would be moving to economic proposals on October 3rd. **It is a highly unusual to move to economic proposals when the parties have failed to reach agreement on the vast majority of non-economic proposals.**

While we are all eager to start discussing the improvements in staffing, wages, and benefits that need to be made, the administration's eagerness to move economics may be an attempt to ignore the critical health, safety and security proposals. **Your elected bargaining team of nurses and healthcare professionals will not let vital concerns remain unaddressed.**

At **ISSUE**: Work Duties & Subcontracting

For the second time, the hospital rejected language proposed by PECOSH/MNA which would keep nurses and health professionals focused on patient care by limiting the hospital's ability to assign us cleaning and housekeeping duties outside of our expertise.

Having the right people doing the right jobs matters.

In 2016, the Federal Government announced a reduction in Medicare payments to Sparrow Hospital because of insufficient scores for Hospital Acquired Conditions, including infection rates. McLaren Greater Lansing was not subject to this reduction. Increasing the requirements for nurses and health professionals to pull trash and handle soiled linens while treating patients will not help restore Medicare funding, nor will it help keep our patients safe.

Also this week, the hospital rejected language proposed by PECOSH/MNA which would limit the hospital's ability to subcontract the work performed by nurses and healthcare professionals. We do not believe that subcontracted employees can provide the level of care and expertise that our patients deserve. Our training and long-term commitment are assets that improve patient outcomes.

Cleaning the hospital properly is a tough job best left to our hardworking environmental services professionals. Likewise, subcontracting the work of healthcare professionals and nurses will only degrade the quality of care that patients at Sparrow Hospital have come to expect.

Per Diem **UPDATE**

After feedback from our PECOSH/MNA bargaining team, management significantly reduced the new required hours it is asking per diems to work. The latest proposal from the hospital would require per diem employees to schedule themselves for at least 144 hours in a calendar year and to schedule at least 12 hours every 90 days. In 2016, approximately 80% of per diems met this standard. In management's proposal, hours spent on maintenance of mandatories and education would not count towards these hours.

Unfortunately, the hospital continues to propose to end an employee's ability to go to Per Diem status at their request. This benefit gives employees needed flexibility and allows the hospital to continue to staff units. We are continuing to evaluate the hospital's proposal.