



Photo Feature:

Alicia Flores and Katie Pontifex receive 'You Rock' awards from fellow members of your elected PECSH/MNA bargaining team.

PECSH/MNA member-leaders value and support each other for sticking up for members while at the negotiating table.

Continuing Issues

Article 8: Union Communication

The hospital continues to reject proposals from PECSH/MNA to restrict the employer's ability to monitor and surveil employees online and on social media. The current proposal from your elected bargaining team would restrict management from monitoring or surveilling "...social media accounts or websites created by bargaining unit employees or the Union, on which employees discuss the Union or working conditions at the Hospital."

This proposal is based on the increasing prevalence of social media posts in employee disciplines. **It is our position that the hospital has no business and no legal right to monitor and surveil employees online, whether on closed or public social media groups or websites.**

Article 15: Use of Technology

PECSH/MNA continues to propose language that would restrict the employer's ability to use surveillance camera footage to discipline employees. **Monitoring employees at work by camera is invasive and can distract from patient care.**

Your elected bargaining team also continues to propose that the hospital not implement any technology which would track employees' real-time location at the hospital by GPS without PECSH/MNA consent. This is an increasingly important issue as technology in the workplace continues to develop.

Article 63: Mutual Gains

This week the hospital made a proposal to cut the number of mutual gains meetings in half and to restrict the issues which can be discussed at the meetings. **The point of the mutual gains meeting is for PECSH/MNA representatives and the hospital to collaboratively work to find solutions to the biggest issues we face at work.**

The fact that the hospital wishes to significantly reduce the number of times we meet and to restrict the issues that are discussed is symbolic of administration's recent change in culture and increasing resistance to collaboratively working through issues with healthcare professionals.

Additional Topics:

This week the parties also discussed Article 18 (Grievance Procedure), Article 22 (Performance Appraisals), Article 11 (Vacancy Transfers) and Grievance Settlements and Memorandum's of Understandings which should be included in the next contract.

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