

Negotiating for Our Friends and Neighbors

PECSH/MNA members engage the community around patient safety



On Thursday, November 9, PECSH/MNA launched a community petition so that patients and their families can voice their support for our negotiations. Nurse and healthcare professionals went door-to-door to educate the community about negotiations issues, such as staffing levels, that can affect the quality of care.

My friends, family, and neighbors rely on Sparrow Hospital when they are sick or injured. That is why I support Sparrow Hospital nurses and healthcare professionals.
Caregivers at Sparrow Hospital rely on each other to be able to give patients the best care possible. When positions like patient safety officers are eliminated, safe staffing levels are neglected, and hours of work are drastically changed without enough notice for caregivers, it creates dangerous situations for patients.

I am signing this petition to urge Sparrow Hospital to bargain with nurses and healthcare professionals for an agreement that ensures a safe hospital environment for patients in our community.

Signature	Printed Name	City or Township of residence	I have received care at Sparrow Hospital. (Yes/No)	My family member received care at Sparrow. (Yes/No)	I have a story to share regarding Sparrow. (Yes/No)	Phone number or email address for story follow up.

“The response that we received from people at the door was overwhelming positive,” said Leanne Heilig, ER nurse. “Most folks eagerly signed the petition, and some even thanked us for standing up for safety on behalf of patients. I was able to share with community members my personal experience in the ER and my desire to provide safe care for every patient.”

The petition is available online at SaferSparrow.org, and in the coming weeks, bargaining updates that are relevant to the larger community will be shared through this website.

The door-to-door signature gathering effort is ongoing. Our goal is to make sure that Sparrow administrators hear from as many patients and their families as possible. To sign up for a door knocking shift, contact Eli Isaguirre at 517-483-3515 or eli.isaguirre@minurses.org.

Management Continues to Delay, Refuses to turn over basic info about **OUR** Health Plan

Despite demanding steep concessions from members in its health insurance proposals, the hospital continues to refuse to provide basic information about how it has been administering employee health plans. The management has only responded to a fraction of our requests for information. To date administrators have failed to provide information showing, among other things:

1. How employee contributions to the healthcare premiums are set and calculated.
2. How employee contributions to healthcare premiums are being used.
3. What costs the Hospital is charging our health plan for services at the Hospital.
4. How many fees are being paid to the Sparrow owned third party administrator running the plan.

We continue to pursue our legal right to have this information with the National Labor Relations Board.

The hospital's lack of transparency about its administration of our health plans is troubling. Continuing refusal to provide this information ten days past the expiration of the contract is not a sign that the hospital wants to reach a fair and honest contract.

BARGAINING UPDATE

The elected members of our negotiating team continued to make and reject proposals at the bargaining table.

Healthcare: We have continued to reject the hospital's unreasonable and unsupported proposals for healthcare cuts. We value our part-time employees and are continuing to advocate for their current benefit-eligible status.

Variable Shifts: The employer rejected language to put an end to variable shift postings. The union continues to advocate for protections to existing variable shift employees including but not limited to their scheduling.

Per Diem Employees: Our bargaining team attained a significant win this week, as management dropped their proposal to allow the termination of per diem employees who do not work once in a 90-day period of time due to no fault of their own. Administrative Absences - The employer and the union continue to discuss language regarding to issuance of Administrative Absences.

Leave of Absences: PECOSH/MNA proposed language to be included in the article regarding LOAs for Disaster Relief. This language would allow any employee to apply for a leave to assist in areas of disaster where their expertise may be needed.

Health & Safety: The parties are getting closer to agreeing to language that would increase the reimbursement for personal property damage. The parties have tentatively agreed to language that would require security to provide an adequate and timely response to employees. **Despite the ongoing issues with water at the St. Lawrence campus, the employer continues to reject language agreeing to provide a healthy and safe workplace.**

Dental & Vision: Our bargaining team proposed language allowing members the opportunity to utilize the "Buy-Up" plans for both Dental & Vision. We have also proposed an increase in the annual and lifetime maximums.

Differentials: PESCH/MNA continues to propose improvements in differentials and preceptor pay.

Weekend Schedules: Our bargaining team continues to propose that members get two weekends off for every four weekends.

Tuition Reimbursement: The employer also continues to reject proposed language to increase the maximum annual refund for all employees despite the increasing costs of education.

Wages: We continue to reject the employer's below market wage raises.

On-the-Job Injury or Illness: Our bargaining team has proposed language compensating the employee for time spent receiving medical treatment during the remainder of their shift.

Automation and Technology: PECOSH/MNA continue to fight for job security and/or compensation related to the introduction of new technology.

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