

## **Bargaining Update – January 10, 2018**

The second bargaining session between Munson Medical Center (MMC) and the MNA occurred today, Wednesday, January 10, 2018 from 10:00 am – 4:00 pm. In addition to the annual wage adjustment, the session included a discussion of “non-economic” issues. Non-economic issues include topics such as the control of nursing self-governance committees, deduction of union dues from nurse paychecks, the number of union stewards, and scheduling. Here is a summary of some of the topics discussed:

### **Annual wage increase**

The union did not object to the annual wage adjustment that MMC has been planning for you and other employees. Therefore, the annual wage increases and adjustments being implemented for other MMC employees will also extend to nurses represented by the union at MMC:

- All eligible nurses will receive at least a 2% wage increase in Feb. 2 paychecks.
- For some nurses there will be targeted market adjustments. Again, those changes will be reflected in Feb. 2 paychecks.
- You will be receiving your individual wage increase summary from your manager later this month.

### **Nursing professional governance committees**

The union proposed to take over the existing professional governance and unit action councils. The union proposed:

- MNA would appoint RNs on all such committees, including unit-based council members.
- The MNA explained that at its represented locations, only nurses who join the union and pay dues participate in professional governance.

MMC believes that our current inclusive committee structure that guarantees that all nurses can participate, regardless of union or dues paying status is in the best interest of all nurses, the hospital, and our patients. We do not believe that the MNA should be permitted to exclude any nurse.

### **Scheduling and filling of vacancies based on seniority**

The union proposed to devalue a nurse’s education, training, skill, and nursing experience. Promotions and other vacancies instead would be filled based on “union seniority,” including union seniority from other hospitals. MMC believes excellence is always in the best interest of our patients and nurses.

### **What’s next:**

MMC will review the union’s proposal in detail and prepare for the next collective bargaining session.