

## **Bargaining Update – February 12, 2019**

The twenty-ninth set of bargaining sessions between Munson Medical Center (MMC) and the MNA occurred on Friday and Saturday, February 8 and 9, and Monday and Tuesday, February 11 and 12.

The main topics discussed during these sessions were wages and benefits. One of our True North goals is to make this a Great Place to Work through the recruitment and retention of highly talented employees who share Munson Healthcare's mission, vision, and values. A competitive Total Compensation package, including wages and benefits, is one very important way we support this goal. Our discussions with the MNA reinforced that commitment, including:

**Wage Increases:** In previous communications, we shared that MMC and the MNA agreed that the wage adjustments for nurses covered by the collective bargaining agreement would be held until mid-February as we worked toward completing the overall negotiations.

Although we are making good progress, we will not be completed this week. For that reason, we will be implementing a 2% wage adjustment for represented nurses retroactive to January 13. These nurses will see the wage increase in this Friday's (February 15) paycheck. A retroactive payment for the prior payroll period will be included in a future paycheck.

**Health Care Benefits:** Munson Healthcare offers a variety of health care benefit options to employees that are among the highest quality nationally. We have shown the union that MHC's health plans meet the federal government's regulatory Gold standard which are among the best plans according to the Affordable Care Act (ACA) guidelines, including 100% coverage for preventative care. This is part of our commitment to the health of all of our employees.

Munson Medical Center is willing to put its commitment to high quality health insurance in writing, while also allowing for the flexibility to adjust to future changes in health care. MMC proposed to continue meeting the requirements for these Gold plans under the ACA, just as we will do for all of our employees.

We continue to meet regularly on these and other topics. MMC continues to bargain in good faith for a contract that is fair to nurses and the entire Health Care Team. We have six more sessions scheduled this month, including weekend dates. The next bargaining dates are scheduled for February 16 and 17.