

### **Bargaining Update – March 7, 2019**

The thirtieth and thirty-first sets of bargaining sessions between Munson Medical Center (MMC) and the MNA occurred over the course of seven days in February. Both sides had hoped to reach an agreement this month. We started early and worked late and added bargaining days, including weekends:

Saturday, February 16  
Sunday, February 17  
Tuesday, February 19  
Wednesday, February 20

Monday, February 25  
Tuesday, February 26  
Wednesday, February 27

We have been holding off on communications during this process because both parties wanted to remain focused on negotiations.

Unfortunately, while progress was made, we were unable to resolve the remaining issues, as we had hoped to do in February.

Both sides remain in general agreement on important issues such as our continued commitment to staffing and the broad outlines of the wage and benefit package for nurses over the next three years. Other issues, however, remain under discussion, and all issues have to be resolved for there to be an agreement.

One of the significant remaining issues is scheduled PTO. At MMC, patient safety and quality of care are factored into every nurse scheduling decision. We also understand how important vacation scheduling is to our entire Health Care Team in order to maintain a good work-life balance while ensuring coverage for patients.

As a three-time Magnet nursing hospital and the sole community hospital for our patients who rely on our care, it is important that both parties thoroughly discuss all details related to scheduling to ensure that a solution works for both nurses and patients.

We have made significant progress on this issue, as well as the contract as a whole. We continue to work diligently and are confident that we will reach an agreement. This is a first contract, and that requires significant time and attention from both sides to ensure that the contract is fair for nurses, patients, and the entire Health Care Team.

We will continue to update you on our progress as further discussions are had and when future bargaining dates are scheduled.