

## **Bargaining Update – April 5 - 6, 2018**

The seventh set of bargaining sessions between Munson Medical Center (MMC) and the MNA occurred on Thursday, April 5, 2018 from approximately 10:40 am – 4:30 pm and on Friday, April 6, 2018 from approximately 10:20 – 4:40pm.

The MNA made a proposal to guarantee nurses the right to work from home and set their own work times if they do not work with patients and already have alternate work arrangements. MMC made clear that it has no current plans to change how and when work from home arrangements are used, but could not agree to maintain all such arrangements indefinitely. MMC made a proposal that would allow alternate schedules to continue for these nurses and would provide nurses notice and a chance to discuss changes to existing schedules along with a union representative.

Both parties discussed and made proposals for a grievance process for resolving disputes under a union contract. The MNA was focused on ensuring that union stewards would be regularly released from caring for patients to attend meetings about grievances with pay. MMC was concerned about the impact on staffing and patient care, including leaving the nurses remaining on that unit short. MMC suggested that meetings should be scheduled on days off where possible and that stewards and others should be paid from the dues the union collects from nurses to pay for collective bargaining activities.

The MNA made a new proposal that would have safety issues go through a new committee appointed by the MNA, rather than through existing nursing self-governance and multi-disciplinary hospital safety committees. The MNA continues to refuse to accept MMC's proposal to not discriminate when appointing nurses to serve on those committees. The proposal also states that if the MNA and MMC could not agree on a safety practice or standard, an outsider would be appointed to make the decision.

MMC emphasized its commitment to safety, and we strongly believe that these committees need to remain multi-disciplinary so that all members of the Health Care Team have a voice in important patient and staff safety decisions. We did not agree to the MNA's proposal to limit the nurses who can participate in these important decisions or that outsiders with no medical training should be making safety decisions for our staff.

No agreements have been reached on any of these subjects. MMC will continue to bargain in good faith for a contract covering nurses that is fair and balanced and focused on what is best for both patients and our entire Health Care Team.

The next bargaining sessions will be held on April 25 and 26.