

### **Bargaining Update – August 30, 2018**

The sixteenth set of bargaining sessions between Munson Medical Center (MMC) and the MNA occurred on Wednesday, August 29, 2018, from 10:45 am to 5:50 pm and on Thursday, August 30, 2018, from 12:05 pm to 6:10 pm.

Our discussions continued to focus on mandatory overtime, seniority, filling vacancies, layoff and recall procedures, and we continue to make progress in each of those areas.

MMC continues to use alternative means to cover staffing and has reaffirmed its commitment to use mandatory overtime only when other efforts have failed to cover patient needs, and ordinarily when either absenteeism or emergent patient needs have created a patient care need.

We truly believe that all of our nurses are dedicated and provide great care. That is why we are disappointed when the MNA continues to distribute misleading information that contradicts reality and implies that patients are at risk under our care. In one example, the union accused MMC of requiring an excessive amount of mandatory overtime, creating unsafe staffing conditions for patients. The fact is that mandatory overtime at MMC is extremely rare. For the specific unit the union referenced, the fact is that MMC successfully manages staffing shortages and the current overtime rate for that unit is an enviable 0.05% of all hours worked for all shifts.

We reached tentative agreement to allow for a process of holding “Special Conferences” to discuss any substantive issues related to the interpretation of the contract that may arise during the term of a collective bargaining agreement. We also reached tentative agreement related to PRN status. Under the new agreement, a new category of PRNs would be created. This new class of PRNs could gain bargaining unit seniority by committing in advance to working at least 624 hours per year, and to work some weekends and holidays.

The next set of collective bargaining sessions will be held on September 4 and 5.