

Bargaining Update – August 8, 2018

The fourteenth set of bargaining sessions between Munson Medical Center (MMC) and the MNA occurred on Tuesday, August 7, 2018, from 11:50 am to 6:00 pm and on Wednesday, August 8, 2018, from 10:00 am to 5:33 pm.

On Tuesday, we reached a tentative agreement on performance evaluations and discipline. Under that tentative agreement, MMC will continue to have written annual discussions with nurses and will continue to use a just cause standard for all discipline. We will also continue to allow nurses to use PTO during an investigatory suspension and pay nurses for missed shifts if they are reinstated following an investigation.

On Wednesday, we reached a tentative agreement on the collective bargaining agreement rules for when PRN nurses will be part of the bargaining unit. We agreed that PRNs must work 480 hours per year to fall under the collective bargaining agreement. We may continue to look at other ways that PRNs could join the bargaining unit, such as committing to work additional hours, weekends and some holidays, which could provide more support for other nurses.

We spent the balance of our time discussing the filling of vacancies and the order for layoff and recall as well as trying to make additional progress on commitments that would avoid union nursing strikes and lockouts during the term of a contract. We had productive discussions and made progress on those issues, but did not reach a final tentative agreement.

Late on Wednesday, the union did provide us the missing pieces of the union economic proposal regarding wages and benefits so MMC can begin to review the package. Both collective bargaining committees agreed at the start of negotiations to hold any discussion of wages, benefits and other economics until negotiation on issues other than wages and benefits (non-economics) were completed.

The next set of collective bargaining sessions will be on August 22 and 23.