

Bargaining Update – September 18, 2018

The eighteenth set of bargaining sessions between Munson Medical Center (MMC) and the MNA occurred on Monday, September 17, 2018, from 11:45 am to 5:00 pm and on Tuesday, September 18, 2018, from 10:30 am to 5:30 pm.

This week's meetings focused on the use of agency and other non-MMC nursing resources to assist in care, including nurses from Munson Healthcare Staffing Services. We additionally discussed the use of technology and a MMC-wide scheduling agreement.

Use of Contract, Agency, and System Staffing (“subcontracting”)

We reached a tentative agreement on supplemental staffing issues. As is the case now, MMC will continue to supplement nursing resources using nurses from Munson Healthcare Staffing Services, agency, and outside contract nurses to help us meet seasonal and other temporary needs. Supplemental staffing is a valuable resource to nurses and patients that helps us grant vacations, particularly in the summer, fill interim needs that arise when there are vacancies and absences, and avoid excessive overtime. We are pleased that we were able to reach agreement to continue making these resources available to MMC nurses and our patients.

Technology

MMC and the MNA exchanged proposals on the use of technology, such as the remote patient monitoring cameras we began piloting this year on an interim basis and the use of security cameras, GPS, and other technology (such as Pyxis). We both agree that new technology can add value for patients and nurses. We also agree that the privacy of nurses and patients is an important consideration and must be respected. MMC also proposed that nurses should not be disciplined based on cameras and evidence from such systems without just cause. We differ on whether cameras, GPS and other such systems can sometimes provide a basis to start an investigation that could lead to discipline.

Scheduling

Both parties made proposals on scheduling and low census. We made progress on developing a new system for MMC scheduling and will continue working on these issues at the next session.

The next set of collective bargaining sessions will be on October 11 and 12.