

Bargaining Update –December 18, 2018

The twenty-fourth set of bargaining sessions between Munson Medical Center (MMC) and the MNA occurred on Monday and Tuesday, December 17 and 18.

Collective bargaining teams spent both days discussing scheduling, wages, and benefits.

MMC made improvements to its initial wage and benefits proposal this week. MMC raised its offer on wages and also offered to increase the night shift differential to \$2.50 by rolling the current bonus program into that differential. MMC did open discussion of a weekend differential as well, and some of the details were discussed.

The parties continue to disagree on benefits, which are important issues for both sides. MMC has proposed that nurses receive the same benefits package at the same cost as other employees, and offered to allow the union to discuss the effect any future changes would have on nurses. We also made clear that current retirement benefits would remain in place during the agreement.

MMC is one hospital in a larger healthcare system. Because of that, we are able to leverage our size to provide a great comprehensive benefits package to employees. We also see great value for all employees in providing a common benefits package. The union would like to include language in the contract guaranteeing that the cost sharing of benefits will never increase. While we always will be fair, it is difficult to lock in healthcare plan designs for years at a time when healthcare regulations remain subject to change.

MMC understands that wages and benefits are very personal, and are important reasons why people choose employment at organizations. Labor negotiations are a process, and we are still working through that process and bargaining in good faith. Neither side has made a final offer. We continue moving closer together as we work toward our goal of reaching a fair and balanced contract for all of our nurses, and one that takes into account the impact that these decisions may have on our entire health care team.

The next collective bargaining dates are scheduled for January 3 and 4.