

# MI NURSES Association

## MICHIGAN NURSES ASSOCIATION

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January 9th, 2018

Al Pilog, President

Munson Medical Center

1105 Sixth St.

Traverse City, MI 49684

Dear President Pilog,

We are responding to your communication to Munson healthcare employees today concerning the January wage adjustment. We note that you did not affirmatively state that newly unionized nurses, now represented by the Michigan Nurses Association, would receive the increases. You also stated that federal law requires the parties to negotiate any increases.

The National Labor Relations Act only requires that we discuss and agree to a wage increase before it is implemented. This is why we formed a union, and as you know, it does not prevent a wage raise. Your statement and email was ambiguous as to the hospital's intentions regarding this increase.

We have previously indicated our position to your representatives on this issue. To clearly restate our position: we are in agreement with all nurses receiving the wage increases being implemented hospital-wide, and will anticipate a response from you in bargaining this week.

We look forward to continuing to work with the hospital to create a better place to work and a better place to heal.

Respectfully,

Munson Nurses Bargaining Team

Jason Judd

Tony Peltier

Aimee Simerson

Carolyn Moss

Elizabeth Beidenbach

Dagmar Cunnigham

James Walker

Cindy Rydahl

## Raises Result from **NURSE** Power

**Munson nurses have consistently pointed out the need for competitive wages to attract and retain skilled staff.** It is one of the main reasons that we formed our union.

The hospital-wide raises that were announced today are proof that our collective actions have power. Forming a **UNION** works.

Administrators heard our concerns, and because we spoke out, this year's raises surpassed the adjustments made in years past.

**Because nurses came together as a union, the hospital is finally starting to address our issues.** But the only way to ensure that Munson keeps making progress is to keep coming together and speaking out. Without our union, the hospital can selectively grant or roll back gains.

When union **NURSES** come together, we can accomplish incredible things. And we have only just begun to make improvements. Through our collective bargaining process, the best is still yet to come.

As a union, we are reaching out to the administrators to insure that the wage adjustments are fairly implemented (see our letter to COO Al Pilonig on the reverse). We will keep you posted on any developments.