

NEWS April 26, 2018

Munson **NURSES** Await Response from Administrators

This week we met with the Munson management team for bargaining on Wednesday and Thursday. The parties also discussed an interim agreement for B2 scheduling.

NURSES did not receive any proposals for contract language from Munson administrators on our first day of bargaining, and on our second day we only received two. While we appreciate that management is active in addressing interim issues, we are concerned about the lack of progress and commitment from management towards an overall contract.

NURSES did not receive any response from Munson administrators to our workplace safety proposal from our last session. Workplace safety should be an important and non-contentious issue for all. We hope to receive a response proposal no later than our next session.



*Cindy Rydahl, RN,
PACU*

Our next bargaining dates are **May 10** and **May 11**.

YOU'RE INVITED!
MEETING

Join your fellow
Munson **NURSES**
to discuss ongoing
negotiations.

May 9
5:30pm & 8pm

The Circuit
225 W Fourteenth St,
Traverse City, MI

Our elected **NURSE** bargaining team made proposals on the following issues:

Non-bedside Nurse Scheduling – **NURSES** again proposed language guaranteeing that flexible shifts and the ability to work remotely for non-bedside RNs would continue.

Guaranteed Meal/Rest Period – **NURSES** again proposed a guaranteed lunch period and regular breaks. Many of us do not regularly get the breaks we should be guaranteed by law, and staff fatigue can jeopardize proper safe care for patients.

Prohibition of Mandatory Overtime – **NURSES** again proposed that the use of mandatory overtime be eliminated absent a genuine unforeseen emergent condition or when we need to continue to finish a patient care procedure already in progress. The use of mandatory overtime creates unsafe conditions for staff and patients. It should end except in the rarest of circumstances.

Successorship Clause – **NURSES** again proposed that language requiring that, if the hospital were sold, any buyer would honor the terms and conditions of our contract. Munson should make the satisfaction of staff and the continuity of care priorities in any potential sale.

Fair Grievance and Arbitration Process – **NURSES** again proposed a fair grievance and arbitration process. Prior proposals from Munson administrators have been designed, in our view, to discourage or deter us from asserting and enforcing our rights. Such rights include a safe or discrimination free workplace. We hope management will reconsider its prior proposal.

Non-Discrimination – **NURSES** proposed a clean and fair non-discrimination clause guaranteeing that no parties shall discriminate in the workplace on the basis of race, color, religion, national origin, age, sex, protected disability, height, weight, marital status, sexual orientation, military or veteran status, genetic information, and/or any other legally protected

Visit [munson**NURSES**.org](http://munsonNURSES.org) for the latest bargaining updates.

Contact your elected RN bargaining team at MunsonRNs@gmail.com