

Munson **NURSES** Win Major Agreements

This week marked two of the most productive bargaining sessions that we've had so far. **NURSES** secured critical victories for staff and patients alike.

Through our union and the collective bargaining process, we reached multiple agreements on outstanding interim issues and contract proposals.

We were, however, not happy to see management put out such a misrepresentative summary of our bargaining session immediately after. It is obvious that administrators are trying to pretend that our union isn't making progress. Our list of accomplishments clearly shows otherwise. We believe it's time for administrators to end their bargaining update and focus on continuing to improve our workplace through collective bargaining.



*Carolyn Moss, RN,
Clinical Quality*



*Cindy Rydahl, RN,
PACU*



*James Walker, RN,
A2 Days*

INTERIM AGREEMENTS

The following interim agreements will be implemented immediately:

New evaluations agreement shows that administrators violated federal law

This week **NURSES** reached a settlement with management, ending their practice of annually evaluating RNs on whether they speak out against changes in our workplace.

In 2017, as our union organizing campaign began, Munson's administration added a new category to our annual discussions titled, "Operations: Responds to change productively and with a positive attitude."

This year, over forty RNs from multiple units across the hospital received negative ratings in this category from supervisors. In some assessments, the supervisor explicitly noted that staff received negative ratings because they raised concerns about new job duties or workloads. **Federal law, the National Labor Relations Act, gives us the legal right to speak up about our working conditions.**

Going forward, **NURSES** are pleased that administrators agreed to our union's proposal that this category will be removed from the annual assessments. Those of us who received negative scores will have those scores redacted from our annual assessments. Management will also send a letter to all employees who received a negative rating, re-affirming our legal rights.

Management also agreed to our proposal to remove a performance improvement plan for an individual employee because it had been given, at least in part, because that employee had spoken out about working conditions in her unit.

This is an important moment for the culture of our hospital. **Because we have a union, Munson managers are not above the law.**

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

INTERIM AGREEMENTS (Continued)

The following interim agreements will be implemented immediately:

Float Pool NURSES gain greater job security

Several weeks ago, Munson management announced that Munson Healthcare Regional Staffing Services employees (the new regional pool) would be allowed to work in existing float pool positions without having the opportunity to participate in our union or receiving the same pay and benefits as Munson Medical Center RNs. **NURSES** were concerned about what this would mean for current float pool RNs and did not believe it was legal.

But thanks to our union negotiating process, Munson's administration agreed in writing to our proposal: **Munson Healthcare Regional Staffing Services will not work in unionized positions, nor will they diminish existing positions and work opportunities for Munson Medical Center Pool RNs and PRN employees.**

In addition, management will only use regional pool services in a specified limited manner. Munson Medical Center **NURSES** shall have the priority over the regional pool to volunteer and pick up additional shifts. Munson Medical Center **NURSES** will also have priority over regional pool staff for voluntary HRs and shall receive a mandatory HR only after.

We believe this agreement will guarantee protection for Munson NURSES while giving the regional pool the ability to provide much needed staffing help when we need it.

NURSES win the right to insurance open enrollment without accepting higher costs

When management realized that they could not legally raise out of pocket health insurance costs for **NURSES** without negotiating with us as a union, they tried to stop RNs from participating in open enrollment with other employees. This reckless move would have prevented RNs who needed insurance from signing up. **It was also a violation of past practice, and we are glad that administrators learned that as part of the bargaining process.**

Therefore, the interim agreement proposed by our union and agreed to by management allows NURSES to sign up for open enrollment of benefits while also reserving our right to continue to negotiate over management's proposal to increase healthcare costs.

Less than five employees in the Munson Health System hit the out of pocket maximum last year, but we feel the employer's increase to the out of pocket maximum this year was unnecessary and not in keeping with Munson's mission as a non-profit.

In negotiations, **NURSES** will propose that Munson continue to cover the additional costs for anyone who hits the out of pocket max. Meanwhile, those who need to sign up for insurance can during open enrollment.

Now that Munson administrators must negotiate any changes to insurance benefits, NURSES have the power to challenge wild fluctuations, such as the doubled co-insurance increases and increased deductibles that some of our plans saw last year.

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

INTERIM AGREEMENTS (Continued)

Tele-sitter use limited to ensure patient safety

Munson management was planning to implement tele-sitters without negotiating with employees. But **NURSES** insisted on our right to bargain over this issue. As a result, we secured critical patient safety guarantees.

Because **NURSES** spoke up, administrators will limit the number of tele-sitters used in our hospital to six. Our agreement also means that there will not be a reduction in nursing assistants, RNs, or the nursing assistant float pool as a result of the use of tele-sitters. We also ensured that a patient could not be forced to trial a tele-sitter if it was not clinically appropriate and that the RNs on the floor would have the lead input into that decision.

We believe these guarantees will allow tele-sitters to be used as an extra tool for patient safety, rather than as a dangerous means to cut staffing costs.

TENTATIVE AGREEMENTS

The following tentative agreements have been negotiated and will take effect when Munson **NURSES** vote to ratify our union contract:

Health and Safety

As part of the interim agreement on insurance open enrollment, **NURSES** also won a tentative agreement from management that obligates Munson administrators to **follow all health and safety laws and provide staff all necessary personal protective equipment.** We believe these guarantees will ensure a healthy workplace.

Grievance and Arbitration

NURSES won a tentative agreement allowing us to grieve and arbitrate all disciplines. Previously administrators had proposed that only suspensions and terminations would have access to a hearing by a neutral arbiter. Management also withdrew their proposal to have **NURSES** pay the administration's costs if an arbitration was unsuccessful. Both of these things were critical steps towards a fair grievance and arbitration process.

Alternative Work Arrangements

Some **NURSES** have flexible shifts and work remotely. We won a tentative agreement to protect those **alternative work arrangements.** If Munson administrators end an alternative work arrangement for a single employee, that employee may challenge that decision if it was arbitrary or capricious. If management wants to end alternative work arrangements for an entire department, it will have to provide four weeks' notice to our union and bargain over the effects of that decision with **NURSES.**

Non-Discrimination

And last but not least, **NURSES** are glad that the hospital has finally agreed to a clean non-discrimination clause guaranteeing there will be no discrimination in the workplace against RNs on the grounds of race, gender, disability, sexual orientation, or protected status.

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