



Our elected **NURSE** bargaining team on May 30

Munson **NURSES** are making progress. Why slow down?



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Munson **NURSES** and management met on Tuesday, May 29, and Wednesday, May 30, to bargain. By all accounts these were productive bargaining sessions.

So why would administrators only agree to two bargaining dates in the month of June? Is that a delay tactic? Is it retaliation for exposing the hospital's strong financial position in contrast to low **NURSE** wages?

Administrators claim that they cancelled bargaining, previously scheduled for June 11 and 12, due to a conflict for their attorney.

Whatever the reason, **NURSES** believe that Munson management should feel more urgency to reach a fair contract. We have requested and hope that we will receive additional bargaining dates for June as soon as possible.

Our next bargaining dates are currently scheduled for June 25 and 26.

Grievance & Arbitration Update

A grievance and arbitration clause is the backbone of any collective bargaining agreement because it allows **NURSES** to enforce our contract and resolve issues as they arise.

Last bargaining session, **NURSES** and administrators reached a number of important tentative agreements regarding the grievance and arbitration process. This included the right of all disciplines to be grieved and arbitrated.

This week, **NURSES** made proposals to complete the grievance and arbitration procedure in our contract.

Of particular concern to us is management's proposal to limit the number of **NURSES** who wish to attend grievances on their own time. We are not proposing to limit management representatives in grievances, and they should not be proposing to limit ours.

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

Hospital Rejects Health & Safety Proposals

Last time we met to bargain, **NURSES** and management reached an important tentative agreement obligating Munson to provide personal protective equipment and follow all health and safety laws.

This week, **NURSES** again proposed several health and safety measures that we are disappointed that administrators continue to reject, including:

- a general health and safety clause asking that the employer ensure the safest work environment
- a proposal to add representatives on all health and safety committees in addition to any RNs who may already be on them
- language asking the hospital to eliminate or minimize registered nurse exposure to communicable diseases and to work with us to achieve that goal
- a proposal that Munson's administration encourage **NURSES** to report unsafe working conditions, not discipline us for doing so, and fix the reported issue
- a commitment that Munson provide and launder scrubs for health and sanitary reasons; a process which they already follow for many units

In response, administrators rejected almost all of our health and safety proposals. They rejected outright our proposals regarding a general health and safety clause, committing to minimize exposure to communicable diseases, reporting health and safety issues without facing discipline, and employer provided and laundered scrubs. **The employer did not propose any alternative language on these issues.**

In response to our basic proposal for inclusion of **NURSE** representatives on health and safety committees, management proposed to limit **NURSE** representation to one union nurse per health and safety committee. Management also wanted to have approval over our selection of the union nurse to be appointed to the committee.

Why does management want the power to overrule **NURSES** in selecting our representative for health and safety issues? We were not given a sufficient answer.

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

Hospital Won't Respond to Other Issues

NURSES continue to raise a number of issues that we had previously proposed, and we have not yet received a response from management.

This week, we reintroduced the following items:

- **Prohibition on Mandatory Overtime - NURSES** again proposed to end mandatory overtime. Forced OT poses a serious health and safety risk to patients and staff alike.
- **Meal Rest Period - NURSES** continued to propose that we have guaranteed to breaks and meal periods.
- **Successorship - NURSES** again proposed that, if Munson were to sell our hospital, that Munson would guarantee that the purchaser would honor our contract as part of the sale.
- **RN Consent of Images - NURSES** again proposed that Munson should not use our pictures or images without our consent.
- **Routine Information - NURSES** again proposed that the administration provide us up to date lists of new hires and terminations so we can make sure we are representing all Munson RNs.



Did you stop by our cafeteria table this week?

Be sure to wear your sticker.

