

Why **NURSES** Keep Fighting for a Fair Contract

Our contract expired at midnight Saturday without a new agreement despite months of hard work from our UMPNC/MNA bargaining team.

We are not willing to concede issues merely to achieve management's preferred timeline. While we have managed to secure tentative agreements on many improvements for nurses throughout the health system, key issues remain on the table, such as:

Staffing Levels

The University claims it will agree to maintain current staffing levels, yet it will not agree to include such information within the contract, nor to make such information generally available to nurses or the public. Moreover, it will not agree to make any such contract language enforceable. **Ultimately, management wants to leave all power in the hands of administrators.** They will not agree to transparency or accountability.

The recent letter from David Spahlinger falsely describes their proposal as a commitment. **Their "commitment," however, would amount to no more than words on paper.** We are not fooled.

Committees

Nurses, not management, should decide which nurses serve on workplace committees. If this institution is committed to "shared governance," then let's see it in writing.

Concierge Care

Nurses take pride in the work they do for the benefit of patients and society. We do not want the health system to continue moving toward a corporatized for-profit model that privileges the few.

Retirement and Wages.

Management's "package proposal" would include a two-tiered wage structure that would devalue certain nurses based on where they work. We are fighting for fair compensation for **ALL** nurses throughout the health system, recognizing the value that every single nurse provides. Management also wants to increase both office visit and prescription copays.

Under management's "package," they propose that if we keep our retirement, then we must agree to wage increases lower than what we believe are fair. With a \$103 million surplus, built on the hard work we do each day for our patients, there is no reason for nurses to be pressured into lower wage increases. We are a top-ten hospital for a reason: **NURSES.**

Informational Picket

Because we want safe staffing, fair compensation, and a real voice over the future of this health system, we are holding an informational picket on July 14th. If management does not want this picket to happen, then they need to make movement at the bargaining table (which they have refused to attend this week!)

It is time for nurses to speak up and be heard.

What: Community Rally / Informational Picket

Where: Fuller Park Field 7

When: Saturday, July 14, 10:00 am start.

Sign up at: bit.ly/UMPicket

*Please note that the correct website for viewing bargaining information is at <http://www.minurses.org/umpnc> (or follow the link from the UMPNC homepage, www.umpnc.org). This is the only bargaining update page run by **NURSES**, not by management.*