



Negotiation Update 3/17/10

Today, federal and state mediators joined MNA in negotiations with Borgess Medical Center on our new contract. There are a few important matters we would like to share with you. First and foremost the Employer acknowledged that their proposal is not a final proposal and consequently we have set up two further negotiation sessions. The first is a negotiation session scheduled on March 22 between the Employer's attorney and John Karebian, the MNA Executive Director. The second session is scheduled on April 6th between the negotiation teams. Both state and federal mediators will be there to facilitate the process.

Although little progress was made today, the employer did agree to maintain the current arbitration procedure for corrective action procedures for discipline up to discharge. This was an area that nurses found extremely problematic and resolves one of the issues existing between the parties. The MNA made two other proposals which were rejected by the employer. The first was to extend the contract in its entirety for one year without any changes. The second was to extend the contract through April 30 to continue negotiating without the threat of a lockout which the Employer continues to use to intimidate nurses. The employer rejected both proposals.

With respect to the Employer's proposal, the Employer asserts that their economic proposal has not changed and the Employer is awaiting another wage proposal from the MNA. Their proposal is unfortunate as it continues to demonstrate their failure to bargain in good faith. On the other hand, it affirms our ULP charge filed with the National Labor Relations Board that asserts that the employer has bargained in bad faith threatening to impose economic penalties if employees reject the Employer's proposal in the absence of bargaining impasse. Further the employer has indicated that it will provide financial data as requested by the MNA so that we can responsibly prepare a counterproposal.

Today, the National Labor Relations Board notified the MNA that their investigation was beginning and we anticipate that they will begin taking nurses statements within the next couple of weeks.

Please remember that your MNA bargaining team is working hard to protect your interests. Today was a small but important victory regarding the disciplinary process. Only through our solidarity can we maintain the important gains we have made over the years that protect our practice and our patients. Thank you for your continued support.