



The Bottom Line

The 2010 PECOSH Contract Negotiations

Know What You're Fighting For!

Shown below is a brief overview of Sparrow management's contract proposal. For more detailed information, contact one of your negotiating team members and attend the BATS meetings. The BATS meetings, www.pecsh.com and www.sparrowwatch.org are your best sources for the latest news and information. We are entering a time when things may happen very quickly – check the websites daily for updated information!

Increases to Health Insurance Premiums

Regardless of your health insurance plan, in the first year of the contract your premium payments could increase anywhere from 4% to 30% from what is currently being paid by the employees. Additionally annual deductibles/out of pocket costs will go up between \$400 and \$3600.

Reduce staffing through mandatory Administrative Absences (furlough days)

Management would have the ability to unilaterally assign time off. All registered nurses could be required to take up to one day off without pay period. That could result in a salary reduction of 16%, a reduction of PTO earnings and a reduction of retirement contributions/benefits.

Cuts to Pension

Management wants to reduce retirement benefits for employees in the pension plan. Depending on your retirement date and income, this could result in reductions of \$100s to \$1000s per in your monthly retirement benefits.

Eliminate Longevity

Because the Employer values quality over experience, they are proposing to eliminate longevity.

Tighten Up Attendance

Management wants to reduce the number of occurrences before discipline is implemented as well as increase the amount of time before clearing disciplines.

Closed Units

Certain units would be closed for staffing purposes by the Employer, regardless of what staff/UBC vote/decide. This would require employees to staff their unit by taking unlimited mandatory on-call and administrative absences.