

An Insult to One PECSH Member is an Insult to All

Thank you for your patience! After over 60 hours of negotiations this past week, we are still in the process of disseminating all of the implications of the final offer from Management. Your patience is appreciated and we will continue to bring you updates as fast as we can.

The letter PECSH members recently received with Sparrow's "highly competitive package" looks good on the surface. But it is nothing more than a shameless attempt to divide the union and confuse PECSH members through inaccurate numbers. Shown below are just a few of the divisive examples that lie beneath the surface of the letter from management. Specific details will be shared during the presentations prior to voting on the proposal **Wednesday, November 3 and Thursday, November 4.**

- If Sparrow increases staff, it will only happen if they are allowed to give out **mandatory AAs**. The average nurse will lose **\$120 per month** according to the proposed mandatory AA language.
- The 1% wage increase will be neutralized by the elimination of the critical care differential that affects many PECSH members. Consequently, PECSH members who don't get the critical care differential will receive a 1% general wage increase. Those who are used to getting the critical care differential will in effect get – **nothing**.
- When looking at the staffing ratios, remember that the numbers are presuming the charge nurse is taking patients. If the charge nurse is not taking patients, the staffing ratios **automatically increase**.
- Although there are slight increases at certain census points for some units, other staffing guidelines are either staying the same or being **decreased**. It is a classic case of robbing Peter to pay Paul.

- There are still **major concessions** being required in health insurance premiums. Based on the present SPHN premium, your employee single premium would more than double over the next three years. Out of pocket max and the ER visit co-pay will double. Prescription co-pays will rise. Your medical network of services is now limited.
- **Significant reductions** will take place to the employees' pension and management refuses to discuss increasing the 401(k). See the September 30 PECSH newsletter for examples of losses.

Sparrow made a large profit last year. They have enough money to buy TCI, build a new hospital in Ionia, and launch their new marketing/branding plan. It's painfully obvious that **capital gains are taking precedence** over investing in employees and preserving their benefits.

It is imperative that you attend the meetings on **November 3 and November 4** to hear the truth about what Sparrow is proposing. We are asking you to turn Sparrow's offer down because it is not a good offer for PECSH members. Sparrow can do better and we are committed to making sure that the Hospital treats its professional health care providers with the respect and the resources they deserve.

Remember, Sparrow wouldn't have to **bribe us** with a bonus if this was a decent offer. As one PECSH member said, "Don't show me a Brussels sprout on a stick and tell me it's a Popsicle!"

PECSH Bargaining Team

BREAKING NEWS

MNA and Sparrow have agreed to extend the contract deadline to Friday, November 19. Two new dates for negotiations have been scheduled for next week.