



PECSH News

PROFESSIONAL EMPLOYEES COUNCIL OF SPARROW HOSPITAL

NOVEMBER 6, 2010

November 6, 2010

Dear PECSH/MNA Member:

Thursday was a great day because you all stood up to Sparrow for yourselves and your patients! When the PECSH/MNA bargaining team entered these negotiations, our goal was, and continues to be, to negotiate a fair contract for our members and the patients. You told us to improve staffing so that Sparrow patients can receive the best care. You told us that your staffing has been eroded over the last few years while the patient census continued to grow, and the data we collected supported that.

Sparrow has expected you to do more work with fewer resources. Doing that puts everyone at risk. Although the Michigan economy is uncertain, the economy of Sparrow Hospital is very strong. After receiving the gain sharing bonus in 2009, nobody expected to take a concessionary contract. Sparrow should be thanking every one of you for the excellent work you do, and they should reward you with a fair contract.

We will be returning to bargain with Sparrow next week, and we know your rejection has sent a strong message to management. Their offer is not good enough. We need safe staffing levels that can be enforced. We need a contract that is fair and does not reduce the income and benefits for any of our members.

We wanted to thank those of you who were brave enough to come forward to share your stories of intimidation and coercion by Sparrow leadership and managers. Unfortunately, we believe it is going to continue and possibly get worse. Continue to come forward and let us know your stories. In the upcoming weeks, it is likely you will be bombarded with more written and verbal information from the management team. Expect that they are going to try to test your resolve by parading consultants or replacement workers on your units. It is a shame that Sparrow prefers to spend their money fighting rather than providing you with a fair contract. Please continue to share your stories of intimidation with MNA's Labor Attorney, Anita Szczepanski at anita.szczepanski@minurses.org. She will be adding them to the unfair labor practice charge MNA is filing. In addition, continue letting Anita know the details of not being paid for missed meal periods and working off the clock to avoid discipline for incidental overtime. It is illegal for Sparrow not to pay you for worked hours, and we are gathering information to determine if members are owed back wages.

Thank you for coming to the meetings to hear the truth about Sparrow's final offer and these negotiations. We appreciate all your support and positive feedback.

Sincerely,

Jeff Breslin, RN
PECSH and MNA President

Jessica Salazar
MNA Labor Relations Representative





Wear **RED** Every Day
to Show Your Support
for a Fair and Just
Contract!



DID YOU SEE IT?



Look for us in Monday's edition of the *Lansing State Journal*! If you miss it, a copy is posted on both www.pecsh.com and www.sparrow.org.



KNOW YOUR WEBSITES!

Confused about the different websites? Here's the difference:

www.pecsh.com

Is for PECOSH members and will have the latest info about meetings, dates, times, locations and other important news. It also has links to several fact sheets for detailed information and the PECOSH newsletters.

Please check it daily for the latest updates!



www.sparrowwatch.org

Is for the general public. It has links to stories about PECOSH that have been in the media, patient safety reports, and information to help the community understand the issues.

Share it with friends!



NEGOTIATIONS UPDATE

The PECOSH negotiating team will be returning to the bargaining table on **Wednesday, November 10 and Thursday, November 11**. We will keep you posted as negotiations progress.

PECSH IN ACTION!

