



**Michigan
Nurses
Association**

An Affiliate of National Nurses United

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October 31, 2010

Dear PECSH/MNA Member,

I am disappointed to report that Sparrow Hospital gave the PECSH/MNA bargaining team their final offer, tonight. This is not an offer the bargaining team agreed to, and we are not recommending you vote in favor of it. Although we have worked hard on your behalf over the last few months and have been bargaining every day since Tuesday, we were unable to resolve many of the issues you brought forward as concerns in these negotiations. Those concerns include staffing/administrative absences, health insurance, pension, and longevity. I fully expect the hospital representatives will be putting their spin on the offer over the next few days, leading up to the vote, but I ask you to join the bargaining team to gain a complete understanding of the Hospital's final offer and the team's recommended next steps. Although Sparrow Hospital's financial performance is strong and the Health System continues to grow, Sparrow is asking you to take less, giving up rights and reducing benefits you fought for in the past. Your bargaining team will be asking you to send Sparrow a strong message that their offer is not good enough.

The meeting times follow. Please note that additional times were added on the St. Lawrence campus. There will be a presentation of the offer at each meeting and an opportunity for you to cast your ballot. Please bring pictured identification.

Wednesday, November 3

1pm, 3:30pm, 5:30pm and 8pm
(Sparrow Auditorium)

Thursday, November 4

9:30am, 11:30am and 1pm
(Sparrow Auditorium)

4pm and 6pm
(St. Lawrence Doctor's Dining Room)

Sincerely,

Jessica L. Salazar
MNA Labor Relations Representative