



**Michigan
Nurses
Association**

An Affiliate of National Nurses United

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November 3, 2010

Dear PECSH Member:

I wanted to clear up some confusion about negotiations and the vote. The vote is still scheduled to occur, and the PECSH bargaining team is asking you to reject the Employer's Final Offer. If that offer is rejected, we will return to bargain with Sparrow, next week. If it's accepted, our work is done.

MEETING TIMES/LOCATIONS

Wednesday, November 3

1:00pm, 3:30pm, 5:30pm and 8:00pm
Sparrow Auditorium

Thursday, November 4

9:30am, 11:30am and 1:00pm
Sparrow Auditorium

4:00pm and 6:00pm

St. Lawrence Doctor's Dining Room

Yesterday, Elizabeth Henry wrote a letter, telling the members to contact MNA and demand MNA distribute copies of the Employer's offer. This was done so that members would flood the MNA and PECSH offices with calls and e-mails, taking our time and energy away from the meetings. Of course, you will receive a copy of the Employer's offer and an explanation of the package at these meetings. Anybody who is a part of PECSH, regardless of status should come to one of the above meetings. You will be able to take a copy of the offer with you, and depending on your preference, you can either vote at the meeting you attend or come back to another meeting to cast your ballot. We are seeking that you reject the Employer's offer and authorize the bargaining team to call a strike, if one is necessary. The Employer's conduct in and around these negotiations has risen to the level of bad faith bargaining, and we believe they have violated the National Labor Relations Act, committing unfair labor practices. That has a negative affect on our ability to negotiate a fair contract.

Again, only if the Employer's offer is rejected will we return to bargain, next week.

Thanks everyone,

A handwritten signature in black ink, appearing to read 'Jessica Salazar'.

Jessica Salazar