

# Management Insults **NURSES**



Last Friday, **NURSES** held yet another negotiating session with management — marking our one year anniversary since starting this process. **RNs came to the table ready to bargain a fair contract for our patients and our profession. Management did not.**

**NURSES** started the day by making an important proposal on the big, outstanding issues. This was all done as a package deal, so Manistee Hospital executives would have to accept all or nothing. We felt our proposal was very fair and expected some movement from the employer. But when management offered their counter-proposal in the afternoon, it was clear they opted for nothing. According to administrators, everyone is taking cuts, and **NURSES** are expected to as well, even though the system is profitable thanks to the hard work of RNs. **As a response, RNs will be wearing red “Hands Off My Retirement” stickers everyday – reach out to me (karizoscsak@gmail.com) if you need one.**

*Continue reading about negotiations on the next page.*

## Compare the Proposals

### Manistee **NURSES**

**RETIREMENT:** A 4% automatic contribution with a 2/2 match (this would keep our current 6% contribution from the employer intact).

**WAGES:** A wage increase of 3% at ratification, 2% in January 2019, and then an automatic acceptance of the Munson system wide increase in July 2019.

**HEALTH INSURANCE:** Accept management's previous proposal to hold the new rates for insurance for the January 1, 2019 through June 30, 2019 plan and then transition to Munson insurance starting on July 1, 2019. The employer would then absorb the 15.7% increase from the insurance company.

### Munson Management

**RETIREMENT.** Management refuses to keep the 6% contribution intact. They are dead set on taking cuts out of our retirement.

**WAGES.** Management backtracked by refusing to commit to anything in 2019 and only offering a 2% raise at ratification.

**HEALTH INSURANCE.** In spite of their demands for cuts and insulting attitude about wages, management did not offer any additions or improvements to the health insurance plan they had previously proposed.

Visit the Manistee section of [munson\*\*NURSES\*\*.org](http://munson<b>NURSES</b>.org) for the latest updates.

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To make matters worse, management insists that they should not have to pay shift differential for people working “days.” For example, currently someone working 7am-7pm gets afternoon shift differential from 3pm-7pm. They want to take that away. Under management’s proposal, you would only receive shift differential if you worked more than 4 hours in that time period. We pushed back hard. Their offer to make up for that was a \$0.12 increase in bonus pay.

To be clear: all of this is **absolutely insulting**. It is insulting to the work we do professionally every day, and it is insulting to the patients who rely on the hospital to be able recruit and retain quality RNs.

**NURSES** called off negotiations for the rest of the afternoon. We will not be meeting again with management until the end of November. **We need to stay united as a group and continue to stand up for our patients and our profession. If these hospital executives think they can bully RNs into giving up, they are wrong.**

On behalf of your elected RN bargaining team,



*Kari Zoscsak, RN*  
President of the Manistee Hospital Staff RN Council

# Supporting Survivors of Sexual Violence

Dear Fellow RN,

Sexual misconduct is unacceptable in any environment, including the workplace. More and more people are coming forward to share their experiences — both at our hospital and across the country.

I wanted to take a moment as the grievance chair of the Manistee Hospital RN Staff Council to reach out. If you would like to bring a complaint forward, anonymously or otherwise, your union is here to assist you and help you navigate through the process in whatever way is best for you.

If you have concerns, please know that I am always available. You can email me at [roweshell19@hotmail.com](mailto:roweshell19@hotmail.com) or call me at 231-510-3080.

In solidarity,

*Michelle Rowe, RN*  
Vice President and Grievance Chair of the Manistee Hospital Staff RN Council

