

## Negotiations Update

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To: Hospital and Medical Staffs  
From: Michelle Childs  
Senior Administrative Director/Human Resources  
Date: February 5, 2016  
Re: NUHW Negotiations

Contract talks with NUHW continued Wednesday. At this point we have:

- Reached tentative agreement with the union on 36 articles
- Discussed all open issues and responded to all of the union's requests for information
- Provided all of our contract proposals to the union, incorporating many changes suggested by the union

The hospital has put a strong contract proposal on the table. As we have discussed with the union, our goal is to provide NUHW-represented employees a fair, competitive contract that also supports our hospital's patient care mission and allows us to operate efficiently and cost effectively. We have struck that important balance in the package that we have presented to the union.

Under our economic proposal, NUHW-represented employees would continue to receive market-competitive pay, plus:

- A 2% across-the-board pay increase when the contract is ratified
- A 1.5% across-the-board pay increase in each additional year of the contract
- Market increases for specific positions
- An opportunity beginning in fiscal year 2017 for an annual incentive payment targeted at an additional 1.5% of pay, with potential to reach 2.25%. This incentive payment would recognize and reward employees for meeting defined performance goals related to attendance, workplace safety, and patient satisfaction.

We also agreed to two new benefits that would:

1. Allow employees to "cash out" hours in their PTO banks without a hardship requirement, and
2. Provide education hours to employees in positions that require licensure and for certain positions requiring certification.

We have just one remaining bargaining session on the calendar. It is our firm hope that we can reach agreement with the union on a new contract for employees without further delay and in the spirit of good-faith negotiations.

As always, information about the NUHW contract negotiations can be found online at [www.negotiationsupdate.com](http://www.negotiationsupdate.com).

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