



Negotiations Update

To: Hospital and Medical Staffs

From: Michelle Childs Senior Administrative Director, Human Resources

Date: November 12, 2015

Re: NUHW Negotiations

Following a full day of bargaining with NUHW on Wednesday, we remain disappointed by the pace of talks and the union's continued deferrals on key economic issues that must be resolved to reach agreement on a new contract.

As of today, we still await the NUHW's response to our proposals on health benefits, paid time off, and hours of work among others. We have now been in contract talks for four months. Over that time, we have made several revisions to our proposals and provided extensive documentation in response to NUHW requests.

Our goal remains the same: to reach a fair, financially-responsible contract that advances our patient care mission. Our proposals offer across-the-board annual pay increases, market adjustments to specific job classifications and a new opportunity for additional incentive pay, in addition to a package of paid time off, health and retirement benefits that is among the best in the region.

Most of our other proposals focus on contract language that is out of date, overly restrictive or inconsistent with our current practices. We are also working to improve scheduling and work hours so that we can staff the hospital to best meet the needs of our patients.

We return to the bargaining table tomorrow, Friday, November 13 with hopes that NUHW will provide responses to the proposals still outstanding and come prepared for an intensive work session focused on reaching agreement.

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