

March 26, 2013

Dear Colleagues and Your Families,

We want you to know that we've been working hard to negotiate an agreement that is fair to you and the Medical Center. We have already agreed to approximately 12 MNA proposals concerning issues such as holiday payouts, holiday scheduling, vacation and reductions in force, and we have invested thousands of dollars on software to provide more detail to nurses regarding leave accruals. We've also made a counterproposal to protect your jobs by restricting our right to outsource nursing tasks.

More importantly, we've heard and understand your concerns regarding charge nurse patient assignments and staffing in the Emergency Department. We take your concerns seriously. In response to your concerns, we proposed the following to your MNA bargaining representatives during our March 26 bargaining session:

- Adding RNs to the Critical Decision Unit (2 RNs on days and evenings and 1 RN on nights) to assist with patient flow in the ED
- Adding an additional critical care stat nurse from 11 am – 7 pm, 7 days per week, to be available to help with critical patients in the ER and ICUs
- Limiting patient assignments for charge nurses in many units and reduced patient assignments for charge nurses in the rest of the units

We firmly believe that partnering is the best way for the Medical Center to continue to provide excellent care to our patients. We are hopeful that the MNA will reciprocate our efforts to reach agreement and that the parties can soon put these protracted negotiations behind us so that we can all work together on the many challenges facing health care in general and the Medical Center in particular.

If you have any questions regarding these proposals or the contract negotiations, please feel free to talk to your nurse manager or any member of nursing leadership. Thank you for all you do for our patients every day.

Sincerely,

The UMass Memorial Medical Center University Bargaining Team