

Day 8 negotiations update. October 2nd 2024.

Your negotiating committee met with MMC management again Wednesday October 2nd. We continue to push our proposals to increase wages that address the increased cost of living, improve and expand benefits, protect closed units for the safety of patients AND staff as well as keeping healthcare premiums and copays affordable. We have also made multiple proposals to increase shift differentials and call pay. These payments have not been increased in many years. It is vital to make these changes to ensure employees are fairly compensated for their dedication and time spent at MMC providing care and services to patients. Not to mention the time spent away from your own families to care for this community.

MMC has moved VERY little on their wage proposals. These proposals do NOT adequately address the cost of living nor do they reflect the dedication and professional care YOU provide to this community. MMC also continues to propose to make drastic changes to the attendance policy that have the potential to place the most diligent employees into discipline. Their proposal is unreasonable and places an undue burden on YOU instead of addressing the core issue which is SHORT STAFFING. In addition to all this, MMC wants to open closed units and so they can pull nurses to any floor, any department WITHOUT PAYING PULL PAY. This is not only a major safety risk to patients and nurses licensure, it is also an attempt to circumvent MMCs contractual obligation to pay pull pay if you are pulled to another department or unit. This is also a deviation from our long-standing practice of not pulling nurses to or from the Emergency Department, Family Birthing or Acute Care Units. We view this a significant safety and health issue. It's YOU who take care of the patients at MMC. Without YOU, there is NO MMC.

- Employees are continuing to fill out the postcards to be sent to Jeremy. The cards we have so far express employees' frustrations and concerns related to MMCs proposals and conditions at MMC. If you have NOT YET filled out a postcard, please see a committee member or staff members at MMC. They have cards to be filled out.
- Please also look for committee members or staff and pick up your solidarity sticker to wear on your scrubs. This is a great way to show MMC that we are standing together and that we ALL deserve a Fair Contract NOW!

We have only 1 scheduled day of negotiations remaining. Tuesday October 8th. 10am til 5pm at Holiday Inn Express in Oak Ridge. There is a lot of ground to cover in a very short period of time, which means its very important for you to get involved and tell MMC how important these issues are to you and your family.

