

June 25, 2011



Management Shares Their Proposals

The University of Michigan Management talks a good line about valuing its nurses but now that we've seen the concessions **they** want in **our** contract, it's hard to take them seriously. Here's a list of concessions management included in their initial comprehensive proposal:

GENERAL CONCESSIONS

Completely eliminate daily overtime (over 8 hours or 12 hours in a day)
Any overtime would be calculated on hours worked rather than hours paid
No accrual of PTO while on Short Term Disability
Greatly limit access to Incremental PTO
More punishment for attendance issues
Completely eliminate any additional 12-weeks of benefits for certain discretionary LOAs

HEALTH INSURANCE (*we knew this was coming*)

30% cost share for UMPNC employees
Increased cost share for some part-time employees

RETIREMENT

The retirement plan could be changed by the University. We would be entitled to the same retirement package as the non-union employees.

WAGES

Nothing definite but much will depend on what UMPNC agrees to in regard to the health insurance concession.

We refuse to be any part of this concessionary proposal! It's time to stand up for our rights and in support of a fair contract. Our contract expires in days and events are going to happen quickly. Watch your email! Wear red! Watch the UMPNC website and email! Get ready to come together in solidarity for a contract that truly recognizes our worth. We will be sending out a news brief **every day** next week to keep you up-to-speed on the latest news.

We are the people who help make U of M a great hospital. It's time Management remembers that and acts accordingly! Prepare to defend your contract!