

Fact Sheet

November 2012

Important Facts about the Proposed Changes to Earned Time/Accruals at UMass Memorial Medical Center

UMass Memorial Medical Center is committed to continuing to provide our employees with a competitive Total Rewards package which includes paid time-off to support the need for work-life balance. However, as we respond to the changes in health care that drive our efforts to become more affordable for our patients and a stronger organization for the long-term, we must reduce our costs, including earned time/accruals.

As we continue negotiations with the two, separate bargaining units of the Massachusetts Nurses Association (MNA-University and MNA-Memorial/Hahnemann) our objectives include preserving quality, safe care for our patients; maintaining programs and services that are core to our strategic mission; and preserving jobs to support our community. The Medical Center's proposal to the MNA related to the amount of paid time-off is aligned with the market and helps us to meet these objectives.

FACT:

Nurses at the Medical Center bank a substantial amount of time, resulting in significant future costs for the organization. We must rein in these future costs to ensure we are affordable for our patients, today and tomorrow. Even with the proposed changes to future accrual rates, our program remains on par with those of our peer institutions.

FACT:

Accruals for our Worcester-based non-union employees have already been reduced. And our Medical Center UFCW, UFCW-Skilled, SHARE, NECOPS and NAGE unions recognized the difficult financial challenges we face together and worked cooperatively during their respective contract negotiations to limit time-off accruals. We do not believe it would be fair for nurses to be treated differently than their fellow employees.

FACT:

The Medical Center's proposal is fair and competitive. It seeks to reduce the number of accruals by three days.

UMass Memorial is dedicated to transforming its organization to be the health care system of tomorrow – one that is financially strong for our patients, physicians, clinicians, staff and the communities we serve. We ask that the MNA join us in our efforts to ensure we continue to deliver safe, high-quality, more affordable care while treating all of our employees fairly and equitably.