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Get the Facts About the MNA and UMass Memorial

Visit: www.umassmemorialchange.org

As UMass Memorial Medical Center continues its negotiations with the Massachusetts Nurses Association (MNA), you will hear about issues critical to our future and how we will continue providing Central New England with high-quality, affordable care.

Unfortunately, as the MNA begins to picket outside our facilities and leaflet the community, much of the rhetoric you may hear simply *is not true*.

We continue to work with the MNA toward a contract resolution that is fair for nurses and financially realistic for UMass Memorial's future. We believe strongly the outcome also should be in line with what our other Worcester-based unions and thousands of non-union managers and staff have already agreed to.

- **FACT:** Patient safety and quality care are at the forefront of every decision we make, especially about staffing levels. After a careful review, staff levels across the organization were reduced as a result of decreased patient volume. These decisions impact hard-working individuals and are difficult, but if we do not act now we will not have a sustainable financial underpinning and harder decisions will follow.
- **FACT:** UMass Memorial continues to face economic headwinds and a new financial reality in health care. With the assistance and cooperation of our other Worcester-based unions and non-union employees, we have improved our financial situation, but the unfortunate reality is that UMass Memorial continues to face economic challenges. We have made the MNA leadership aware that, since 2008, our operating margin has fallen at the Medical Center. Our operating margin was \$68 million in 2009; \$49 million in 2010; \$46 million in 2011; and we anticipate that when our financials are complete for fiscal year 2012, we will end the year at breakeven or slightly better.
- **FACT:** Under UMass Memorial's pension proposal, nurses will be treated the same as all other employees and the defined benefit pension plan will be preserved, not eliminated. The proposed changes would not even begin until 2017. In fact, even with the changes we propose, UMass Memorial — for all of its union and non-union staff — will still have a pension plan that is ranked by pension experts as number two in Massachusetts. That is why Worcester-based UFCW, UFCW-Skilled, SHARE, NAGE and NECOPS unions all agreed to UMass Memorial's pension proposal.
- **FACT:** In current dollars, the MNA proposal on mandatory staffing ratios would cost UMass Memorial approximately \$50 million and would eliminate our ability to be as flexible as possible to compete in this new health care environment. We are proud of the quality care our nurses provide, and like many studies across the country suggest, agree that ratios do not improve the quality of care. This is why hospitals across Massachusetts and the country have consistently rejected efforts to put mandatory staffing ratios into collective bargaining agreements.

In order to communicate the **facts** directly with our community and UMass Memorial employees, including nurses, we have launched a new website — www.umassmemorialchange.org — where important information is available about the issues and what's at stake for the patients and families that our physicians, nurses and staff have the privilege of serving.

www.umassmemorialchange.org

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