

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 MNA proposals concerning holiday payouts, clarification of holiday shifts, seniority 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 counterproposals to increase on-call pay and 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, staffing in maternity and 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 25 bargaining session:

- Adding a critical care stat nurse to be available 24/7 to help with critical patients in the ER and ICUs.
- Adding nurses to maternity to follow the AWHONN standards for mother-baby couplets.
- 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. 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 Memorial/Hahnemann Bargaining Team