

# BARGAINING UPDATE #19

February 2  
2021

## UNITED NURSES AND HEALTH CARE EMPLOYEES OF HAWAII



**UNHCEH**

**UPHI**

**HI Therapists**

## Taking Negotiations to the Next Level: Federal Mediation

Our bargaining team agreed that traditional bargaining with MHS will not get us to a contract, and we are escalating the negotiations to a neutral third party. A federal mediator from the Federal Mediation and Conciliation Service (FMCS) will be present at the negotiation sessions from now on. The mediator's job is to help us reach an agreement by listening to both management and the Union separately and guiding each of the teams.

We need to involve a federal mediator because we keep getting—and rejecting—the same proposals from management, and it does not appear that we are going to get anything different from management without the mediator's help.

Our economic proposals seek to:

1. Encourage retention and discourage turnover by rewarding experience and recognizing tenure—helping those at the top step of the wage grid.
2. Help those at the bottom of the wage scale, such as our employees in clerical, who have trouble affording to live on Maui.

Meanwhile, management continues to submit the same restructured wage grid proposal that rewards inexperienced new grads and other new employees.

### How Mediation Can Help

The Union's priorities are very far apart from Management's priorities. A federal mediator is a neutral third party who can help guide both the Union and management to an agreement. The mediator can't force the parties to accept proposals, but he can make MHS listen to the reasons our proposals are so important to us. The team is hopeful that the federal mediator will be a route to an agreement.

### Upcoming Bargaining Dates: February 2 and 16

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
31	1 <b>DONE</b>	2	3 <b>SAVE THE DATE</b>	4	5	6
7	8	9	10	11	12	13
14	15	16 <b>SAVE THE DATE</b>	17	18	19	20
21	22	23	24	25	26	27
28	1	2	3	4	5	6