

FOR IMMEDIATE RELEASE

Nov. 22, 2021

Sparrow presents best-in-class pay and benefits proposal at PECOSH-MNA negotiations

LANSING, MI – Sparrow is pleased to announce that today we provided PECOSH-MNA with a revised pay and benefits proposal that provides best-in-class compensation to our caregivers. At the union’s request, the proposal was presented through the federal mediator.

Sparrow is intent on working out a fair and equitable contract with the union. Working through the mediator we were able to identify the structure of a deal in which the health system would provide an unprecedented compensation package to our nurses and other healthcare professionals represented by PECOSH-MNA.

The proposal would significantly increase compensation for all PECOSH-MNA caregivers with no changes to the current healthcare benefit plan designs or caregiver premium co-share.

Under our proposal a PECOSH-MNA Nurse currently at step 9 of the pay scale (\$37.00) would see their base wage increase by \$7.04 per hour or 19% by the end of the 3-year contract. By the end of the contract, this would increase their income by more than \$13,000 per year (based on 0.9 FTE)!

Under our proposal a PECOSH-MNA Clinical Lab Scientist (CLS) currently receiving a base pay of \$34.04 per hour would see their base wage increase by \$5.33 per hour or 15.6% by the end of the 3-year contract. By the end of the contract, this would increase their income by more than \$11,000 per year (based on 1.0 FTE)!

Under our proposal a PECOSH-MNA Pharmacist currently receiving a base pay of \$67.88 per hour would see their base wage increase by \$10.60 per hour or 15.6% by the end of the 3-year contract. By the end of the contract, this would increase their income by more than \$22,000 per year (based on 1.0 FTE)!

Sparrow has proposed the following increases in shift differentials:

Pay Differential	Current Differential	Proposed Differential	Increase Amount	Estimated Annual Impact
Evening Shift	\$2.25	\$2.75	\$0.50	\$936 ¹
Night Shift	\$2.75	\$3.75	\$1.00	\$1,872 ¹
Weekend Shift	\$1.20	\$3.75	\$2.55	\$1,193 ²

1 = Estimated annual impact based on assumption of 0.9 FTE or 1872 hours annually

2 = Estimated annual impact based on assumption of 39 weekend shifts or 468 hours annually

The proposal reflects Sparrow's continuing commitment to the negotiation process and the progress being made under the guidance of the mediator, who began attending sessions last week. It also shows the value we place in our caregivers, who have distinguished themselves nationally with grace and compassion during the worst health crisis of our lifetime.

Sparrow does not want a strike, which would be bad for everyone. As the region's only community-owned, community-based and community-governed health system, it's important we maintain our pledge to protect the health of our patients and families as we experience another COVID surge.

For the latest information on the negotiations, go to SparrowMNACaregivers.org.

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Sparrow Health System is Mid-Michigan's premier healthcare organization and includes hospitals in Lansing, Carson City, Charlotte, Ionia and St. Johns, as well as Sparrow Specialty Hospital, Physicians Health Plan, Sparrow Care Network, Sparrow Medical Group, the Michigan Athletic Club, and ALIVE. Sparrow is affiliated with Michigan Medicine through the Sparrow Children's Center and with Michigan State University's three human health colleges. Through these partnerships and the dedication of our 10,000 caregivers, Sparrow pursues a vision to be nationally recognized as a leader in quality and patient experience. For more information, visit Sparrow.org.