

Building A Better Beaumont

Nurses around Michigan are forming unions to win a voice for our patients, our profession, and ourselves. Every group of unionized RNs gets to decide what to prioritize when negotiating with administrators. There are no guarantees other than that with a union you have a real voice.

As Beaumont RNs, we want to make our hospital be the best and are not content to be “average” or in the “50th percentile.” We share the commitment of MNA nurses across Michigan in making sure we give 100% to our patients.

The contract comparison on the other side of this flier is just a snapshot of what is contained within the contracts that MNA members have won across the state. The contracts selected are from the two health systems represented by MNA that most closely resemble Beaumont in terms of size and operating revenue. To learn more, you can read the full contracts by coming to an MNA meeting or talking to other MNA RNs.

Together, we can make sure that our patients always come first.

Visit www.BeaumontNurses.org to learn more.



Contract Comparison

Comparison	Beaumont Royal Oak	Sparrow Hospital	Michigan Medicine
Most recent revenue of health system	\$4.7 Billion	\$1.2 Billion	\$4.3 Billion
Beds	1,100	676	1,000
Current RN Base Wage	Range varies. No guaranteed raises. No guaranteed time to top of scale. No guaranteed wage equity or transparency.	\$28.64-43.53. Clear step system in addition to annual cost of living raises. Guaranteed time to top of scale. Wage equity and transparency.	\$30.78-\$47.66. Clear step system in addition to annual cost of living raises. Guaranteed time to top of scale. Wage equity and transparency.
Retirement	50% match up to 4%, not guaranteed and can change at any time.	Automatic additional 3% of salary contribution to 401k, 50% match up to 6%.	If nurses contribute 5% of monthly pay to their retirement account, the employer contributes 10% (2:1 matching).
RN Staffing	Ratios not guaranteed.	Ratios based on patient census and acuity are contractually guaranteed (see Appendix A of the contract for the specific ratios that were won.) Agreed upon staffing ratios must be posted in each unit. Administration pays fines to the understaffed unit for violation of agreed upon and posted ratios. Issues can be addressed by the Staffing Committee which meets over staffing issues quarterly.	Staffing levels in Addendum E: Adult General Care 4:1 up to 5:1 on nights; Tele 3:1; ICU 1:1; Noncritical ICU patients or stepdown status 2:1; Pediatric Gen Care 3-4:1 day shift and 4-5:1 on nights; SVU 2-3:1; 7E 2-3:1 days and nights 3-4:1; PICU/PTCU 1:1, non-critical ICU or stepdown status 2:1 or AORN guidelines-nurse in every room; ED EC3 – 2:1, Resuscitation 1:1, other area 3:1, Hallways/ Recliners 4:1; Children's ED Other areas 3:1, Resuscitation 1:2; Adult PACU ASPAN guidelines 1:1 or 2:1 phase 1 & 2 depending on patients., Pre-op 3:1; Peds PACU ASPAN guidelines 1:1 phase 1, phase two 3:1.
Outsourcing	Can be done at any time, Homehealth recently outsourced.	If the management contracts with an outside organization and the contract causes a significant change in the workload for employees in a unit/department, the administration will provide notice upon request and discuss the matter. If nurses and health care professionals believe that staffing levels will need to be adjusted due to the contracted work, the Mutual Gains Committee will be convened to review the staffing numbers and decide if the staffing numbers are appropriate to meet the workload demands.	In the event a decision is made to have work regularly and customarily performed by nurses represented by the Michigan Nurses Association performed on University operated premises by a source outside the University or by University employed temporaries, no employee represented by the Michigan Nurses Association shall suffer a loss of base wages as a result of such a decision.
Mandation	Mandatory overtime decisions are entirely up to the employer.	Mandation is only possible after a series of conditions are met, constituting a serious emergency and no other recourse.	Mandation is only possible after a series of conditions are met, constituting a serious emergency and no other recourse. In the event of mandation, RNs get paid 1.75X base rate.
Scheduling	Up to a manager's discretion, not guaranteed to stay the same.	Everyone represented by the Michigan Nurses Association has a contractually guaranteed voice in their scheduling process.	Everyone represented by the Michigan Nurses Association has a contractually guaranteed voice in their scheduling process.