



## March 7, 2025

In today's bargaining session, the union presented minor updates to its proposal on work schedules. After taking time to consider the union's proposal, we updated the section of our scheduling proposal concerning full-time equivalent (FTE) changes and explained our concerns with the union's overly prescriptive approach to scheduling.

As we have stated before, this contract needs to be flexible – especially regarding operational matters - to allow us to adapt to the rapidly changing circumstances in health care. Language which restricts our ability to adjust to patient needs and limits our ability to adapt over time jeopardizes our Mission. We also reiterated that discussions about how FTEs are defined (e.g., number of shifts/hours worked) are inextricably linked to compensation and should be addressed when we reach that point.

We also provided the union a summary of our positions on all open items to ensure that we have a mutual understanding of where the negotiations stand.

## Next steps

We meet again on Wednesday, March 19 and will continue to share updates throughout the process. Thank you for your dedication to our caring mission.