

Maui Health Media Statement, 11/3/24:

UNAC/UNHCEH, the union which represents about 950 nurses, pharmacists, imaging technicians and others, will begin a planned 3-day strike at 7 am tomorrow, Monday, November 4, at Maui Health hospitals and clinics. The strike will end at 7 am on Thursday, November 7.

Maui Health hospitals, emergency departments, and clinics are open and will remain open and operating as usual for the duration of the strike. We have comprehensive plans in place to ensure the best care for our patients, residents, and the communities we serve on Maui and Lanai, including a temporary workforce of experienced nurses and health care professionals who will work with the rest of our health care team, for as long as needed. Patients should not let strike activity deter them from seeking care.

What we want most is to have our own staff here doing what they do best, providing top-notch care for our family, friends and neighbors. We value and respect all of our employees; they are the very heart of the safe, high-quality, and compassionate care we provide. This bargaining process is critical to ensuring we can continue to provide the care and services our community needs and deserves, and we were prepared to bargain for as long as needed.

Unfortunately, the Union chose not to meet for bargaining as scheduled today. We are disappointed in this as we have made substantial advancements in negotiations.

We have successfully reached over 25 Tentative Agreements. The current offers on the table are strong and highly competitive. **The key components of our current offer include:***

- **Across-the-Board Increases:** 18% wage increase over 4 years
 - *This represents the minimum increase that every Union member will receive and is in addition to any base wage rate and step increase being offered to individual job classifications.*
- **Expanded Longevity:** Enhanced bonus applicable to all bargaining unit members at 7 years and 15 years.
- **Per Diem Pay:** An agreement has been reached that includes an additional differential for per diem staff.
- **Preceptor Differential:** Pay for our healthcare professionals who invest their time to support our growing workforce. This differential will be expanded to additional clinical areas.
- **Improved Imaging Wage Structure**
- **Educational Differential for Nurses earning a BSN or MSN:** Provides financial incentive for continued education.

Furthermore, we have also reached Tentative Agreements on important issues such as:

- **Seniority**
- **Job Posting**
- **Hours of Work**
- **Overtime**

Additional employment benefits include:

- **Low cost, high-value medical and dental plans**
- **Life and disability insurance plans** that help employees build a safety net for the future.
- **Retirement benefits and retirement income plans** to support employees in their next phase of life.
- **Free training courses** and other learning and development opportunities to help employees build skills and advance their careers.
- **Tuition Reimbursement** to support continuous education.
- **Free mental health counseling, financial and legal assistance**, and more for employees and their dependents through an Employee Assistance Program (EAP).
- **Generous time-off programs**, wellness tools, discount programs, and more.

**As we are still in active bargaining with UNAC/UNHCEH, this information may change. Please visit our website at mauihealth.org/UNAC for the latest updates.*

We remain committed to bargaining in good faith to reach a mutually beneficial agreement. However, the Union must show a willingness to engage in good faith at the bargaining table.

We are confirming additional bargaining sessions for November, and we urge the union to come to the table ready to finalize a contract that benefits everyone involved.