

An Open Letter to our Maui Health UPW-Represented Employees and Our Local Community

We all know that the past few years have been extraordinarily hard for our health care staff and the communities we serve. Over the last several months we've been engaged in thoughtful bargaining discussions with our UPW union representatives, and after nine months of negotiating, after much give and take, we believe we've presented a final offer that addresses the concerns our employees have raised and will get them back where they want to be, meeting our patients' and communities' needs, doing the work they love.

Earlier this week after a long day of bargaining, the Maui Health management team and United Public Workers (UPW) bargaining committee finished with an enhanced economic proposal for our employees, offered to end the labor strike. We appreciate that the UPW bargaining committee has committed to bring this offer to our employees for a ratification vote.

We listened closely to the concerns over our last offer and have included enhancements in this proposal that address employee concerns related to pay and longevity.

- The three-year offer includes an average 8.9% pay increase to all job classifications in the first year. The lowest increase that any employee under this contract will receive in the first year is 6%, and the highest is 17.2%, based on job classification. The proposal includes additional across-the-board pay increases in each of the remaining years, along with evening and night shift pay increases.
- It also includes a one-time cash bonus for all UPW-represented employees of \$1,500. In addition, our UPW-represented employees with tenure of more than 7 years will get additional, one-time longevity payments: \$500 for employees with 7-14 years of service and \$1,000 for employees with 15 or more years of service. Combined, employees with more than 7 years of service will receive a total of \$2,000 to \$2,500 in one-time payments, based on their years of service.
- Additional non-economic items include Flu Prevention, rotational Involuntary Overtime, and participation in the Labor/Management Committee.

This is the fourth tentative agreement we have reached in bargaining with UPW's union representatives in these past nine months, and it is time to move forward. Our employees will be voting on the offer over the next few days.

We are sincerely grateful for our community's patience and support, especially during the past few weeks. We are thankful for the support our community has shown our health care workers who are caring for our loved ones on the front line, as well as to our brothers and sisters on the picket line. We are all family, and that is what makes this community so special.

We are committed to the health of the people of Maui and Lānaʻi, and that includes the economic health of our employees. Our goal throughout this bargaining process is to demonstrate how much we value our employees. All of our efforts have focused on providing our employees the best possible wage increases, benefits, and working conditions. We will ensure that Maui Health remains the best place to work, and together with our employees, continue our mission of caring for our people and community with excellence.

Sincerely,

Kerry Watson
Interim CEO, Maui Health