**Fact Sheet: UnityPoint Health – Meriter & SEIU Contract Negotiations**

UnityPoint Health – Meriter is committed to supporting our nurses and building on our decades-long track record of negotiating contracts in good faith with the Service Employees International Union Wisconsin (SEIU).

**Quick Facts About UnityPoint Health – Meriter**

* We are a 419-bed facility, with seven additional primary care clinics and a variety of physical therapy and specialty clinics in the community.
* We employ over 3,500 team members.
* We employ over 1,100 Registered Nurses, 935 of which are union members.
* Our birthing center helps birth nearly 5,000 births annually.
* Our emergency room sees over 43,000 visits annually.
* Our staff performs more than 10,000 surgeries a year, in our 13 operating rooms.
* Our seven primary care clinics have over 160,000 clinic visits per year.

**What’s Next in the Bargaining Process?**

We look forward to reaching an agreement on a fair contract. Our next bargaining date is scheduled for Thursday May 29, 2025. Meriter will provide the most updated proposals as they are available. Link back to website for most recent info.

**Current Nurse Compensation, Security, Staffing and Voice**

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| **Workplace Safety** | * **Our internationally recognized Safety and Security team has implemented enhanced security measures, including safety checklists, safety plans, visitor agreements, training, as well as future weapons detection screening and other measures.** * We understand the importance of security and invest in it. * In 2023 and 2025, our security team was one of 76 hospitals in the nation to receive the Program of Distinction award from the International Association of Healthcare Security and Safety. |
| **Staffing** **Needs** | * While we agree that appropriate staffing is crucial for patient care, we do not support mandated ratios that overlook the diverse needs of patients. * **Over the past six years, Meriter has increased the number of union RN positions by over 200, an increase of over 25% bringing the total to more than 1,000 RNs.** * Our current staffing model is a form of ratios, it’s a matrix that meets our patients’ unique needs. * Fixed ratios would reduce the flexibility we have today to adapt to varying patient conditions and acuity levels. In addition, fixed ratios would create the need to have nurses throughout the hospital on scheduled call to meet the ratios. * Our latest proposal provides an additional pathway for leadership and SEIU to discuss staffing, quality, clinical outcomes and nurse workload. |
| **Hearing the Nurses Voices** | We have a variety of avenues to ensure our nurses voices are heard at all levels of management which include:   * An interdisciplinary shared governance decision-making model that has been in place for nearly 15 years. * Annual engagement surveys where team members can provide feedback on management and future vision, * Daily RESPECT huddles where the front lines can elevate issues as they come up and Opportunity Boards where staff can identify improvement needs, escalate and make change. * Senior leaders participate in “adopt a floor rounding” where they observe and participate in huddles with team members in units across the hospital for a month. * We offer an “Ask Arnett” email inbox – where team members can raise concerns and bring questions directly to our Market President. * Quarterly Open Forums where staff get updates on the organization and can ask questions of leaders * Culture Advisory Team |
| **Compensation** | * **Under the current proposal presented May 22, the average base hourly wage increases by $4.67 per hour over the term of the collective bargaining agreement. Which would equate to an average salary of an RN to $111,045 for full time work. We believe this is a fair and reasonable** * We pay by the hour and give nurses the ability to craft a schedule that meets their personal and financial needs. * We pay by the hour and give nurses the ability to craft a schedule that meets their personal and financial needs. |
| **Upcoming Proposal** | * Meriter will provide the most updated proposals as they become available. For that information, please visit <https://uph.link/MeriterStrikeUpdates> |