



**Berkshire
Medical Center, Inc.**
BERKSHIRE HEALTH SYSTEMS, INC.

725 North Street
Pittsfield, MA 01201
(413) 447-2000

March 1, 2018

Dear Colleague,

As you are aware by now, the negotiating session on Thursday, February 22nd was one of the more productive ones we have had over the last 17 months. We had decided that, although the key parts of our long-standing best and final offer needed to remain, we could make some additional adjustments to that proposal and offer to extend the contract through September 30, 2020. We also suggested significant additional financial benefits, especially in that new, fourth year.

Two major parts of our new proposal address nurse staffing ratios and an improved financial and benefit package. Although we affirmed that, especially in today's rapidly changing healthcare environment, the setting of nurse staffing ratios must be ultimately a responsibility of management, we are proposing that we will not, through September 30, 2020, change the grids in place today as they relate to registered nurses. You could, therefore, count on the nursing grids you are familiar with today remaining as they are for the next two and a half years.

The enhanced financial proposal that we made on February 22nd increases differentials for shift, BSN/MSN achievement and call pay. The proposal replaces the quarterly bonus by imbedding those dollars in the differential, so that all nurses working evenings or nights receive the same improved differential. A step at top of scale has also been added. Assuming that the contract will extend through a fourth year, ending September 30, 2020, the proposal increases the base wage by 14% over the duration of the contract. The package includes making certain financial adjustments retroactive to October 2017. I have attached the details of the wage improvement to this communication.

Although we wanted the union and bargaining committee to take this new proposal to the bargaining unit for consideration, we were not willing to make the enhanced offer *and* also endure the cost and disruption of a strike. Accordingly, we told your union and bargaining committee that, by midnight on February 23rd, the union needed to agree to present the proposal to the membership for a vote or it would be withdrawn. Having made progress throughout the day, however, the parties decided shortly after midnight to continue our talks, with the bargaining committee agreeing that the strike notice would be withdrawn and the Medical Center agreeing to keep the new offer on the table provided that we reached full agreement by the end of the next scheduled negotiating sessions on March 6th and 7th.

We have remained committed to avoiding patient assignments for charge nurses and clinical team leaders whenever circumstances—including unanticipated patient census and nurse call outs—permit. There appeared to be willingness on the bargaining committee's part to accept that commitment of ours.

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Among the remaining issues is our intention to adjust the premium contribution for registered nurses selecting the individual health insurance plan so that the percent of their contribution is the same as that made by all other employees with an individual plan. The change would mean approximately twenty additional dollars each week for those selecting the individual plan. In response to that proposal, the MNA had asked for several years of detailed, individual claims information about all participants in the BHS health plans, including employees and their dependents, whether they were nurses or not. We resisted that request in order to protect the privacy of everyone who participates in the BHS health plan. We are pleased, however, that when our plan consultants were able to speak directly with the MNA consultants, they were able to craft an information request that did not include turning over detailed private information. Our consultants and insurers have now provided the MNA consultants the revised information they requested. We are hopeful that issue will be resolved soon.

As you may have noticed there is visible relief throughout the hospital that the February 27th strike was averted. We fully share in that sense of relief. We have made significant progress over the last two sessions and look forward to bringing these negotiations to a mutually satisfactory conclusion during the March 6th and 7th sessions. Thank you for keeping your focus on patient care and quality and providing great care to our community through this difficult time. I appreciate all you do.

Respectfully,

A handwritten signature in black ink, appearing to read "Brenda Cadorette". The signature is fluid and cursive, with a large initial "B" and "C".

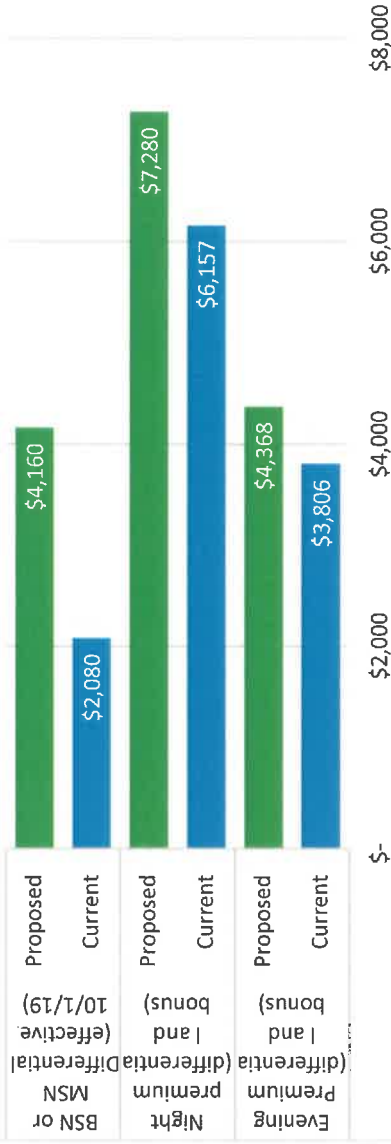
Brenda Cadorette MSN, RN NEA-BC

Salary Exhibits - Time Limited Package

RN (FT- NO EXPERIENCE WITH ADN)



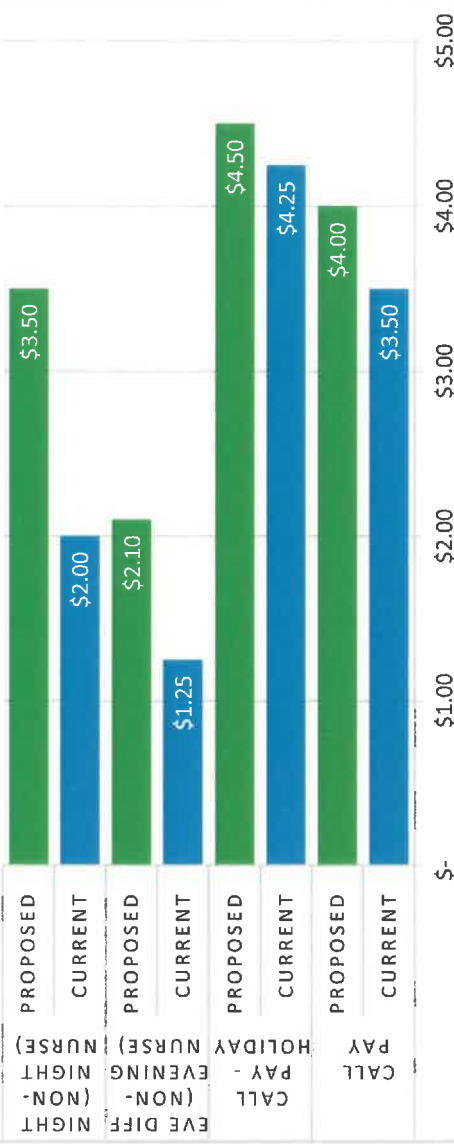
ADDITIONAL PREMIUMS FOR A FT NURSE



RN (FT-MID GRADE WITH ADN)



ADDITIONAL HOURLY PREMIUMS



RN (FT-AT MAX RATE WITH ADN)

