



THE COMMONWEALTH OF MASSACHUSETTS
DIVISION OF LABOR RELATIONS

NOTICE TO EMPLOYEES

POSTED BY ORDER OF
THE COMMONWEALTH EMPLOYMENT RELATIONS BOARD
AN AGENCY OF THE COMMONWEALTH OF MASSACHUSETTS

The Massachusetts Division of Labor Relations, Commonwealth Employment Relations Board (Board) has held that Cambridge Public Health Commission, d/b/a Cambridge Health Alliance (Alliance), has violated Section 10(a)(5), and, derivatively Section 10(a)(1) of Massachusetts General Laws, Chapter 150E by unilaterally implementing changes to retiree health insurance contribution rates without satisfying the bargaining obligation set forth in M.G.L. c. 150E, Section 9.

The Alliance posts this Notice to Employees in compliance with the Board's order.

WE WILL NOT fail and refuse to bargain collectively in good faith with the Massachusetts Nurses Association over changes to bargaining unit members' retiree health insurance rates.

WE WILL NOT unilaterally change the retiree health insurance contribution rates of bargaining unit members represented by the Massachusetts Nurses Association before completion of the collective bargaining process set forth in Section 9 of the Law.

WE WILL NOT in any like or related manner, interfere with, restrain or coerce employees in the exercise of their rights guaranteed under the Law.

WE WILL take the following affirmative action that will effectuate the purposes of the Law:

Restore all terms of the retiree health insurance benefit for all MNA bargaining unit members in effect prior to the Alliance's unilateral change thereto.

Participate in good faith in the collective bargaining procedures, including mediation, fact-finding, or arbitration, if applicable, as set forth in Section 9 of the Law.

Make whole employees for economic losses suffered, if any, as a direct result of the Alliance's actions, plus interest on any sums owed at the rate specified in M.G.L. c. 231, Section 6I, compounded quarterly.

For the Cambridge Health Alliance

Date

THIS IS AN OFFICIAL NOTICE AND MUST NOT BE DEFACED OR REMOVED

This notice must remain posted for 30 consecutive days from the date of posting and must not be altered, defaced, or covered by any other material. Any questions concerning this notice or compliance with its provisions may be directed to the Division of Labor Relations, Charles F. Hurley Building, 1st Floor, 19 Staniford Street, Boston, MA 02114 (Telephone: (617) 626-7132).