

MNA-UMPNC Leadership Meeting  
Feb 21, 2023

- 1) Call to order
- 2) Announcements
  - a) Rep ED days – In person 8 hours bimonthly – passed by Leadership/ Submitted to HR
    - i) Jan 17: 4 hour zoom mtg
    - ii) Feb 4: In Person – 8 hr Strategic Leadership Training Day
    - iii) March 21: In person – 8 hr Rep Training: Will be all day training, attempting to get room at the Marriot
    - iv) May 3: In Person – 8 hr Rep Training -Lansing: This is capitol action day and will include rep training components
    - v) June 2: In person – joint IBPS training with Management: Interest Based Problem Solving training. Will be held in CVC auditorium. Will be afternoon. Exact time TBD.
    - vi) July 29: In person – 4 hr training (optional): Picnic
    - vii) August 22: 4 hour Zoom mtg
    - viii) Sep 19: 4 hour Zoom mtg
    - ix) October 17: In person – 8 hr training: Will be all day training
    - x) Dec 9: TBD
  - b) Advocacy Academy – March 11<sup>th</sup> (Saturday) 8:30a-12n WCC
  - c) Capital Action Day – May 3<sup>rd</sup> (Wednesday) 8am-3pm.
  - d) Workload Review Committees Education is
    - i) Feb 28 and March 2 for Ambulatory Care
    - ii) March 2 for 24/7 (2 sessions)
- 3) GMM Quarterly Meetings
  - a) March 22
  - b) May 10
  - c) July 29. PICNIC
  - d) October 18
  - e) December 9. HOLIDAY PARTY
- 4) Approval of past minutes – Jan 10, 2023  
Ted: Motion to approve minutes from last meeting. Ken: 2nd. Approved by unanimous voice vote.

Old Business

- 5) WAC – Selection of Candidates for UMPNC
  - a) CoChair - Renee
  - b) 7W (oncology) - Marc Loftus
  - c) 7D (ICU) - Lisa Ryan
  - d) Infusion - Laura Jirasek
  - e) ED - Jill Winarski
  - f) CNT (amb)- Jim Delvero
  - g) NP - Shawn Tipton-Hendershot
  - h) OR/PACU - Brittany Johnson
  - i) SWAT - Jen VanDeWater
  - j) VVWH - Stephanie Petee
- 6) Strategic Planning Summary – Feb 4, 2022
  - a) Executive Committee will form mission statement draft from components developed during the meeting and bring to Leadership for consideration

- b) Completed a SOAR analysis (Strengths, Opportunities, Aspirations, and Results)
  - c) Afternoon breakout sessions divided into 6 tables: Communication; New Members; Staffing; Membership Engagement; Structure & Bylaws; Training
- 7) PSM Calendar
- a) Link to Union PSM Roster (calendar) is on Rep Resource page on the website
  - b) Everyone should have access to mgmt's calendar now
  - c) From 7a-7p there are two slots for each time block, so two reps may sign up for each block during that time.
    - i) The first block is a "primary" signup block and that rep will handle the meetings unless multiple meetings land at the same time, then the "backup" rep would help cover.
    - ii) Current union roster/calendar says PSM Meeting for one block and 15-min Meeting on the second block; will update to reflect the primary and backup designation.
  - d) If there are no meetings during your block, contact officers for other work to do.
    - i) Request from reps for predetermined list of things to do that reps can complete
  - e) Renee has talked to Lori about educating management to include: Manager's name, employee's name and unit, and all applicable attendance documents attached when they make the event.
    - i) Reps confirm missing one or more of these components is an ongoing problem
    - ii) Contract says attendance information will be provided at the time that the meeting is scheduled. Reps still need to email and request the info if management fails to do this.
    - iii) Renee says Lori has sent these instructions out to management three times
  - f) Widespread issue of nurses not receiving much if any advanced notice of PSM meeting. Renee states the employee should be notified at the time the meeting is put on the calendar, and will also clarify expectation with Lori that requests for attendance info should be responded to by management within 24 hours.
  - g) Tabling for the purpose of facilitating New Hire Meetings is valid union time. General rounding should not be reported as union time.

#### New Business

- 8) Elections – HOD and Leadership
- a) MNA BOD confirms that leadership & EC terms end this year; last election was a special election. To keep us on our election cycle we will have elections for reps and officers at the end of this year.
  - b) HOD election also needs to occur this year, likely end of May. We will have 60 seats this year.
- 9) New Member Tracking
- a) Kris helping pull and distribute lists of New Hires
    - i) Units without reps have lower member rates; need to make sure we're reaching out outside of our home units
  - b) CNO is still virtual; moving back in-person dependent on SON availability of sim center. Whole new CNO process being developed.
    - i) We will engage in process of working towards scheduling in person CNO in the next 2-4 weeks, then will have better idea of what timing of roll-out looks like.
- 10) Rep Concern: 4B needs an action plan around on-call; has new manager and new supervisor. Also asking about the three teams announced during last Leadership Meeting to address high ADO yielding units.
- a) No further development on 3 teams yet; expect officers to reach out in the next 1-2 weeks.

- b) Renee will follow up with 4B rep
- 11) Support for Sparrow Nurses
  - a) Renee has spoken with Jessica Lannon & Katie Pontifex (PESCH) about how UMPNC can show support; decided would need to aim for 800 nurse coverage to provide for a full shift of nurses. Suggestions are snacks, gift cards, gift basket, etc.
  - b) Kate: "Motion to get a collection together from Leadership Committee to support the Sparrow nurses." 2nd: Kim
    - i) Discussion:
      - (1) Jeremy emailed a potential resolution to EC several days ago for Leadership to consider as well, and will place text in chat.
      - (2) May decide on action from Leadership and/or EC (encompassing donations and/or UMPNC funds)
      - (3) Some reps would like to open it up to the membership to be able to donate as well
      - (4) Some reps support doing something, but concerned current motion too vague, doesn't specify what "support" means, doesn't specify a goal amount. If goal is 800 nurse recipients we would need several thousand dollars to be able to give anything nice
      - (5) Could consider a video or official statement to show support then follow up with a collection and donation.
      - (6) Allison: Motion to table and form a committee to bring suggestions forward.
      - (7) Could donate to an organization of PESCH's choosing if amount collected isn't enough to cover goal of 800 nurse recipients.
  - c) Adam: Amendment to the motion on the table: "Leadership group to make a support video as a statement of solidarity." 2<sup>nd</sup>: Jenn
    - i) Amendment passed by voice vote
    - ii) Did not vote on amended motion
  - d) Adam: Further motion that "The Executive Leadership Team will set up a go-fund-me account with funds solicited from the general membership and a minimum goal of \$8,000 for the purpose of purchasing tangible gifts for a shift of PESCH nurses, and that should the \$8,000 goal not be reached then to donate the money to an organization of their choosing." 2nd: Anne
    - i) Discussion:
      - (1) PESCH has already identified an organization they support, should we decide to go that route.
      - (2) Go-fund-me does take donation fees so goal would need to be higher than \$8k to end up with \$8k. Question of who would manage the go-fund-me account.
      - (3) Meg: Motion to amend to specify Sparrow Healthcare Professionals (rather than solely nurses). Motion would now read, "The Executive Leadership Team will set up a go-fund-me account with funds solicited from the general membership and a minimum goal of \$8,000 for the purpose of purchasing tangible gifts for a shift of PESCH Sparrow Healthcare Professionals, and that should the \$8,000 goal not be reached then to donate the money to an organization of their choosing."
    - 2nd: Terry
    - (4) Amendment passed by voice vote.
  - ii) Some reps feel UMPNC have a significant amount of dues money and should donate from that pot, not solicit donations. Could just donate set amount from local money, and provide the info to members to directly donate to an org on PESCH's behalf if they so choose.
  - iii) Christine: Point of Clarification: What happens if the \$8k goal is met?

- (1) Renee: The EC will determine how to distribute the money.
  - e) Vote on the amended motion. Voice vote indeterminate.
  - i) Roll Call Vote: 9 in favor, 11 opposed, 5 abstaining. Motion does not pass.
  - f) Raedeanne: Motion that UMPNC donate from our own funds to the charity that PESCH identified.
  - i) Loss of quorum, so tabling further discussion.
- 12) Dispute Updates (Ted)
- a) Went to arbitration on fired nurse; she got her job back
  - b) Filed ULP and dispute today regarding nurses who were issued discipline for requesting union reps
  - c) Escalated dispute from Mott PACU
  - d) Dispute regarding allegedly unreturned parking passes
- 13) Rep Round Table
- a) Anne in chat: Would like to have Trent Varga from HVALF come address Leadership Committee about importance and function of HVALF as we have unfilled delegate spots. Will also send out info about CROSS.
  - i) Renee will get back with Anne re: HVALF
- 14) Jenn Delvero: Motion to adjourn  
Ken: 2nd

Next Meeting: March 14th