

Sep 12, 2023 Leadership Meeting

1. Committee Reports:

- a. Ed Committee: Successful rep ed day this month, ongoing rep education and onboarding for new reps, will prepare a program of education for the next rep ed day on October 19th.
- b. Finance Committee: Taxes finalized, we have about \$450k between our two accounts, monthly expenses amount to about 6k per month. 4hr zoom education blocks don't cost us anything but of course the in person meetings do; the zoom meetings help offset and distribute that cost.
 - i. Finance committee: Raedeane is the only current finance committee member. Other interested nurses: Ted McTaggart, Marina Marzec, Alix Carroll, Lauren Irving, Kim Leavens, Therese Smith, Doug Macarthur
 1. Will plan to meet after Rep Ed Day next week
 - ii. Kara: Picnic Finances Debrief: Would like to know how much money we spent in what way. Report requested during last Leadership Meeting. Will receive the report after the Finances Committee Meets.
 - iii. Meg: Per bylaws, need to appoint the interested reps to the Finance Committee. Executive committee must make the appointment, but bylaws allow Leadership and EC to meet at the same time, so could just appoint now.
 1. Renee: Would be out of order to consider a motion to that effect in this combined group. EC can appoint when they meet later.
- c. Membership Committee: Last meeting focused on discussion around outsourcing
- d. Workload Taskforce hasn't met, will reconvene in November

Old Business

2. Area Report

- a. OR/PACU/Proc, Jackie: Multiple disputes, Article 28 coming up a lot. Taskforces in OR PACUs addressing COC, holidays, on call, etc. Mott OR meeting a couple weeks ago, met with reps and 4-5 Mott OR nurses about application of COC language. Scheduling and staffing is not following contract terms in ORs and PACUs; they've essentially just taken MOT lists and relabeled them as COC lists. Tally system for whose turn it is would be contractually noncompliant; should be the primary nurse assigned who is unable to leave and therefore stays. Discussing with management how to do COC equitably without a tally system, may need MOU.
- b. UH/CVC Acute Care, Aaron: Management claiming HPPD changes weren't a contract violation, refusing to meet for step 1s. We will continue to escalate. Chief reports excellent work by district reps working with good autonomy and leaning on each other. Successful investigatory meeting avoided discipline by promoting understanding. Multiple NCNS meetings dropped.
- c. ER/ICUs, Christine: HPPD disputes in process, waiting on Step 2s. Some reports of nurses feeling targeted.

- d. Onsite Amb Care, Vickie: Clinic openings not being posted. Have had success in two units getting those positions posted and subsequently filled, will continue to work through the area to achieve this in other units. Win for nurse in PSM for no pay referencing manager requirement to discuss inadequate PTO for vacation with nurse. Redesigns and reorganizations going on, district reps and chief rep continuing to meet in and about those spaces. District rep win in PSM regarding weather emergency that manager initially did not want to excuse.
 - e. Offsite Amb Care: West AA nurses have combined workload instead of one for each clinic, not receiving data and trigger reports. Working to separate into individual workloads. East AA MPU needs special conference for multiple issues. Discussions about alternate holiday language in spaces that don't work holidays. Offsite diagnostic radiology sites making progress getting held orders and physician contacts in case of something like a contrast reaction. Vickie and Kim both working on standardization of practices in clinic care sites; special conference requested. HCAH is being subcontracted out, will speak to this at Regents Meeting. Inappropriate use of technology for driving speed, following up. With few FTEs posted, difficult to find positions for HCAH nurses and other nurses dealing with failed orientation. Hoping to have more answers about HCAH nurse placement next week; all are currently dual-unit nurses so should retain some FTE in their other unit.
 - f. PPP/Vast, Kate: Good facilitation of communication between management and employees in VVWH. Won step 1 dispute regarding weekend requirements when taking a full week of pto (should count as a weekend worked; should not have to work two other weekends).
 - g. APRNs: Tim reported success on point recalculation for APRNs, Should be over \$200k in backpay to December (still have dispute over the two months before that so might be more), plus a monetary salary increase for this year related to that point bump, which together come up to about half a million dollars worth of recovered money for NPs this year. Mott CRNA step 2 association dispute and special conference pending.
 - h. Disputes, Ted: Foregoing full report due to time constraints, but Ted wanted to share that he attended the Michigan State BON meeting in Lansing last week. One of the PESCH EC members is also on the BON review panel. Gave good perspective on how the BON views complaints or reports against a nurse's license. Meetings are open to the public and held monthly, if anyone is interested.
 - i. SPCA: Hearing may be delayed due to Speaker of the House wanting 30 day notice. Yard signs available at the office.
 - j. Reminder to attend Regent's Meeting
3. Meeting Adjourned