

MNA-UMPNC Leadership Minutes 6/13/2022

Called to order at 17:32.

Agenda items requested.

- Brittney Marek proposed updating JIT during leadership meetings.
- Lauren Irving raised a question about the protocol for responding to emails when multiple people are included.
- Andrea Mahoney inquired about adding wins specifically in the NICU area.

Representative Ed Day announced an event on July 29th from 8am to 12 noon at Hudson Mills Metro Park in Dexter.

- Renee reported that this event is not considered a weekend worked.
- In-person training will take place from 8am to 12pm, followed by a picnic until 6pm.

General member meetings:

- October 17th In-person event from 8am to 4pm.
- October 18th

Minutes approval,

- Will wait until July 11th.

Old Business: UMPNC picnic committee. Spot reserved.

- Interested members:
 - Therese Smith
 - Hannah
 - Erin Lemma

New Business:

- Sierra raised a concern about remote tele, stating that management and union leadership consider it general care. Requesting clarification on the stance regarding this matter. Renee suggested setting up a meeting to discuss.
- Renee stated that remote tele is still considered telemetry and should be staffed according to the ratios. There is a disagreement between management and nursing on this perception.
- Jeremy will gather information on remote tele staffing data. Taskforce members: Sierra, Aaron, Ted, Terry, Brittney.

Two more HVALF positions, appointments made:

- Kim Leavens
- Ken Garza

ACU remote work:

- **Return to in-person:** some units at 80%, some at 100%. Renee met with Julie Ishak, who stated that the minimum should be 50%. Medical management will have a say (dotted line to nursing). They are looking at how to be more effective and cost-efficient, potentially through lean staffing analysis. ACU RNs used to be paid less than hospital nurses. Michigan Medicine has been benchmarking and looking to streamline costs. Renee met with a nurse manager in March regarding this.
 - a. Renee states we do not have the ability to prevent RTO (Return to Originals) due to management's rights clauses. They are only required to give two weeks' notice. We can only negotiate the effects of RTO.
 - b. CNT group is disproportionately impacted.
- Anne would like to know when there were tiers in the outpatient setting. She believes salary has remained the same since 1998 and questions management's claims. She also noted that she never saw a manager prior to COVID. ACU is short-staffed, and there may be isolated areas where nurses are not busy. 95% of units are short-staffed, with no medical assistants (MAs), patient services associates (PSAs), or non-technical staff answering phones.
- Renee expressed concern about the shutdown of Livonia and the protection of nurses' work.
- Anne emphasized the need to push back against nurse cuts, highlighting the impact on patients. She urged a proactive approach to protecting patients, not just jobs.
- Alix raised a question about how the percentage of RTO is calculated and who is responsible.
- Anna Arms stated that in the Cancer Center, 50% of each pod needs to be onsite.
- Kim raised these questions during JIT, noting the ambiguity.
- Alix mentioned that management...
- Vicky highlighted the value of face-to-face interactions, but many nurses do not have regular contact with patients or physicians as part of their role.
- Renee asked about the implications of negotiating something at the table and ratifying it in the contract.
- Kim, who attends the same meetings as Renee, clarified that Julie Ishak expressed concern about the value of AC nurses.
- Anna Arms stated that there is enough room and expressed dissatisfaction with the working conditions in terms of infrastructure. She mentioned empty seats every day.
- Ted expressed that this was the first he heard of these meetings happening and suggested involving other officers in these discussions. He emphasized the need

for improved communication and collaboration to find the best way forward. He suggested that executive-level leadership should discuss these matters.

- Kim responded that this is not new.
- Parking ULP win.

Round Robin:

- Kate met with district reps and noted no major issues. She mentioned a discrepancy in HPPD between posted and M2C2. The manager put wins on ratios in writing, which she considers a testament to organizing.
- Marina shared that ORPROCPACU had a dispute about moving IR services to Brighton Center. The MPU nurses were unaware, but management backed down, and all the IR PROC will stay in UH.
- Jackie Lampe mentioned a win but ongoing difficulties with COC, as there are disagreements on what was bargained for. Article 28 violations are rampant.
- Erin Lemma shared a group dispute with IR nurses regarding a new procedure outside their service area.
- Lauren Irving mentioned that many ICUs are facing budget cuts.
- Vicky Schlack highlighted a win with onsite ambulatory care.
- Kim...
- Sierra stated her refusal to revert back to M2C2.