

## MNA-UMPNC Executive Committee Meeting

<b>Date</b>	1/14/24	<b>Location</b>	In-person/Zoom	<b>Start Time</b>	9:19am	<b>End Time</b>	11:06am
<b>Members in Attendance</b>	Kara Ayotte (chair), Brittney Lehman (recorder), Ted McTaggart, Ernie Saxton, Jeremy Lapham, Kelley Howell, Erin Lemma, Val Aldrich						
<b>Members Absent</b>	Sierra Pietroytys, Vickie Schlak, Erin Gossett, Aaron McCormick						
<b>Guests</b>	Tim Olson						

### Call To Order

Quorum established. Call to order @ 0919: Kara.

### Approve Agenda

- Motion to approve both 1/3/24 and 1/9/24 minutes: Jeremy. 2nd: Erin L. All in favor. Motion carries.
- Motion to reconsider minutes from 1/3 with specific ULP details from Andrew: Ted. 2nd: Brittney.
  - Discussion: In the future, discussions with legal updates should occur in executive session that would not be included in formal minutes.
  - Screen shared to show updated minutes.
- Motion to approve minutes as amended, removing ULP specifics: Ted. 2nd: Kelley. All in favor. Motion carries.

### Approval of Minutes

- Ted motion to approve the agenda. 2nd: Erin L.
- Ernie motion to add, discussing purchase of AV equipment to agenda. 2nd. All in favor. Motion carries.

### Officer Reports

President – Kara Ayotte

- Kara, Aaron, Ted met with Nancy May, Hakim Berry, Kelly Baird-Cox, Kimberly Ronnish, Lori Pelham for an informal “meet and greet” this past week.
- Had a 1:1 with Nancy May.
- Monthly standing UM Tripartite Leadership meeting. Let Kara know if there’s anything you would like her to bring up in those meetings.
- Rounding updates:
  - 8B lots of pressure from management to be down staffing despite patients slotted for unit
  - CVC4: Heard from a nurse that wants improve union engagement from unit nurses and bridge some perceived generational divide. Working with Val, Lisa (CVC4 nurse), and Kendrick (new CVC4 rep).

Vice President – Aaron McCormick

- Not present – no report

Dispute Chair – Ted McTaggart

- Arbitration Updates:
  - On Monday, an arbitrator awarded a return to work for a nurse that was terminated in January 2022
    - This is our 3rd award to return to work in a row!
  - On Tuesday, there was another hearing for a nurse another terminated December 2021. Will be a few months until we know the outcome.
  - 2 more arbitrations on the docket, both hearings have been delayed
  - MNA General Counsel Ben Curl and Andrew Smith are helping with arbitration cases

Secretary – Brittney Lehman

- Now have access to Twitter and Instagram accounts. Working on linking those accounts and increasing content
- Email communications:
  - Jan newsletter went out to members
  - Committee Application information went out to all
  - 2/5 and 2/6 - area meeting for Acute Care area with Sierra is being worked on currently
- Received an email from a new rep appreciating clear and concise post on Facebook with severe weather issues. Will keep addressing important and relevant issues to our members
  - Helpful to watch online chatter to see what questions we can address timely, and minimize any misinformation
  - Holidays/PTO selection are a current/upcoming topic to address
    - EC will need to address attaching weekends to holidays - 4D may be wanting to dispute this regardless
- Brittney to add Ernie to email group for ICU/EDs since he is both Treasurer and District Rep Treasurer – Ernie Saxton
- Met with Tami Parsons PESCH Treasurer for general guidance on treasurer related duties
- Will be meeting with someone at PNC to work toward using online banking. Reviewing a lot of paper documents to get things in order
  - will get more information on CD rates
- Screen shared and reviewed QuickBooks account to see general ins/outs over the past year
- Would like a meeting to discuss out budget for the year

#### **Old Business**

##### **New Rep Onboarding Dates**

- Jan 23rd & Jan 30rd - Kara sent finalized list of reps requiring training to Hakim Berry. 9 reps one day, 10 another.
  - Will be 0700-1100. Chiefs can seek release time to attend with support from Officers.
  - Those on full release plan to lead along with Kris and Tim. Continuing to plan this coming week

##### **GMM Times/Locations**

- Feb 21 & 22.
- Still need times and locations (one's that will have zoom integration)
  - Ted and Kara to partner to secure location

##### **APRN ULP Follow Up**

- Jeremy confirmed with Tim ULP has been filed

##### **Rounding/Tabling Calendar Follow Up**

- Link provided in Zoom chat to sign up, encouraged people to fill out and encourage their areas to as well.

#### **New Business**

##### **New Rep Appointments**

- Two people we are aware of that have or should be completing a bio and consent to be a district rep
- Do not have any confirmed newly completed bio and consents at this time. Need to confirm with MNA staff who is received those completed forms so we can appoint new people
  - Will readdress at our meeting next week.

##### **Hiring Admin Assistant**

- Worked with Manpower for listing and will be interviewing someone on Friday. Tim involved in interview process.
- Discussion:

- Jeremy: Concern that Manpower is a union busting company, and that we should use labor friendly staffing agencies
  - Local staffing agencies that might be better to look at - Ann Arbor Spark, etc
- Ted: Looking online, not seeing evidence of Manpower union busting. Stated MNA staff supported using this as a short term solution
- Kara: Acknowledged desire to use labor friendly staffing agency, but with MNA support we are using this as a short term solution with known long term goal to hire someone permanently. Will see how Friday interview goes and if needed will look into other staffing agencies.

#### Consider Phone/Laptop for EC Members

- MNA has numerous Think Pads
- Kelley: Concern raised about the employers ability to monitor minuses with work email also on her personal device
  - Jeremy: the employer can only remote wipe contents. Traffic is encrypted – can't see email content
- Kara: we can make the request to MNA for technology for those that desire it
  - Prior formal proposal from an agency that Jeremy can send out, along with a TLDR for us to consider at our meeting next week

#### AV equipment

- Jeremy: **Motion to Approve the Purchase of Meeting Owl 3 Bundle and any required accessories for MNA-UMPNC with a Budget of \$3,500 plus Applicable Taxes**  
**Whereas**, the MNA-UMPNC is committed to enhancing the effectiveness of hybrid meetings for our leadership and executive team; and  
**Whereas**, the specific bundle of Meeting Owl 3 + Owl Bar + Expansion Mic, costing \$3,149, as detailed at [Owl Labs' product page](#), is identified as the ideal solution for our requirements;  
**Be it resolved** that the MNA-UMPNC approves the allocation of funds amounting up to \$3,500, plus any applicable taxes, for the purchase of the Meeting Owl 3 bundle, including the Owl Bar and Expansion Mic and any required accessories. This investment is intended to significantly improve the quality, engagement, and inclusivity of our hybrid meetings.
- Motion to table until next week for people to consider: Britt.
- Discussion:
  - Want to ensure we're encouraging in-person, but also want the ability to be remote
  - Ability to be remote has brought more people in
  - Want to ensure there's balance, if someone is on PTO we want you to feel empowered to take your vacation. If you still decide to join while you are on PTO, that is okay, but it not an expectation

#### Ad hoc Communication Committee Appointments to Consider (Meg Suell, Karly Billings, Tara Tolbert)

- Motion to add Meg Suell, Karly Billing, and Tara Tolbert to an ad hoc Communications Committee:  
Britt. 2nd: Kelley
- Discussion:
  - Jeremy: Concern that these duties overlap with Membership Committee responsibilities as outlined in the bylaws
  - Brittney: Need for additional social media assistance quickly due to volume of work. Karly, Tara, and Meg have all been on the previous Communications Committee and have agreed to help with admitting new members, scheduling out pertinent posts, etc.
  - Kelley informed there is a previous Communications/Moderator Signal chat that is still active
    - Will contact Meg to remove/deactivate old chat until new committee is created

- Communications committee is not formalized in bylaws. Would like to add these people to let them help and do the work until we have one formally added in
- Motion to have Meg Suell, Karly Billings, and Tara Tolbert assist with social media and communications efforts: Ernie.
- Amend the motion, so it is time limited: Jeremy.
- Motion that Meg, Karly, and Tara be permitted to assist with social media/communication efforts until a formal Communications Committee is established: Jeremy. 2nd: Kelley. All in favor. Motion carries.

Discussion of contract timelines

- Due to time will discuss at next meeting

Suspicion of employer using AI for chart/billing/coding review

- Due to time will discuss at next meeting

February Newsletter

- Due to time will discuss at next meeting

**Announcements**

- Ted: Promedica MNA nurses in Adrian had a strike authorization vote. 95% voted with 98% voting yes. This is for a strike of any duration. We should support. Keep eyes and ears open
- Next EC Meeting 1/21 4-6pm: in-person and zoom option

**Adjournment**

Motion to adjourn @ 11:06am: Kelley. 2nd: Brittney

Agenda:

- Call to Order
- Approve Past Minutes & Agenda
- Officer Reports
- Old Business:
  - New Rep Onboarding Dates
  - GMM Times/Location
  - APRN ULP Follow Up
  - Rounding/Tabling Calendar Follow Up
- New Business:
  - New Rep Appointments
  - Hiring Admin Assistant
  - Consider Phone/Laptop for EC Members
  - AV Equipment
  - Ad hoc Communication Committee Appointments to Consider
    - Meg Suell, Karly Billings, Tara Tolbert
  - Discussion of contract timelines
  - Suspicion of employer using AI for chart/billing/coding review
  - February Newsletter Planning
- Announcements
- Adjournment