

# MNA-UMPNC Leadership Committee Meeting

<b>Date</b>	2/13/24	<b>Location</b>	Via Zoom	<b>Start Time</b>	5:35pm	<b>End Time</b>	6:50pm
<b>Members in Attendance</b>	Kara Ayotte, Brittney Lehman, Ashley Rhode, Sierra Pietroytys, Anna Arms, Maria Hagan, Brittany Johnson, Andrew Kischnick, Lynn Tomaszewski, Kendrick Tran, Jimmy Nevel, Ernie Saxton, Nancy Zittleman, Lisa Ryan, Anne Jackson, Hanna Enriquez-Chang, Denise Bauer, Dough McArthur, Rashida Williams, Vickie Schlak, Ted McTaggart, Steve Kelly, Stephanie Petee, Therese Smith, Adam Paulsen, Dani Heaton, Kelley Howell, Emily Meyer, Jeremy Lapham, Marina Marzec, Corey Foster, Laura Northrup, Val Aldrich, Sarah Nedam, Erin Lemma, Darcie Day, Kris Duletzke, Laurel Paradise-Bumhoffer, Mel Raymond, Sherry Rinaldi, Aaron McCormick, Jennifer Jerore						
<b>Guests/Staff</b>	Kris Michaels, Julia Heck						

## Call To Order

A quorum was established. Meeting called to order at 1735 by Kara.

## Approve Agenda

Agenda approved by assent.

## Approval of Minutes

Minutes approved by assent.

## Officer Reports

- President – Kara Ayotte
  - Lots of DRCs, investigatory meetings
  - Completed training for all the new reps,
  - Working on planning rep ed day
  - Attended the ProMedica practice strike in Adrian – which they’ve since settled a TA
- President Elect – Aaron McCormick (not present)
- Dispute Chair – Ted McTaggart
  - Dispute in PACU, going to step 2
  - There’s a number of disputes that we knew would go to arbitration
    - HCAH failure to adhere to RIF process
  - Arbitration scheduled next week for RN that was terminated in 2022 and another for May
  - Last month had arbitration that we won’t have results for until April
  - Got another returned to work! Working out the details
  - Record number of DLOs
- Secretary – Brittney Lehman
  - February Newsletter went out
    - Please send any ideas or suggestions for the future
- Treasurer – Ernie Saxton
  - Update and history of taxes for 2021 and 2022 that were not filed
    - Brought to our attention late 2023
    - We owed back taxes and IRS was investigating
    - Long process and is still being investigated
    - MNA has offered to pay fines

- Will be seeking a different account
- Kelley Howell - PPP
  - Very busy – several wins!
    - Stephanie & Drea both won step 1 disputes in their areas!
      - For NCNS: Management using policy that's for non-bargained for members
    - CES boarding lots of patients
    - Trying to get answers about double boarding logistics in Mott
    - Step 2 VVWH – refusing to pay nurses to change their scrubs prior to work – violation of labor law
    - Issues with the way management was doing holiday assignments – bumping outside of seniority guidance, happening in more than one department.
- Jeremy Lapham - APRNs
  - Working with CVC APRNs related to holiday scheduling issues
  - People are challenging management in workload meetings etc.
    - Is seeing the behavior policy used related to that
  - Lots of meetings for quality measures
    - Concern for constructive dismissal
- Vickie - On-site Ambulatory Care
  - Arbitrarily moving around patients between clinics
  - Nice win on a PSM – had it rescinded
  - Management adjusting shift from 12 hours to 12s and 8s and isn't sitting well with RNs
    - Causing infighting among nurses
  - Jennifer Jerore's brought up that in their UBC meeting, management is looking to involve them in chart auditing. Which brings up the concern whether the information gathered may be used to discipline nurses
- Erin Lemma - On-site Procedure Areas
  - Also having many disruptive behavior investigatory meetings
    - Often are really broad meetings that are very time consuming
  - Have a manager auditing AVI parking passes
    - Showing late arrivals and early departures that don't match with time card. Concern for time card fraud
- Sierra Pietroytys - Acute Care Areas
  - 6B step 2 dispute re: losing 2<sup>nd</sup> charge for 48 bed unit that requires off unit peritoneal dialysis cycling
  - No longer allowed patient attendants unless specifically approved by management
    - This is a hospital wide policy change
  - Also seeing many disruptive behavior meeting
- Val Aldrich – ER/ICUs
  - Many investigatory meetings
  - Raised by Sarah Nedam: They are doing additional cardiac monitoring in the ED. 6 remote telemetry monitors to 1 RN who holds phone
    - Touch base with Kara offline to discuss further

### Old Business

- Standing Committee Appointments
  - Finance Committee: Christina Duncan, Ted McTaggart, Melissa Raymond, Ernie Saxton, Christine Vanderkolk
  - Bylaws Committee: Val Aldrich, Steve Kelly, Jeremy Lapham, Drea Mahoney, Ted McTaggart
  - Education Committee: Corey Foster, Maria Hagan, Lauren Irving, Katie Miner

- Membership Committee: Jamie Adrian, Steven Davis, Hanna Enriquez-Chang, Anne Jackson, Ernie Saxton, Danielle Williamson, Marc Wilson

### New Business

- Appointed New District Reps
  - Jimmy Nevel (Mott OR) and Alex Kolar (4B) are newly appointed reps from the last EC meeting – Welcome!
- JIT Updates
  - Reminded that management needs to collaborate with us
    - COC barriers WRC experiencing to obtain tableau data
      - Lori Pelham going to provide tableau instructions and bring up in WRC orientations upcoming
    - Mass investigatory meetings for metrics like pain, sepsis, etc
      - Continued education needed for members around Weingarten Rights
      - Kris has Weingarten right cards we can round and give to people
    - Should not be using charge nurses specifically as a time tracker
    - Frivolous PIPS
      - A couple circumstances where some areas are issuing PIP and utilizing them frivolously – auditing outpatient nurse charting. Nitpicking every typo, but not holding all to that standard
    - Management refusing LOA coverage
      - Bring forward if any other issues, saw this specifically in one unit
    - Management continues to make changes and notify UMPNC afterward. Rather than bringing forward ahead of time and collaborating
- PSM Calendar Sign Up
  - Important to continue signing up to ensure we get our new people trained!
- Rounding/Tabling
  - Link on password protected resource page
  - Could always use volunteers, not paid time, but provides great face time with members. Great way to learn
  - February 28<sup>th</sup> tabling at Mott as well and could use extra volunteers
- Additional Questions:
  - Anna Arms: asking for profit/losses to be publicized and shared in the newsletter
    - Will consider how exactly to share that info
    - Members are always welcome to contact Ernie directly and he will review finances in depth with anyone that is curious
  - Lisa Ryan: wondering if there's an update on pavilion discussion.
    - Two staff members will be going to planning meeting
    - 7D and 7C combine and increase of CCU beds
    - Discussions surrounding this have not happened yet
  - Kendrick Tran: Clarification on what defines an ICU patient.
    - Level of care ordered by the provider is what would define a patient as ICU or otherwise. Nothing in our contract states what defines ICU
    - Should be abiding by addendum E for staffing levels
      - For ICU patients should be 1:1
        - Ideally 2 RNs to 1 patient for situations like ECMO (contract does not specify this however)
    - Your ratio should be in line with the highest acuity patient in your assignment
      - Ongoing fight that we need to keep addressing

- Management keeps moving the goal post
- For CVC they'll have a runner that goes between patients on ECMO, and then will pull that person leaving them short

### Announcements

- Wear Red tomorrow and stop by tabling
- Nancy Retirement Party at the end of March
- Contract Books – per HR we are expecting arrival by the end of the week
  - Reps and WRC chairs have priority to receive first. And then will work on getting out to members
- New AA – Aarika!
  - We are partnering with MNA for a full time AA to service both MNA and UMPNC
  - Will be sending out new hire non-member lists, can expect them to come from umpncadmin@minurses.org
- Solidarity Opportunities
  - LEO
    - Currently bargaining – open bargaining in Dearborn
    - Watch and observe bargaining in real time
  - UPPAM
    - Social workers, surg techs OR, etc
    - In contract negotiations currently
- Rep Ed Day 2/27
  - See email from Kris with details
  - Light breakfast & lunch will be provided

### Adjournment

Motion to adjourn. 2<sup>nd</sup>. Meeting adjourned at 6:50.

### Agenda

- Call to Order
- Approve Past Minutes & Agenda
- Officer and Chief Rep Reports
- Old Business:
  - Standing Committee Appointments
- New Business:
  - Appointed New District Reps
  - JIT Updates
  - PSM Calendar Sign Up
  - Rounding/Tabling
- Announcements
- Adjournment