

EC Meeting 6/28/23

In attendance: Meg Suell, Christine Vanderkolk, Kris Michaels, Renee Curtis, Aaron McCormick, Jenn DelVerro, Kate Wesley, Kim Leavens, RaeDeane Hawthorne, Vickie Schlak

1. Announcements:
 - a. GMM and Rep Ed Day on July 29
2. Minutes
 - a. Kate: Motion to table approval of minutes (Feb 1, Feb 22, April 2, June 7) until next EC meeting. 2nd: Christine
 - i. Approved by unanimous voice vote
3. Round robin
 - a. Kim (Offsite Amb):
 - i. EAA multiple disputes, may file association dispute
 - ii. Targeted behavior against some nurses from management
 - iii. Concerns about CNT workspace in NCAC; motion lights turn off if nurses don't move enough. Partial solutions offered by management that don't help all nurses.
 - iv. Briarwood nurses increased workload requirements from Covid testing
 - v. Overlapping concerns with OR/Proc area and onsite ambulatory care area that Kim is working with Jackie and Vickie on
 - b. Christine (ER/ICU):
 - i. Budget cuts/HPPD cuts in ICUs
 - ii. Managers allegedly asserting they don't have to offer voluntary on call before proceeding to mandatory on call
 - iii. Continued concerns about admit holds in ER
 - iv. PES staffing & new management
 - v. No outstanding step 1s
 - c. Aaron (UH/CVC)
 - i. Encouraging ADOs for ratio violations and unsafe staffing ins setting of sweeping HPPD cuts
 - ii. Nurses being forced to take charge who don't want to; charge being forced to take an assignment
 - iii. Aaron disputing discipline against multiple nurses
 - iv. Aaron and Christine support proactively disputing in units where new staffing grids indicate increase in charge nurse assignment or other ratio violations
 - v. Discussion of collective response vs. unit by unit response
 - vi. Clarification of charge nurse assignment from Renee: Charge nurse should make clinical judgment on whether it is safe for them to take an assignment or not; may vary shift to shift and unit to unit. We do not have language saying that charge nurse will never take an assignment

- vii. Currently open association dispute regarding unit staffing grids that require charge nurse within the staffing structure to take a full assignment
- viii. Charge nurse flyer we can circulate for education; Kris will take copies to tabling
- d. Jenn (APP)
 - i. FNP role concerns
 - ii. Medical bylaws being inappropriately utilized against NPs/CRNAs
- e. Jackie (onsite OR/proc area)
 - i. IBPS Meeting this week with Jackie, a district rep, some nurses from affected units, and management about COC. Options generated.
 - ii. Some units withholding pto hours that were leftover from pto rounds; may dispute
- f. Vickie (onsite amb care)
 - i. Charge rotation issues in some spaces; working on enforcement
 - ii. COC payment; some units were not being appropriately paid; some units didn't have a way for nurses to code their time as COC. Appears to be rectified, will continue to monitor
 - iii. Position posted as including weekends then changed to no weekends after awarded; got position reposted; issue resolved.
 - iv. Manager tried to get employee to sign a behavior contract; rep was present and mitigated situation
- g. Kate (ppp/vast)
 - i. Hippa violation to step 2
 - ii. Improper implementation of on call on one unit; Kate discussed with management and was able to rectify
- h. Renee will send excel template to all chief reps for chiefs to list issues and who is involved with goal of better tracking of issues and ability to discern patterns that may need association dispute escalation

New Business

4. New Bio & Consents
 - a. Ashley Rhodes for district rep Mott PACU
 - i. Raedeane: motion to appoint Ashley Rhodes as district representative.
2nd: Jackie
 1. Motion passed by unanimous voice vote
5. Christine: Motion to enter Executive Session. 2nd: Kim
6. Agenda items 7, 8, and 9 tabled until next week due to time
7. Next meeting July 12th, 6pm-7pm

Meeting Adjourned

Meeting Chat

Renee M Curtis to Everyone 6:01 PM

RM

MNA-UMPNC EXCI Meeting

June 28, 2023

6:00pm-7:00pm on Zoom

AGENDA

<https://minurses.zoom.us/j/94158432726?pwd=UUZpV2FTWHc1Q1BsZnA4WHVtdEdZdz09>

1. Call to order
2. Announcements
 - GMM Quarterly Meetings
 - o July 29. PICNIC
 - o October 18

Rep ED days – In person 8 hours bimonthly – passed by Leadership/ Submitted to HR

- July 29 In person – 4 hr training (optional)
- August 22 4 hour Zoom mtg
- Sep 19. 4 hour Zoom mtg
- October 17 In person – 8 hr training
- Dec 9. TBD

3. Approval of past minutes – February 1, and Feb 22, April 2, June 7
Old Business

4. Round Robin- Area Report out
 - a. Area concerns in units
 - b. Grievances, potential grievances
 - c. Trends
 - d. Meetings with District Reps Overview

New Business

5. New District Reps
Ashley Rhodes – Mott PACU

6. Executive Session

7. Staffing Ratio Disputes

8. Establishing Ground Rules for ECXI

9. Office Receptionist

Next Meeting: July , 2023