

MNA-UMPNC Executive Committee Meeting

Date	6/5/24	Location	Hybrid – Zoom & 1925 Pauline	Start Time	5:05 pm	End Time	6:52 pm
Members in Attendance	Erin Lemma, Ernie Saxton, Kara Ayotte, Sierra Pietroytys, Kelley Howell, Val Aldrich, Brittney Lehman, Vickie Schlak, Aaron McCormick, Ted McTaggart, Jeremy Lapham,						
Members Absent	Erin Gossett						
Guests	Tim Olson, Kris Michaels, Julia Heck, Phil Bianco						

Call To Order

A quorum was established. Meeting called to order at 5:05 pm by Kara.

Approve Agenda

Motion to approve agenda with adding New Hire Orientation Instructions under Old Business: Brittney. 2nd:Kelley. Unanimous approval. Motion passes.

Approval of Minutes

Motion to approve 5/22/24 minutes attached to email invite: Kelley. 2nd: Val. Unanimous approval. Motion passes.

Officer Report

President – Kara Ayotte

- Has had meetings with Julie Ishak. Interviewing Ambulatory CNO. Person identified wanting to take Lori Pelham’s spot at the bargaining table.

Vice President – Aaron McCormick

- Continuing meetings re: Article 13 Staffing Dispute with 9C. Down staffing has been an issue in general, especially around the holidays. August project to have an Holiday FAQ done by August for Labor Day. Update JIT guidelines and build an FAQ from there. Will ask Lori about person w/ release time for JIT website updates

Dispute Chair – Ted McTaggart

- Two Step 2’s where we got the remedy we were seeking before having to have the meeting.
 - Someone trying to increase FTE by seniority & were overlooked.
 - PES agreed to give hour of OT to someone who had a missed OT opportunity.
- Tim and Erin Lemma elaborated on a situation where an RN’s partner lost their job and they put in for a life changing events to get insurance. She was given the run around, eventually denied her claim. After a step 1 and step 2 were filed, the RN put in their resignation in order to get benefits from another job. HR finally agreed to reinstate benefits and rescind the resignation.

Secretary – Brittney Lehman

- June Newsletter will be released tomorrow
- CTL information going out via social media this week

Treasurer – Ernie Saxton

- Re: Finance Committee – Christina Duncan stepped down. Still trying to set up a meeting

On-Site Ambulatory Care - Vickie Schlak

- Issue with a nurse working from out of state when they should be working from Michigan. RNs need to tell supervisor where they are working from. RN received coaching and counseling

PPP – Kelley Howell

- Meeting with NICU r/t expectation that RNs will be present in-room deliveries for neonates. Issues ironed out. Meeting on 6/6 to work out logistics and then will hold a town a hall which Aaron M will also be attending.

Old Business

New Hire Orientation Instructions – Brittney

- Wanted to revisit to get thoughts on how to make the instruction language stronger to hold management accountable to make sure new hire orientation meetings are being scheduled. Others think the instruction language was fine as written. Brittney and Kelley will work with Amy and Lori.

New Business

New Rep Appointments

- Nicole Lowe – still haven't been able to get in touch and been playing email tag. Will table for now.
- Cherelle Barksdale – Ted, Kris & Erin all approve. She helped organize ADO training for her unit. Motion to appoint Cherelle Barksdale as a district rep: Erin G. 2nd: Aaron M. Unanimous Approval. Motion carries.

Article 13 Discussion – Kara

- Updates on 4 we've heard and plan going forward. Will need units to file ADOs continually.
- CVC4 – Kara & Val working on. Challenge with ratio language stating that other ICU pts can be 2:1. Will need additional follow up.
- 7C – Kara & Sierra waiting on information for meeting. But lots of ADOs coming out of that area more recently.
- 9C – Aaron & Sierra, 4 days in question in particular. From initial meeting, it seemed like things were moving the right direction, 2nd meeting they asserted there was really only 1 day and that because of that it wasn't a pattern.. From the information, there were 13 days in the ANSOS they were scheduled short. Ultimately said they will f/u with Julie Ishak. Concerns around the work "pattern" in the language and how that's defined.
- PCTU – Ted & Kelley. There are charge RN sheets that are filled out with acuity tool lists. In the meeting they went after all assignments that were listed as "singles" that were instead doubled. Only had 3 ADOs to go off of. Management doesn't believe that information is reliable, stated it's subjective between charge RNs. Another meeting tomorrow 6/6 – they indicated it would be a short meeting
- No dispute filed, but 4B has been an issue. Hard to tell if out of ratio with mixed gen care/tele population. Management blaming charge RNs for assignments being out of ratio. Will need to bring up to leadership and labor leaders to figure out how to track assignments.

Holiday OA Tracking Variations – Kelley

- Do prescheduled OA hours that are worked get logged on that OA/OT log: consensus is yes
 - A suggestion from another unit: color code when prescheduled, different color once worked
 - Prescheduled OA is last to be cancelled
- Does downstaffing on the designated holiday OA day get logged on the vol time off log?
 - Extra OA day is treated like OT, so shouldn't be logged on normal vol time off log
 - If they can't offer OA day to everyone, maybe a log created for those units could be beneficial

Seniority Transfer (Sparrow/MM) – Jeremy

- NP who's been here 25 years but her position was eliminated. When recruitment office reached out, they gave her a link that provided her positions at MM and Sparrow.
- If RIF'd, could you take seniority to Sparrow? Only with an agreement from all 4 entities.
Management from both and MNA-UMPNC & PECSH
 - Could be a case by case scenario.
 - Could do something like get salary placement, but don't maintain seniority.
 - NPs not represented at Sparrow

Announcements

- Leadership
- GMMs

- MNALC
- No agreement yet in the Soo, working hard in Alpena. Julia will keep us posted.
- Attend if you can, specific things for your area send to Kara. Talk about demand to bargain for the pavilion
- Shortened GMM to turn our Leadership - Ted
- What questions do people have in your areas? We'll answer at GMMs –
- Bring up the expectation at rep ed day, to help get engagement to attend GMMs
-

Adjournment

Motion to adjourn. Adjourned at 6:52.

EC Meeting 6/5/24 Agenda

- Call to Order
- Approve Agenda
- Approve Past Minutes
- Officer Reports
- Old Business
 - New Hire Orientation Instructions - Brittney
- New Business
 - New Rep Appointments
 - Article 13 Discussion – Kara
 - Holiday OA Tracking Variations – Kelley
 - Seniority Transfer (Sparrow/MM) – Jeremy
- Announcements
- Adjournment