

FEB 22 EC MINUTES

Call to order

- 1) Announcements
 - a) Upcoming Events and Plans (Renee)
 - i) GMM Quarterly Meetings
 - (1) March 22
 - (2) May 10
 - (3) July 29. PICNIC
 - (4) October 18
 - (5) December 9. HOLIDAY PARTY
 - ii) Financial Planning Information Sessions – TBD 2023
 - iii) Respite Resources for Nurses – TBD 2023
 - iv) CE Events – TBD 2023
 - v) Contract 101 Education –
 - (1) Second Wednesday of every month – Starting in March
 - vi) Rep ED days – In person 8 hours bimonthly – passed by Leadership/ Submitted to HR
 - (1) Jan 17 4 hour zoom mtg
 - (2) Feb 4. In Person – 8 hr Strategic Leadership Training Day
 - (3) March 21 In person – 8 hr Rep Training
 - (4) May 3 In Person – 8 hr Rep Training -Lansing
 - (5) June 2 In person – joint IBPS training with Management
 - (6) July 29 In person – 4 hr training (optional)
 - (7) August 22 4 hour Zoom mtg
 - (8) Sep 19. 4 hour Zoom mtg
 - (9) October 17 In person – 8 hr training
 - (10) Dec 9. TBD
 - (11) Advocacy Academy – March 11th (Saturday) 8:30a-12n WCC
 - (12) Capital Action Day – May 3rd (Wednesday) 8am-3pm.
 - vii) Workload Review Committees
 - (1) Education is Feb 28 and 3/2 Ambulatory Care
 - (2) March 1 for 24/7 (2 sessions)
- 2) Approval of past minutes – February 1, 2023
 - a) Secretary absent from last two meetings 2/t work and school closure childcare responsibility; no formal minutes taken
 - b) Those in attendance will try to assemble minutes from people's notes
 - c) Tabled until next meeting by unanimous assent

Old Business

- 3) Office Computer System – Dynamic Edge
 - a) Computer and server setup
 - b) Renee would like EC approval for a certain amount of money to move forward with this pursuit
 - c) Jeremy contacted Dynamic Edge and they aren't willing/able to lower monthly pricing

- i) DE not able to give quote for just the materials since what they provide is also IT manpower; they don't separate the equipment quote from the services quote
- d) Other option is using a project management or team management software that would be cheaper; Microsoft platform, saana, etc.
 - i) User comfort level with technology is a consideration
- e) Renee will follow up with Jeremy/Dynamic Edge about her desire for an equipment quote.

New Business

- 4) Round Robin- Area Report out
 - a) Jenn's area: nothing new in her area
 - b) Christine:
 - i) PES questions/concerns regarding staffing with CSR and how that affects rotators (potential that rotators are being flipped to nights more often because day shift is easier to find CSR for). Renee will follow up.
 - ii) CVC5 Mod Care area classification discussion:
 - (1) A nurse from CVICU 5 reached out through the website contact form asking for the website to be clarified so that she and her coworkers know which reps to contact. CVICU 5 is currently accidentally omitted from the website.
 - (2) CVC5 is a mod care unit (separate from CVICU 5) and is currently listed on the website as Aaron's area. It was also considered part of the "UH & CVC Acute Care" area during past ECs based on screenshots from the old website. Since CVC5 is listed on the website and CVICU 5 is currently omitted, nurses may be conflating the two.
 - (3) Renee responded to a group EC email and expressed that CVC5 should be under Christine's area.
 - (4) Review of Bylaws: Article VII, Subsection B, 1.g. on page 9: "The Executive Committee shall... define representation areas as necessary."
 - (a) Since moving CVC5 Mod Care to Christine's area constitutes a change in its currently designated representation area, Christine is raising the question here for EC to affirm or discuss the change.
 - (b) Renee states her decision as President was sufficient and a vote is not necessary.
 - (5) Meg: Motion to redesignate CVC5 Mod Care to Christine's area.
 - (a) Chair refused to recognize the motion.
 - (6) Jenn: Motion to table until we all have understanding about what the bylaws are intended to be. 2nd: Ted
 - (a) Meg: point of information, request statement from chair clarifying impact of the motion in terms of if tabling means CVC5 MC currently stays where it is.
 - (i) Jenn: Confirms that was her intent in making the motion.
 - (ii) Renee: Says chair is not procedurally obligated to speak to the result of this motion and asked if anyone wants to call the question.
 - (b) Vote passed by roll call majority vote; 3 opposed
 - (c) Point of Information: Secretary requested clarification from the chair for the minutes on what to do in the meantime regarding unit/area designation on the website. Chair reiterated the motion had been tabled and would not be

discussed further. Secretary affirmed she will leave website unchanged regarding designation of CVC 5 MC unless or until the issue is addressed at a subsequent EC meeting.

- c) Aaron's area:
 - i) Nurses depleting pto on covid quarantine then incurring no pay PSMs
 - ii) Some interpersonal issues in some units
 - iii) Renee requests Aaron to schedule check-in meeting for all his reps to attend and let her know when it is
- d) Jackie's area:
 - i) Residual effects from addressing co-mingling of RNs and surgical techs in holiday/pto selection and no longer attaching weekends to holidays.
 - ii) Requests input from the group regarding ongoing management of this issue
 - (1) Debrief discussion
 - (2) Jeremy: Motion for mediation
 - (3) Jeremy: Point of order: dilatory/derogatory statement from the chair towards the vice president
 - (4) Jackie: request to go into executive session
 - (a) Jeremy and Renee agree they do not want executive session
 - (5) Jeremy: Motion for mediation.
 - (a) Motion as submitted in zoom chat: "I move that our union leadership team participate in mediation to resolve any disputes or conflicts within the team. This motion is based on the belief that mediation is a useful and effective way to resolve conflicts and improve communication within a team. Mediation can provide a neutral and confidential space for team members to discuss their concerns and find mutually acceptable solutions. In order to participate in mediation, I propose that we hire a mediator/use an existing mediation service/schedule a mediation session. I believe that this action will benefit our union leadership team and help to ensure that we are working together effectively to achieve our goals. I urge the members to support this motion."
 - (i) Ted: 2nd
 - (b) Request from multiple people for clarification on what mediation means.
 - (c) Discussion and statements for and against mediation, productiveness of previous Strategic Planning Day, rounding, communication, & phone log
 - (i) Ted: Reminder there is a motion on the table.
 - (d) Christine: Requests for return to the motion and the agenda.
 - (e) Concerns regarding responsiveness and follow-up
 - (i) Renee states email CC should be considered indication that the sender wants the CCed person to be aware of the conversation but not reply to it unless someone in the "To" field specifically brings them into the conversation.
 - (f) Discussion and statements in favor of and against mediation
 - (g) Chair states we are moving on in the agenda.
 - (i) Meg: Point of order, we need to address the motion on the table before moving on in the agenda.

- (ii) Renee: Stated she is acting to suspend Robert's Rules of Order and declined to recognize the point of order. States it is unfair to utilize Robert's Rules as people don't understand it.
 - 1. Meg: Motion to overrule the chair and consider the motion on the table, as we all have access to Robert's Rules instruction via the internet and the professional responsibility to have educated ourselves on the process our bylaws give for conducting a meeting over the last 15 months in office. 2nd: Jeremy
 - a. Renee: Declined to acknowledge the motion.
- 5) Renee: Will include Robert's Rules of Order at next Rep Ed Day on 2/21. Reiterates she is suspending Robert's Rules until after training has occurred.
 - (a) Renee: EC will need to set ground rules including adherence to agenda items going forward.
 - (i) Meg: Point of clarification on how to ensure submitted agenda items are included on the agenda; multiple agenda items were emailed twice and also group messaged to full EC before tonight's meeting, but not included in the final agenda.
 - 1. Renee: Requests email of agenda items with phrasing of "I would like to put these on the agenda."
- 6) Support for Sparrow Nurses
 - a) Jeremy: Submitted Resolution for Sparrow nurses; would like to discuss dollar amount to insert into resolution.
- 7) GMM March 22 will be done per Zoom 8am, 8pm
- 8) Rep Education Day- Focus will be on LTD, Work Connections, FMLA, RTW placement. Robert Rules training will be added to agenda per today's discussion. (Location - TBD)
- 9) Support for Sparrow Nurses
 - a) Jeremy: Submitted Resolution for Sparrow nurses to the EC for consideration on 3/16; would like to discuss dollar amount to insert into resolution.
 - b) Motion to Support PESCH-MNA Nurses at Sparrow Hospital:
 - (1) "Whereas, on February 13, 2023, a mass shooting occurred at Michigan State University in the Lansing area, resulting in multiple casualties and injuries; and
 - (2) Whereas, the PESCH-MNA nurses at Sparrow Hospital responded quickly and compassionately to provide care for the victims of this tragedy; and
 - (3) Whereas, the PESCH-MNA nurses worked tirelessly to ensure the best possible outcomes for their patients, often going above and beyond the call of duty; and
 - (4) Whereas, the PESCH-MNA nurses themselves were affected by the traumatic events and experienced emotional and psychological distress; and
 - (5) Whereas, it is important to acknowledge the sacrifices and efforts made by the PESCH-MNA nurses during this difficult time.
 - (6) Therefore, be it resolved that the University of Michigan Professional Nurses Council (UMPNC) expresses its heartfelt support and appreciation for the PESCH-MNA nurses at Sparrow Hospital; and
 - (7) Be it further resolved that UMPNC makes a meaningful donation to a cause or organization of the PESCH-MNA nurses' choosing to demonstrate solidarity and support for the tragedy they experienced; and

- (8) Be it further resolved that UMPNC encourages other organizations and individuals to offer their support and gratitude to the PESCH-MNA nurses, as they continue to provide exceptional care to their patients in the face of adversity.
- (9) We, the members of UMPNC, extend our sincere condolences to the victims and their families, as well as our deepest appreciation and gratitude to the PESCH-MNA nurses at Sparrow Hospital.”
- c) Discussion of donation from local funds vs taking donations, and who would manage donations.
 - i) Renee and Jeremy to manage donations as they come in.
 - ii) Role call vote to confirm EC support of Jeremy’s resolution with plan to solicit donations from the membership with an up to \$2k match from LBU funds. Chair requested members vote by putting name in chat.
 - (1) Vote passed unanimously
- 10) GMM March 22 will be done per Zoom 8am, 8pm
- 11) Election Timing:
 - a) Renee contacted MNA BOD who confirmed that we are serving a partial term and elections for union leaders will be this fall with the next team taking office at the beginning of next year (Jan. 2024)
- 12) HVALF
 - a) Upcoming communications summit on how our area locals can improve communication both internally and between locals
 - b) Renee and Jeremy will attend and bring info back to the leadership team
- 13) Labor Arbitration Conference
 - a) Ted interested in attending and feels would be important for professional development especially for dispute chair, potentially also for president and vp
 - b) Ted proposed approval of reimbursement of registration funds for EC attendees
 - i) Aaron and Jenn both express interest as well
 - c) Renee called for roll call vote in chat to support reimbursement of anyone in union leadership who wants to go.
 - i) Vote passed unanimously
- 14) Reps Moving Units
 - a) Peter moving from VAST (Peds/Perinatal/Psych/Vast) to MPU (Procedural/OR)
- 15) More Rep Ed Day Details
 - a) Renee requests anyone who has requests for topics for rep ed day to contact her
 - b) Renee will work with Ed Committee on future rep ed days
- 16) Motion to adjourn: Ted

Statements for Inclusion in the minutes:

- a) Meg requests it be noted in the minutes that she believes unilateral suspension of Robert’s Rules by the chair is a direct violation of our bylaws. Notes next Rep Ed Day is before next EC meeting so should be able to return to Robert’s Rules at that time.
- b) Jeremy requests to be on the record stating that he & Ted requested to round [in OR/Procedure Areas], were explicitly told by Renee to not round, and have subsequently directed questions to Renee and Jackie.