

MNA-UMPNC Executive Committee Meeting
January 3, 2024 6:00pm

Members in Attendance: Kara Ayotte, Aaron McCormick, Ted McTaggart, Ernie Saxton, Brittney Lehman, Kelley Howell, Val Aldrich, Jeremy Lapham, Vickie Schlak, Erin Lemma, Sierra Pietroytys

Not Present: Erin Gossett

Staff/Guests Present: Kris Michaels, Tim Olson, Andrew Smith

1. Approve Minutes from 1/2/24
 - a. 10 yes. One abstain. Motion carries.
2. Meetings for 2024
 - a. Rep Ed Days
 - i. Discussion
 1. Agreed in person is more effective.
 2. History from Kris pre-pandemic: 8 hours every other month or every third month. During pandemic went to 4 hours every month via zoom.
 3. Want to avoid Wednesdays to avoid PSM calendar conflicts
 4. Avoid first/third Tuesdays of the month, and second/ third Thursdays of the month, which have step 2 dispute blocks
 - ii. Agreed upon Fourth Tuesday of the month (8 hours in-person to start)
 1. February 27, April 23, June 25
 2. 16 brand new reps need onboarding
 - a. Consider doing something in the off months as well
 - b. Split into 2 groups and train with chief reps via Zoom
 - c. Will ask the employer for release time at the end of month
 - i. 4th Tuesday of this month – January 23rd 0800-1200
 - ii. Kara will send the email tomorrow to requesting release time for new reps
 1. Stephanie Petee newer rep appointed end of 2023, would need this training as well
 2. Potentially Corey Foster
 - iii. Britt will be sending information email to all reps
 - b. Leadership Meetings
 - i. 2nd Tuesday of the month at 5:30pm
 1. 1/9, 2/13, 3/12, 4/9, 5/14, 6/11, 7/9, 8/3, 9/10, 10/8, 11/12, 12/10
 2. Motion to approve Leadership Meetings on 2nd Tuesday of the Month. Seconded. Motion passes unanimously.
 - c. ECXII Meetings
 - i. 1st Wednesday of the month at 5pm; 1.5 hour meeting
 1. Next meeting: February 7th 5:00-6:30pm
 2. Standing monthly meeting, will meet more often if needed
 3. Will repeat until June and then can re-evaluate
 4. Will have a zoom option
 - d. GMMs
 - i. Quarterly
 1. Would need to decide venue
 - a. Kara can work on it tomorrow
 2. Consider 4 total meetings

- a. February 21: 0800 & 1630
 - b. February 22: 1200 & 2000
 - c. Zoom Webinar option, do both onsite and off-site
 - 3. Solicit questions ahead of time
- 3. Calls for nominations for committees
 - a. Standing Committees per Bylaws that will need members appointed
 - i. Membership, Finance, Education, Bylaws
 - 1. Ted must be on Bylaws Committee
 - b. Ad Hoc Committees:
 - i. Social Media/Communications Committee
 - ii. Can always add additional as needed
 - c. Additional discussion:
 - i. Announce at leadership meeting that applications will be open through end of the month – January 31st
 - ii. Cognito form for application being made for the webpage
 - iii. ECXII will plan to appoint committee members at our 2/7 meeting
 - iv. To recruit members, it really needs to be a personal ask 1:1. We will still pass out flyers about standing committees and put in bulletin boards
- 4. January Rounding Schedule
 - a. Kris to recreate and share
- 5. Additional Updates/Discussions:
 - a. Updates from Andrew Smith, MNA General Counsel: ULP Updates
 - i. Case at Michigan Court of Appeals – MM appealing the order from MERC, which agreed that MM changed and took away parking spots (which subsequently increased employee parking costs to find another lot to park in) without bargaining
 - 1. MERC issued order that MM must return 280 spots that were taken away in P4 and the 250 spots from blue to yellow in Lot 71 – employer needs to financially compensate employees affected and bargain in good faith regarding parking changes
 - 2. MM filed an appeal to MERC order – Court of Appeals denied their request for a stay
 - 3. Case is still pending with Michigan Court of Appeals
 - 4. There's as an email from Hakim Berry on Dec 22nd that said they were in the process of returning spots. Did not address financial compensation
 - 5. Employer is making other changes to parking which were done without bargaining
 - a. Tim is making an information request and then can we can file ULP
 - b. Others note there have been additional changes to parking – more valet spots taking away employee parking
 - ii. UM Health which is a non-profit, purchased Sparrow
 - 1. This is a jurisdictional issue with their LBU
 - 2. Unclear on whether they are private or public since UM Health is a non-profit corporation
 - a. There has not been a clean NLRB ruling on this matter
 - 3. If it's public, by virtue of having a single employer, any non-unionized nurses there would become part of our unit

