

MNA-UMPNC Executive Committee Meeting

Date	5/22/24	Location	1925 Pauline & Zoom	Start Time	5:11pm	End Time	6:35 pm
Members in Attendance	Erin Lemma, Ernie Saxton, Kara Ayotte, Sierra Pietroytys, Kelley Howell, Brittney Lehman (recorder), Vickie Schlak, Erin McCormick Ted McTaggart, Jeremy Lapham, Erin Gossett, Vickie Shlak						
Members Absent	Val Aldrich, Aaron McCormick						
Guests	Tim Olson, Kris Michaels, Julia Heck, Maris Fett						

Call To Order

A quorum was established. Meeting called to order at 5:11pm by Kara.

Approve Agenda

Motion to add ACGME and rep removal to new business: Jeremy. 2nd: Ernie. Unanimous approval. Motion passes.

Approval of Minutes

Approve of minutes as amended with addition of Phil Bianco as guest attendee: Britt. 2nd. Unanimous approval. Motion passes.

Officer Report

President – Kara Ayotte

- HOD bio & consents are due June 1 for open MNA board positions
- MNALC June 10th and 11th
- GMMs June 13th and 14th

Vice President – Aaron McCormick

- Not present

Dispute Chair – Ted McTaggart

- 2 at large positions open in October – currently Kara and Renee positions
- Discuss with Ted if interested in running for a Board position (VP or Secretary), as we can only have one officer on the MNA BOD, meaning he would need to be willing to step down as Treasurer
- Dispute updates: good discussion with management about in Article 48 special conference meeting regarding charge RN dispute for having an assignment. There is agreement in principal that charge RNs shouldn't be pre-assigned patients. Need to work out further details.

Treasurer – Ernie Saxton

- none

Secretary – Brittney Lehman

- Starting work on June Newsletter. Need an APRN written article, Kris working on an ATO related article, and will be rolling out CTL info more formally.

Old Business

EC Retreat

- Jeremy reached out to professors in business school, hasn't heard back yet.
- Per Kara, Aaron contacted MSU, they would do a structured class for us whenever we wanted. We are thinking sometime in the fall when most of us could be in attendance.

Para 350 P Shift Impacts

- Kelley brought this forward for discussion as she's been approached by a few nurses that create the schedule. Discussion occurred surrounding language at top of page 109, trying to come to consensus regarding when exactly the twenty-four period of the holiday starts/ends. Eventual agreement there's a typo in the language and we will need to take to JIT.
- Based on discussion, initial agreement that language should read like this instead: *When less than one half (1/2) of an employee's work schedule occurs on the calendar day in which the holiday is observed, even though the employee's starting time starts on the calendar day on which the holiday is observed, the twenty-four (24) hour period shall end at the employee's starting time **on the day after** the calendar day in which the holiday is observed.*

New Business

New Rep Appointments

- Jeremy spoke in favor of Laura Meeker. She asked several questions and knows what's involved of being a rep. We need inpatient APRNs and she works nights.
- Vickie spoke in favor of Chrissy Leslie. She has previously worked with her for a long time, and now works in clinic.
- Via email, Val stated she has spoken with Brian Kleiner and is in support of his appointment. Have not been able to touch base with Nicole Lower yet.
- Britney motions to appoint Laura Meeker, Chrissy Leslie, and Brian Kleiner as district reps; and table Nicole Lower until able to have a conversation. 2nd: Ted. Unanimous approval. Motion carries.

PSM Manager Instructions

- Brittney reviewed an updated and proposed document with instructions for manager's scheduling PSMs and New Hire Orientation meetings. Would like us to come up with a stronger mechanism to hold management accountable to ensure the new hire meetings are occurring, and aren't slipping through the cracks. Will send out with the minutes for additional feedback so we can submit at next JIT.

Red Ed Day Discussion

- Draft agenda reviewed by Kris put together by the Ed Committee, which is almost finalized. They're reaching out to folks to be speakers.
- Chiefs agreed we would like to keep area breakouts and it helps get to know each other face to face and build relationships. Will add that back into agenda.
- For Contract Q&A – there will be a survey sent ahead of time to EC can be prepared to answer questions accurately.

ACGME

- Jeremy brought forward there are changes being made in residency requirements which is changing workload for NPs in particular (increase in pt workload, forcing them to work nights). We are finding that management is negotiating directly with APRNs. We've received no info from management regarding this. Plan to release an APRN directed survey to be released in the newsletter.
- Jeremy's management is unilaterally restricting his release time, only providing 8-12 hrs/month of release time, officers and labor reps have been informed and involved.

Rep Removal

- Motion to remove Erik Hopkins as a district representative. 2nd: Erin L.
- Discussion: Has been contacted several times and has not attended any leadership meetings in 2024 or communicated with his chief rep. Bylaws language was followed regarding timeline and process for notification and consideration of removal. Ted will draft letter to be signed by entire EC.
- Vote: Unanimous approval. Motion passes.

Announcements

- Kelley and Aaron M met with NICU yesterday (CNO & CND) related to unilateral changes requiring NICU RNs to go in rooms of patients in VVWH to deliver high risk infants. Stated rationale was due to the birth surge. Management provided less than 6 day's notice to these RNs regarding this change. The plan was

crafted by physicians with no input from RNs. Nursing leadership agreed to stop this work redesign until there's a safer way to proceed.

- Erin Lemma: Shout out to Tim for help with NCNS!

Adjournment

Motion to adjourn at 6:35pm.

EC Meeting 5/22/25 Agenda

- Call to Order
- Approve Agenda
- Approve Past Minutes (5/1/24)
- Officer Reports
- Old Business
 - EC Retreat
 - Para 350 P shift impacts
- New Business
 - New Rep Appointments
 - Brian Kleiner – 7D
 - Nicole Lower – 7D
 - Christine Leslie – Cancer Center Gold
 - Laura Meeker – PCCM/PICU NP
 - PSM Manager Instructions
 - Rep Ed Day Discussion
 - ACGME
 - Rep removal
- Announcements
- Adjournment