

MNA-UMPNC Leadership Committee Meeting

Date	5/14/24	Location	Zoom	Start Time	1734	End Time	1900
Members in Attendance	Adam Paulsen, Kendrick Tran, Tammy Thompson, Julia Groves, Anna Arms, Katie Miner Lynn Tomaszewski, Chama Davis, Corey Foster, Kara Ayotte, Jimmy Nevel, Maria Hagan, Sierra Pietroytys, Brandi Garlick, Ernie Saxton, Gabby Council, Krystin Moynihan, Denise Bauer, Kelley Howell, Val Aldrich, Kate Wesley, Lauren Irving, Jamie Adrian, Laura Northrup, Marina Marzec, Ted McTaggart, Jeremy Lapham, Ken Garza, Drea Mahoney, Erin Gossettt, Therese Smith, Erin Lemma, Sarah Nedam, Vickie Schlak, Steve Kelley, Jim Chambers, Darcie Day, Brittany Johnson, Raedeane Hawthorne, Aaron McCormick, Hanna Enriquez-Chang, Hallie OBranch, Dough McArthur,						
Guests	Kris Michaels, Maris Fett Julia Heck, Tim Olson, Phil Bianco						

Call To Order

Quorum was established. Meeting called to order at 1734 by Kara.

Approve Agenda & Past Minutes

- Motion to approve minutes by Ken. 2nd. All in favor, passed unanimously.
- Motion to approve agenda: Therese 2nd: Ken.

Officer Reports

President – Kara Ayotte

- Discussed labor notes.
- Demand to bargain over some issues including installation of security cameras posted in PACU break room spoke about by Tim Olson.
- Tim Olson discussed issue with no call no show cease and desist. Management in nurse executive area stated something about no call shows policy (they call you, then you come in). Problem is this was a bargained for subject and this was not agreed upon, this is a mandatory subject of bargaining. Management in Mott even began implementing this policy. If they implement this policy and someone is calling in a person for this meeting and it is disciplinary in nature then this should be disputed.

Dispute Chair – Ted McTaggart

- Article 13 dispute PCTU 3 ADO were filed which was basis for information request. Classification for patients in PCTU are double/sick/stable. Stable should be considered singled still however they are frequently being doubled. Next step will be tripartite arbitration panel.
- Article 48 (special conference) on if charge nurses should have an assignment. 8A often gives them full assignment (contract language does not agree with this sentiment). The contract doesn't specifically say that charge can't take an assignment. John Fairchild and others at the conference said there were not the correct people present to negotiate this. Meeting rescheduled later this week with multiple ACNOs to negotiate this.
- Good news update: Arbitration for RN who allegedly rough handled a patient in NICU. This was settled, RN got \$20,000 and termination changed to resignation with neutral reference.

Kris Michaels

- CTL program getting back up and running. Meg Suell is volunteer. Working on recruiting more.
- Night shift rounding next week
- Wednesday tabling continues

Vice President – Aaron McCormick

- Article 13 staffing dispute with Sierra. Won dispute but not on paper yet.
- Weaponization of risk pro reports.

Treasurer – Ernie Saxton

- No updates

Secretary – Brittney Lehman

- Not present

ICU/ED – Val Aldrich

- ER surge proposal: Help with overcrowding, increased compensation during these periods
- SICU filed petition r/t rules being filed, going into a dispute process.
- 6D acuity tool being developed.

OR/Procedures On-site Erin Lemma

- Completion of care discussions continue, far apart from management. Reach out if any specific questions on the matter.
- Call in as a RN you are not required to give a reason. If it is FMLA or whatever, that is something you can discuss with your manager, that is not something that must be reported to charge/clerk at time of call in.
- Meetings with members result in ambushes with many more management than is allowed. Kara indicated that we follow parity (they bring 2 people we bring 2 people, etc)
- Watch out for workplace violence.
- Para 164i, they have to give you 2 hours' notice to cancel you

UH/CVC – Sierra Pietroytys

- 9C Article 13. 5 days they were out of ratio
- 6B/6A is settled. Some nurses still struggling in 6B. Many investigatory meetings of nurses reporting other nurses.
- SSU is changing admission criteria. Julia brought up how this was a designed change without education or workload input. Stopped this practice for now until education can be received.
- 9C is struggling with solidarity. Management stated they are not allowed to wear stickers (ULP filed against manager).

Hannah: CSR questions

- Question over B1/SSU change in patient populations and forcing people to be patient sitters.
- Need to follow ATO language (3x/year). Many in management are not following this.
- Aaron McCormick added that Sitting is not nursing work (they maintain that this is nursing work). What we need to do is have someone refuse to sit then get down-staffed and we will have to grieve it.
- Lauren Irving brought up the issue of voluntary off vs patient sitting as CSR nurses.
- Question regarding insubordination for refusal of assignment (sitting), Aaron encouraged people not to refuse and we can grieve it later.

On-site Ambulatory Care – Vickie Schlak

- Employee put on PIP, failed. Meeting today, they pulled her from duty (administrative leave) and are making her take leave, now they will start DRC if she does not get another job. Ted added that they can do this, however it seems that this is not following due process. Vickie stated shouldn't she possibly be moved to another area.
- ACNRP nurse who agreed to float. Issues are being raised around Peds Onc.
- Employee had towing company complain about her to hospital, no further discipline surrounding this issue.

Off-site Ambulatory Care – Erin Gossett

- Workload redesign with care management

- Rachel Upjohn building did ADO education r/t working short at Psych clinic (since October). Peds, Perinatal, Child Psych – Kelley Howell
- Management working on plan to increase circ beds in the next. Using workload to push their ideas.
- 11W nursing getting forced to take care of patients they've never been required to before. Tele cases being put here not a tele unit. Mod care patients ending up in 3:1 ratios. Manager is not utilizing acuity tools appropriately.
- VVWH management moving in right direction on a few issues.

APRNs – Jeremy Lapham

- Fighting for management to engage with changing to people's grids. Not utilizing work redesign language. NPs being expected to see more patients, shortening appointment times.
- Looking for reps from Midwifery.
- Weaponization of risk pro reports noted from the NP side too.
- Hallie O'Branovic NP stated: Ambulatory care RNs and NPs are being required to do more work due to changes in the grid times.

Committee Reports

Education Committee: Meeting coming up tomorrow. Working on ADO trainings.

Bylaws Committee: Meeting is rescheduled (no meeting since last month).

Finance Committee: No meeting since last month

Membership Committee: No meeting since last month

Old Business

- Pavilion updates: No new updates since rep ed day, more information forthcoming. Management many times also does not know a lot of the information about it.

New Business

- OA/OT PTI, Assigned time off, voluntary downstaffing issues. If offered voluntary downstaffing, do they have to give you the whole shift off? Depends on the unit. This is different than mandating off. Aaron stated: if r/t OT sign up in blocks of time, then they probably can cancel in increments, but wants to develop a united response for how we handle this. Tim Olson states para 164c is pertinent; that if you are assigned off, they cannot require you to come back. Kara would like to table this and discuss this more later.

Announcements

- Final sign up for leadership conference for MNA in Bay City.
- Huron Valley Labor federation doing power analysis detailing Michigan medicine. Power mapping where you can build collective power. May 19 1-4 pm. Free event

Adjournment

Motion to adjourn by Lauren Irving. 2nd: Kelley Howell.