

MNA-UMPNC Leadership Committee Meeting

Date	3/12/24	Location	Via Zoom	Start Time	5:35pm	End Time	6:52pm
Members in Attendance	Kara Ayotte, Brittney Lehman, Maria Hagan, Stephen Kelly, Kendrick Tran, Lauren Irving, Vickie Shlak, Katie Miner, Jennifer Jerore, Lisa Ryan, Anne Jackson, Therese Smith, Gabrielle Council, Valerie Convertino, Darcie Day, Sarah Nedam, Erin Lemma, Erin Gossett, Sierra Pietroytys, Ernie Saxton, Jamie Adrian, Aaron McCormick, Hanna Enriquez-Chang, Ted McTaggart, Corey Foster, Stephanie Petee, Kelley Howell, Hallie Obranovic, Jeremy Lapham, Emily Meyer, Brittany Johnson, Laurel Paradise-Bumhoffer, Drea Mahoney, Denise Bauer, Ben Hanson, Nancy Zittleman, Dani Heaton, Val Aldrich, Brandi Garlick						
Guests	Phil Bianco, Tim Olson						

Call To Order

A quorum was established. Meeting called to order at 1735 by Kara Ayotte.

Approve Agenda

Agenda approved unanimously.

Approval of Minutes

Past minutes from 2/13 approved unanimously.

Officer Reports

- President – Kara Ayotte
 - Nothing to report
- Dispute Chair – Ted McTaggart
 - Arbitration last month that ended as a settlement due to extenuating circumstances, so did not get what they wanted but was changed to a resignation and 16K for the member. Continuing to work through the back log and are still seeing lots of terminations.
- Vice President – Aaron McCormick
 - No major issues
- Treasurer – Ernie Saxton
 - Finance committee meets on 3/25 to discuss the budget. Sending a survey to members to see what they want to spend dues on. **IRS Penalty forgiven!** Need to find a new accountant
- Secretary – Brittney Lehman
 - March newsletter is out and coming via email to you soon. Working on April if you have a story or win to share.
- UH/CVC Acute Care – Sierra Pietroytys
 - UH is on fire as usual. Been working on 6A/B reconfiguration, make sure all questions come to Sierra or leadership. Working on getting into 9C. 8A is getting their staffing back! A win!
- PPP – Kelley Howell
 - PPP Reps are hard at work. CSR got a win of \$\$ for a member who was no equitably floated out of cluster for float pay. Reps are proactively helping members. Examples of the holidays being married to weekends can bite you in the butt: Senior staff had round one weekend taken away because she was scheduled for Memorial day as her holiday. Weekends have since been split from holidays on that unit.
- On-site Ambulatory Care – Vickie Schlak
 - Onsite ambulatory care has heard a rumor on layoffs in GI is working to confirm. We have issued a demand to bargain for dress code changes in OHS. Hospital at home the corporate,

union busting version is not going well. Hakim director of labor relations is refusing to honor para 639 which is settled language since 1981.

- APRNs – Jeremy Lapham
 - Had patient schedule grids unilaterally changed without discussion with UMPNC, we had filed a ULP and that has now been scheduled for a hearing. NNU had a good presentation on the pitfalls of remote work.
- Off-site Ambulatory Care – Erin Gossett
 - It has calmed down a bit since January. Step 2: waiting to schedule. Marie Richards of management has indicated they are reopening EAA infusion to include Sundays and holidays. MVN rover tracking is a CMS requirement that happens at the beginning and end of visit.
- On-site OR/Procedure – Erin Lemma
 - Working through the dispute on the time card terminations. Many disciplinary meetings. COC issue has been moved up the management chain. Meeting soon.

Committee Reports

- Education
 - Had first meeting and having an ADO training on zoom March 28 at 8am and 8 PM . Willing to do unit meetings as needed. April rep ed day in the works. PSM calendar mentoring.
- Bylaws
 - Working to get that first meeting on the books.
- Membership
 - All are invited to join us at our first meeting March 21 530 at Monty's public house on Packard in Ann Arbor.
- Finance
 - See above in Ernie's officer report.

Old Business

None

New Business

- Appointed New District Reps
 - 11 in the past 2 months!
- JIT Updates
 - Clarified remote tele and tele are not the same level of care. ENC's need clarification and management is supposed to follow up on that.
 - 8B monitors are not picking up pacer spikes and management claims it's too expensive to fix
 - There was a presentation on virtual care nursing for the pavilion by HITS and Nursing Informatics. They will be piloting on 2 units. The executive committee will get to see a demo of this. There are many concerns and we are asking lots of questions.
 - Therese mentioned that Care Management trialed a virtual care pilot that was scrapped due to major issues.
 - 6A/B reconfiguration: management is having difficulty following the agreed upon pathway so there has been lots of confusion. Again, all questions should go to Sierra or leadership only to try to keep management on the straight and narrow.
- PSM Calendar Sign Up
 - For new reps, we will have you shadow a block, facilitate one with an experienced rep present, and then will do one independently.
 - We are working on setting up a 4 hour block of release time to do PSM training and rep onboarding. More info to come.

- FYI if you've signed up for numerous blocks ahead of time (we thank you for being proactive), but may ask you to shift off prime time blocks (7a-11a or 11a-3p) so that we can ensure our newly trained reps have an opportunity to sign up and get that independent experience.
- Rounding/Tabling
 - Make sure we're signing up on the calendar (on the resources page) and giving ourselves credit for the work we're doing in those spaces.
- Rep Expectations Review
 - Expectations that you attend Leadership meetings, rep ed days, maintain communication with you chief rep, are checking email regularly to help address or escalate any issue that may come your way.
 - The bylaws state you may be subject to removal from office if absent from three consecutive Leadership Committee meetings.
 - We just ask that you keep us in the loop and communicate with us if you can't be present

Announcements

- Tim Olson is the labor rep for UMPNC and also for the MNA bargaining unit for the nurses at the Washtenaw County Department of Health. They have been in negotiations since last July. Trying to move the employer to increase their salary, to help improve their worsening staffing which is affecting public schools and the community.
 - Great opportunity for solidarity: they are holding an Informational Picket on Saturday, March 30th from 11am-1pm in Ann Arbor
- Solidarity March on Saturday, March 16th in Ann Arbor/at the diag.
 - Picket/march in support and solidarity for other unions within the University that are bargaining contracts right now.
- MNA Spring Education Day on April 11th – Workplace Violence and Self-Defense. Will be at MSU
- Rep Education Day Tuesday, April 23 8am-4:30pm at Eastern Student Center in Ypsi again
- Capitol Action Day on May 8th in Lansing
- ADO Training March 28th 8am and 8pm Virtually

Finished agenda early – opened up for Q&A:

- Lauren: PSM calendar has been a pain and causing increased workload for reps. Management is not consistently attaching documents to the meetings on the calendar.
 - Kara: more conversations to happen in JIT, we are definitely open to changing this process
- Brittany J: Offered help and perspective in future COC discussions if it's needed
- Hanna EC: Asked for clarification on pay for night shift with the time change springing forward
 - Ted: When losing an hour of time, you still get paid for the number of hours your typically scheduled shift would have been. When falling back, you would get 1 hour OA/OT.
- Nancy: People seeking multiple clarifications on MOU 639 for influenza and other contagious disease.
 - We are currently in disagreement with the employer and HR Director Hakim Berry about implementation of this long standing language – will likely be filing a dispute
- Kendrick Tran: Question about when to record OT hours on the equitability log at the start of an ANSOS. Recently had an issue on CVC4 where one RN was on OT from 0700-1500. And a second RN was on OT at 1100.
 - Do OT hours get recorded immediately? Do we send home RN 1 at 1100, because they have more OA/OT hours, and then bring in RN 2 at 1100? Or does RN 1 have priority for OA/OT hours because they are already present.

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| <ul style="list-style-type: none">▪ There is ambiguity in the language. Officers asked for the scenario to be typed up and sent to them in order to discuss further and respond to their workload on how to best address. |
| Adjournment |
| Motion to adjourn – Ted. 2 nd : Sierra. Meeting adjourned at 6:52pm. |

Leadership Meeting 3/12/24 Agenda

- Call to Order
- Approve Agenda
- Approve Past Minutes (2/13)
- Officer/Chief Rep Reports
- Committee Reports
- Old Business
- New Business
 - Newly Appointed Reps
 - JIT Updates
 - PSM Calendar Sign Up
 - Rounding/Tabling
 - Rep Expectations Review
- Announcements
- Adjournment