

MNA-UMPNC Leadership Committee Meeting

Date	8/13/24	Location	Zoom	Start Time	1734	End Time	1838
Members in Attendance	Kara Ayotte, Brittney Lehman (recorder), Maria Hagan, Laura Northrup, Julia Groves, Brian Kleiner, Lauren Irving, Erin Lemma, Laura Meeker, Ben Hanson, Val Convertino, Tammy Thompson, Doug McArthur, Andrew Kischnick, Kelley Howell, Darcie Day, Stephanie Petee, Dani Heaton, Julia Groves, Denise Bauer, Marina Marzec, Corey Foster, Brandi Garlick, Kendrick Tran, Nichole Lampi, Therese Smith, Sarah Nedam, Adam Paulsen, Lynn Tomaszewski, Jeremy Lapham, Kate Wesley, Jamie Adrian, Erin Gossett, Emily Meyer, Ernie Saxton, Kris Duletzke, Anna Arms, Katie Miner, Aaron McCormick, Val Aldrich, Ted McTaggart						
Guests	Phil Bianco, Maris Fett, Tim Olson, Julia Heck						

Call To Order

A quorum was established. Meeting called to order at 1734 by Kara.

Approve Agenda

Motion to approve the agenda: Ted. 2nd: Therese. Unanimous approval. Motion passes.

Approval of Minutes

Motion to approve the June minutes: Julia Groves. 2nd: Darcie. Unanimous approval. Motion passes.

Officer Reports

President – Kara Ayotte:

- Settled PCTU and 9C Staffing Disputes
- Discussions in JIT-L re: workplace violence and harassment policies

Dispute Chair – Ted McTaggart:

- Starting to see some arbitration denials from MNA General Counsel for cases they don't believe there is a strong chance of winning. 5 denials in the last month. There is an appeal process which has been communicated to those that have been denied. Reach out to Ted with further questions regarding the appeal process.
- Two arbitrations scheduled in the coming months. A third is awaiting scheduling.
- VVWH change time dispute has gotten a failure to resolve. The employer is reinstating change time to 5 mins at start and 5 mins at end. They refused to provide backpay.

Secretary – Brittney Lehman:

- Welcome to our newly appointed district rep – Nichole Lampi in the Canton Health Center!
- August Newsletter coming out tonight/tomorrow. Copies will be available at tabling. Let Brittney/Kris know if you are offsite and would like hard copies.
- If you have content you would like to see added to any future Newsletter, be sure to send it on by the last Wednesday of the month.

Treasurer – Ernie Saxton:

- Not present

PPP - Kelley Howell:

- PCTU Staffing Dispute win – 2 shifts determined to be inappropriately staffed. Settlement of \$12,800.
- Other area dispute updates, district rep having issues with their management for meetings, and highlighted great work district reps have meeting doing for members.
- Article 13 Staffing Disputes
 - Looking to be strong case for VVWH. 13 ADOs so far
 - Continued pattern of short staffing in PCTU

OR/PACU/Procedure – Erin Lemma:

- COC discussions ongoing
- Laura Northrup was able to get an issue settled before having to get to a dispute
- Hot spots continue – a few units going to 24/7 scheduling that are not proactively bringing union into conversations

ED/ICU – Val Aldrich:

- CVC4 issues in workload – unit is understaffed, unsafe situations with ECMO patients
- PES with not tracking/awarding OA/OT per contract
- ED Surge Proposal Petition coming soon

APRN – Jeremy Lapham:

- Chief APRN Emily Marlow still hasn't met with Jeremy. Picks and chooses who she meets with.
- Reps being targeted, which is being addressed
- AI learning – attending some meetings about it but the hospital doesn't have much intel
- APRN Survey update – about 170 responses, currently going through the data

Committee Reports

Bylaws: Had a meeting on August 1st, 3/5 attended. Discussion and brainstorm session

Education: Meeting held last night and working on Rep Ed Day. Went over the agenda and discussed another ADO training in November as well as Contract 101 or Union 101 for newer members or those with general questions.

New Business

Members not accepting the final work

- Topic brought forward from Therese. Some frustration when members are not following chain of command (district rep>chief rep>officer) and claim that they received a different answer from “the union”.
- As a district reps you have that autonomy to provide answers. We are often working together to provide answers to members.
- Giving members an opinion or interpretation/advice they didn't want is the hardest part of doing this work. Often times they are looking for a different interpretation or a loophole. Sometimes all we can do is make sure rules and contract are followed, and that things are done equitably
- For members that continues to bring up the same conversation or questions, copy all on a communication (chief, officers). It eliminates the ability for them to claim he said/she said.

Improving communication amidst a world of misinformation

- Agreed this was addressed under the previous agenda item. Kara will have a presentation titled “Can They Do That?” at next Rep Ed Day that will dive into this further.

GMM details

- Thursday, September 12 4-8pm in person at MCHC Auditorium. Presentations on the half hour. There will be snacks!
- Friday, September 13 8am and 12pm via zoom
- Encouraged all reps to attend at least one meeting – mna-umpnc.org/gmm to RSVP

ACLC Labor Day Picnic

- 3rd Annual Labor fest that All Campus Labor Council puts on. Fun event that is family friendly. Flyer and registration link put in Signal. <https://bit.ly/2024LABORFEST>

Announcements

- Rep Ed Day details coming from Kris later this week – Eastern Michigan.

Opportunity for Q&A:

- Staffing ratios for NPs brought up. This was attempted when bargaining last, but were unsuccessful.
- Questions about changes in retirement benefits - switched everyone over to Medicare advantage plan. This was a change occurred last year limiting current leadership's ability to follow up. Phil checking into most recent information and we will disseminate to the group.
- For those asking about schedule for next year with P shift moving, encourage people to put pressure on management and ask them what the plan is. Kara echoed that sentiment with Lori Pelham who

recently met with payroll to start those conversations. Management wanted this change, so continue putting pressure on them for details on implementation. We will get an FAQ out with details once we have them.

- Kelley Howell – Shout out to Denise Bauer, who shadowed a PSM that management failed to show up for. Called them out for their NCNS eloquently.

Adjournment

Motion to adjourn at 1838: Kelley. 2nd: Brittney.

- Call to Order
- Approve Agenda
- Approve Past Minutes (6/11/24)
- Officer/Chief Rep Reports
- Committee Reports
- New Business
 - Members not accepting the final word
 - Improving communication amidst a world of misinformation
 - September GMMs
 - ACLC Labor Day Picnic
- Announcements
- Adjournment