

MNA-UMPNC Executive Committee Meeting

Date	5/1/24	Location	1925 Pauline & Zoom	Start Time	5:07 pm	End Time	7:06 pm
Members in Attendance	Ted McTaggart, Kara Ayotte, Aaron McCormick, Jeremy Lapham, Sierra Pietroytys, Vickie Shlak, Kelley Howell, Erin Gossett, Val Aldrich, Erin Lemma, Ernie Saxton, Brittney Lehman (recorder)						
Members Absent							
Guests	Tim Olson, Kris Michaels, Julia Heck, Phil Bianco						

Call To Order

Quorum established. Meeting called to order at 5:07pm by Kara.

Approve Agenda

Motion to approve agenda as listed in the Zoom chat: Brittney. 2nd: Ted. Unanimous approval. Motion passes.

Approval of Minutes (4/3/24 and 4/17/24)

Approve 4/3/24 minutes and amend 4/17 minutes to include unanimous support for appointing Tammy Thompson: Brittney. 2nd: Aaron M. Unanimous approval. Motion carries.

Officer Report

President – Kara Ayotte

- Received email regarding implementing health care monitoring at home for Sparrow. Escalated to PESCH leadership. Reminder to EC To escalate emails or information we may receive related to Sparrow.

Vice President – Aaron McCormick

- Nothing at this time

Dispute Chair – Ted McTaggart

- Dispute heard about charge nurse assignments where we presented a comprehensive proposal. No resolution at that time, but ACNO Jon Fairchild said we don't have the right stakeholders at the table. Will have Article 48 special conference to discuss the issue.
- For cause testing done last week for a member. If you are notified of this occurring, contact Kara first. Going to look into getting training done for the rest of EC.
- B grade noted on safety report card from non-profit watchdog The Leapfrog Group.

Secretary – Brittney Lehman

- Working on May newsletter this week – a few highlights will include new APRN corner, Article 44 review
- Formal CTL roll out in June with newsletter & GMMs
- July or August newsletter will be a Pavilion feature

Treasurer – Ernie Saxton

- Spoke with Hennessey Accountant
- Would like to get voucher process finalized to bring to next meeting
- Consider drafting guidelines re: mileage reimbursement for next month for reps traveling from significant distances that don't work in the Ann Arbor area

Old Business

None

New Business

EC Retreat – Beginning to bargain/Contract 101s

- Discussion about EC members attending MSU, Wayne State, or another similar labor school. Stated that classes may be ~\$250/person per prior research. May consider looking into a tailored class through a labor school since there are 12 of us. Would like to have us all attend classes together if possible and finish with an EC retreat.
- Ultimately, it was agreed that UMPNC has the funds and will prioritize sending EC members to labor school classes for bargaining prep and continued education. We would like this training to occur in 2024.
- Action Items:
 - Consider bringing in professors through the business school that could act as “management” for role playing – Jeremy will look into.
 - Aaron will research labor school options and send EXCII a summary via email to consider.
 - Ted will reach out to Jane Slaughter with Labor Notes who previously offered to help us with continuing education needs.

Rep Education Related to Contract 101

- Want to ensure that information being discussed in EC and in other spaces is reaching our district reps so they are continuing to learn and grow. For example, Article 25’s impact on APRNs.
- Proposed solutions to improve this:
 - Kris will create a “ECXII Ideas for Rep Ed Day” google doc that all can contribute to in real time and bring that to the Education Committee.
 - Dedicate time during our third wed of the month meeting to more Rep Ed Day related discussion.
 - Identify topics during EC meetings and capture them in the minutes so we can go back and review.

Surge Proposal for ED

- Tim reviewed details of the ED surge proposal that he and Val have been working on and will send it to all EC members via email.

Paragraph 350 Discussion

- Discussion about P shift impacts starting in 2025. Aaron recommends P shift be 1/2/25. We will need to work with JIT for implementation. Will brainstorm a plan by end of May, to present at June JIT. Would like to create boilerplate language to push out to units/WRCs.

New Rep Appointments

- Brain Kleiner and Nicole Lowe have submitted bio & consents, both are 7D night shift nurses. Val is meeting with Brian later this week and is working on connecting with Nicole.
- Motion to table appointments: Aaron. 2nd: Ted. Unanimous approval. Motion carries.

Engagement Committee Proposal

- Motion to acknowledge Anna’s efforts and refer ideas back to membership committee for consideration: Jeremy. 2nd: Sierra
- Discussion: Appreciate the ideas as a starting point to brainstorm how to engage members in different ways. Could put a spin on the traveling t-shirt contest and create a competition for who can

design the best UMPNC t-shirt with a prize. Several concerns expressed about the proposal not taking ownership of ideas but shifting the work onto others.

- Vote on original motion - 6 in favor, 2 against, 1 abstaining.
- Motion to reconsider: Jeremy. 2nd: Ted.
- Motion to decline the proposal as it stands, but if amended at a later date the ideas could be referred to the membership committee: Erin L. 2nd: Val. Unanimous approval. Motion carries.
- Jeremy will draft email to Anna Arms letting her know the decision.

NCNS Document

- District Rep Denise Bauer brought this to our attention via Signal.
- The document includes disciplinary/coaching tracks for NCNS and No Call Show. Several concerns discussed. Agreed we will not bring forward at JIT at this time. We will continue business as usual and grieve any instance of this policy/document being used to guide discipline or coaching of a member. If you are repping a NCNS meeting, ask for the exact policy being violated so we can gather information.
 - Kelly sending on the NCNS policy for non-bargained for staff that nursing management has attempted to use to discipline members.
 - Jeremy referenced another policy regarding NCNS that was most recently revised 1/2024, owner is Diane Lopez. Will email policy out.
 - Tim drafting a letter to the employer stating we do not agree with this unilateral implementation. Will work on drafting FAQ to reps after initial email sent.

Announcements

- CONGRATS! Sierra graduating with her BSN and Ernie graduating with MSN soon! Let's find a time to celebrate them.
- Things to discuss in next Leadership – Erin L
 - Bring forward concerning guidance from the HR business partners insisting there should be 2 supervisors attending a meeting with a member and rep.
 - Reminder to all reps to reach out to the officers if there are few meetings during your PSM block.
- MNALC – June 10-11, MNA will pay for the room, mileage reimbursement. Please make 1:1 asks for those that would want to join.
- MNA Organizer, Maris Fett, will be joining us for the next few weeks!
- Ted booked a room for JIT next week – sending details out in Signal.

Adjournment

Motion to adjourn: Brittney. 2nd: Ted.

5/1/24 EC Agenda

- Call to Order
- Approve Agenda
- Approve Past Minutes (4/3/24 and 4/17/24)
- Officer Reports
- Old Business
- New Business
 - EC Retreat - Beginning to bargain/Contract 101s
 - Rep Education Related to Contract 101
 - Surge Proposal for ED
 - Paragraph 350 Discussion
 - New Rep Appointments
 - Brian Kleiner 7D, Nicole Lowe 7D
 - Engagement Committee Proposal
 - NCNS document
- Announcements
- Adjournment