

MNA-UMPNC Leadership Meeting via Zoom
January 9, 2024 5:30pm

Members in Attendance: Kara Ayotte, Ted McTaggart, Aaron McCormick, Brittney Lehman, Ernie Saxton, Sierra Pietroytys, Kelley Howell, Val Aldrich, Erin Lemma, Marina Marzec, Sarah Nedam, Kris Duletzke, Brandi Garlick, Anna Arms, Andrew Kischnick, Katie Miner, Maria Hagan, Denis Bauer, Kendrick Tran, Lynn Tomaszewski, Drea Mahoney, Steve Kelley, Corey Foster, Brittany Johnson, Laura Northrup, Val Convertino, Anne Jackson, Adam Paulsen, Therese Smith, Jeremy Lapham, Lauren Irving, Stephanie Petee, Emily Meyer, Rashida Williams, Jeff Rafko, Maggie Shee, Ernie Saxton, Darcie Day, Doug McArthur, Marina Marzec, Nancy Zittleman, Ashely Bierzynski

Staff/Guests Present: Kris Michaels, Tim Olson

1. Welcome and Introductions
2. Review Rep Expectations
 - a. Encourage everyone to read through our bylaws
 - i. <https://www.mna-umpnc.org/bylaws>
 - ii. Expectations you attend Leadership Meetings and General Membership Meetings (GMMs) – make your best effort to attend, we understand work schedules can conflict
 - b. Be checking your email in case there's a member issue that needs to be escalated urgently
 - c. Preferred expectation to be in our Leadership Signal chat. Brittney will add people to each area signal chat as well
 - d. As new reps, we start off training you to attendance/PSM meetings. We will be having new rep onboarding/training to these meetings at the end of January – where you will receive paid release time to attend. We are waiting on date confirmation from the employer/HR
3. Standing Committee Info
 - a. Bylaws, Finance, Education, Membership are our standing committees outlined in our bylaws
 - b. Planning for an ad hoc communication/social media committee
 - c. Ted: We can always consider adding other ad hoc committees as the need arises
 - i. For example, GEO has a solidarity and political action committee
 - d. Committees can be any UMPNC member – don't have to be a district rep. Great way for other members to get involved and engaged in our union if they don't want to be a rep
 - e. MNA has a Political Action Committee (PAC) – members of this committee include people from UMPNC as well as other LBU members from across the state. Great way to get involved more politically.
4. Rounding and Tabling
 - a. Great way to get involved especially for new reps
 - b. When tabling, we will go around unit to unit (particularly those without unit reps) to get a sense of what's happening on the units. We always go in pairs so there is an additional set of eyes and ears.
 - c. At tabling, this is an opportunity for us to answer member questions, give away swag, but primarily for doing our contractual 1:1 15-minute new hire orientation. This is additional from the information they get in CNO (Central Nurse Orientation), but allows to have a personal conversation and ensure they get signed up as a member.
 - i. CNO moving back in-person in the spring

5. Announcements/Upcoming Dates

- a. Kara update 1st week in office: Update on 2018 parking changes Unfair Labor Practice (ULP) - the employer was ordered to return parking spots they changed in 2018, once returning spots, they changed other parking spaces. Tim has filed an information request and we are pushing back on these new changes that occurred without bargaining.
- b. First Joint Implementation Team (JIT) meeting – mostly a check in with the new team: discussed ambulatory care concerns, Blitz being forced overtime in some units, clarification around OT, holiday sign-up, and workload appointment issues
 - i. Lori Pelham is reaching out to Clinical Nurse Directors (CNDs) clarifying that Blitz should be part of your appointment, and not done as forced overtime
- c. Leadership Meetings
 - i. 2nd Tuesday of the month at 5:30pm, via Zoom – please put these in your calendar
 - ii. February 13, March 12, April 9, May 14, etc.
- d. Rep Education Days
 - i. February 27, 2024 – 8 hours in-person
 - ii. April 23, 2024 – 8 hours in-person
 - iii. June 25, 2024 – 8 hours in-person
- e. General Membership Meetings (GMMs)
 - i. February 21 and 22 - dates/locations TBD
 - ii. Will have both in-person and virtual option
- f. Advocacy Academy - March 30
 - i. A 6-month professional development program teaching nurses/healthcare professionals how to be effective legislative advocates. A great way to work with others toward improve things for nursing and the labor movement. This past year really focused on the Safe Patient Care Act
- g. Capitol Action Day - May 8
 - i. An opportunity where you're trained and then meet with your legislators in groups advocate for nursing and healthcare related issues. We really focused on the Safe Patient Care Act at this event in 2023
- h. Workload Appointments
 - i. Aaron McCormick handling all workload appointments that weren't done prior to January 2nd
- i. Workload Orientation Days
 - i. April 2 & 4 Inpatient and 24/7 units
 - ii. April 3 for Ambulatory Care
- j. Arbitration Updates:
 - i. Yesterday a RN was reinstated after being terminated about 2 years ago. Our general counsel and lawyers do most of the leg work for these arbitrations – but a great group win!
 - ii. Hearing occurred for a separate nurse that was terminated – hopeful regarding the outcome, but a few more months until we have results.

6. Questions

- a. No questions/concerns expressed. Encouraged everyone to please reach out with any questions – as we recognize this is a lot of information especially for our newer reps.