

Congratulations, newly-elected **UMPNC/MNA** officers

My life changed when John Armelagos asked me to become more involved in our union as district representative. In my new role, I worked with the CRNAs to help resolve workplace difficulties, and met with some of the NPs when I was needed. It wasn't until I was later elected area representative that I became familiar with the NPs, midwives, and CNS workplace issues. APRNs are a diverse group; each speciality has its own benefits and problems.

Now as the Vice Chair of UMPNC/MNA, I am learning what a huge responsibility it is to represent all of our nurses at UMHS. This isn't a job that can be accomplished with just a handful of individuals. **We need participation from every member, because nurses are the union.**

As we approach 2018 contract negotiations, our union needs you. That might mean wearing red on a certain day, attending a rally, communicating with your coworkers after attending an informational meeting, or even something as simple as responding to an email. As a union, we have made UMHS a Magnet hospital, provided exceptional care to the sickest patients in Michigan, and worked to achieve patient safety and a strong voice for nurses.

Don't be the weak link when it comes to negotiating for our patients or our profession. Make your voice heard during the upcoming negotiations. You are the reason UMHS is so successful. Use your drive to make things better for you and your coworkers. **Get involved, stay informed, and know that your actions make a difference.**

For the full list of officers, area reps, and district reps, visit UMPNC.org



Donna Carnahan CRNA DNAP
Donna Carnahan
UMPNC Vice Chair

UMPNC/MNA Members Make Their Voice Heard

We hear you. Recently, thousands of UMPNC/MNA nurses filled out their bargaining surveys to help set the priorities for our upcoming contract negotiations. Among our top priorities are:

- **Protecting patients** by strengthening staffing and workload review committee provisions
- Making PTO more accessible to **allow nurses the time off they need for rest and recuperation**
- **Attracting and retaining nurses** through competitive wages, affordable health insurance costs, and retirement planning

Be on the lookout for more opportunities to participate and make your voice heard, such as bargaining forums and town halls on the various issues facing our members. Questions, or want to get more involved? Contact UMPNC/MNA Organizer Peter Klein at 517-515-1982.

NURSES are the UNION

In the new year, UMPNC/MNA will begin bargaining for a new contract. This will replace our current contract with the University of Michigan Board of Regents, which expires on June 30, 2018.

Since nurses last negotiated, many of our fellow workers have been forced to accept cuts to health care and employer contributions to 401k accounts. **It was not poverty that led the University to demand these cuts.**

A few months ago, UMHS reported a 5.6 percent operating margin for the 2017 fiscal year, resulting in a \$210 million surplus¹. Given this rosy financial picture, why would management demand cuts to our wages and benefits? Hundreds of Assignment Despite Objection forms filled out by our members in the last year demonstrate our concern for patient safety and the degradation of working conditions.

The University has a surplus. Why would we consider cuts that will make it harder to retain RNs and maintain the highest quality of care?

The answer is, we shouldn't. But our union's elected nurse-leaders can't do it alone. Our union is all of us – nearly 6,000 registered nurses working for UMHS, from Ann Arbor, to Brighton, Saline and Muskegon. **We are a membership organization, and our power at the bargaining table only exists if we stand up and fight together.**

We are recruiting members to step up and be Communication Team Leaders. Each Communication Team Leader will build a list of ten coworkers with whom to share important updates and engage in collective actions. **This role does not require a large time commitment, but it is crucial to our efforts at the bargaining table next year.**



-UMPNC Secretary Elect Ted McTaggart

Interested in becoming a Communication Team Leader? Contact your district or area representative. Not sure who that is? Give the UMPNC office a call at 734-663-5657.

¹ http://www.mlive.com/news/ann-arbor/index.ssf/2017/06/michigan_medicine_reports_210.html

UMPNC an affiliate
of the
MI NURSES Association

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