

University claims it does not have to bargain with **NURSES** over staffing

This week **NURSES** brought forward the issue of safe staffing and reasonable workloads. We pushed for contractual guarantees to establish safe RN-to-patient ratios.

The university responded by claiming the current contract is sufficient regarding staffing. It further claimed it does not have to bargain with us about staffing at all. **This is an outrageous claim.**

Staffing is directly related to workload, which is a mandatory subject of the bargaining process.

Our team explained that in an era of increased corporatization of healthcare, we want to ensure the Health System maintains respect for **NURSES'** professional judgment regarding their workloads. Safe staffing and reasonable workloads keep patients safe and help prevent burnout, allowing **NURSES** to provide the best possible care to patients.

In addition to safe RN-to-patient ratios, our team also proposed that:

- an RN-led practice council review and approve any related staffing changes prior to implementation;
- staffing plans be posted in public areas in each unit;
- charge **NURSES** not initially be given a patient assignment;
- floating not be mandatory for any member; and
- **NURSES** be expected to openly share staffing information with patients and families.

The University would not agree to any of these options, again claiming it does not have to bargain with us about staffing issues. The university has both a legal and moral obligation to bargain with our team about staffing. We will keep pressing these issues throughout the bargaining process until we have solid contractual guarantees.

Next week, we will continue a discussion on increasing access to PTO for members. We will also move to start discussing issues of compensation, including overtime pay and shift differentials.



UMPNC leaders are staying strong for safe staffing.

UMPNC an affiliate
of the

MI NURSES Association

Stay up to date on our bargaining
progress at minurses.org/umpnc

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YOU can help build a strong contract

Stop by our next set of Communication Team Leader
meetings on **Tuesday, April 10** in the University
Hospital Cafe at the table in dining hall C/D.

7 - 9 AM

11 AM - 12 PM

5 - 7 PM and 7 - 9 PM