

NURSE PRACTITIONERS Speak Up



The Nurse Practitioners pictured came to speak at bargaining this week: (L to R) Barbara Van Kainen (bargaining team member), Michelle Sears, Joy Jones, Rachel Scheich, Karen Toth, Cara Zitterman, Donna Camahan (bargaining team member).

This week a group of Nurse Practitioners (NPs) joined our UMPNC/MNA bargaining team at the table to explain to management the myriad issues affecting their practice. These NPs described how they regularly work as much as ten or more hours per week above their appointment fraction in order to meet the increasing acuity and complexity of their patients. They often must chart at home, with some completing their documentation after their

children have gone to bed in order to preserve time with their families. They do not receive any additional compensation for these extra hours.

NPs described their frustrations with a tiered pay model which does not compensate in a consistent manner across the system. They also described a lack of adequate administrative time. Many of these NPs came to the University in order to be at the cutting edge of their practice, but are finding that overwhelming caseloads prevent them from investing in research and professional development opportunities.

Our bargaining team will continue to push for the NPs' complete inclusion in the contract, reflecting their growing role within the health system and fairly compensating them for their significant contributions. We will bargain over the issue after we have received requested information that will be necessary for a comprehensive resolution.

NURSES Push for Paid Family Leave

At the table this week our elected **NURSE** bargaining team presented the issue of family leave, arguing that increased paid leave and accommodations are necessary in order to protect work/life balance. Whether for birth, adoption, or fostering of children; or for caring for elderly parents with medical needs – University administrators should recognize that RNs also care for loved ones outside of this institution. A daughter should not have to choose between her job and her mother in a time of need. A new mother or father should not feel compelled to sacrifice those first crucial weeks of care and interaction with their child in order to maintain a basic income.

Although administrators did not respond to our specific ideas, our UMPNC/MNA team will continue to negotiate a comprehensive wage and benefits structure that advances the interests of all **NURSES**.

UMPNC Supports Huron Valley **NURSES**



On April 25, UMPNC members traveled to Commerce Township to show solidarity with MNA members at Tenet DMC Huron Valley-Sinai Hospital. Hundreds of local and statewide supporters rallied to urge Tenet to negotiate a fair contract with safe RN staffing.



Our team originally had aimed to bargain with University management on Thursday, May 3. Members of the management team, however, wanted to go to the Kentucky Derby this weekend. So, the administration was not willing to meet.

MNA Nurses Capitol Action Day
Register by May 4
(event on May 15)
Get details and sign up at:
minurses.org/NursesAction

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

Take **ACTION** for a Strong Contract

Our strength at the bargaining table comes directly from member activism. Continue to **Wear RED** on Wednesdays to show **NURSE** unity.

You can also show your solidarity by taking a selfie or group photo with the sign printed below. Post your picture on Facebook and other social media site with the hash tag **#UMPNCstrong**

Want to see all of the latest photos from UMPNC/MNA members? Follow the UMPNC Facebook page "UMPNC/MNA-negotiations 2018" at:
www.facebook.com/umpncstrong

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UMPNC an affiliate
of the
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