



Our UNION is YOU

Do you want to see positive changes in our hospital? Do you feel that you should have a say in the way patients are taken care of at the University? We need nurses who are passionate about their profession to be involved in OUR union. As union nurses, we understand how our staffing and safety directly impacts the outcomes of our patients. Now more than ever, we need to stand together for each other and for those we care for.

There are a number of ways nurses like you can get more involved:

- Planning social activities
- Legislative advocacy
- Community volunteering
- Political activity
- CEs and educational opportunities
- Collective actions to improve our workplace

There is also a need for unit liasons. These are nurses who help communicate information about our union to their home unit. We're also looking for more worksite coordinators. Worksite coordinators are nurses who help educate others in their area and units on our union rights, and work to identify and mobilize other leaders, as well.

We will help you learn everything you need to know to become a strong nursing advocate, and be part of our team of dedicated nurse-leaders. Answer the call and stand up today.

Ready to get involved? Contact the **UMPNC** office at 734-663-5657.

Michigan Nurses MARCH! and Rally for our Patients

On **Wednesday, March 22nd**, nurses from UMPNC/MNA and all across the state will head to the Lansing Center and the Capitol steps for the annual **Michigan Nurses MARCH!** and the "Rally for Our Patients." This year's theme is "When Nurses Have Had Enough: Advocating for Change." The 2017 Michigan Nurses MARCH! is free for UMPNC/MNA members. More information and registration at:

<http://www.minurses.org/nursesmarch/>



UMPNC members attending the 2016 Michigan Nurses MARCH!



MNA President/UMPNC Chief Grievance Chair John Armelagos, with UMPNC Vice Chair Heather Roe and Secretary Katie Scott, speaking at the 2016 Michigan Nurses MARCH!

The Keynote Speaker at this year's MARCH! is Michigan Public Health Institute CEO Renée Branch Canady, PhD. Ms. Canady is a nationally recognized thought leader in health disparities and inequities, cultural competence, and social justice.

The Michigan Nurses MARCH! is a day to educate and motivate ourselves to stand up and say, "enough is enough," and be stronger advocates for ourselves and patients. Attendees receive the tools and training needed to effectively advocate for their practice with legislators, administrators, and the public.

MNA will also be launching its first-ever **Advocacy Academy** in Lansing the day before on **March 21st**. The Advocacy Academy is a special, 6-month professional development program that will give nurses the tools to be effective legislative advocates. MNA members who want to build their knowledge and skills in legislative advocacy are encouraged to register.

Advocacy Academy participants will help ensure that nurses have a voice on the public policy issues MNA nurse leaders have identified as our top priorities (including mandatory RN-to-patient ratios in hospitals, safer workplaces and protecting collective bargaining.

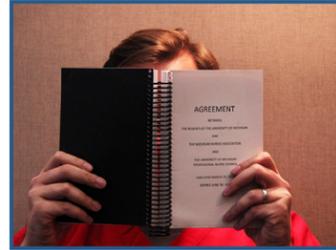


Learn more and sign up at:

<https://www.minurses.org/mna-advocacy-academy/>

Question About our Contract? Ask “Eugene Union”

Hi! I’m “Eugene Union,” an RN and UMPNC/MNA member. I have been asked me to appear regularly in our newsletter because I love our contract and study it every chance I get — so I’m the perfect fit. If you have a question about unions or the contract, I’m here to help demystify the whole thing. Submit your question at umpnc.org and I’ll answer as many as possible in our newsletter. Here’s our latest question:



*Dear Eugene Union,
It’s getting close to PTO selection time and I have some questions about how this is done. How many rounds of selection are there? Can I ask for individual days in the first round? How much PTO can I schedule during this time period?*

*Thanks,
Vacationing Vicky*

Dear Vacationing Vicky,

The section of our contract that explains the PTO process is Article 29. It’s a long article with extensive information about PTO for UMPNC/MNA nurses, but the part you want to concentrate on is **Section E**. Here’s a summary of what it says:

- There are two rounds of PTO selection for the period of May 1 to April 30 of each year.
- In the first round, everyone can sign up for up to 2 weeks.
- The first round starts with highest seniority nurse and ends with the lowest.
- You can sign up for individual days in the first round, but week requests are given priority.
- You are allowed to take up to 70% of your annual accrual.

I hope this answered your questions, and I encourage you to read our contract and check out other great benefits UMPNC/MNA nurses have won at the bargaining table. You should also consider signing up for the **Organizing Academy** happening here in April, where we’ll learn a lot more about the contract — and keep an eye out for other opportunities to get more involved with UMPNC/MNA. If you have any questions, contact the UMPNC office at 734-663-5657 or MNA Organizer Kelly Anthony at 517-853-5521.

**In Solidarity,
Eugene Union**

Mark your Calendar: Important Upcoming Dates for UMPNC/MNA

- **March 21** Advocacy Academy — Lansing, MI
 - **March 22** Michigan Nurses MARCH! — Lansing, MI
 - **April 18 or 21** UMPNC Organizing Academy — Ann Arbor, MI
Crash course in Union 101, including our rights at work under our contract & the law, how we organize our workplace, and how we can collectively advocate for our patients and increase nurse bargaining power.
 - **May 22-23** MNA Leadership Conference — Roscommon, MI
 - **October 12** Continuing Education Day — Battle Creek, MI
 - **October 13-14** MNA House of Delegates — Battle Creek, MI
 - **UMPNC Leadership Meetings** — Ann Arbor, MI
Held on the 2nd Tuesday of every month, from 5:30 - 7 PM in UH-B1C202.
- Interested in learning more about any of these events? Contact the UMPNC office at 734-663-5657 or MNA Organizer Kelly Anthony at 517-853-5521.

Legislative Update: What’s Next for Nurses?

The new legislative session is underway, and we are looking to build on our success in the lame-duck session last year. That is largely due to those of you who stepped up and contacted your legislators. Public pressure killed several bad bills, and showed that nurses and other working people will hold legislators accountable. **Good news:**

APRN legislation: HB 5400, which affects Nurse Practitioners, Certified Nurse Midwives and Clinical Nurse Specialists, was passed and signed into law. **Main points:**

- Adds CNSs to the Michigan Public Health Code, allowing specialty certification for their profession and adding them to the MI Board of Nursing
- Allows NPs, CNMs and CNSs to prescribe physical therapy and speech therapy and order restraints
- Allows NPs, CNMs and CNSs to prescribe Schedule II-V drugs under delegation and non-scheduled drugs autonomously
- Allows NPs, CNMs and CNSs to prescribe starter doses for Schedule II-V drugs under delegation, without restriction to setting or circumstance.

The following bad bills died during lame-duck:

- **Senate Bill 280** would have made it illegal for union members and employers to negotiate a contract including employer-paid union release time. This would have directly affected UMPNC members and other MNA members at public sector facilities and public health departments. A coordinated effort with other unions was able to recruit enough Republican allies to keep the bill from ever coming to a vote.



• **Attack on auto no-fault:** The Michigan Hospital Association cut a deal with the insurance industry, betraying the rest of the Coalition Protecting Auto No-Fault (of which MNA is a member). The deal would have put limits on post-acute care for survivors of catastrophic crashes with no cost savings to Michigan drivers. Fortunately, there was not enough

support for this approach. MNA supports improving the no-fault system, but reforms can’t include measures that do nothing but increase profits for hospitals and insurance companies.

What’s next?

With more than 40 new House members, we have a lot of work to do to build new bipartisan relationships and strengthen current ones, and RNs like us are the core of this work. Nurses have routinely been voted the most trustworthy profession in the United States over the last 15 years. When we speak up, legislators listen. This makes it all the more important for our voice to be heard in our hospitals and at the State Capitol. Check out the MNA Advocacy Academy, or get in touch with UMPNC leaders to learn more.

The nurses of the MNA Board of Directors have set our legislative priorities for the 2017-2018 session:

- Ensure safe patient care (standard RN-patient ratios and limits on mandated overtime)
- Make workplaces safer for nurses
- Protect collective bargaining rights

UMHS Rebranding: Nurses Say No to Michigan Medicine

Registered Nurses at the University of Michigan Health System (UMHS) are questioning the wisdom of the announced name change to “Michigan Medicine.” This costly, unnecessary change wipes out a well-established brand that has earned community respect and worldwide recognition. The new name fails to reflect the broad mission of UMHS and was enacted despite concerns raised by nurse managers.

“The money spent on implementing and marketing the new name would be better spent on patient care,” said Katie Oppenheim, RN and Chair of the University of Michigan Professional Nurse Council (UMPNC/MNA). “The term ‘medicine’ is almost exclusively associated with physicians, yet so many other professionals contribute to the treatments and breakthroughs here. We are concerned that time and resources are being squandered on a marketing ploy that ultimately diminishes the contributions of a diverse and dedicated staff.”

“To me and others, ‘medicine’ has negative connotations. You only seek medicine once you are already sick,” said Heather Roe, RN and UMPNC/MNA Vice Chair. “UMHS’s mission is broader than that. We deserve a name that makes it clear that we support health comprehensively, not just through medicine but also with prevention, research, education and other professional supports including nursing.”

“I can’t help but wonder what the other UMHS facilities outside of Ann Arbor think of this,” said MNA President John Armelagos, RN, who is also UMPNC/MNA Grievance Chair. “A statewide network was built on the current name and branding. Isn’t an obvious association with U of M’s prestigious academic resources part of what other hospitals were hoping to gain through affiliation? MNA commends the nurse managers who pointed out some of these concerns before the rebranding was announced. We only wish the administration had listened.”

A petition opposing the name change more than doubled its goal for signatures. This petition is still open, and interested nurses and community members are encouraged to sign: <http://bit.ly/keepUMHS>