

**NEWS** April 6, 2018

## Munson **NURSES** Reject Unreasonable Management Proposals

On Thursday, our bargaining team proposed a fair and standard process by which we would resolve any contractual dispute between RNs and management under a new collective bargaining agreement.

In response on the same day, administrators made a proposal which would have prohibited Munson **NURSES** from effectively appealing any discipline short of a termination. Under their proposal, if one of us were suspended or repeatedly disciplined for any unfair reason – such as in retaliation for filing a sexual harassment claim or raising concerns for patient care – we would have been unable to appeal the discipline outside of Munson management. This was an extremely troubling proposal. Munson is a community based non-profit hospital that should be focused on patient care, not on protecting its ability to unfairly discipline its frontline caregivers.



*Dagmar  
Cunningham, RN,  
Critical Care  
Float Pool*

Also on Thursday, management proposed that **NURSES** would have to pay the costs of administration witnesses if one of us appealed our termination to the fullest extent of the contract and were unsuccessful. The intent of the proposal was to discourage our union from disputing an unfair termination because of the large cost if we lost the appeal.

To our knowledge, Munson administrators have not made similar proposals to other unionized RN's at Manistee or Cadillac, and we do not believe that it has that language in any of its other contracts with employees in the health system. When we confronted administrators as to why they are singling us out, they were unable to offer a reasonable explanation.

Management also made a new proposal that would prohibit more than two nurses from attending any grievance or arbitration hearing used to enforce our new contract. This would have meant that nurses impacted by potential wage theft, widespread patient safety, or harassment issues could be unable to attend a grievance or arbitration hearing. Even on their own non-paid time, **NURSES** would be barred from hearings that could directly affect them.

After hearing our team's anger, management provided a revised proposal late in the day on Friday. Administrators withdrew their proposal to prevent us from filing arbitrations for unfair suspensions, demotions, or final warnings, but continued to insist that management would have the final say on all other types of discipline.

Administrators continue to insist that **NURSES** pay for management's costs if we are unsuccessful in appealing a case to an arbitrator. Administrators also continue to propose unfair timelines and insist that the grievant lose pay to attend grievance hearings.

**NURSES** demand a fair and honest grievance and arbitration process.

**MNA FREE  
CE TRAINING**

On **April 27**, our union will hold a free CEU on Pain Management for Munson **NURSES**.

Register at online at: **bit.ly/MunsonCEU**

8:30 am and 4 pm; Leelanau Room; Park Place Hotel  
300 E State St, Traverse City, MI 49684

Visit **munsonNURSES.org** for the latest bargaining updates.

# Speaking up for **SAFETY**

Photo: Munson **NURSES**, including members of our bargaining team, discuss their ideas for staffing standards.



## **NURSES** stop changes in ED

As members of our department know, **Munson management attempted to change the existing policy regarding canceled vacation/PTO requests.**



*Liz Biedenbach,  
RN in the ED*

Previous policy did not force us to use our PTO if there was a change to previously scheduled vacation time.

Administrators tried to make us use our PTO time, and they attempted to do so without negotiating that change.

During bargaining today we, were able to stop the hospital from implementing this unlawful change. Your concerns were heard, addressed, and working together with our bargaining team we were able to fix this problem.

**This is more proof that we can make difference when **NURSES** stand together!**

## Health and Safety

**NURSES** re-proposed our health and safety language at the table on Friday. RNs and other healthcare workers face certain risks inherent to their duties, but our union and management should have a shared interest in encouraging and maintaining the safest work environment possible.

To this end we believe in a **Joint Committee on Hospital Safety** to provide over site in health and safety investigations, as well as to advise Munson about education and preventative health measures will improve safety.

While the employer was willing to agree to the committee, they did not agree to any of the other requirements our bargaining team proposed – such as mitigation of exposures to infectious diseases, environmental conditions, workplace injury, and violence.

Our proposal prohibits the exposure to imminently hazardous conditions that are not consistent with assigned job duties and profession. **We believe our proposal will make the hospital a safer place.**

## Safe Staffing Includes Sitters

We were alerted this week that Munson administrators, in the context of budget concerns, are planning to **replace safety sitters with a remote camera placed in the patient's room.**



*James Walker,  
BSN, RN, CCRN  
floor A2*

Administrators appeared to have been planning to make this change without notice to our bargaining team and with no apparent discussion with frontline care providers.

**Munson **NURSES** are concerned that the removal and replacement of frontline staff with remote monitoring systems is a cost driven decision that endangers our patients** and violates the philosophy of relationship-based care that is at the heart of everything we do.

**Our bargaining team has asked that administrators cease this change pending proper negotiations.** We will gather further information about this proposed change and will provide additional updates when we have them.

Contact your elected RN bargaining team at [MunsonRNs@gmail.com](mailto:MunsonRNs@gmail.com)