

## **NURSES** Move To Eradicate Mandatory Overtime

This week our UMPNC/MNA bargaining team made significant progress toward the elimination of mandatory overtime. While there is not yet a complete tentative agreement on the issue, the bargaining team has secured the University's commitment to unprecedented contractual language that would prohibit managers from using mandatory overtime except in well-defined extraordinary circumstances. These strict and enforceable limitations are designed to effectively protect nurses' work/life balance while ensuring safe patient care at all times.

Our team also continued its push at the bargaining table for better compensation for all nurses who work evening, night, and weekend shifts, while working to simplify and improve incentives for overtime and over-appointment hours. Nurses emphasized that voluntary overtime must be appropriately incentivized in order to meet staffing needs in a fair and effective manner. While some progress was made in regard to these differentials and incentives, these aspects are not yet resolved.

Our UMPNC/MNA team will continue to bargain for a complete economic package that provides fair wages and benefits for all nurses. Next week, our team intends to discuss benefits issues such as paid family leave, tuition reimbursement, and retirement contributions.

### Show Up for **SOLIDARITY**

All UMPNC/MNA members are invited to support the Huron Valley **NURSES** in getting a first contract.

**Huron Valley Sinai  
Hospital Rally**  
Wednesday, April 25  
5 PM until 7 PM

**Commerce Charter Twp.**

Details about parking will be available in the near future. If you are interested in attending or have questions, please contact Peter Klein at 517-515-1982.

### Take **ACTION** for a Strong Contract

Our strength at the bargaining table comes directly from member activism. In addition to the meetings below, continue to **Wear RED on Wednesdays** to show **NURSE** unity.

**Tuesday, April 24; 7 AM - 9 AM; 11 AM - 1 PM; 5 PM - 9 PM**  
Communication Team Leader meetings  
UH Cafeteria, table nearing dining hall C

**Tuesday, May 1 at 5:30 PM**  
A2 area Offsite Ambulatory/MVN Comms Team Leader Meeting  
Arbor Brewing 720 Norris St, Ypsilanti, 48198

**Thursday, May 3 UMPNC Bargaining Update Meetings:**  
6 AM - 7 AM in CVC Danto Auditorium  
Noon - 1:00 PM in Towsley Dining Room  
6 PM - 7:00 PM in UH Ford Amphitheater  
Midnight - 1:00 AM (Friday, May 4) UH Ford Amphitheater

Stay up to date on our bargaining progress at: [minurses.org/umpnc](http://minurses.org/umpnc)

**UMPNC** an affiliate  
of the  
**MI NURSES** Association

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[minurses.org](http://minurses.org)  
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# Wear RED

to tell the University

## NURSES STAND UNITED



The UMPHC/MNA Bargaining Team members wearing red for solidarity.

Our UMPNC/MNA contract contains a Memorandum of Understanding that ensures **NURSES** employed by the University in new locations will be protected by the contract and be able to join our union. Last Friday the University informed us that it considers this memorandum to be a 'permissive subject of bargaining.'

In other words, the University is saying it has no obligation to recognize such **NURSES** as part of our union or even to talk with us about the matter. This is another outrageous claim. With the University planning for aggressive growth in the near future, it is clear they intend to divide us and undermine our strength. As **NURSES** devoted to our profession and safe patient care, we will not stand for such attempts to weaken our voice and influence over the future of the health system. Only when **NURSES** stand together in unity can we continue to effectively advocate for our patients. Wear red to tell the University we stand united.

## What If? A Positive Parking Proposal

*By Laura Jirasek, RN. Laura is a District Rep in the Cancer Center and UMPNC's appointee to the UMHS Parking & Transportation Committee.*

For those **NURSES** who commute south on US 23 and park in the blue designated structures attached to the hospital, if you could suddenly no longer park there, what would you do? This is a very real possibility because of the great need for patient parking. The reality is that the existing parking structures do not support the number of people, both employees and patients, who use them daily. UMPNC/MNA didn't create this problem, but we can help solve it.

If you use US 23 south to commute to the hospital, consider using the PEOPLES EXPRESS. This shuttle service is offered to employees and operates at the US 23/Lee Road Exit Park and Ride at Lee Road and Field Crest.

Currently the PEOPLES EXPRESS offers shuttle service with four pick up times in the morning and four drop off times in the late afternoon. (6:05 am-5:30 pm). There is a fee of \$3 each way. If there is enough interest, the PEOPLES EXPRESS can extend their hours for later drop offs in the morning and/or later pick-ups in the evening. If you are interested, please email me at [jirasela@med.umich.edu](mailto:jirasela@med.umich.edu). Please tell me what times you would like added to the existing shuttle service.

If you are considering taking the shuttle but worry about what would happen if you missed the shuttle or had another emergency, remember that each employee has six (6) free rides home, compliments of the Health System in event this or another emergency happens. This service is available 24/7. Call 734-763-1131 (U-M Police Department) for an emergency ride home.

This is a short term aid, but we are pressing the issue in bargaining for a long term fix to the problem.