

MVN **NURSES** strengthen our fight for a fair contract for all **NURSES**

Kim Leavens, an experienced RN with Michigan Visiting Nurse (MVN), joined our **NURSE** negotiations team this week to bargain over MVN issues with management. She provided evidence and insight into how visit guidelines have fallen behind increased work requirements over the years (see paragraph 760 B in our current contract).

Increased charting requirements have contributed to the fact that visit guidelines no longer reflect the actual and substantial amount of work required by MVN **NURSES** on a daily basis. As a result, **NURSES** are not receiving adequate recognition for the work they do.

While we were able to secure an interim agreement on several modest improvements for MVN **NURSES**, the overall issue remains unresolved. Our team did not believe management adequately acknowledged the already existing problems with the visit guidelines as described above.

Our team is devoted to securing the best possible agreement for all **NURSES**, including MVN **NURSES**.



MVN nurses Amy Sweet, Amy Long, Kim Leavens, and Tracey Koski.

Improvements to On-Call Pay and Evening, Night and Weekend Shift Pay

This week the RNs elected to serve on our UMPNC/MNA bargaining team secured a tentative agreement that will provide increases for **NURSES** who work on-call. As with all tentative agreements, nothing is final until a majority of nurse members vote on a comprehensive agreement.

We also moved closer to an agreement that would bring substantially improved compensation for evening, night, and weekend shifts.

Patients or "Product Lines"?

While fair compensation is important, these contract negotiations involve far more than raising wages and protecting benefits for **NURSES**. We also are bargaining for the future of patient-driven care.

This fact became even more apparent this week when the employer presented a benchmark report about home care, which they wanted to use to re-evaluate Michigan Visiting Nurses (MVN) patient visit goals.

In management's report, 90% of the respondents were FOR-PROFIT agencies. Since when do we compare our care at UMHS to for-profit health systems?

As **NURSES** at UMHS, we are proud to work for a not-for-profit health system where our patients are human beings, not product lines. Our care is driven by patient needs, not merely by "productivity hours."

Together as UMPNC/MNA **NURSES** we say: PATIENTS OVER PROFITS.

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 on the back of this bargaining update. Post your picture on Facebook and other social media sites 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

UPCOMING COMMUNICATION TEAM MEETINGS

Bargaining and Brews
Tuesday, May 29 at 5:30PM

Block Brewery
1840 S. Old US Highway 23
Brighton, MI 48114

Tuesday, June 12

7a-1p and 5p-7pm
UH Cafeteria
near dining room C

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

United we **BARGAIN.**

UMPNC an affiliate
of the
MI NURSES Association