

NURSES Fight for Dignity and Privacy

This week's discussions began with drug testing and supporting employees with identified substance abuse disorders. Management presented the option of random drug testing. **Your elected UMPNC/MNA bargaining team rejected random testing as invasive, demoralizing, and wasteful.**

Over the years we have successfully negotiated for refinement of a sophisticated for-cause testing system that does not unnecessarily invade individual privacy. Your **NURSE** team presented options that would build on our history of compassion and rehabilitation for employees who experience substance abuse, enabling them to return to work with appropriate support.

UPCOMING COMMUNICATION TEAM MEETINGS

Tuesday, June 12
7a-1p and 5p-7pm
UH Cafeteria near
dining room C

NURSES Propose Safety Measures

NURSES also brought forward the issue of eliminating exposure to hazardous chemicals and agents in the workplace. **Your NURSE team secured agreement to a reporting system** that will track symptoms experienced by **NURSES** and patients in relation to chemical cleaning agents used in work areas, so that problematic products can be effectively identified and removed. While significant progress was made, the issue is not yet fully resolved.

NURSES Stick to the Issues, Ramp Up Negotiations

At this bargaining session, NURSES returned to negotiating overtime issues. We made substantial progress toward eliminating mandatory overtime, but work remains to ensure that voluntary overtime is adequately recognized and rewarded.

Your UMPNC/MNA team again bargained over salary improvements for NURSE practitioners, as well as guaranteed administrative time.

NURSES are now bargaining five days a week, working tirelessly toward a comprehensive agreement that protects patients, fairly compensates **NURSES**, and addresses the day-to-day issues **NURSES** face across the health system. **To help in our fight for a fair contract, we are now calling for NURSES to wear RED every day.**

Take **ACTION** for a Strong Contract

NURSES are circulating a petition that reads "United We Bargain." It is a simple but powerful way to demonstrate our unity. Sign the petition and wear a **RED** MNA badge sticker to show your support for your fellow **NURSES**.

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**

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

United we
BARGAIN.

UMPNC an affiliate
of the
MI NURSES Association