University of Michigan
Professional Nurse Council
NEWS June 22, 2018

MI NURSES Association

BARGAINING UPDATE - BREAKING NEWS!

MANAGEMENT DROPS OFFENSIVE LATE FRIDAY PROPOSAL

Nurses Offended By 11th Hour Idea to Cut Leave Time and Retirement

In a development hospital management should have signaled its intention to raise three months ago, management surprised us with a vague notion of creating a "parental leave policy," in exchange for the following sacrifices:

1. A reduction in nurses' paid time off (PTO), with a more severe reduction for new hires;
2. A reduction in nurses' extended sick leave banks;
3. A reduction in the employer's contribution to nurses' retirement.

We told them this was a very divisive and concessionary proposal, but to present it in writing as is customary. **They refused.**

It's time to show management that UMPNC NURSES are united in deserving a world class contract with no concessions!

INFORMATIONAL PICKET / RALLY

Saturday, July 14

(Details to follow)

Sign up to say "I'll Be There!" at this link: bit.ly/UMpicket

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

UMPNC an affiliate of the MI NURSES Association

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FIGHTING for a Fair Contract

Nurses will NOT be Intimidated!

Our bargaining team continues fighting for a comprehensive agreement that will best serve all nurses for the next several years. We have put in months of hard work and will continue to do whatever is necessary to secure the best contract possible. We consistently pressed management for more bargaining days early in the process as referred to in prior updates. They would not agree.

Now, in an about-face, management is trying to push us to give up on important issues and settle hastily.

While we have made significant progress in the past few weeks, important issues like staffing, wages, and retirement remain on the table. These are not small things to be brushed aside. We aim to ensure all nurses receive wage increases as soon as possible. However, we will not accept management threatening us into accepting a substandard long-term contract.

Mandatory Overtime, Shift Differentials - NURSES' Voice at the Table

On Friday of last week our UMPNC/MNA bargaining team secured tentative agreements that impose stricter limitations on mandatory overtime and provide significantly improved shift differentials for all nurses who work evening, night, and weekend shifts.

Hazardous Chemicals, Flu Vaccinations - NURSES' Voice at the Table

This week, we secured an agreement to protect nurses and patients from hazardous chemical cleaning products and other exposures in the workplace. After much pushback from our team, management withdrew its options to impose mandatory flu vaccinations. Rather, our team reached an agreement that will help maintain our already high vaccination rates without unnecessary changes.

UMPNC member Anne Jackson, RN addresses the Board of Regents on June 21. "We expect good faith negotiations from the other side of the table resulting in a fair contract that will continue to draw the state's best nurses," she told the Regents.

United we **BARGAIN**. Divided we **BEG**.