

NURSES Ramp Up Actions as Managers Delay for Vacay

On Thursday, August 9, **NURSES** returned to the bargaining table after a 17-day break. Management claimed that they needed this extra time off in order to prepare for fact finding.

However, since our last negotiation session, we have learned that several of management's negotiating team members were in fact on vacation. Director of Labor Relations, Michelle Sullivan, shared pictures of herself on vacation, aboard a boat, on social media. This dishonesty and disrespect stands in stark contrast to previous administration leaders who canceled their vacation plans when necessary to continue bargaining with nurses.

At the table, it was apparent that the administration did nothing during their extra-long break to prepare for negotiations. Little was accomplished.

NURSES call on managers to show us that they take bargaining seriously by scheduling more frequent bargaining dates. In the meantime, our Unfair Labor Practice Charges (ULPs) against the University continue to move forward.

NURSES will continue to take whatever actions are necessary, including ramping up communications with the broader community, in order to secure a fair, patient-centered contract.

Don't Fall for Intimidation Tactics

Over the past week, many **NURSES** have received solicitations from traveling nurse agencies for shifts in the Ann Arbor area in the coming months, in relation to a labor dispute.

It is common for an employer to try to scare nurses by circulating such advertisement, but shame on the University for stooping so low.

Rather than trying to frighten **NURSES**, management should work with us to prevent our negotiations from becoming a "labor dispute."



ACTION: Hold the Sprinkles, guarantee staffing in writing

*At the ice cream social on Wednesday, August 8, **NURSES** reminded management that a fair contract is a fundamental part of employee appreciation.*

YOU
are invited

Action Committee Meeting

Monday, August 13
7pm at Mark's Midtown Coney Island
3586 Plymouth Road, Ann Arbor

Our next bargaining date is **Tuesday, August 14.**

County Commissioners Support **NURSES**



BOARD OF COMMISSIONERS

220 NORTH MAIN STREET, P.O. BOX 8645
ANN ARBOR, MICHIGAN 48107-8645

August 10, 2018
Mark Schlissel, MD
President, University of Michigan
503 Thompson St.
Ann Arbor, MI 48109-1340

Dear President Schlissel,

We are writing to you with concerns for the registered nurses who are the lifeblood of the University of Michigan Health System (Michigan Medicine). As county leaders, we know how valuable Michigan Medicine and the university are to our region.

We understand the important role of these institutions in delivering high-quality health care for our community, employing tens of thousands of our residents, and serving as a major partner for regional economic prosperity.

To protect and grow this strong legacy, Michigan Medicine nurses need a contract that values them and gives them a say in decisions that affect their patients.

Thousands of Michigan Medicine nurses live in our area. These RNs are our neighbors, friends and family members. They are homeowners, raising their children here. They are future retirees who should be able to enjoy their hard-earned security. They are taxpayers, elected officials, school leaders, and coaches. They are new graduates who want to be able to stay close to home. They are consumers who fuel the growth of our small businesses and keep our local economy thriving.

Michigan Medicine nurses are valued residents and workers in our region. When nurses are raising concerns, it is in everyone's best interests to listen and act. A fair contract that gives nurses a real voice in their work is essential. It is also essential not to make nurses pay more for health insurance benefits or cut their retirement, especially as the university enjoys a \$100 million surplus.

Therefore, we further urge you to focus on contract proposals that recognize the following:

- A written guarantee that Michigan Medicine will provide proper RN staffing at all times. Inconsistent RN staffing standards can put patients in danger. Mere verbal assurances do not provide the security that nurses and patients deserve.
- Patients deserve transparency. Contract language should be included that requires Michigan Medicine to disclose the number of patients a nurse is assigned. Decades of research show that the nurse-to-patient ratio has a direct effect on patient outcomes.
- Proposals should provide employer accountability in instances of inadequate RN staffing. This should include a neutral and binding dispute resolution process.

These are all reasonable requests that will benefit nurses, other university workers, and, most of all, patients and their families. In your role as university president, we urge you to ensure swift negotiations by Michigan Medicine to reach a contract with the nurses that includes these essential elements.

(MORE)

(734) 222-6850

www.Washtenaw.org

FAX (734) 222-6715

In solidarity with the members of the University of Michigan Professional Nurse Council and the Michigan Nurses Association,

This week, **Washtenaw County Commissioners** sent an open letter to the University calling for a fair and timely RN contract.

Every commissioner signed the letter, as **public support for UMPNC NURSES** continues to grow.

Andy LaBarre
Chair, Washtenaw County Commission
Commissioner, District 7

Kent Martinez-Kratz
Washtenaw County Commissioner, District 1

Michelle Deatrick
Washtenaw County Commissioner, District 2

Alicia Ping
Washtenaw County Commissioner, District 3

Felicia Brabec
Washtenaw County Commissioner, District 4

Ruth Ann Jarnick
Washtenaw County Commissioner, District 5

Ricky Jeffery
Washtenaw County Commissioner, District 6

Jason Morgan
Washtenaw County Commissioner, District 8

Conan Smith
Washtenaw County Commissioner, District 9

WHAT DO NURSES WANT?



Have you seen our new television ad?
Visit UofMwatch.org to check it out.
Visit facebook.com/minurses for more videos and photos.