

Disrespect for **NURSES** Reaches a New Level *Management Uninterested in a Fair Contract*

Since our contract expired on July 1, management hasn't acted interested in reaching a fair and timely agreement. They stopped meeting with **NURSES** on a regular basis, reducing bargaining meetings from five days per week in May, to only three days in the entire month of August.

Management's attitude has been that it's their way or the highway. In July they told your elected RN bargaining team to "do what you have to do." And it has only gotten worse since.

Last week (August 17), management spent the whole bargaining day preparing a meager proposal of no meaningful value. They offered it to RNs at 3:45 p.m., knowing full well that bargaining was scheduled to end fifteen minutes later. **Then administrators posted a misleading update claiming that NURSES didn't respond.**

This week, we bargained all day on August 22 and made no progress. **This is an insult to all U of M NURSES because:**

- Your elected RN bargaining team made movement on some proposals; management responded with no movement and nothing to offer.
- We offered five negotiation dates in September, but management demanded to include an overbooked mediator. That meant we could only schedule one meeting. **NURSES** are willing to continue to meet without a mediator, administrators are not. We are willing to meet for 12 hours, they are not. We are willing to meet on weekends, they are not.
- Our unresolved bargaining issues have not significantly changed in nearly 2 months. **NURSES** discussed them thoroughly at our August 1 membership meetings and they are summarized below.

Management's Corporate Mindset

Sadly, the current administration is acting like a for-profit corporation by demonstrating less interest in what's best for patients.

Administrators are focused on building a new tower, selling concierge care, marketing our national rankings and magnet status, but not settling a contract with **NURSES**.

UMHS has a surplus of over \$100 million, but managers still demand retirement and healthcare concessions.

Apparently, management is more concerned about the bottom line than maintaining world-class nursing care.

These are the stakes for **NURSES**

As part of our union contract, **NURSES** want the University to:

- Maintain current staffing levels and safe RN workloads so that every patient gets the highest quality of care
- Be transparent about staffing levels because patients have a right to know
- Allow **NURSES** to choose our own representatives on workplace committees so that we can voice patient safety concerns
- Ensure that the Victors Care program, concierge medicine for those who can afford to pay \$3,600 extra per year, does not create a two-tier system with longer wait times or less access for other U of M patients
- Stop demanding unnecessary retirement concessions

Visit minurses.org/umpnc for the latest updates and to review past news.

NURSES Won't Be Quiet

UMHS and U of M must do better, and they must hear it from **NURSES** and community allies.

Share our website, **UofMwatch.org**, and ask people to sign our **petition**. Patients and their family members, university students and their parents, alumni, donors, and community members can join our cause.

Sign up to **talk to students at Festifall on Friday, September 7th** from 2-6pm.

Sign up to **talk to downtown storeowners about placing RN support SIGNS** in their windows. We've already begun, and the response is great.



Contact Peter Klein at peter.klein@minurses.org or **517-515-1982** for more info and to sign up.

make sure that the administration **SEES** and **HEARS** us

U of M Board of
REGENTS
Meeting

Thursday, September 20; 1:30 p.m.

Richard L. Postma Family Clubhouse; 500 E. Stadium Blvd., Ann Arbor