



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.

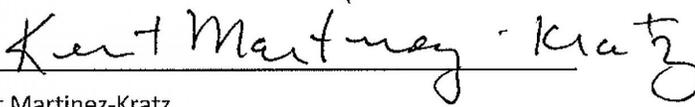
These are all reasonable requests that will benefit nurses, other university workers, and, most of all, patients and their families. In your role as university president, we urge you to ensure swift negotiations by Michigan Medicine to reach a contract with the nurses that includes these essential elements.

(MORE)

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



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Chair, Washtenaw County Commission
Commissioner, District 7



Kent Martinez-Kratz
Washtenaw County Commissioner, District 1



Michelle Deatrick
Washtenaw County Commissioner, District 2



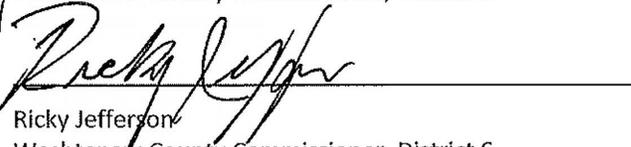
Alicia Ping
Washtenaw County Commissioner, District 3



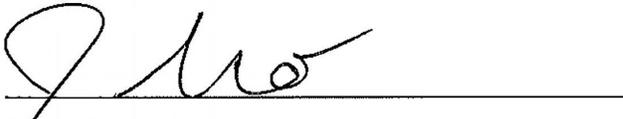
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Washtenaw County Commissioner, District 4



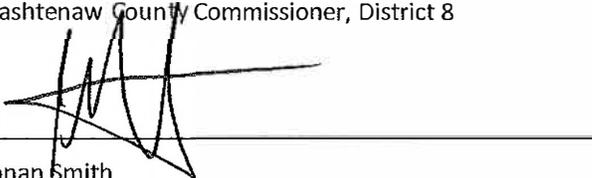
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