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To: "UMHS-Nursinguser, UMHS" <UMHS-NursingUser@med.umich.edu>

Subject: Update on Nurse Negotiations

Colleagues,

Since January, the Michigan Medicine and UMPNC bargaining teams have been diligently negotiating a successor contract for our nurses to replace the current contract. During this time, our bargaining team has strived to uphold the principles of an interest-based bargaining process, and has worked hard to problem solve with the union to reach reasonable and beneficial solutions that competitively value our nurses and are sustainable by the University. We absolutely value and appreciate our nurses as vital to our organization, and we believe it is important to recognize them accordingly. Currently, many of our nurses are near the 75% percentile when compared to national compensation/benefits packages, and we support maintaining this strong competitiveness to attract and retain the highest quality nurses. Our care hours for our patients remain between the 75-90th percentile of Magnet hospitals and other large academic medical centers. Nurse engagement scores, among the highest in the organization, reflect that they rate our staffing positively relative to their ability to care for our patients and families.

Of the many issues raised as priorities for negotiation, a significant portion have been resolved. Some of the high priority issues that have been successfully negotiated include:

- Mechanisms aimed at eliminating mandatory overtime and additional compensation if mandatory overtime is worked
- Overtime limits to support safe patient care and work/life balance
- Creation of hourly differential to be paid on all weekend hours worked in place of the weekend bonus
- Merging annual/quarterly shift bonuses into the hourly shift differential and applying an additional increase in hourly shift premiums
- Reductions in payroll complexity to better ensure accurate pay for all nurses
- Increased funds for all bargaining unit members, including APRN's, for professional development and support for national certifications
- A new level F with increased compensation for nurses at the bedside who earned a Master's degree and higher
- Tuition reimbursement for Master's level equivalent courses in BSN to DNP degree programs
- A more robust process for building awareness and addressing the harmful effects of chemical exposure in the workplace
- A broader mechanism for education on the prevention of sexual harassment and process for elevating concerns

These matters are not final until ratified as part of a final tentative agreement by the union membership.

The bargaining teams continued to work diligently toward reaching an agreement this weekend, but were unable to reach a tentative agreement. The University offered the union a compensation package proposal in as a starting point for encouraging further negotiations. The package proposal, when considered in combination with the terms outlined above that the bargaining teams have already agreed to, contained terms intended to reward, recruit, and retain our excellent nurses. This package

included competitive across-the-board increases and market based adjustments to wages, retirement, as well as items important to nurse practitioners, such as designated administrative time, holiday pay and shift differentials.

Importantly, the University has committed to maintaining current staffing levels.

Once a tentative agreement is reached, it can be presented to union membership for a ratification vote. Without a tentative agreement at this time, negotiations will continue in July under the guidance of a third-party state mediator.

At this time, UMPNC has also publicized a planned informational picket on July 14.

While the negotiation process has been challenging, it is vitally important so we can optimize the working environment and climate for our nurses, who play such a critical role in delivering high quality patient care. We continue to support our nursing community and our bargaining team as we continue working through contract issues. Regular updates on negotiations activity can be found on the [UMPNC webpage that summarizes bargaining activity](#).

More information about the contract will be shared as it becomes available. Thank you for your ongoing service and dedication to the health system and to our patients and families.

Sincerely,
Dave and Ann

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