MICHIGAN NURSE

2021-2022

MI NURSES Association
AFFILIATE OF NATIONAL NURSES UNITED • AFL-CIO
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Are you staying strong while taking care of patients during the pandemic?

Do you feel your desire for nursing fading?

R U OK 2DAY: Strategies to Boost Resiliency during COVID-19 and Beyond

This CE course will help you regain the ground you may have lost during the onslaught of people needing specialized care. The course is 1 contact hour and FREE for members.

Learn more about this and our other CE offerings at:

minurses.org/ce

MNA Members! Make your voice heard in your union!

MNA’s newly elected Board of Directors is holding regional meetings open to all members to chart the course for the future of our union.

You can see the dates and regions below. The first meeting for SE Michigan was held on February 14 virtually.

MARCH 21 & 22 – LANSING/MID-MICHIGAN

Monday, March 21

3:00 - 4:00 pm - Continuing Education - Zero Tolerance: Recognizing and stopping workplace violence

4:00 - 6:00 pm - Regional Meeting

Tuesday, March 22

8:00 am - 3:00 pm - Capitol Action Day, Lansing

APRIL 11 – SW MICHIGAN

3:00 - 4:00 pm - Continuing Education - Zero Tolerance: Recognizing and stopping workplace violence

4:00 - 6:00 pm - Regional Meeting

MAY 9 – UPPER PENINSULA

3:00 - 4:00 pm - Continuing Education - Surviving vs. Thriving: Regaining your Nursing Spirit

4:00 - 6:00 pm - Regional Meeting

RSVP BY GOING TO

minurses.org/regionalmeetings
As nurses and healthcare professionals, we are facing a work environment that has not been seen in decades.

Not only are we dealing with the continuation of a global pandemic, but our staffing levels are in crisis at hospitals across the state. The Department of Defense has been called in because the situation is so dire and still it is not enough.

We are facing moral distress and moral injury. Many of us are reaching or have already reached our breaking points. Most of us know colleagues who have chosen to retire early, take travel assignments, or leave nursing entirely.

The current situation we are facing in our hospitals cannot be allowed to continue. Our healthcare system is close to full collapse.

When I come home from my shifts, I find it harder and harder to keep going back. Yet seeing what we have accomplished together as a union helps me keep going.

Last year, hundreds of healthcare workers in Michigan were able to win the collective voice of a union by coming together to organize with MNA. Nurses have won contracts that contractually guarantee PPE, nurse to patient staffing ratios, and fair raises.

I do not know what the coming year will bring. I wish for things to get better, but I of course know they could get worse.

What I do know for sure, however, is that only through the power of solidarity will we be able to keep moving forward together.

Over the course of the pandemic, I have felt fear, anger, rage, and despair. I have been able to keep working at the bedside because through it all I was also able to feel hope.

I feel hope because I know what it is possible to accomplish together. I truly believe that if we unite and speak with one voice as nurses and healthcare professionals, we will be able to see better days ahead.

In solidarity,
Jamie

The From the President columns reflect the opinions and viewpoints of MNA’s leadership as MNA continues to advocate for the healthcare profession during these challenging times.
None of Us Are Alone

FROM THE ED:

JANELLA JAMES
MNA EXECUTIVE DIRECTOR

There are no words that can adequately describe the deteriorating state of our current healthcare system.

This is the reality you are living in. You see how the staffing situation has become more and more dire as the pandemic has progressed. You see how violence in the workplace continues to rise. You see the ways in which you are constantly asked to do more with less.

It is hard not to feel like healthcare CEOs – who should be prioritizing safe patient care – are choosing to put the bottom line first. It is hard not to feel like the CDC and other government agencies that were supposed to protect you have instead abandoned you.

In case there is any doubt in your mind, please know that you have every right to feel angry, afraid, or any other kind of emotion in this difficult time.

However, I want to stress that even as hospital CEOs and some government leaders have abandoned you – you are not and will never be alone.

Nurses and healthcare professionals will always have each other. When you are united and speak with one voice, you can turn this moment of despair into a moment of action.

By doing so, you can make a difference. Nurses all across the state have used their collective voice to win raises, contractually guarantee proper PPE, and protect patients.

We are going to keep pushing in the coming year. We are calling for both state and federal action to provide guaranteed nurse-to-patient ratios. We are calling for both state and federal action to stop workplace violence against healthcare workers.

We will continue to support nurses all across the state who come together and take collective action to make a difference in the workplace.

Enough is enough. The government has waited too long to take serious action to hold hospital executives accountable and now patients are paying the price. The situation is dire, but we will keep fighting – no matter how long it takes – to make sure patients have the protections they need. Too much is at stake to do anything less.

In solidarity,
Janella

The From the Executive Director columns reflect the opinions and viewpoints of MNA’s leadership as MNA continues to advocate for the healthcare profession during these challenging times.
MNA is pleased to announce its Board of Directors for 2021-2022:

**PRESIDENT**
Jamie Brown, RN
Borgess Staff Nurses Council

**VICE-PRESIDENT**
Stephanie DePetro, RN
RN Staff Council of Marquette General Hospital

**SECRETARY**
Tammy Parsons, RN
Professional Employee Council of Sparrow Hospital (PECSH-MNA)

**TREASURER**
Ted McTaggart, RN
University of Michigan Professional Nurse Council (UMPNC-MNA)

**DIRECTORS AT LARGE**
Scott Balko, RN
RN Staff Council of Marquette General Hospital

Melissa Boals, RN
Traverse City Munson Nurses Association (TCMNA)

Jeffrey Breslin, RN
PECSH-MNA

Emily Fredericksen, RN
Borgess Staff Nurses Council

Bret Kelly, RN
UMPNC-MNA

Jessica Lannon, RN
PECSH-MNA

Jeremy Lapham, RN
UMPNC-MNA

Maradie Milkey, RN
RN Staff Council of Marquette General Hospital

Katie Pontifex, RN
PECSH-MNA

Heather Roe, RN
UMPNC-MNA

James Walker, RN
TCMNA

**AWARDS**
Genevieve Bancroft, RN (PECSH-MNA), received the Outstanding Contribution to MNA Award for her work in building communications and solidarity within her union.

Cindy Rydahl, RN (TCMNA) received the Outstanding Contribution to MNA Award for her leadership in promoting the development of a collective voice in the workplace.

Diane Goddeeris, RN received the Cheryl L. Johnson, RN Labor Legacy Award for coming out of retirement to lead MNA as interim executive director through 2019-2020.

Anne Jackson, RN (UMPNC-MNA) was awarded the Cheryl L. Johnson, RN Labor Legacy Award for stepping into the role of president during a tumultuous time of leadership.
Marianne George, RN (PECSH-MNA) received the Excellence in Nursing Practice Award for her work as the Lead Instructor of Sparrow’s American Heart Association Provider Status.

Vicki Washington, RN, an Associate Professor of Nursing at Eastern Michigan University, was recognized with the Excellence in Nursing Practice Award for her willingness to step into the MNA Continuing Education Provider Unit Lead Nurse Planner role during a pivotal time in the program.

Jessica Lannon, RN (PECSH-MNA) received the Labor Leader of the Year Award for her ongoing work as Grievance Chairperson of PECSH-MNA, as well as for her service on the MNA Board of Directors and the State Board of Nursing.

Maribel Tabanguil-May, RN was recognized posthumously with the Nurse Hero Award for her work in treating COVID-19 patients at Ascension Borgess Hospital.

Maribel passed away from complications of COVID-19 one month before vaccinations became available to frontline workers.

Three nurses and one legislator were inducted into the Michigan Nurses Hall of Fame

Congresswoman Elissa Slotkin received the Michigan Nurses Hall of Fame - Friend of Nursing Award for her efforts to secure Personal Protective Equipment (PPE) for nurses during the first months of the pandemic and her engagement listening to nurses regarding their thoughts about healthcare policy.

Mike and Teresa Kress, both RNs, were employed at Sparrow Hospital in Lansing and have been posthumously inducted into the Michigan Nurses Hall of Fame. Both active members of their local union (PECSH-MNA), Mike and Teresa were vibrant nurses and leaders. Mike succumbed to glioblastoma nine-and-a-half weeks after Teresa passed away unexpectedly. Their memories continue to live on through the legacy of their work.

Tammy Parsons, RN (PECSH-MNA) was inducted into the Michigan Nurses Hall of Fame for her decades of leadership and advocacy at both the local and state levels.
MNA’s health department members have been at the forefront of the pandemic, and no one knows that better than Oakland County Nurses Staff Council Chair Jayne DeBoer-Rowse, RN.

“We dropped everything and learned everything new to handle all the COVID stuff that came out,” Jayne said. “A lot of us were doing three positions: case investigation, following long-term care facilities, and giving shots. We were working triple duty and a lot of overtime to get all that done.”

During the pandemic, Oakland County nurse members also saw the value of their union. Membership more than tripled over the past year.

When the employer wanted to cut benefits, nurses united to oppose that. They ultimately ratified a contract that included raises, an increased employer contribution to retirement funds, and no changes to health insurance for the next two years.

"Having a nursing organization behind us helps," Jayne said, "because (the employer) knows at any point we can do a callout to other nurses and say, come out and support us."

Jayne is looking forward to continuing to grow the unit’s membership and bring nurses together to build their power.

"Be as open as you can and ask people’s input to make them feel included," she said. "Get out and talk to as many people as possible. People want to know what’s going on and want to have a voice with what’s important to them."
Pharmacist Kevin Glaza has been an active MNA member for years, and he recently jumped at the chance to serve as vice president of his local bargaining unit.

Kevin took on the leadership post with the Professional Employee Council of Sparrow Hospital (PECSH-MNA) in Lansing at the beginning of contract negotiations, an experience he calls "eye-opening."

"I wanted to give our healthcare professionals a voice and show them that our union is more than nurses," Kevin said. "Being together just makes us stronger. At the end of the day, we all want the same kinds of things."

PECSH-MNA is one of several Michigan Nurses Association local bargaining units that includes healthcare professionals as well as registered nurses. PECSH-MNA includes 53 professional classifications.

It’s important to remember that the pandemic hasn’t affected only nurses, Kevin said. "A lot of people don’t view the healthcare professional and how it affected them," he said. "For example, when we had a surge at Sparrow, we were full. We didn’t get any more staff in the pharmacy. More patients means more labs, more testing. It affected everyone."

Among the issues that nurses and healthcare professionals share, and are fighting for together, is the right to a safe workplace. Nurses and healthcare professionals at Sparrow Hospital won contractually guaranteed access to PPE during their most recent contract negotiations.
MNA is a STRONG VOICE AT THE CAPITOL

MNA is a strong, vocal advocate for nurses and healthcare professionals at the state Capitol and, in partnership with National Nurses United, in D.C.

Combining member mobilization and professional lobbying by our government affairs team, MNA makes sure nurses’ voices are heard and have an impact.

In particular, MNA is the only organization pushing for a safe RN staffing law in Michigan. The bipartisan Safe Patient Care Act has 57 cosponsors on both sides of the aisle. It would set safe RN-to-patient ratios, limit mandatory overtime, and require hospital transparency. To sign a petition urging legislative action on the Safe Patient Care Act, visit www.misaferhospitals.org.

MNA is also advocating for a state law to address workplace violence, introducing bills with our bipartisan allies. The bills would require hospitals and other healthcare settings to have a workplace violence prevention plan, conduct training, and report incidents.

MNA has also supported full practice authority for nurse practitioners and the new law for CRNAs. Together, nurses and healthcare professionals are making sure our voices are heard!

If you are interested in making a difference, join us for MNA’s Capitol Action Day on Tuesday, March 22 in Lansing (see p. 16 for registration information). This event, free for members and nursing students and $35 for non-members, will help empower and equip nurses and healthcare professionals to advocate for ourselves, our patients, and our communities. Registration deadline is March 8.
MNA nurse leaders Stephanie DePetro and Jessica Lannon are serving as members of the Michigan Board of Nursing. The board is responsible for establishing licensing, disciplinary action, and education standards for nurses in our state. Both were named to their position by Governor Gretchen Whitmer.

**Stephanie** became a member of the board last year, and her term will expire on June 30, 2025. She is a registered nurse with UP Health System in Marquette and is President of the RN Staff Council of Marquette General Hospital. Stephanie also serves as Vice President of the MNA Board of Directors. In 2020, she was recognized by MNA as recipient of the Carolyn Hietamaki Political Nurse Activist Award.

**Jessica** became a member of the board in 2019, and her term will expire on June 30, 2023. She is a registered nurse with Sparrow Health System in Lansing and is Grievance Chair of the Professional Employee Council of Sparrow Hospital (PECSH-MNA). Jessica also serves as a Director at Large on the MNA Board of Directors. She was the recipient of the award for 2021 MNA Labor Leader of the Year.

As the largest organization representing registered nurses in Michigan, it’s vital that MNA leaders have a seat at the table in our state government. With two leaders serving as members, MNA will continue to have a strong voice on the Michigan Board of Nursing.

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**Stephanie DePetro**

**Jessica Lannon**
Upper Peninsula

When LifePoint, a for-profit entity owned by the private equity firm Apollo Management, purchased a previously community-owned hospital, it had a devastating impact on the community.

Numerous charges alleging violations of federal labor law have been filed with the National Labor Relations Board since the purchase. These charges paint a picture of a corporate entity that appears to be repeatedly indifferent to following their legal obligations.

Nurses and healthcare professionals – both at UPHS Marquette and UPHS Portage – are pushing back. Nurses went on strike at Marquette in 2017 to protect and improve their contract and ensure patient safety.

Marquette techs and ancillary staff came together to form their union in 2021 with an amazing 92% yes vote to join the MNA. Nurses and techs at Marquette united to hold a rally to raise concerns about what has been happening during the pandemic.

At UPHS Portage, nurses held a rally and march across the Portage Canal Lift Bridge. After speaking out, they were able to get LifePoint executives to offer shift incentives and UPHS Portage RNs were able to win raises in their contract negotiations. However, much work remains to be done. As nurses and techs at Marquette begin the process of bargaining a new contract, they will need to remain union strong.
US Congress

Nurses from Ann Arbor, Lapeer, Traverse City, Kalamazoo, and Lansing spoke with members of Congress about the urgent need to have Personal Protective Equipment (PPE) as part of an event organized by National Nurses United (the national union for which MNA is an affiliate).

Their actions made a difference. Shortly after sharing their experiences, Representatives Dingell, Tlaib, and Levin sent an open letter to the Biden administration calling for action. Eventually, the Occupational Safety and Health Administration (OSHA) enacted an emergency temporary standard (ETS) that gave nurses a legal right to PPE for six months. Unfortunately, much work remains. The ETS expired in January 2022 and no permanent protection remains in place for nurses across the country.

While nurses in Michigan still have guaranteed protections as of the time of publication because of state regulations, continuing these protections nationwide is key to helping all of us stay safe. National Nurses United and other unions in the AFL-CIO have filed suit in federal court to try to keep these protections in place while a coalition of lawmakers has publicly called on OSHA to keep protecting healthcare workers.

Lansing

Nurses and healthcare professionals at Sparrow Hospital in Lansing came together to advocate for their patients and their community. Over 1,000 union and community members rallied outside of the hospital to call on the health system’s administrators to negotiate a fair contract. They were joined by elected officials and the president of the Michigan AFL-CIO.

Unfortunately, even after this rally, hospital executives still refused to do the right thing. Nurses and healthcare professionals then overwhelmingly voted to authorize a strike. Nearly 90% of the membership participated in the vote with 96% of those voting choosing to approve a strike.

As soon as the power of collective action was made clear, Sparrow’s administration eventually gave in. Sparrow healthcare workers won a landmark contract that has enforceable safe staffing guarantees, major raises, and a contractual right to PPE.

Ready to join together and win your union?

You have the right to take collective action to improve working conditions and form a union at your workplace. This is the best way to advocate for yourself and your patients. To learn more about forming a union with the MNA go to minurses.org/organize
Moral distress occurs when an individual knows the ethically appropriate action for a situation but feels powerless to take that action. In healthcare, this can be seen as being unable to provide high-quality care to patients. Moral distress occurs when providers know the ethical action to take but feel or are powerless to perform that action.

Some common sources of moral distress experienced by nurses during COVID-19 include:

- Inadequate staffing or staff inadequately trained to provide the required care
- Not being able to stay up to date on rapidly changing treatment protocols
- Having to witness patients dying alone without their families
- Inadequate amounts or improper use or storage of PPE

Signs and symptoms of moral distress can include feelings of frustration, anger, hopelessness, irritation, and suicidal thoughts.
The 1-hour MNA Bias in Healthcare CE offering partially fulfills the 2-hour requirement by the state of Michigan for implicit bias training for healthcare workers. Additionally, MNA’s upcoming Spring Education Day on May 5 will fully fulfill the requirements.

Implicit Bias in Healthcare: New Michigan Licensure Rules Summary

The nursing profession has been called to more comprehensively address social determinants of health and health equity. One tool to assist all healthcare professionals is to become more aware of how conscious and unconscious bias can impact healthcare delivery and healthcare providers.

Secondary traumatic stress (STS) is the observation of moral distress in others. STS may make healthcare workers exhibit the same symptoms of moral distress. Prolonged STS can cause the end stage of burnout and make nurses leave their jobs altogether.

Moral outrage is the visible anger, disgust, or indignation at having the norms of healthcare violated. Moral outrage is outward vocal or verbalized distress.

Moral injury: Moral distress and moral outrage can repeat and accumulate into moral injury. Moral injury is a deep and lasting injury that many nurses and healthcare professionals have experienced during the pandemic. Moral injury can be considered a chronic illness with effects on physical and mental well-being that can have long-lasting negative effects.

Compassion fatigue and moral apathy: Moral injury and the symptoms of moral distress mirror those of post-traumatic stress disorder (PTSD) and can contribute to compassion fatigue. Compassion fatigue (or compassion exhaustion) is simply an inability to keep caring. This loss of available emotion or moral apathy results in withdrawal or less action and is the last step before final burnout.

Understanding these new words in the context of our shared experiences as nurses helps to identify, legitimize, and destigmatize what is affecting nurses everywhere.

Do these words describe you?
Scan the QR code for a free tip sheet on how to start to cope with these reactions.
Join us for MNA’s annual Capitol Action Day from 8:00 am to 3:00 pm Tuesday, March 22!

You’ll learn how to advocate for legislation that impacts nurses and healthcare professionals, listen to a panel discussion by legislators, have your picture taken with fellow MNA members on the Capitol steps, and participate in visits with your elected officials to make your voice heard! Lunch is provided.

This event is free for MNA members and students and $35 for nonmembers.

The deadline to register is March 8.

SIGN UP AT minurses.org/capitolactionday