

Hospital Repurposes BH Annex, Putting Patients and Staff at Risk

Since 2017, the ED Behavioral Health Annex has served as a secure and calming space for patients experiencing mental health crises. It includes private ligature-free rooms that are continuously monitored via cameras and have doors that are capable of being locked. There are also safe restrooms and spaces for patients to walk and interact with each other – crucial for providing safe, therapeutic care to those who may have to stay for an extended period.

Without consulting nurses or notifying MNA, ED management embarked on a process of moving Annex patients out of this space and housing them in standard ED rooms in order to use Annex rooms for the Rapid Medical Evaluation process. They claim the change is temporary, but Ascension frequently claims changes are temporary, to ease concern, then makes them permanent.

BSNC Needs a Secretary. Here's What It's Like from Someone Who Knows.

After a year as Secretary of our local union, Liz Doorlag (ICU) will be stepping down due to family obligations. We asked her about her experience in leadership.

What insights did you gain into our union once you became an officer? As a long-standing member and supporter of our union, I knew our officers worked hard for us. Still, I was surprised by how much happens behind the scenes: answering many member questions each day, supporting RNs during disciplinary interviews, advancing grievances, discussing concerns with management, orienting new hires, and more! There's also a lot that happens at the state and national level, if you're interested.

Was it a rewarding experience? Very rewarding! We have a fun and encouraging team. You get a new, bird's eye view of the hospital and it's great to help your co-workers in very concrete ways, day in and day out.

What skills or characteristics do you think would make someone a good Secretary? Honesty, integrity, and follow-through are crucial, but I also think all the union officers

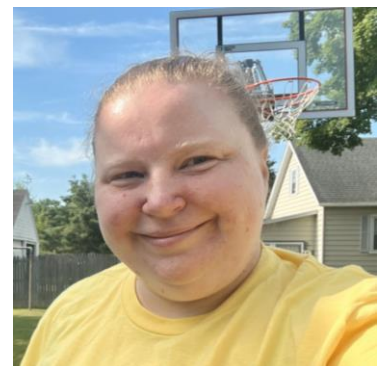
Annex nurses explain that the new rooms to be used for crisis patients are chock full of risks. Patients have already broken a glass door and thrown a computer across the room. Low ceilings and curtains increase the risk of suicide, requiring increased use of restraints and sedatives. The rooms require additional sitters, who are in short supply, leading patients to abscond and enter other areas. Adult and pediatric medical ER patients housed next to BH patients are also subject to seeing and hearing uncomfortable and inappropriate activity.

These changes violate health and safety provisions of our contract (Article 29). We've filed a grievance and held a special conference with management to share our grave concerns. But reversing this misguided move will require voices throughout the hospital and community to speak up.

must have a degree of flexibility and creativity to fight for what is right for our patients and our members. I hope this year candidates will run who work outside of the ICU, to better represent the floors, ED, and procedural areas.

How can we become more powerful as a union? The power is in unity. It would be great to see new faces at our meetings. I know it can be intimidating to step up, but it is worth it! I am already thinking about our next contract negotiations. I'm keeping a list of wants - and you should too. The earlier we can get more members involved, the better off we will be.

Thanks for your service, Liz! Officer elections will be held in May. Please contact an officer if you are interested in running for Secretary!



Contact your Local Union Officers:

President: Lori Batzloff, 269-599-5764
Vice-President: Nate Hoffman, 269-998-6770
Secretary: Liz Doorlag, 269-626-4330
Treasurer: Jamie Brown, 269-823-3531
Chief Grievance Rep: Jenni Livingston, 269-929-1969

Contact MNA Staff:

Labor Representative: Andy Cornell, 517-282-6700

Website: www.minurses.org/borgess
Facebook: Borgess Nurses Staff Council

MNA SPRING EDUCATION DAY 2024

Workplace Violence Prevention: Going Beyond De-escalation

April 11, 2024 | 12:45pm – 5:30pm
Kellogg Hotel and Conference Center
219 S Harrison Rd. East Lansing, MI 48824
**\$35 for non-members,
Free for students and MNA members**

Are you tired of hearing about workplace violence, what it is, and what it is not? This 4-hour event will provide you with not only knowledge about what you and your organization can do to combat workplace violence, but it will **equip you with self-defense skills** you can use when faced with violent persons in your workplace.



Register at: minurses.org/springeducationday

MI **NURSES** Association
Affiliate of National Nurses United and AFL-CIO

Labor Movement Corner

Labor Notes

In April, MNA Nurses from Borgess, Allegan, and other hospitals will attend the huge (4000+ attendees) annual Labor Notes Conference in Chicago, where we will meet with healthcare workers from across the country, (including Ascension Coaliton partners) to coordinate our efforts to win enforceable staffing ratios and other crucial changes.

Labor Notes is a magazine and a network of unionists in every line of work that, for 45 years, has shared strategies for making our labor movement more powerful and democratic. The monthly magazine and website serves up news, practical advice, and inspiration. Check it out at www.labornotes.org.

Union Podcasts

Another great way to stay informed about other parts of the labor movement is to listen to union podcasts while you are driving, doing the dishes, or out for a walk. Look for these on Spotify, Apple Music, or other Podcast app!

- **Belabored**
- **Laborwave Radio**
- **Black Work Talk**
- **Organize the Unorganized**
- **Fragile Juggernaut: What Was the CIO?**

Recent Grievance Wins

- **Improper payment of shift differential**
- **Charge role improperly assigned**
- **Payscale placement corrected**
- **Member allowed to resign in lieu of termination**

Learn Lobbying Skills with MNA!

The MNA Advocacy Academy is a 6-month professional development program that gives nurses and healthcare professionals the tools to be effective legislative advocates. Throughout the program participants will advocate directly with their lawmakers while also completing work remotely.

The program begins on Saturday, March 30th, from 8:30am – 12pm with an in-person workshop at Washtenaw Community College in Ann Arbor, featuring special guest state Rep. Jason Morgan. It will be followed by online workshops, on-your-own activities, and attending MNA Capitol Action Day in Lansing on Wednesday, May 8th.

Graduates will receive a certificate of achievement, along with a framed copy of the Great Seal of the State of Michigan. All participants will be eligible for continuing education credit. No Previous experience is necessary and there is no cost. The deadline to register is Friday, March 22nd. Register at: minurses.org/advocacyacademy

MNA 2024 Capitol Action Day!

Wednesday, May 8

8 a.m. to 3 p.m.

**Spots are
LIMITED!**

Register Today!

minurses.org/capitolactionday

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