

Management's Parking Proposal Is Fool's Gold

Where's President Spahlinger's parking crisis fix that he promised us in 2017?

On March 19, administrators announced sweeping changes to parking under the guise of providing greater access for patients.

While nurses support the idea of practical solutions that will facilitate patient access, the plan's true nature was evident in the details. For example:

- In the P4 parking structure, 380 blue spaces would become gold spaces;
- In the M71 Fuller lot, 250 yellow spaces would become blue spaces.



Caption contest! Have an idea for a great caption for this photo? Email it to minurses@minurses.org. The winning entry will be printed in the next newsletter.

Gold parking is available only to some physicians, executive officers, and deans. It is not available to nurses or other patient caregivers. The plan would drive nurses and others further away from the campus while continuing to provide privileged access to administrators. The proposed plan includes no commitment to expanding or improving shuttle services to make such options more feasible.

Recognizing that this plan would significantly burden many members and have a negative impact on patient care, while doing nothing to solve the underlying problems, our UMPNC officers sent a letter to upper administration demanding that the changes be halted. Many other UMPNC members spoke out as well.

In addition, the House Officers Association issued a strong demand letter opposing the changes.

Due to mounting pressure, the administration backed off, but only temporarily. The fight is not over.

The Director of Labor Relations is refusing the reasonable request of our bargaining team to meet with management about the issue, *insisting that the administration does not have to bargain with nurses over parking.*

They only will meet to "hear our concerns."

We reject the assertion that they do not have to bargain.

Stay tuned for further news as we push back together against short-sighted and ill-conceived parking changes. For now, have some fun with the caption contest.

Proud to Wear **RED**: Across Departments UMPNC RNs Are Union Strong



Not six months after a landmark contract victory, UMPNC nurses are again seeing red!

On March 12, over 30 nurses from the CVC ICU came together to discuss their concerns related to staffing levels and excessive reliance on overtime. Nurses are working overtime on every shift, and CSR coverage is needed on every shift, with one or zero techs on night shift more often than not. A CVC ICU RN says “Our supervisors are continually violating our contract and using it more as a guide as opposed to a legally binding contract. They refuse to admit that we are working short staffed on a daily basis.”

Although CVC ICU nurses have filled out Assignment Despite Objection forms, they report a culture of retaliation that is discouraging some nurses from speaking up, with many instead opting to seek employment elsewhere. The same RN continues: “The charge nurses are doing the best they can, but they receive a lot of back lash from management if they have not doubled enough patient assignments. There are multiple, strong nurses currently seeking positions elsewhere due to the conditions on our unit. The nurses are burned out from working OT or just working so short staffed that it makes our shifts miserable. Management has demonstrated multiple times that they just don't care.”

Meanwhile, nurses are again being bullied by management for showing union pride – in the Pediatric ICU, a nurse was told she had to remove her button from UMPNC's 2011 contract campaign reading “Taking A Stand For Our Patients.” In response, many Smart Union Nurses in Mott and throughout the health system are demonstrating their solidarity with stickers proclaiming “Here Comes The SUN.”

Why is this happening now?

In 2018, UMPNC nurses demonstrated the power we can harness when we stand together and speak with one collective voice. UMPNC's 2018 contract was won not by a small group of elected leaders at the bargaining table, but by the thousands of rank and file RNs who stood strong to demand a fair contract for the good of nurses and patients.

In addition to maintaining our retirement benefits and securing 10% across the board pay raises over three years, our 2018 contract put significant new limits on mandatory overtime (see Contract Corner) and established new language to ensure safe staffing levels throughout the health system. By standing together as “Smart Union Nurses,” we fought for and won all this and more without accepting any concessions. Since ratification, however, management has taken every opportunity to undermine our victory, repeatedly forcing our union leadership to take disputes to arbitration, an often time consuming and costly process, to ensure the terms of the contract are followed.

Management is counting on a passive membership which will allow them to overwhelm our union leadership's limited resources with more contract violation disputes than it can handle. UMPNC nurses must remain vigilant and ready to fight to defend the gains we won in 2018.

If you have concerns that our contract is being violated, talk to a union representative. Consider becoming a communication team leader and helping to organize your coworkers. And remember to wear red every Wednesday as a show of union pride and solidarity. **We need to remain organized to let management know: smart union nurses will do what we have to do.**

Contract Corner: Mandatory Overtime

In 1989, rampant mandatory overtime was a major factor influencing UMPNC nurses to carry out a 19 day strike. As a result of this work stoppage, nurses at U of M won contract language limiting mandatory overtime to no more than 8 hours per 4-week period (6 hours per 4-week period in OR/PACU and procedure areas). Prior to this time there was no limit to the number of hours each nurse could be mandated to work beyond their appointment fraction.

As important as these limits were, managers in many parts of the health system continued to rely on mandatory overtime as a staffing strategy to fill holes in the schedule for prolonged periods of time. This resulted in nurse burn-out and threatened patient safety. In our 2018 contract struggle, UMPNC nurses won important new limits on mandatory overtime which will help us hold management accountable and prevent use of mandatory overtime except in clearly defined emergency situations.



From the date of contract ratification through June 30, 2019, the 4-week individual limit on mandatory overtime does not change. **However, as of July 1, 2019 the 4-week limit will be decreased to 4 hours in a 4-week period for all areas of the health system.**

An employee can be mandated for overtime only if **ALL SIX** of the following conditions are met:

1. The work is a consequence of an emergency situation which could not have been reasonably anticipated;
2. The emergency situation is nonrecurring and is not caused by or aggravated by inattention or lack of reasonable contingency planning;
3. All good faith and reasonable attempts to obtain workers during the succeeding shifts have been exhausted and there is no one else to take over the assignment;
4. The nurse has critical skills and expertise that are required for the work;
5. The patient care assignment based on standards of care requires continuity of care through completion of a case, treatment, or procedure; and
6. The nurse has been informed of the basis for the mandatory overtime which meets the requirements for the mandatory overtime listed in this Paragraph.

Anytime an occurrence of mandatory OT occurs, the manager *must* submit a written report on the rationale to be shared with upper level management and UMPNC. If any block of 4 hours or more occurs that cannot be explained, an emergency staffing meeting will be convened within 3 business days and attended by the Clinical Nursing Director or appropriate nurse management representative, UMPNC and any available department/unit staff able to attend.

Hours of mandatory overtime worked will be paid at 1.75 time pay. (Incidental overtime incurred at the end of one's shift relating to completion of patient care and otherwise ensuring patient safety are not considered mandatory overtime, but OT or OA worked in these situations is still paid at 1.5 time pay.)

Capitol Action Day

Wednesday, May 1



"Nurses showing up together at the Capitol is a powerful experience. When we are united, legislators pay attention when we tell them how important it is to put patients before profits. I'm looking forward to going to Lansing for Capitol Action Day May 1."

Adesuwa Obaseki, RN
UMPNC/MNA

Join fellow nurses from across the state in Lansing to:

- Learn how to advocate for our patients and profession
- Talk with legislators about nursing issues
- Rally for the Safe Patient Care Act

Register online:
minurses.org/NursesAction

Registration deadline is April 17

This free Lansing event is for MNA members only. It includes lunch and 1.5 CEUs for those attending the whole day (until 3:30). Registration starts at 7:30 a.m.

For more info, contact Dawn at dawn.kettinger@minurses.org or (517) 853-5519.

