

FAQS

Our contract is safe!

UMPNC says the contract stands. The university says the contract stands.* Judge Cynthia Diane Stephens agrees that the contract stands. So, who would threaten the legitimacy of the contract? If the employer, the judge, and the union agree that the contract should stand, who would invalidate the contract?

** “No matter what occurs with these groups, Michigan Medicine—and I—will continue to advocate for your safety and to provide a positive work environment conducive to providing excellent nursing care. **We will continue to honor both the current collective bargaining agreement as well as the new agreement beginning July 1, 2021.**” —Jan. 4, 2021, e-mail from Nancy May, chief nurse executive for the U-M Health System*

Why would MNA/NUU be lying to us? (The answer is money!)

Is it because we each pay MNA, located in Okemos, nearly **\$61 a month** in dues, which means we are sending MNA nearly **\$4.3 MILLION** annually! That amounts to 60 percent of their budget. **It’s ironic that it took a financial threat to MNA’s very existence to get their attention. They certainly made no attempts to connect with members during the pandemic.**

Why is MNA/NUU fearful when we speak up?

Our independence and decision to disaffiliate makes us stronger but jeopardizes the core resources of MNA. The contract has not been in danger. We have been saying this from the beginning. MNA/NUU purposely has been trying to confuse the matter. They are fighting so hard to prevent an election because they realize that the outcome will not bode well for them. After all, they just lost a bargaining unit in Muskegon and 800 nurses who chose to organize with SEIU. **When we win our election, they face the reality of losing half of their remaining membership. For us, it’s about our democratic voice. For MNA/NUU, it’s about money.**


This election is for our freedom.

UMPNC has been managing its affairs since it became a union in 1974 and until recently, without the interference of MNA. When was the last time you heard from MNA beyond this? Never. Why? Because we are a strong local that has been operating autonomously this whole time. That’s why UMPNC members chose to disaffiliate in the first place. It didn’t make sense that we were operating independently yet sending our substantial dues to the state organization while receiving little in return. We can continue to be an effective union and make better decisions on how to utilize our financial resources. **Let’s keep doing things the way we have been doing them—except now, let’s keep our money!** We are tired of being treated like indentured servants. A Michigan Employment Relations Commission (MERC) election will free us from the bureaucratic structure that MNA/NUU has become.

This has been a long time in the making.

Things have been strained between UMPNC and MNA/NUU for quite some time. Your elected leaders suggested solutions both in structure and in finances to address our concerns, but we were continuously dismissed and ignored. Finally, things reached a turning point when, in





the dead of night, MNA voted to affiliate with NNU again without even consulting its members in advance. That's why we held a member-wide vote in November on our resolution opposing MNA's decision to join NNU and send hundreds of thousands of our dollars to California. We wanted to send a strong message to MNA/NNU that we don't appreciate a union operating without the voice of its members and having secret votes. Things continued to deteriorate after MNA's ill-fated decision. In our recent negotiations, MNA/NNU came close to sabotaging the agreement that our members overwhelmingly ratified on Dec. 18, 2020. That's why your elected leadership decided it was time to officially sever our relationship with MNA/NNU and have a disaffiliation vote on Jan. 2 this year.

Instead of MNA/NNU listening to the overwhelming majority of its members' votes, they decided to put UMPNC in trusteeship and overthrow our local elections in retaliation. They ignored the people we elected in our recent elections, and put others in power who agreed with their agenda. These staff-picked representatives do not have the same experience in representation or bargaining, which is why many of them lost their elections when they ran in October. We are not surprised though. NNU is famous for acting like this. This is why we have been advocating for leaving, even when it comes at a personal cost to ourselves. This is not the union for our members. That is why we are collecting membership applications. Since MNA/NNU won't listen to their members' voices, we are going to take them to MERC and have the government oversee an election and force them to listen to us!

Please encourage your fellow nurses to sign here:

<https://app.hellosign.com/s/GfNug0t5>

