

UMPNC INDEPENDENT

Dear fellow UMPNC member,

We have been working to maintain our ability to communicate with UMPNC members while we aim to put a stop to the University's and MNA's orchestrated attempts to silence the voice of UMPNC. We are using this email to temporarily communicate with you. We know that areas like VVWH have had to postpone Unit Reconfiguration meetings because the mock leadership that MNA and the University installed have been ill prepared to address key issues within the Hospital.

On Friday, the employer threatened to discipline your elected officers for communicating with our members. Further, they took away all of our release time and we will all need to return to the workplace while we continue to do our important work for your union. You know your leadership well enough from our work at the bargaining table to know that we will not be passive in our approach with the University and MNA. With that said, we have worked with our legal counsel and have taken the following action.

An Unfair Labor Practice charge has been filed against the University with the Michigan Employment Relations Commission citing the Employer's failure to recognize UMPNC elected officers and for threatening to discipline leaders for performing our duties and responsibilities. It's clear that management has endorsed the coercive effects of MNA's actions and we need to stop this impertinence.

Next, we filed a complaint against the MNA in Washtenaw County Circuit Court asking for a temporary restraining order and a preliminary injunction to maintain the status quo with no trusteeship and to stop the removal of the officers and appointment of new officers. The judge has ordered a hearing in the next week.

Further, we filed an action in the Michigan Court of Claims against the University of Michigan seeking a temporary restraining order which asks the court to intercede and force the University to immediately recognize the elected leaders of UMPNC and stop recognizing the shadow body that has replaced your elected leaders. Further, they will be asked to stop making threats to discipline your officers.

Simply put, our members elected us as your Executive Committee in October 2020. Our members also chose to disaffiliate from the MNA. We have every intention of continuing to follow your lead and represent your interest. We stand with you.

We have a strong contract that was negotiated by your 1st Table Bargaining Team, made up of all Chief Reps and officers, other than the Secretary and Treasurer. When we look back on what we have accomplished as a union, we can be proud of our success and remind ourselves that our strong contract was an outgrowth of our 6000+ nurses standing strong together. We know from many of your emails that you do not want to put your future into the hands of MNA, who has seen declining membership in the State.

We recognize if we do not take on the struggle there would be nothing to be achieved. Our challenges push us as leaders and we know what we are capable of accomplishing. Ultimately, our success will come at the ballot box when our members get the opportunity to choose UMPNC as your exclusive bargaining agent. That is something we control and neither management nor the MNA can do anything to stop our ability to get to an election. We hope you will encourage your fellow nurses to continue to sign cards. Here is a link for you to share: <https://app.hellosign.com/s/GfNug0t5>.

Donna Carnahan
VICE PRESIDENT

Desiree Conyers
CHIEF REP, OFF-SITE AMBULATORY CARE

Lynn Detloff
CHIEF REP, P/P/P AND VAST

Sandy Dorsey
CHIEF REP, UH/CVC ACUTE CARE

Becky Mammel
DISPUTE CHAIR

Katie Oppenheim,
PRESIDENT

Thea Picklesimer
CHIEF REP, ON-SITE AMBULATORY CARE

Katie Scott
CHIEF REP, UH/CVC ICUS/ED/SURVIVAL FLIGHT

Deborah Totzkay
CHIEF REP OR/PROCEDURE AREAS

Barbara Van Kainen
CHIEF REP, APRNs