

# WHY IS MNA/NNU IGNORING YOUR VOICE?

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The Michigan Nurses Association/National Nurses Union has come in and replaced your elected bargaining team with people they hand-selected. This is how NNU operates. They don't listen to the democratic voice of the membership. This is not a member-led organization, but a staff-led "union." They don't want anyone who disagrees with them. They put people in without an election.

## We are the team you elected.

This is why we have been advocating to leave MNA/NNU. It's up to you to decide what kind of union you want to belong to and what type of people you want representing you.



My name is **Katie Oppenheim**, your elected president of the University of Michigan Professional Nurse Council. I have been involved with our union since I started working at University of Michigan 27 years ago. The most important reason I'm involved in UMPNC is to assist our members in achieving the best work conditions possible, along with benefits to enable work-life balance, as well as to even the playing field with the employer.

I am proud to work with a group of smart, engaged union nurses. I know that as an independent union, we will continue to grow our strength within our workplace and the broader nursing and labor community. We are #umpncstrong!



I'm **Donna Carnahan**. I have been employed by the University of Michigan for almost 38 years. I'm also a proud UMPNC member. In the last three years, I've seen the relationship between MNA and UMPNC deteriorate. From my first board of directors meeting, it was clear there were interpersonal issues among the MNA locals. There is a long history of dysfunction.

This disaffiliation effort is not about our previous executive director or Katie Oppenheim. It's about being denied the resources we need to run UMPNC. Your previous UMPNC/MNA board of directors made two asks for money so that we could hire our own nurse organizers and labor representative. We were told we wouldn't get anything more than any other local. Our priorities were not their priorities.

During the pandemic, communication from MNA has been sparse: We spoke to our labor representative on March 13, 2020, and didn't speak again until May. Now, I realize there were things happening behind the scenes. The MNA board began talks with NNU about affiliation. In addition to this attempt at a backdoor affiliation, the MNA boards from other locals were also working with some district representatives from UMPNC, and they devised a plan to remove UMPNC's current board members—who were fighting hard for your needs—and replace them with individuals concerned that we were trying to leave MNA. More than 60 percent of all money brought in by MNA comes from the UMPNC. If we leave MNA, it would be difficult to replace the \$4.3 million we provide to MNA each year—and they know it.

I'm more concerned about the UMPNC and our contract than an organization with a history of a dysfunction. We tried to repair relationships with the MNA board. But, when you are told it's not

worth mediation because we might not be elected to the board of directors, you have to listen to your gut: This group will do whatever it takes to keep our money. Some may say we are at fault, but you should be concerned about the unethical practices at MNA. Is this really an organization you want to be affiliated with along with the NNU, which is known for negotiating behind the back of its locals?



My name is **Becky Mammel**. I have been a nurse at University of Michigan for 16 years. I've been one of your district representatives for more than nine years and your elected dispute chair since 2018. Our membership rate is over 98 percent; this means we pay MNA nearly \$4.3 million annually but only get back \$140,000 each year.

MNA's failings as a state organization threaten our standing as a local union. Last year, MNA's non-dues-paying members almost doubled throughout the state. MNA is unable to employ or recruit anyone with the skills and background necessary to negotiate our complicated contract and represent University of Michigan nurses in the way we deserve.

As a board member of MNA, I witnessed firsthand the lack of respect and willingness to listen to UMPNC board members' concerns. UMPNC board members utilized MNA bylaws and practices in an attempt to better the organization and promote inclusivity around the state. We were silenced and degraded by our fellow non-UMPNC board members for our efforts. When UMPNC-elected leadership shared this information with our membership, the MNA came in and took over UMPNC, appointing nurses opposed to our disaffiliation from MNA to leadership positions.

Clearly, MNA now realizes that the **ELECTED UMPNC** leadership will not go quietly into the night. We will fight for the representation that University of Michigan nurses deserve! This is evidenced by the amount of "noise" you have been hearing from MNA—most likely the most you have heard from them in your entire career here at the university. Follow the money. I ask you, "What type of organization do you want to belong to?" I believe in UMPNC!

### **Why does MNA/NNU try to confuse us?**

MNA/NNU keeps trying to confuse us about the contract standing. The university has said that the contract stands.\* UMPNC says the contract stands. If both parties say that the contract stands, who would make the contract disappear? Could it be that MNA/NNU wants to cause fear and confusion because they know UMPNC subsidizes their budget? Our leaving will cost them \$4.3 million a year. It seems like they are just trying to hang on to that money.

\*Email from chief nurse executive for the U-M Health System Nancy May, on Jan. 4, 2021: "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."

Our website, UMPNC.org. has been updated; you can find all of our current information there.

As always, you can sign your membership application here:

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

*The faster we can get to an election, the faster we can get rid of MNA/NNU and their madness!*

