

Talks begin with hospital on new contract

UMPNC/MNA representatives began negotiations toward a new agreement in mid-April. Since that time, the parties have negotiated nine days. Another 20 days are scheduled between now and July 1. For a list of the issues identified by the Employer and the Association, check out the [Newsbrief](#) at www.umpnc.org.

While we continue to work hard in these negotiations, our progress has been slow. A major reason for that slow progress relates to two separate overarching interests that the parties have. UMPNC's overarching interest that guides these negotiations is that we have no desire to erode the contract or accept concessions. As always, our goal is to come back with a contract that provides economic and professional improvements for our members. The Employer's overarching interest is a desire to reduce costs. Management's desire to reduce costs is in direct contradiction to UMPNC's goals in these negotiations. That has made it difficult to work toward mutually agreeable resolutions to the problems each party has identified.



Look! Pix of U of M rally on pgs 2-3!

Nursing Finance presentation made

Recently, Nursing Finance did a presentation for the bargaining team. It was shared that UMHS projected this year's growth at a higher rate than the prior year. Based on the anticipated growth, UMHS planned for a 4% operating margin. However, UMHS has fallen below projected levels, and presently is experiencing a 2.2% operating margin. Although the current 2.2% operating margin is below the projections, it is a very favorable operating margin for a hospitals and health care systems in Michigan.

Given that safe patient care/staffing/workload along with control over their professional practice are major issues for our members in these negotiations, we were pleased to hear the management team say that what is most important is to provide safe, effective and appropriate patient care and to maintain the hours per patient day in order to protect the patients. Because the Employer does not wish to erode hours per patient day and has an overarching interest to reduce costs, they will likely be looking for savings elsewhere through concessions in other areas of the contract.

We expect the Employer is going to have a desire to cut costs by increasing health insurance costs because other University employees are paying 30% co-premiums for their health insurance. We also expect that the Employer will have a desire to change the way overtime is paid and possibly reduce or eliminate bonuses/differentials. However, it makes no sense to us why an Employer would seek concessions when they are experiencing strong financial growth now and in the immediate past.

Membership Meeting

Wednesday, June 1

- 7-8:30 AM in Room 2C224UH
- 6-8:30 PM in MCHC Auditorium

Education cut protest rally a huge success!



Over 1,000 people, including numerous UMPNC members, came out on Saturday, April 30 to protest the Governor's proposed budget cuts. The group met at the Pioneer High School football field to rally before marching to Michigan Stadium and picketing before the U of M Commencement. Attendees enjoyed the MNA-sponsored plane, "Koch Brothers," and a well-received speech from Lexie Salazar, MNA Labor Representative Jessica Salazar's 5th grade daughter. UMPNC President Katie Oppenheim joined Bob King, UAW President and others to rally the attendees. Thank you to our UMPNC members who came out on that cold morning to stand with fellow University and Ann Arbor union members against these cuts that will deeply impact us as public employees as well as our communities and schools. Check out pictures from the rally in this newsletter and also at <http://www.umpnc.org/um-commencement-rally-against-snyder.html>.



Education cut protest rally photos

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Show unity!

Wear a button to support your bargaining team.

To get your button, contact either your District or Area Representative, or pick one up at the UMPNC office (117 East Ann Street, Ann Arbor • phone 734.663.5657).

Latest news via e-mail



The next few weeks are going to be very important in our contract negotiations. If any UMPNC member wishes to receive email updates, they can submit their name and email address through the UMPNC website at www.umpnc.org. Plan on checking the website often, too!