

UMPNC INDEPENDENT UNION

The focus of this email is to further explain how we continue to build a strong UMPNC Independent Union. We presented a resolution to disaffiliate from MNA at the beginning of the year and in a 2 to 1 margin membership voted in favor of disaffiliation. We all know that our strength comes from our solidarity as nurses at the University, not from MNA. With this email we wanted to lay out what an independent UMPNC looks like.

UNION STRUCTURE—Our structure wouldn't change. We would still hold free and democratically held elections for officers and representatives. We would continue to have 3 officers on full-time release. These would include the President, Vice-President, and the Dispute Chair. We would also still vote for Chief and District representatives. Our bargaining team would still be structured the same way. We would have similar committees. These will all be laid out in our new bylaws.

MEMBER CREATED BUDGET—Our budget as a union would become significantly higher if we stopped sending dues to MNA/NNU. The number is estimated around \$4.3 million dollars. Imagine what this type of money could do if it was used for our local. We could expand our infrastructure to ensure there is space for the additional staff UMPNC needed to employ in Ann Arbor and ensure our staff resources are present and visible in ambulatory care centers throughout Michigan. We could hire for positions like a Labor Relations Director, Administrative Assistant, Communications/Marketing Director, labor staff/organizer, and a PT RN Educator.

We can also consider benefit programs for our members that we have never enjoyed in the past such as liability insurance coverage for each nurse, a legal services plan for members and their families, no interest educational loans, childcare credits at local childcare centers, and comprehensive online Continuing Education resources with hundreds of CE's to help you meet your licensure requirements. All of this would be decided and voted on by you, the members of UMPNC Independent Union. We as members would be in control of our financial certainty!

BUILDING AND PREPARING FOR

OUR NEXT CONTRACT—Our contract is something we all should take pride in. We have all stood together over the years to create one of the best contracts for nurses to work under in the state of Michigan. Our contract came from UMPNC nurses at the University. We have less than a year until our next set of negotiations. These upcoming negotiations will be crucial for nurses. Protecting and building off our current contract should be our main focus.

MEMBERSHIP—The power of UMPNC Independent Union comes from the nurses at the University of Michigan. We have proven that when we are united, we can accomplish great things. Members have overwhelmingly showed they are displeased with the manipulating of MNA/NNU. We disapproved of their backroom deal with NNU, which wasn't the will of our membership. We voted to be separate from MNA/NNU. Their response was to remove elected officers and put in place officers who weren't elected by the will of the membership. Nurses have clearly showed they want to be an independent union who can function without interference.

IN SUMMARY—Our structure would not change in a lot of the ways that you know. UMPNC Independent Union has been functionally operating independently for years. We have and manage our own office. We have our own administrative assistant. We keep our own books and budget. We have our own payroll. We run our own elections. We oversee our grievances. What being independent means is that we wouldn't be turning all of our money over to MNA/NNU and then begging for some back when we need something. We know what we need here, so we should keep our dues and be in control!

Join what a majority of UMPNC Independent Union nurses know, that an independent UMPNC is what is best for the future of nurses here at MM. Please VOTE for an INDEPENDENT UMPNC and encourage other nurses to VOTE an INDEPENDENT UMPNC. Sign your membership application card to help build a strong UMPNC Independent Union!

Please encourage your fellow nurses to sign here:
<https://app.hellosign.com/s/GfNug0t5>.

