

UMPNC INDEPENDENT UNION

Anne,

When Michigan Medicine approached the UMPNC to get our approval of the \$1500 bonus we made it abundantly clear we did not object to an increase for all nurses. We did not have any discussions to exclude nurses in University Health Services (UHS), or any other area for that matter.

In your email response to UHS nurses, I felt your response and the actions of MNA were quite contrary. I am glad that you feel like all bargaining unit nurses should receive the \$1500 bonus. I am curious, when you state, "we are in the process of ... to vigorously advocate for the bonus", who are you referring to when you say "we"?

You abandoned your ability to advance a legitimate dispute on behalf of the members when your MNA attorney stated in a letter to Michigan Medicine's General Counsel that the bonus did not need to be bargained and didn't involve the contract. Well now MNA has screwed themselves and, worse yet, the UHS nurses. How can you argue that this is a violation of anything, either statutorily or under the contract?

Specifically, the MNA attorney stated to Michigan Medicine on May 21, "MNA and UMPNC certainly are strongly supportive of a recognition payment. That decision is not a matter for collective bargaining and does not implicate administration or application of current collective bargaining agreement, so we see no need for discussion." Labor Relations 101 textbooks would instruct you that Employers must negotiate with employee representatives over any changes to terms and conditions of employment—even ones that improve those terms and conditions.

After a significant error of that magnitude, what leverage and legal theories would the MNA advance moving forward, especially after specifically stating that you had no standing in the matter?

The employer illegally recognized the MNA its appointees as the representatives of the nurses. They did this in part because of MNA's incompetence. It harms the nurses because the MNA will always put its interests ahead of the interests of the nurses, which this is a prime example. You and the handful of nurses that support the hijacking of UMPNC should be ashamed of yourselves. Nurses deserve better than this.

Becky Mammel
Dispute Chair
UMPNC