

UMPNC INDEPENDENT UNION

UMPNC,

Below is the letter we sent to the Board of Regents today. Clearly, the University prefers dealing with MNA/NNU. MNA's acknowledgment in writing that the Hospital's decision to unfairly treat a handful of nurses and NPs in University Health Services does not violate the collective bargaining agreement is shocking. Clearly the University likes this arrangement. Having a company union that lacks knowledge of the University has its perks! Why would MNA/NNU waive the right to bargaining this lump sum bonus, or did they acknowledge that the 16 nurses and NPs should be treated differently? 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. This does not make sense to us. What makes the most sense is that they got swindled, and they need to be held accountable. It is clear to the nurses at the bedside that MNA/NNU and the University are not trying to do right by the frontline nurses who sacrificed so much during the pandemic but are looking at their budget's bottom line. It is for these reasons the nurses at the University decided to disaffiliate from the dysfunctional MNA/NNU and become independent.

Dear Regents,

On behalf of the over 6,000 Registered Nurses at the University, UMPNC Independent is deeply troubled to learn that the University Health Service (UHS) nurses will not be receiving the \$1,500 bonus that is being granted to nurses within Michigan Medicine. UHS nurses were on the front lines working in close contact with students and other UHS patients, while providing ongoing COVID testing.

When Dave Masson, University General Counsel, initially contacted us, we were notified of the University's intent to provide "all" nurses with a \$1,500 bonus, and we agreed not to object. We never agreed to accept a bonus for a majority of nurses at the exclusion of others. UMPNC Independent has always advocated for inclusion and fairness.

We were democratically elected by nurses to advocate for all nurses who work at the University, not just the nurses who work for Michigan Medicine. We all have been through a lot with this pandemic. The \$1,500 is a small token of appreciation for the amazing work nurses did to help our community through this pandemic. For some nurses who provided this care not to get this token of appreciation is disheartening.

UMPNC Independent believes this situation needs to be fixed for the nurses on the front lines of this pandemic and let them know they are appreciated. We look forward to working with the University to rectify this issue.

Katie Oppenheim, BSN, RN
President, UMPNC