

# UMPNC INDEPENDENT UNION

Dear members,

We wanted to review what UMPNC-IU looks like after winning our Michigan Employment Relations Commission (MERC) election and leaving MNA/NNU. We know that there will need to be a lot of work to unify all nurses after this election. After the election, we will encourage everyone, including the nurses who support MNA/NNU, to stay involved with our union. We need that level of passion actively involved in our union. Our plan going forward has been created from conversations with nurses sharing what they would like to see for UMPNC Independent.

After winning our election, our leading priority is uniting and preparing nurses for collective bargaining. Initially, we will conduct general membership meetings, distribute bargaining surveys, and recruit nurses for committees. We need to be unified against the employer and not against each other. Negotiations in 2022 will be difficult. We believe that UMPNC-IU can secure you the best contract going forward with our EXPERIENCED bargaining team. We have already negotiated the best contract in the state for you. With MNA/NNU, you would start from scratch with a team that has never bargained a contract before. That being said, no matter who wins, it will be important to stand united.

We also have some exciting ideas about what is possible by being independent. We will be in control of all of our dues. With a potential budget of approximately \$4.3 million, we can provide our members many services and opportunities that we never received from MNA/NNU. Some of the things we would like to look into are:

- Liability insurance
- Childcare credits for local childcare
- Legal services for members
- Nursing scholarships for children of UMPNC-IU members
- Continuing Education Resources
- Full-time staff dedicated to UMPNC-IU, including our own legal counsel
- No interest educational loans

Ultimately all this would all be decided by you, the members. UMPNC-IU is a democratic, member-run organization, not a staff-run one. As soon as we win, we plan to put together member-run committees such as:

- Budget committee
- Hiring committee
- Young workers committee
- CEU committee
- Contract action team

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Ultimately, you will decide what additional UMPNC Independent member benefits to enjoy. Again, these benefits will be possible because MNA/NNU will no longer retain millions of dollars of UMPNC nurse dues for their budget requirements. UMPNC-IU is a member-run organization, not staff run (unlike MNA/NNU). If you would like to join any of these committees or have any suggestions on what you would like to see, please reach out.



**Donna Carnahan**  
VICE PRESIDENT



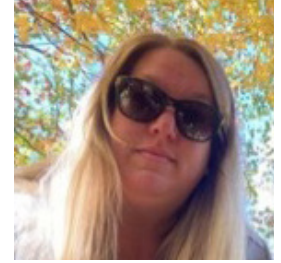
**Desiree Conyers**  
CHIEF REP, OFF-SITE  
AMBULATORY CARE



**Lynn Detloff**  
CHIEF REP, P/P/P  
AND VAST



**Sandy Dorsey**  
CHIEF REP, UH/CVC  
ACUTE CARE (retired)



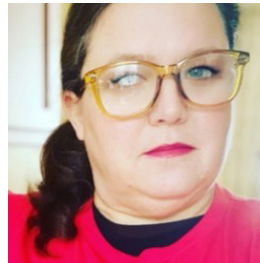
**Becky Mammel**  
DISPUTE CHAIR



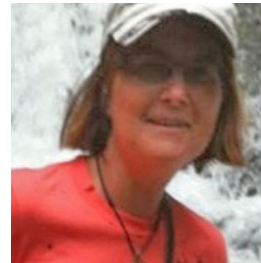
**Katie Oppenheim**  
PRESIDENT



**Thea Picklesimer**  
CHIEF REP, ON-SITE  
AMBULATORY CARE



**Katie Scott**  
CHIEF REP, UH/CVC  
ICUS/ED/SURVIVAL  
FLIGHT



**Deborah Totzkay**  
CHIEF REP  
OR/PROCEDURE  
AREAS



**Barbara Van Kainen**  
CHIEF REP, APRNs