

# UMPNC INDEPENDENT

## **SUBJECT LINE: A summary of why we should dump the MNA/NNU**

Dear University of Michigan Professional Nurse Council Members,

This is Desiree Conyers (a RN with UofM for 20 years and involved with UMPNC for 11 years) and Lynn Detloff (a RN with UofM for 15 years and involved with UMPNC for 4 years). We are urging you to vote "Yes" at the UMPNC membership meeting that is being held tomorrow. The meeting has been scheduled so everyone can hear why the Executive Committee feels it is time to disaffiliate from the MNA. At this meeting members will have a chance to weigh in on the decision and then vote.

After trying to cause confusion and fear all week, MNA has decided to charge your bargaining team. They have done this because they are worried about losing the \$4.3 million we contribute each year. We truly believe what is best for our local is to be free from MNA. MNA is a staff run organization, not a nurse run organization. For MNA, this is about keeping \$4.3 million dollars a year from UMPNC member to pay for staff jobs to service other units. For us, this is about what is best for our members and for UMPNC.

Here are some of the reasons we think you should vote yes!

- **UMPNC is strong.**
  - We have a 98% membership rate.
  - We pay MNA/NNU nearly 4.3 MILLION dollars a year, while we can only keep \$2 a month a member.
  - We get nearly no resources or help from them, yet our money goes to support the whole state organization as our dues makes up 60% of MNA's revenue.
- **The MNA is a failing organization with declining membership.**
  - Over the past year, the number of MNA freeloaders (non-paying members) almost doubled from 1016 to 1919. That is one in every 7 nurses not paying dues.
  - The organization lost one of its oldest locals to another union.
  - They abandoned our colleagues at Beaumont in the middle of a pandemic.
- **The MNA has become increasingly autocratic.**
  - The Board of Directors' undemocratic, impulsive and desperate decision to re-affiliate with the NNU on Oct 30th.
  - Their staff facilitated bargaining meetings (week of Dec. 7th) circumvented our local's autonomy and undermined our local's leadership.

- **MNA affiliated with NNU. In 2012, the MNA affiliated with the NNU. Ties were severed only 3 years later after considerable deliberation.**
  - **Essentially, the NNU is really more of a national platform for the regional CNA (California Nurses Association).**
    - 110K of its 133K membership are concentrated in California.
    - The NNU and CNA Executive Director are the same person.
    - CNA RN's dominate the NNU Executive Board by a supermajority.
  - The NNU/CNA without the consultation or knowledge of the MNA cut a deal with Tenet Healthcare. No organizing in Michigan for a neutrality agreement everywhere else.

**So, I ask you, why do we need them? We don't! We're #UMPNCstrong! For our dues, we demand accountability, transparency, advocacy, action and respect!**

I urge you to attend the meetings tomorrow and vote to disaffiliate from the MNA. We are stronger just as UMPNC.

Look for the email sent about 9:27 p.m. on 12/29/2020 with the subject "DIRECTIONS ON HOW TO JOIN THE DISAFFILIATION VOTE-FOR UMPNC MEMBERS"

Thank you for your time,

Desiree Conyers

CHIEF REP, AMBULATORY CARE OFF-SITE AREAS AND HEALTH CENTERS/MVN

Lynn Detloff

CHIEF REP, PEDS/PERINATAL/PSYCH AND VAST

Executive Committee Members

UNIVERSITY OF MICHIGAN PROFESSIONAL NURSE COUNCIL