

TCMNA

MI NURSES Association
Affiliate of National Nurses United and AFL-CIO

TCMNA Newsletter

Urgent Update
Edition

We're providing this special edition newsletter to alert nurses throughout the Medical Center of issues affecting their fellow nurses on C3 and the TACS Nurse Practitioners! If there are issues on your unit, reach out to the individuals listed below to start addressing them.

Bargaining unit TACS Nurse Practitioners are asking for support and solidarity from the rest of the nurses in the Medical Center because Munson is refusing to offer them the Annual Quality Incentive (AQI) that is being given to non-bargaining unit NPs and PAs. This performance-based bonus rewards only those non-bargaining unit individuals for work done by the entire department, including the bargaining unit NPs! TACS NPs signed and delivered a letter to their manager, who returned nothing more than a canned response. In addition to this letter, we have raised the issue in Labor/Management meetings where it was dismissed by Munson and we have filed a grievance. While we will take any appropriate action to enforce the legal rights of these invaluable members of our bargaining unit, we are also asking everyone to show their support for TACS NPs who deserve to receive the same recognition and compensation for their hard work. Stickers will be available so you can tell Munson to **Value Our NPs!**

**Value
NPs**
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We

NPs

Nurses on C3 also want the rest of their coworkers to be aware of issues they are facing with their manager, Marta Wiesen. Marta is the manager of both C3 and the NICU. C3 nurses delivered a letter to Nickie Matters, the Director of Women's and Children's Services, expressing their concerns which include chronic understaffing of C3, the frequent use of floating C3 nurses to supplement NICU as a "secondary pool," and being one of the only units in the Medical Center where staffing guidelines include the charge nurse being in a full assignment. The Medical Center's response to this letter was yet another canned response. We have raised these issues in Labor/Management meetings to no avail, and in the last Staffing Committee meeting, the Medical Center rejected our proposed guidelines for C3 that would improve staffing and remove charge nurses from assignments without explanation. Show your solidarity to nurses in C3 as we continue to push for their working conditions to be improved!

Contact your Local Union Officers:

President: Shannon Gillespie, 231-622-2634
Vice-President: Claudia Longo, 248-506-2551
Grievance Chair: James Walker, 734-751-2736

Contact MNA Staff:

Labor Representative: Patrick Tierney, 517-388-7654
Lead Organizer: Scott Kwasny, 517-331-1689

Stewards list available at www.munsonnurses.org/leadership

Website: www.munsonnurses.org
Facebook: TCMNA – Traverse City Munson Nurses Association