

This is an update on some of the issues at the Medical Center affecting RNs! If there are issues on your unit, reach out to the individuals listed below to start addressing them.

OB/Maternity nurses advocate on patient safety concerns

Nurses in OB/Maternity are dealing with several issues that they believe are putting their patients at risk. RNs are being MLC'd and put on call almost every shift, requiring them to burn through their limited PTO or go without pay to the point of needing second jobs to pay their bills. This regularly leaves the unit without even a float nurse to address emergent situations.

Management tells RNs that OB doesn't staff for "what ifs" or worst-case scenarios. This could result in quickly losing a mother or child. OB leadership also constantly micromanages staffing requirements every shift, interfering with the clinical judgment of the charge nurses and PCCs.

OB RNs have delivered a letter to admin and had a special conference but **MMC's solutions are unacceptable.**

If solutions can't be mutually agreed upon soon, it is the RNs' duty to inform our community about the dangerous conditions on the unit. **WE MUST STAFF FOR WHAT IFs!**

We MUST staff for 'what ifs'!
TCMNA
MI NURSES Association
Affiliate of National Nurses United and AFL-CIO



OB/Maternity nurses are shown before they read their letter about staffing concerns to management.

Unsafe Staffing Mandate for Pool Nurses

Maternal Child Pool nurses are raising concerns about a new mandate requiring them to care for intermediate care pediatric patients without, what they believe, is proper training or experience. Despite expressing safety concerns, all pool nurses will be expected to take these assignments, even though intermediate pediatric patients are highly unpredictable and require specialized pediatric care.

C3's charge nurses often carry full patient loads, limiting their ability to respond to emergencies, and frequent floating of support staff leaves nurses distracted by non-clinical tasks. With respiratory season fast approaching, the rushed rollout of this mandate—and the last-minute, haphazard education plan—puts both staff and patients at risk. **Families of our sickest pediatric patients—and our entire community—deserve better.**

Pool nurses believe these vulnerable patients deserve care from core pediatric nurses who are both appropriately trained and committed to providing the specialized care these children need.

Contact your Local Union Officers:

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

Contact MNA Staff:

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

Website: www.munsonnurses.org

Facebook: TCMNA – Traverse City Munson Nurses Association

Stewards list available at www.munsonnurses.org/leadership