

Delivering Lunches to ED Nurses

During the week of Cherry Fest, possibly the busiest week of the year in the Emergency Department, TCMNA wanted to show support and solidarity for our hard working nurses and other staff in the ED, as well as celebrate our recent arbitration win (discussed on page 2). So we provided catered lunches for the ED, during both day and night shifts, on Tuesday July 2 and Friday July 5.

Based on recommendations from ED Nurses Sara Moblo and Nikia Parker, we decided to stick to something that could be easily grabbed and eaten on the go: sandwiches. Tuesday saw deliveries from Firehouse Subs and Jimmy John's, while Friday received food from Tropical Smoothie Café and Jimmy John's. TCMNA would like to extend special thanks to Jimmy John's, who after hearing what the purpose of the order was, agreed to deliver outside of their usual radius, gave a significant discount, and threw in some free cookies. Additional thanks to James Walker and Dagmar Cunningham for helping coordinate the deliveries.

We hope this small gesture shows a fraction of the thanks that we owe to all of the hardworking nurses, providers, and support staff in the ED. Solidarity!



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

Stewards list available at www.munsonnurses.org/leadership

Contact MNA Staff:

Labor Representative: Patrick Tierney, 517-388-7654

Website: www.munsonnurses.org

Facebook: TCMNA – Traverse City Munson Nurses Association

Upcoming Events: General Membership Meeting and Bonfire



There are two events to put on your calendars for the coming months. First is our General Membership Meeting, which will be held on Tuesday, August 6, from 5:30 – 7:00pm and 8:00 – 9:30pm. Please join to hear about ongoing issues and voice any concerns or ask questions you may have. Next, TCMNA will be hosting a bonfire at 3670 Sparling Rd. in Kingsley on Saturday, September 28. RSVP using the QR code to the left, bring a camping chair, and enjoy a fun evening with your union siblings! More information for both events will be sent out.

Know Your Contract! Low Census

One of the most common violations of the CBA is the failure of the Medical Center to follow the appropriate steps when placing nurses on Low Census (LC, also sometimes called “Hospital Request” or “HR”). While we are usually able to resolve these issues when they occur, it’s important for everyone to understand the correct process so we know when violations happen:

1. The Medical Center determines that a nurse needs to be LC’d based on the needs of the unit;
2. Non-bargaining unit nurses who are being paid time and a half or staffing incentive must be LC’d first;
3. Next, bargaining unit nurses being paid time and a half or staffing incentive are LC’d, beginning with the least senior nurse;
4. Volunteers are taken next, starting with the nurse whose last voluntary LC date is oldest;
5. Next, non-bargaining unit nurses working at straight time are LC’d;
6. PRN As are LC’d after all of the above categories but before full-time, part-time, and PRN Cs;
7. Finally, full-time, part-time, and PRN Cs can be mandatorily LC’d, starting with the nurse whose last mandatory LC date is oldest.

Recent Grievance Win!

Emergency Department Meal and Rest Breaks

In February of 2023, we filed a grievance alleging that nurses in the ED are routinely denied the ability to take their contractually guaranteed lunch breaks. After the Medical Center denied violating the CBA, we filed for arbitration which took place in February 2024. On June 4, 2024, we received a favorable decision from the arbitrator finding that Munson did not take all reasonable efforts to avoid missed breaks. While this decision alone does not immediately fix the problem, we are in the process of finding solutions that MMC can implement to ensure nurses get their much needed breaks.

Our contract is worthless, unless we enforce it!

First, staffing at the Medical Center has always been one of our highest priority issues. We want to ensure there are an adequate number of nurses to provide patients the quality care that they need and deserve. We are hopeful that this influx of nurses will result in higher staffing levels and more manageable patient assignments throughout the Medical Center.

TCMNA Statement on Nurses from Philippines

Many of you may have heard either from an announcement by Munson or coverage in the local media that Munson intends to hire up to 200 nurses from the Philippines into the health system next year, with many of those coming to Traverse City. We have heard concerns from some nurses in the bargaining unit about how this might affect our patients, our hospital, and our union.

That being said, we are not without concerns. The Medical Center has assured us that any nurses hired through this program will be placed into bargaining unit positions, and we intend to ensure that promise is followed through on. Additionally, we will make sure that these new nurses are treated fairly under the terms of our CBA. Finally, we will continue to advocate that in addition to recruiting new nurses, Munson should be devoting resources into retaining those that are already here.