



Membership Meetings

Tuesday, September 22
Room LEC 125

- 0745-0900 • 1130-1300
- 1600-1730 • 1945-2100



It's Fall – Get Involved!

Welcome to latest edition of our occasional newsletter. Whether you just hired on at Beacon Kalamazoo, recently became an MNA member, or have been involved for years, there are several ways to connect this fall.

Please attend one of four membership meetings on September 22 to learn how our union works, ask questions, and hear updates from across the state. We will be collecting new and used winter clothes for those in need at the Membership Meetings as well as in boxes throughout the hospital.

MNA's Government Affairs team will be tabling with officers in the cafeteria on October 20th and then holding a Roundtable Discussion that evening to seek out input on legislative priorities for 2027 – they specifically want our help crafting bills regarding workplace safety and limits to Artificial Intelligence in hospital settings.

Help build a Department-Based Care Committee (DBCC) in your unit. DBCCs are regular meetings led by nurses to address concerns such as staffing, scheduling, clinical practice, and more. Officers and stewards recently created binders with templates and FAQs to help each unit run a DBCC – we are also happy to attend a meeting to help get the ball rolling.

Did you know MNA provides all the Continuing Education credits you need to maintain licensure? Free for members! Attend Fall Ed Day on October 8 or take an online class today. See: <https://minurses.org/resources/ce-modules>



MI **NURSES** Association
Affiliate of National Nurses United and ANCC-CCO

FALL EDUCATION DAY CE FORUM

October 8 | 12:45 pm - 5:30 pm | Lansing

Vulnerable Populations: From Street Drugs to Geriatric Pain Management

Free for MNA members and
students, \$25 for nonmembers

4.0 CONTACT HOURS
(2 FOR PAIN-MANAGEMENT)

Presenters:



Vicki L. Washington, DNP, RN,
APRN, ACNS-BC
Assistant Professor & Associate
Director for Online Nursing
Studies, School of Nursing,
Eastern Michigan University



Navneet Strickland, DNP,
FNP-BC, PMHNP-BC, AP-PMN,
ONC, CADC
Pain Management & Addiction
Nurse Practitioner

REGISTER NOW AT:
minurses.org/FallCEForum

Important Dates	
Sept. 22	Membership Meetings
Oct. 8-10	House of Delegates/Fall Ed Day
Oct. 20	MNA Gov. Affairs Roundtable
Mar. 15-16	MNA Leadership Conference
May 5	Capitol Action Day

Contact your Local Union Officers:

President: Nate Hoffman, 269-998-6770
Vice-President: Dawn Langley, 269-760-0413
Secretary: Dana DeKoekkoek, 269-569-1520
Treasurer: Cindy Evans, 269-400-4508
Chief Grievance Rep: Jenni Livingston, 269-929-1969

Contact MNA Staff:

Labor Representative: Andy Cornell, 517-282-6700

Website: www.minurses.org/borgess
Facebook: Borgess Nurses Staff Council

Meet Your Elected Local MNA Officers



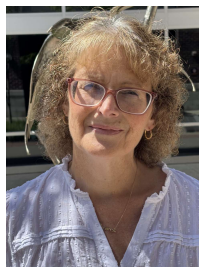
Nate Hoffman, President

- Works in PACU (previously ICU)
- Priority: Increase number of Department-Based Care Committees (DBCC)s and recruit more RNs
- For fun: Gardening & being a cat dad



Dawn Langley, Vice-President

- Works Nights in SWAT
- Priority: Teach members how to better advocate for themselves, their patients, and our union as a whole
- For fun: World travel



Jenni Livingston, Chief Grievance Rep

- Works in Pre-Surgical Testing
- Priority: Train additional officers and stewards to serve as union reps in disciplinary investigations
- For fun: Baking desserts



Dana DeKoekkoek, Secretary

- Works in Outpatient Short Stay (OSS)
- Priority: Ensure managers respond to Assignment Despite Objection forms promptly and consistently
- For fun: Karaoke and dancing



Cindy Evans, Treasurer

- Works in Pre-Surgical Testing (Annex until very recently)
- Priority: Outreach to new hires and new members, staffing the ED
- For fun: Dogs and going to the movies

Recent Grievance Wins

- Reversed the termination of an RN for a violation of social media policy that was intended to help a patient. Beacon is very strict with social media – be careful what you post!
- Backpay for Overtime on Incentive Shifts – Union members were cumulatively awarded over \$43,000 for unpaid overtime on the \$15/hour incentive.
- An ICU nurse had a Step 1 Discipline rescinded after a mix-up in terminology. Note: Beacon calls a formal Step 1 discipline “coaching.” Coaching took place *prior* to formal discipline under Ascension.
- Improper Low Need – An RN in OSS was paid for a shift she was scheduled for because she was low needed instead of a BSS (agency) nurse.
- Available Hours – A second OSS nurse was paid for an extra shift that she should have been awarded over PRN and agency nurses.

Retirement HRA Lawsuit

When Beacon took over, Ascension clawed back about \$5000 that many members had sitting in Retirement Health Reimbursement Accounts (HRA). We grieved this and demanded the grievance go to an outside arbitrator. Beacon refused. We sued the hospital to force them to arbitrate. They filed a "Motion to Dismiss" our lawsuit. Earlier this month a judge DENIED their motion. So the lawsuit is proceeding and we are hopeful that it will create a path to recovering that money – nearly \$700,000!

Insurance Change Arbitration

Beacon changed our health, dental, disability, and other insurances when they took over. We grieved this also and took it to outside arbitration. Sadly, the arbitrator denied our grievance, stating that our claim of additional costs for the new insurance was too "speculative." This is partially due to how many cost variables there are in health insurance, but also owes to the fact that we successfully mitigated many of the increased costs by bargaining for improvements such as employer-paid Short Term Disability insurance, and an end to Facility Fees and Spousal Surcharges. However, we need to continue to fight for further improvements to our benefits.

We are able to wage years-long legal fights like these because our dues fund an MNA Legal Team.

Three Cheers for Lori Batzloff!

The current officers wish to express our deep appreciation for the enormous effort that our previous President, Lori Batzloff, put into building our union. She worked tirelessly to increase communication, defend members in grievance meetings, orchestrate two major contract campaigns, and much more! Thank you, Lori!

