



Jeff Breslin, RN
President

I would like to take a moment to congratulate everyone who is newly elected or who is newly re-elected to PECOSH-MNA positions!

We have successfully negotiated and ratified one of the best contracts in the history of PECOSH-MNA and have now completed a very successful election process which has created a robust and diverse leadership team ready to move forward. We have work to do and we have already started.

Our overall goal is to make our hospital a safe and enjoyable place to work while maintaining the highest standards that we and our community have come to associate with the Sparrow name.

To do this, we must now educate membership not only to how the contract language reads but also how to help enforce our hard-earned gains. We have a plan to do just that and YOU are part of that plan! Members who hold formal positions as well as those who don't will need to come together in a unified fashion and by doing so we will achieve the reality that we have negotiated.

There are several opportunities available in the coming weeks and months to get involved at the level your life and responsibilities will allow. No one expects one person to do everything, but if we all do something, we will reach our goals. There is no other group that I would want to be associated with and no other time to be where we are at. Great things await! Join me in our future!



Leah Rasch, RN
Grievance Chair

We have a new grievance rep team and we had our first meeting at the MNA office where we had an opportunity to provide information to our new reps as well as a refresher for others. It was very informative and we will continue to meet every other month to ensure the reps have the appropriate resources to advocate for our members.

Our department is currently managing a heavy workload, with some outstanding grievances still unresolved, covering a range of critical employee concerns. In addition, we are actively involved in three separate arbitrations, each requiring significant preparation and strategic coordination.

The ongoing use of MOUs related to bonus shifts has added further complexity, as they continue to raise questions around fairness, scheduling, and compensation. On top of that, we are navigating class action cases that could have wide-reaching implications for our workforce. Altogether, these issues reflect a high-pressure environment demanding thorough attention, strong advocacy, and consistent communication.

Happy Retirement Marianne!



The PECOSH-MNA Executive Team would like to recognize and thank **Marianne George** for her 40+ years of service to Sparrow as an RN and Nurse Educator as well as serving in multiple roles within PECOSH-MNA from being on the negotiating team and most recently as PECOSH-MNA Secretary.

Marianne retired on April 8th and will be spending time with her family as she starts a new chapter.

We would also like to congratulate and welcome **Susan Butler** to the team as our newly appointed PECOSH-MNA Secretary!



Susan Butler, PT, DPT
Secretary



Stacey Bushey
BS MLS (ASCP)
Healthcare Professional Rep

Hi! I am your newly elected Healthcare Professional Rep!

We will be having our first Healthcare Professional Committee meeting on June 11 from 5:30pm-7:00pm virtually over Zoom.

More details to come, please stay tuned!

Earned Sick Time Act

All MNA members are eligible to use 72 hours under the new law.

Make sure you indicate you want hours that qualify to be applied to ESTA when calling off.

These hours will not be used for discipline (Article 16).



Jackie Walker
BS MT (ASCP)
Vice President

Lunch with PECSH-MNA Union Leaders: Let's Talk Union

Join us on Wednesday, May 28 and Wednesday, June 11, from 11:00 am to 12:30 pm at the Gathering Place for an engaging lunchtime discussion with PECSH-MNA union leaders.

These informal sessions are designed to give you a comfortable space to learn more about the union, ask questions, and get the clarity you need on how the union supports and protects its members. Whether you're curious about what being in a union really means or have specific concerns, this is your chance to connect directly with those who represent your voice. Bring your lunch, bring your questions, and bring a coworker!

These sessions are all about transparency, education, and building stronger connections among us all. We look forward to seeing you there!

Staffing Concerns – Why Bother?

Staffing Concerns need to be filed within 7 days of the concern and by an MNA member working on that shift.

The staffing committee will do the rest. For units in Appendix A (those with grids in the contract) you only need to file once per 12-hour shift.

All other units need to file for each staffing time that you are short. Once submitted via the Intranet a copy of your concern goes to PECSH-MNA Co-Chair and Manager Co-Chair. The staffing committee meets 2x monthly to evaluate concerns.

Due to the number of concerns filed per month I am unable to personally send a response back. If ever you want to know your short staffing balance, feel free to email or call me.

Questions and concerns regarding staffing should be directed to the PECSH-MNA office at 364-5111.



Tammy Parsons, RN
Treasurer

Union Members Celebrate Overwhelming Contract Ratification



Dexter Baker, RN
Negotiating Team Rep

Professional Employees Council of Sparrow Hospital (PECSH-MNA) members at University of Michigan Health-Sparrow are celebrating a resounding victory with the ratification of their new collective bargaining agreement in late January.

In an overwhelming show of support, 97% of voting members approved the contract, signaling strong satisfaction with the gains achieved.

The newly ratified agreement delivers significant improvements for the workforce. Notably, the contract includes substantial wage increases across all classifications, recognizing the dedication and hard work of union members. Furthermore, negotiators successfully secured a reduction in healthcare premium percentages, a crucial win that will ease the financial burden on employees and their families.

Adding to the positive outcome, the union successfully navigated negotiations without taking any concessions. This achievement underscores the strength and effectiveness of the union's bargaining team and the solidarity of its membership. The agreement reflects a commitment from University of Michigan Health-Sparrow to invest in its employees and foster a more secure and equitable workplace.

Union leaders expressed their pride in the outcome, emphasizing the positive impact these improvements will have on the lives of their members. This successful ratification serves as a testament to the power of collective bargaining and sets a strong foundation for the future.

Contact your Local Union Officers:

President: Jeff Breslin
Vice-President: Jackie Walker
Grievance Chair: Leah Rasch
Secretary: Susan Butler
Treasurer: Tammy Parsons
Healthcare Prof Rep: Stacey Bushey
Negotiating Team Rep: Dexter Baker

PECSH-MNA Office:

Medical Arts Building
1322 E. Michigan Ave, Suite 202

Tel: (517) 364-5111
Email: pecsh88@gmail.com
Website: www.PECOSH.org
Facebook: PECOSH-MNA

Contact MNA Staff:

Senior Labor Rep: Branden Gemzer
Branden.Gemzer@minurses.org
Labor Representative: Rita Sharma
Rita.Sharma@minurses.org