

From: [UMHS-Nursinguser, UMHS](#)
To: [UMHS-Nursinguser, UMHS](#)
Subject: Joint Communication For The Nursing Community Re: Ebola Preparedness
Date: Wednesday, November 05, 2014 10:32:18 AM

To the UMHS Nursing Community:

UMHS and UMPNC/MNA leaders have been working together to make preparations to care for potential patients with Ebola. We have been meeting to ensure the systems we put in place safeguard our staff as we provide the highest quality care to our patients. Just yesterday, we reached an agreement that makes the safety of nurses and other health care workers our maximum priority. We believe that this is the first agreement of its kind between an employer and labor union in the country and we should all be proud of our joint work together.

UMPNC/MNA and UMHS nursing leadership carefully reviewed information from the CDC, the WHO and hospitals such as Emory and the Nebraska Medical Center to make sure we are using equipment, protocols and procedures that have proven to be safe in caring for a patient with Ebola. In addition, UMPNC/MNA and UMHS nursing leadership have established benefits for those front-line nurses that protect their pay, benefits, and PTO bank should a nurse require quarantine and/or medical care.

Safety remains our first priority and to this end we have agreed to create a single care team to be deployed in the event that we have a confirmed patient. We are seeking to create a special care team of approximately 40 critical care nurse volunteers from our adult and pediatric areas. Each 12-hour shift will be comprised of a three nurse team, with a 4th nurse available as determined by the nurses on the care team.

UMPNC/MNA and UMHS nursing leadership will reconvene as necessary to respond to changing circumstances. In addition, a bi-weekly Nursing Ebola Preparedness Task Force (NEPTF) of UMPNC/MNA leadership and UMHS Nursing leadership will also meet to address concerns and updates as they occur.

We are committed to updating all of you with information in an ongoing way. We thank you for the tremendous work every one does every day.

The agreement will be placed on the JIT website and available by the end of the week:

<http://www.med.umich.edu/nursing/jit/index.htm>

For the University:

Margaret Calarco
Senior Associate Director for Patient
Care Services and Chief of Nursing Services

Kathy Jordan-Sedgeman HR Director of Labor Relations

Mark Kempton Labor Relations Specialist/HR Manager

Lori Pelham Nurse Manager

For UMNPNM/MNA:

Katie Oppenheim, Chair, kjo@umich.edu, 734-663-5657

Steve Strahle, Vice-Chair, sstrahle@umich.edu, 734-663-5657

Marietta Brooks, Area Rep, Continuity of Care

Dejuana Jackson, Area Rep, Advanced Practice

Debra Dombrowski, Area Rep, UH and CVC ICUs

Kate Wesley, Area Rep, P/P/P

Desiree Conyers, Area Rep, Ambulatory Care

John Karebian MNA Executive Director