

Joint Communication
Influenza MOU 2016 and Masks-On

To: UMPNC Members

Date: December 6, 2016

RE: Influenza MOU 2016 and Masks-On Instructions

Following an arbitration earlier this fall, and at the direction of the arbitrator, MNA/UMPNC and UMHS met to discuss the particulars of when masks are required for nurses who do not receive the influenza vaccination. Those discussions resulted in an amendment to the 2010 Influenza MOU, which now clarifies the circumstances for when masks are required during the identified flu season.

The Amended Influenza MOU operates in coordination with University of Michigan Health System policies (UMHHC Policy 0406-002 Infection Control Practices for Hospital Personnel Policy: Prevention of Spread of Communicable Diseases IC&E Policy V-45 and UMHS Policy 04-06-030 UMHS Mandatory Influenza Vaccination Policy) implementing the Health System's influenza program. The goal of the influenza program is to provide the safest possible environment for nurses, other staff, patients and their families and others, by preventing and reducing exposure to influenza viruses.

The following was included in the original 2010 MOU and will continue in the amended 2016 MOU:

- It is recommended that all nurses and other health providers be vaccinated against influenza viruses.
- Each employee covered by this collective bargaining agreement is required, on an annual basis, to either:
 - Receive an Influenza immunization; or
 - Seek and receive approval of an exemption based on religious or medical reasons; or
 - Sign a declination for other reasons by December 1.
 - Those who decline the immunization may change their mind at any time and receive the vaccine at no cost at UMHS while supplies last.
- The new provisions in the MOU pertain to mask wearing requirements during the flu season.
 - The duration of the flu season will be determined by the Infection Prevention & Epidemiology Department's (IP&E) Hospital Epidemiologist.
- Employees who do not receive an influenza immunization are *required* to wear masks during the "masks on" period as determined by the IP&E Hospital Epidemiologist in the following areas or circumstances, which include:
 - Rooms (patient, procedure, exam, consultation) where patients are physically present
 - Patient transport elevators
 - Corridors/hallways adjacent to patient rooms
 - Patient homes where direct care is being provided
 - Waiting areas with direct face-to-face patient contact
 - Any location where the employee has face-to-face interaction with patients during the delivery of direct patient care.

- During the applicable “masks on” period, Employees are *not required* to wear masks in the following areas or circumstances,** which include:
 - Cafeteria/Vending rooms
 - Main corridors, main entrances, and lobbies
 - Entering and exiting buildings, in parking structures
 - Offices, report rooms, conference rooms where patients are not physically present or permitted to enter
 - Locker and staff rooms
 - Restrooms, lactation rooms
 - Anywhere outside where there is not face-to-face interaction with patients during the delivery of patient care.
 - **Notwithstanding this list, unvaccinated employees are required to wear masks anywhere they have face to face interaction with a patient in the delivery of direct patient care.

If you have further questions, please contact your UMPNC representative and/or your Manager.

From:

UMHS

Michelle Sullivan, Director of Labor Relations
Lori Pelham, Nursing Lead for Nursing Negotiations

MNA/UMPNC

John Karebian, MNA Executive Director
Katie Oppenheim, UMPNC Chair