



CHARGE

Michigan Department of Licensing and Regulatory Affairs
Employment Relations Commission (MERC)
Labor Relations Division
313-456-3510

Authority: P.A. 380 of 1965, as amended.

INSTRUCTIONS: File an original and 4 copies of this charge (including attachments) with the Employment Relations Commission at: Cadillac Place, 3026 W. Grand Boulevard, Suite 2-750, PO Box 02988, Detroit MI 48202-2988 or 611 W. Ottawa St., 2nd Floor, PO Box 30015, Lansing, MI 48909. The Charging Party must serve the Charge on the opposing side within the applicable statute of limitations, and must file a statement of service with MERC. (Refer to the "How to File a Charge" document under the "Forms" link at www.michigan.gov/merc.)

Complete Section 1 if you are filing charges against an employer and/or its agents and representatives. —or—
Complete Section 2 if you are filing charges against a labor organization and/or its agents and representatives.

1. EMPLOYER AGAINST WHICH THE CHARGE IS BROUGHT Check appropriate box: Private Governmental

Name and Address:

University of Michigan - Michigan Medicine
Human Resources
2901 Hubbard, SPC 2435
Ann Arbor, MI 48109

2. LABOR ORGANIZATION AGAINST WHICH THE CHARGE IS BROUGHT

Name and Address:

3. CHARGE

Pursuant to the ~~Labor Mediation Act (LMA)~~ or Public Employment Relations Act (PERA) (*cross out one*), the undersigned charges that the above-named party has engaged in or is engaging in unfair labor practices within the meaning of the Act.

On an attached sheet you must provide a clear and concise statement of the facts which allege a violation of the LMA or PERA, including the date of occurrence of each particular act and the names of the agents of the charged party who engaged in the complained of conduct. The charge should describe who did what and when they did it, and briefly explain why such actions constitute a violation of the LMA or PERA.

The Commission may reject a charge for failure to include the required information. However, it is not necessary to present your case in full at this time. Documentary material and exhibits ordinarily **should not** be submitted with this charge form.

4. Name and Address of Party Filing Charge (Charging Party)
(if labor organization, give full name, including local name and number)

Michigan Nurses Association
2310 Jolly Oak Rd, Okemos, MI 48864

Telephone Number:


(517) 349-5640

5. List ALL related MERC case(s) (if any): _____
(Name of parties)

Case No.: _____ Judge: _____

Case No.: _____ Judge: _____

I have read this charge and it is true to the best of my knowledge and belief.



Signature of Representative/Person Filing Charge

Email:
ben.curl@minurses.org

Telephone/Cell No.:
(517) 507-1079

Print Name and Title:
Benjamin Curl, Attorney / Labor Relations Representative

Fax No.:
(517) 349-5818

Street Address:
2310 Jolly Oak Rd

City: Okemos

State:
MI

Zip Code: 48864

The Department of Licensing and Regulatory Affairs will not discriminate against any individual or group because of race, sex, religion, age, national origin, color, marital status, disability, or political beliefs. If you need assistance with reading, writing, hearing, etc., under the Americans with Disabilities Act, you may make your needs known to this agency.

STATEMENT OF ALLEGATIONS

Respondent, University of Michigan – Michigan Medicine, has violated Section 10 of the Michigan Public Employment Relations Act (the "Act") in that:

- A. Charging Party, Michigan Nurses Association, is the sole and exclusive bargaining representative for all professional nurses employed by Respondent at all facilities.
- B. Charging Party and Respondent are parties to a collective bargaining agreement which expires on June 30, 2018.
- C. On or around May 27, 2018, the Respondent implemented a unilateral change without appropriate notice or bargaining, in violation of Section 10(1)(a) and (e) of the Act, in that:
 1. On or around March 23, 2018, the Respondent verbally notified an Association officer that it intended to change the shift lengths of certain salaried Nurse Practitioners.
 2. On or around May 14, 2018, the Association learned from the affected Nurse Practitioners that shift lengths were not being reduced as the Respondent had described to the Association on or around March 23. Rather than reducing the lengths of shifts, the Respondent effectively was ceasing recognition of half an hour of work. Because this half hour of work would no longer be recognized, the Respondent would require the Nurse Practitioners to work extra shifts throughout the year.
 3. On May 18 and May 22, 2018, the Association made written demands to bargain over the decision and the effects, including but not limited to bargaining over a mechanism to ensure Nurse Practitioners would receive lunch breaks.
 4. On or around May 27, 2018, the Respondent implemented the changes without having bargained the decision or its effects.