

Detroit Medical Center

Campaign Background

Approximately 2000 registered nurses are organizing with the MNA (Michigan Nurses Association) in Detroit, Michigan.

Earlier this year, nurses at Children's Hospital, Harper Hospital, the Rehabilitation Institute of Michigan, and the Detroit Receiving Medical Center started organizing to ensure a voice in the decision making process that affects their practice.

Nurses are asking the DMC administration:

- For a voice in the decision making process that affects their patients, profession and the quality of care they deliver.
- Safe Staffing to protect their patients and improve retention of experienced and quality nurses.
- Sufficient and adequate equipment.
- A voice in conditions that affect their working conditions and benefits. In 2004, DMC froze nurse's pension, even though DMC is now profitable, nurses continue to provide for their own retirement through a 403 B.
- Respect for their patients, nurses and the community DMC serves.
- DMC should be the hospital of choice for both patients and nurses in the Metropolitan Detroit Area.

In order to continue the mission of the DMC of providing the highest quality of care, and to minimize disruption and the use of patient resources fighting unionization, DMC Nurses believe that Administration must commit to a Fair Election Process Agreement that includes the following principles:

- Allow RN's to choose freely, without intimidation, on the issue of union representation.
- Respect the right of nurses to organize and CEASE all anti union activity.
- Stop Using Public Funds to fight union organizing efforts.

Nurses report that DMC administration reacted to their demands by:

- Holding one on one and group meetings against the union.
- Holding open forums against the union.
- Questioning nurses regarding their union support.
- Systematic bombarding of misinformation by Unit Supervisors, Unit Managers, and hospital Vice Presidents.
- Systematic bombarding of anti-union letters to every DMC nurse.

DMC is currently the largest employer in the city of Detroit with 15,000 staff, approximately 3,000 nurses. DMC consists of 8 hospitals, 2 nursing centers, 100 outpatient facilities, consisting of 2,000 licensed beds. DMC provides for about 25% of Michigan's Medicaid care. In 2006, DMC received 60% of Michigan Medicaid, \$389 million in public funds. Last year, DMC grossed \$33 million in profit alone