

**SEIU Healthcare Wisconsin
Mutual Interest Committee(MIC)
Progress Report
March 2015 through July 2015**

As you are aware, in your Union contract which was completed in December 2014, your Union Bargaining Team worked hard to get changes made to the Mutual Interest Committee (MIC) format and representation so that the meetings would be more productive and meaningful in resolving issues at Gundersen.

The newly improved Mutual Interest Committee (MIC) started meeting in March 2015 after the Federal Mediation and Conciliation Service provided training in February 2015 for all Union appointed members and Gundersen management appointed members. This training included members appointed to the Subcommittees for Food Services, CNAs and Environmental Services. Subcommittees have NOT been started for Logistics, Facility Operations and Laundry. Our Union would like to have Subcommittees for all Departments but need volunteers to participate in these Subcommittees. If you are interested or want more information about participating in any of these subcommittees, please contact Bonnie Strauss, SEIU Healthcare Wisconsin Project Director, at 608-225-3491.

The MIC Subcommittees for Food Service, CNAs and Environmental Services started meeting in April. Each meets for two hours each month. The Subcommittees progress reports will be sent out in a separate email. If you have questions or concerns about anything the Subcommittees are working on, please contact the Subcommittee members with your concerns.

**MIC Progress Report
March 2015-July 2015**

After getting the ground rules, structure and meeting schedule agreed upon in the first meeting, the MIC started by getting some background on how capital expenditures are approved at Gundersen and how to use the A3 problem-solving process that we have all been hearing about. The MIC discussed safety and equipment concerns including staff and public getting shocks when pushing the buttons for getting an elevator, problems with work orders not being completed timely, staff not feeling comfortable completing incident reports and work orders because the reporting seems to be ignored frequently, moving wooden beds, lack of sharps boxes in rest rooms, transporters not being able to get beds in elevators, and training for employees on crucial conversations and reporting.

At the July meeting, the MIC had a lengthy discussion about the distribution of cleaning tasks between CNAs and Environmental Assistants. There was much confusion about what the process is supposed to be and how it has been implemented on the units. The confusion is leading to animosity between CNAs and EAs. Nursing staff is not trained on cleaning some equipment. MIC decided to work on the following solutions:

- 1) Training on cleaning equipment;
- 2) Provide Equipment checklists that are clear and up to date including where equipment is to be stored;
- 3) Provide Cleaning checklists that are clear and up to date as to what equipment is supposed to be cleaned by CNAs or EAs

Also at the July meeting, the MIC discussed the Employee Perspective Survey. Areas needing improvement were identified as follows:

- 1) Staff ideas need to be valued by Gundersen;
- 2) Management needs to more effectively communicate with employees;
- 3) Co-worker relationships and positive reinforcement by co-workers need to be more conducive to a productive work environment;
- 4) Teamwork improvements are needed.

The MIC will meet again on Thursday, September 10 from 8am - noon with an agenda that will include Payroll Coding Issues as well as updates on progress of previous action items. The MIC meets every other month in the odd numbered months on the second Thursday from 8 am to Noon.

Contact our MIC Union members with any agenda items or concerns. Our Union MIC members are:

Jill King, Union Co-Chair, Environmental Assistant
Veronica Craig, Environmental Assistant
Jim Wemette, Environmental Specialist
Danita Miller, CNA Float Pool
Jessi Denson, CNA Neuro
Jonna Peterson, CNA Obstetrics
Caryn Oldenburg, Food Service
Patty Seidel, Food Service
Joe Pitsch, Logistics