



459 Update



April - June 2020

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Membership Meeting Tuesday, August 11th, 2020 7:00 p.m. via Zoom.

This year not only is there a nationwide election, but Local 459 will also be electing officers and representatives from all bargaining units with more than 100 members as well as a representative for all those groups with less than 100 members. **Due to COVID-19 and concerns for the safety of our members this meeting will be held via Zoom**

The Constitution calls for nominations to take place at the August 11th, 2020 membership meeting. Nominations will be taken for:

Officers

President
Vice-President
Secretary-Treasurer
Recording Secretary
Trustees – Three (3) positions

Members at Large

CEI CMH Large Unit
CEI CMH Residential Unit
LAFCU
McLaren POST Unit
McLaren RN Unit
McLaren Technical Unit
Touchpoint
All Units less than 100

Only members in good standing may make nominations at this meeting. All nominations must be seconded to be valid. Officer nominations must be seconded by a member not from the same bargaining unit as the person making the nomination. All persons nominated must indicate their acceptance or declination verbally at the meeting or in writing no later than 7:00 p.m. one week after the nomination. These rules are outlined in the Constitution, Article 9 Section 4, and may be found on the Local 459 website. The member elected as President will automatically serve as a delegate to the OPEIU convention. Local 459's Constitution states that no person shall be elected to an Executive Board unless she/he has been a member of Local 459 in continuous good standing for the preceding twelve (12) months.

An Elections Board of three (3) members from different bargaining units shall also be elected by the members present at the August Membership meeting if there are any contested Executive Board seats.

Members may join the meeting via their computers or phones at the link below.
Please sign into the meeting 15 minutes early.

Topic: Local 459 August 2020 Membership Meeting
Time: Aug 11, 2020 07:00 PM Eastern Time (US and Canada)
Sharon Taylor is inviting you to a scheduled Zoom meeting.

Join Zoom Meeting

<https://us02web.zoom.us/j/82129770936?pwd=eGJvOWRYZVlIOWdqQk1YTEhBYjdZQT09>

Meeting ID: 821 2977 0936
Password: Local459
One tap mobile
+13017158592,,82129770936#,,,,0#,,207821# US

This link will also be available on our website.

(Continued on page 12)

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OPEIU Statement on Justice for George Floyd and a Commitment to Ending Institutionalized Racism

The Office and Professional Employees International Union (OPEIU), AFL-CIO, is outraged by the murder of George Floyd and stands in solidarity with the peaceful protesters calling for an end to the racial injustice and inequality that plague this nation.

OPEIU has always been committed to finding solutions to economic and societal inequalities both on and off the worksite. The murder of George Floyd is the latest in a long line of instances of police brutality against people of color, and just one of the many insidious examples of systemic racism in this country. This is clear as our nation struggles with a much higher rate of infection among communities of color during the COVID-19 pandemic.

All elected officials and people of conscience must fully commit to rooting out instances of institutionalized racism in the United States and implementing policies that address abuse at the hands of law enforcement, as well as income inequality, education inequity, minimum wage reform and affordable housing shortages.

It's time for real and positive change. It's time for our nation to end the centuries-long abuse of communities of color and instead commit ourselves to building a fair and equitable nation for all our citizens.

HSA & FSA Improvements

The CARES Act includes important provisions for users of health savings accounts (HSAs), flexible spending accounts (FSAs), and health reimbursement arrangements (HRAs), specifically:

- Over-the-counter drugs and medicines not prescribed by a physician can now be reimbursed pre-tax.
- Menstrual care products are now considered eligible expenses. Examples include tampons, pads, liners, cups, sponges, or similar products.
- Health plans can now cover telehealth services pre-deductible without impacting HSA eligibility.

The changes to eligible expenses are retroactively effective January 1, 2020.

Local 459 • On the Web: www.local459.org



459 Update

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Contracts Settled

Long Battle Leads to Solid Contract at Touchpoint

Local 459 represents about 500 Dietary and Environmental Services (EVS) workers at Touchpoint, a sub-contractor for Ascension Health in the Detroit area. Touchpoint is part of the Compass Group which is the sixth (6th) largest employer in the world. Although we have represented some of the employees for decades, most are newly organized in the past few years. Touchpoint became the subcontractor for Food Service and EVS in 2012. Prior to being Unionized by Local 459, Touchpoint was paying \$9.00 per hour with very little in the way of benefits such as Paid Time Off.

Negotiations for a new contract went on for the better part of a year. Recently, the Union members at Touchpoint voted in a new agreement by over ninety-seven percent (97%) after previously voting down two (2) other offers.



In year one (1) the new contract includes: a \$300 signing bonus for part-time and \$600 for full-time workers, a \$0.50 per hour raise for all employees, \$0.20 per hour additional increase for employees with five (5) or more years of service, a \$0.40 per hour additional increase for employees with ten (10) plus years of service or more, a new starting rate of \$11.75 and \$12.75 per hour depending upon classification, increase from \$1.00 per hour to \$1.50 per hour for Lead Workers, an increase of \$1.00 per hour for those employees assigned to ER, Surgery and Labor & Delivery, an additional 10 PTO days added to employee's banks, an increase of five (5) additional PTO days per year, additional Union hours on company time for Stewards and Chief Stewards and new dignity and respect language.

In year two (2) beginning October 1, 2020 all employees will receive a \$0.40 per hour raise with no increase in starting rates.

Finally, in year three (3) starting rates will increase to \$12.00 and \$13.00 per hour and all employees will receive a \$0.50 per hour raise beginning October 1, 2021.

This new contract brings newfound **SOLIDARITY!** Touchpoint workers showed their strength by rejecting two (2) previous offers and standing together. New and old leaders alike stuck together and fought back. During the ratification votes it was evident to Local 459 that the members are really starting to become a strong unit.

One employee stated that "after twenty-two (22) years I'm not scared anymore. Management told me to go into a Covid-19 room without an N-95 mask. I refused and said I was going to call the Union. Management reassigned me to a better area."

It's not just the better paychecks and the benefits that come along with being Unionized, it's the protection and being able to stand up for yourself and your co-workers, as well as the better quality of work life that comes along with it.

The Bargaining Team consisted of Chief Stewards **Blenda Coward, Louversa Fair** and **Calvin Parks**, along with **Tristian Clark, Tonya Gaines** and **Timothy Weathers, Sr.** They were assisted by Service Representative **Lance A. Rhines**. Honorable mentions go to Stewards **Darlene Curry** and **Betty Parker** who worked behind the scenes.



From the President's Desk



By Sharon Taylor, Local 459 President

Social Justice IS a Labor Issue

Social Justice and Labor issues have always gone hand in hand. OPEIU and Local 459 were outraged by the murder of George Floyd. We stand in solidarity with the peaceful protesters calling for an end to the racial injustice and inequality that plague our nation.

OPEIU has always been committed to finding solutions to economic and societal inequalities both on and off the worksite. Police violence against people of color is a labor issue because it is a community issue and unions are the community. Labor unions serve people of all colors and backgrounds because we are those people.

As union members, we must make our leaders at all levels step up and address the real issues of structural racism and economic inequality across all environments. We must commit resources to schools, health care, jobs, infrastructure, and other services that strengthen communities by creating opportunities for people. Only then can we begin to end institutional racism and income inequality.

Drive change in your community by helping to lead the labor movement's fight for racial and social justice. Be a leader. Local 459 is seeking members to drive change in your community by leading the labor movement's fight for racial and social justice! Local 459 is seeking a Chairperson and active members for our new **Social Justice Committee**.

The Committee's goal is to mobilize Local 459 members to become active participants in the struggle for racial and social equality. Committee members will work to:

- Develop focus issues that affect Local 459 members
- Plan actions and events for members
- Coordinate partnerships and coalitions with similar minded organizations
- Support social justice communications and develop project proposals

Local 459 has long held the belief that all workers are equal. It is time for us to expand these beliefs beyond the workplace and take action to ensure social justice and racial equality. Help us finally bring truth to Thomas Jefferson's opening words in the Declaration of Independence:

“We hold these truths to be self-evident, that all men are created equal, that they are endowed by their Creator with certain unalienable rights, that among these are life, liberty, and the pursuit of happiness.”

If you are interested in being a part of this committee please contact President Sharon Taylor at staylor@local459.org or at (517)887-8844.

Executive Board Action

The Local 459 Executive Board is made up of members elected by the membership. The Board meets at least monthly. It is at these meetings that many of the decisions regarding Local 459 members are presented, discussed, and decided.

Executive Board decisions made during the period of March 2020 to June 2020 of possible interest to the membership are outlined below. Decisions which have been discussed elsewhere in this newsletter are not included.

ARBITRATIONS

Arbitration is the final step in the grievance process. The vast majority of grievances are settled prior to reaching arbitration. Both the Union and management present their case before a neutral arbitrator who makes a binding decision based on the merits of the case. Arbitration is an expensive and time consuming procedure. Local 459 has limited funds and cannot afford to arbitrate every grievance. Therefore, all unresolved grievances are presented to the Executive Board for review.

During this period only one (1) grievance was brought before the Executive board for review. It involved the termination of a member from Northeast Community Mental Health. The Executive Board voted **not** to take the grievance to arbitration.

BUSINESS

The Executive Board Appointed Stewards and Alternates at MGL RN, MGL Tech, MGL POST, LAFCU and CEI CMH Large Unit where only one (1) member expressed an interest in the position.

The Executive Board approved the 2019 Audit of Financial Statements.

The Executive Board appointed **Courtney Ariganello, Whitney Benko, Cindy Dine, Naudia Fisher, Jeffrey Fleming** and **Lance Rhines** to the Constitution Review Committee.

The Executive Board approved a \$526 donation in the name of **George Floyd** to a local organization focused on racial justice. The \$526 amount signifies the number of seconds that **George Floyd** went without a breath.

APPEAL PROCESS

The Local 459 Constitution allows the membership to modify or overturn any action of the Executive Board but any such decision must be done at a membership meeting in which a quorum is present and which is held or properly requested within one (1) calendar month of the Executive Board action.

A special membership meeting may be called upon a request submitted to the President by not less than three percent (3%) of the members in good standing. Currently, there are 3,005 members so a petition would require approximately ninety (90) signatures. Petitions are available from the Local 459 office.

For reviewing a decision to arbitrate or not to arbitrate a grievance, a special meeting may also be called by three quarters of the members in the bargaining unit in which the grievance arose. For some bargaining units this is less than three percent (3%) of all Local 459 members in good standing.

The regular meetings of the Executive Board are held the second Tuesday of each month. Draft minutes of the meeting are available no later than two (2) weeks following the meeting.

Please see the Constitution for specific details. Copies of the Constitution are available from the Local 459 office and on the Local 459 website.

QUESTIONS?

If there are any questions or concerns about these decisions, please feel free to contact President **Sharon Taylor** by phone at (517) 887-8844 or by email at staylor@local459.org.

Grievances Settled

The members, stewards and staff of Local 459 settle many grievances each quarter. There is insufficient space to publish all of them. Grievances which are unique or affect a large number of members are more likely to be published. If you would like to publicize a grievance you have settled, contact your Service Representative.



MGL POST

Management Has to Notify you of a Discipline

Jave Stebbins is a Nursing Assistant for the Breslin Infusion department at McLaren Greater Lansing (MGL). **Stebbins** contacted Chief Steward **Lois Davis-Thomas** regarding an investigation meeting. Due to COVID 19 the discussion was held over the phone with the Supervisor and Manager of the department. The Manager concluded the meeting and no discipline was mentioned. **Stebbins** called **Davis-Thomas** later and stated that she received a Step one (1). **Davis-Thomas** contact the Human Resource department, explained what had happen and how the manager never discussed a discipline. The HR consultant investigated the situation and agreed. The Step one (1) was dropped and grievance was settled.

Supervisors Do not Get to Change the Attendance Policy

Julie Watkins is a Patient Access employee at McLaren Greater

Lansing. **Watkins** had to come in late to work and leave early another day. **Watkins** worked both days; sixty-six percent (66%) of her scheduled shift for both days. According to the POST contract with McLaren, "an occurrence of absence will only result when an employee works less the sixty-six percent (66%) of their scheduled shift. If this happens then they will receive a point." Her Supervisor came up with a point system of her own which was to give her a ½ of a point for each occurrence. **Watkins** should not have received any points. **Davis-Thomas** contacted the Supervisor and explained the contract. After the Supervisor did her research with HR department, she agreed that **Davis-Thomas** was correct, removed the attendance points and the grievance was settled.

Read the Contract

Ryan Osborn, a Plant Operations employee at McLaren Greater Lansing, was informed that he would have an individual schedule change and it would start in three (3) weeks. **Osborn** contacted his Steward **Frank Fuentes** stating that he thought they had to give him a four (4) week notice. **Fuentes** spoke with the Manager of the department and was told that he was instructed by HR to give **Osborn** three (3) weeks only. **Fuentes** was sure that contract stated four (4) so he contacted Chief Steward **Lois Davis-Thomas** who informed him he was correct. **Davis-Thomas** contacted HR department and the Director over the department regarding this oversight. After careful review on their part, they agreed a mistake had been made and corrected **Osborn's** start date to give four (4) weeks' notice. The grievance was settled.

MGL RN

Credit Given Where Credit Was Due...

MGL 4 Chi RN **Lisa Harlan** discovered her Union seniority date was incorrect. MGL had only given **Harlan** partial credit for her time in the POST unit once she completed seven (7) years in the RN bargaining unit. **Harlan** contacted HR. After getting nowhere with them, she reached out to RN Chief Steward **Kristen Silvers** for help. **Silvers** contacted HR and was told **Harlan** was not in the POST bargaining unit for the eighteen (18) months she worked as a Nurse Extern/Intern in 2007 and 2008. She disagreed with HR and filed a grievance. After a thorough search of records dating back to 2007, **Silvers** found more than enough proof that **Harlan** was indeed working as a POST bargaining unit member during the time in question. HR agreed and settled the grievance by crediting the eighteen (18) months to **Harlan's** Union seniority date.

MGL Pays Up RN's Temporary Assignment Premium

Tiffany Moran, a nurse in MGL's Endoscopy unit, previously worked as an ICU nurse and volunteered to work a temporary assignment on the night shift in ICU during the COVID-19 crisis. After working a few weeks into the temporary assignment, **Moran** realized she was not receiving the \$10 per hour premium for working a temporary assignment on a shift other than her regularly assigned day shift. **Moran** reached out to management about not receiving the premium. After no luck getting an answer, she contacted RN Chief Steward **Kristen Silvers** for help. **Silvers** contacted management about the missing premium pay, pointing out that **Moran** was meeting

all the “temporary assignment” criteria defined in the RN contract and should have already received the premium on over 300 hours worked. Management agreed to settle the matter by retro paying **Moran** the premium on her hours already worked in ICU and to continue to pay the premium until her temporary assignment ends.

Class Action Grievance Leads to Pay Increase for 3 RNs

The MGL RN Union contract requires HR to match the pay rate if a new RN is hired on a higher step than any current RN in that unit with the equivalent or greater experience. Chief Steward **Kristen Silvers** discovered three (3) contract violations of this nature. **Silvers** filed a class action grievance demanding MGL follow the contract and increase each of the affected nurses’ step pay rates accordingly and pay them retro pay. HR agreed to settle the grievance by increasing the step pay rates for 3 Chi RN **Leslie Becker**, PACU Penn RN **Renee LaFave**, and ED RN **Melanie Whitman**, as well as retro pay these nurses back to 2/16/2020.

Pay Me the Minimum!

Betsy Lehner, MGL RN on 2 South East, took LCDO/On-Call for her 4/3/20 shift. The staffing office called her in to work 5 South at 6:15 pm. **Lehner** reported to work and punched in but found the 5 South unit locked. She immediately went to the staffing office; was told she was not needed to work after all and was taken off call. Come payday, **Lehner** discovered she was only compensated for the ten (10) minutes she was clocked in on April 3rd. **Lehner** knows according to the RN contract a nurse on LCDO for a shift and called in is paid a minimum of four (4) hours straight time. She contacted RN

Chief Steward **Kristen Silvers** for help. **Silvers** agreed that a contract violation occurred and filed a grievance demanding **Lehner** receive the proper compensation resulting in HR settling the grievance by paying the minimum four (4) hours of straight time.

MGL Tech

Senior Employees Need to be Asked First!

Mary Berlin and **John Sission** are full time Respiratory Therapists on the Greenlawn Campus. It was discovered on May 27, 2020 that they were both skipped over for working the Memorial Day holiday, while two (2) lower senior employees were assigned to work. **Berlin**, who also serves as a Steward, contacted Chief Steward, **Kerry Miller**.

Miller in turn, contacted the department manager and the HR consultant. She explained the situation and contract language regarding scheduling Holidays (Article 8) and Seniority (Article 22). The department manager admitted to making a mistake and HR agreed to pay **Berlin** and **Sission** as if they had worked the Memorial Day holiday.

Give Me My On-Call Pay

Kate Pratt is a Surgical Technologist on the Greenlawn Campus, day shift. On June 8, 2020 **Pratt** was the “on call” tech for the Heart, Thoracic and Vascular (HTV) team. However, she was not notified of an HTV case that was occurring her call shift. **Pratt** notified her Steward, **Kim Jacobs**, who then contacted Chief Steward, **Kerry Miller**.

Miller emailed the OR department manager who realized an oversight was made by the employees

working on shift that day. They neglected to call **Pratt** in for the case. The manager agreed to pay **Pratt** two (2) hours of callback pay.

I Get a Step Increase, Too

Jamie Ives is a Registered Cardiovascular Tech in the Cath Lab on day shift. She has held the Registry since 2011 and an additional Radiology Registry since 2013. She was hired at MGL in June of 2019. Another employee with similar registry but less experience was hired in October 2019, at the same rate of pay. Per contract language, **Ives** should have been moved up a step equal to or higher than the other employee. **Ives** contacted her Steward, **Karah Sorensen**, who in turn notified Chief Steward, **Kerry Miller**. **Miller** wrote the grievance on March 19, 2020 just days before the COVID-19 Stay at Home Order was announced. HR was slightly behind during this timeframe but agreed to settle the grievance for **Ives** on May 5, 2020.



Touchpoint Grievances

Covid Causes Tardiness

Recently, eight (8) employees at Touchpoint Moross were written up for tardiness. These employees had never had an issue before. They contacted Chief Steward **Calvin Parks**. He investigated by talking to each member. They all had one thing in common, they rode the bus to work.

Parks contacted the President of the Bus Drivers Union. **Parks** found that

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Front Line HEROES

Front Line HEROES Battle Covid, PPE Shortages

With Covid still looming, there are many members of Local 459 who are on the Front Lines of the battle. When hospitals started getting an influx of sick patients starting in March, these workers were not only faced with an unknown, highly contagious and deadly Virus, they were faced with shortages of Personal Protection Equipment (PPE's) that they needed to do their jobs, and do it safely.

Local 459 worked diligently every day to make sure that its members were as safe as possible during this, the first wave of the pandemic. Stewards, Chief Stewards and Service Representatives kept a close eye on safety. It was not a good situation. Many hospitals, the American Red Cross and others were

caught flat-footed and could not acquire the much-needed gowns, masks and gloves. Rationing meant that some Nurses, for example, had to wear the same N-95 Mask for a full week. Not ideal by any stretch. Some workers became ill and some even infected family members. Unfortunately, this also resulted in some deaths as well.

But the Front-Line **HEROES** continued to take care of their patients. "It was amazing to watch the courage and professionalism of our members", said McLaren POST Chief **Steward Lois Davis-Thomas**.

"They showed up and did their jobs, and did them well."

"I am so proud of our members at Touchpoint / Ascension Health", said Moross Chief Steward **Calvin Parks**.

Local 459 also fought for much deserved Hazard Pay for its members. Many, if not most, of our Units received it in some form with one notable exception; McLaren. Although we tried and tried, McLaren wouldn't budge. To be fair, the hospital lost millions of dollars due to having to cancel surgeries and other procedures, and just the fact that non-Covid patients avoided the hospital all-together. It is about the money, of course, but they could have done something for employees who took all the risks.

Local 459 is very proud of ALL of our Front-Line **HEROES** at ALL employers!



Member Spotlight



Tamilikia Foster unpacking boxes.



Fellow RNs helping Foster make care packages.

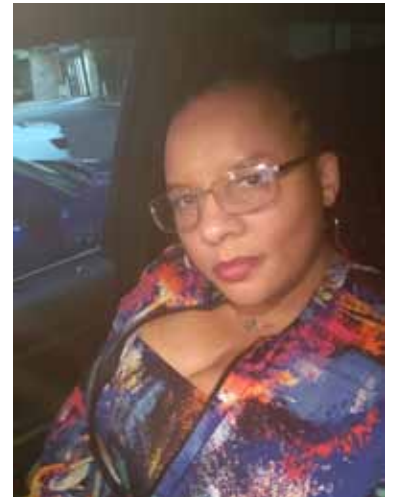
Tamilikia Foster, Local 459 Member Moved Mountains to Recognize “Unsung Heroes” at McLaren Greater Lansing

Local 459 member, **Tamilikia Foster** is a RN in the Labor & Delivery department for fifteen (15) years at McLaren Greater Lansing (MGL). During the COVID-19 crisis, **Foster** decided she was going to do something to recognize the hard work and value of the essential “unsung heroes” working in healthcare at MGL including housekeepers, lab personnel, nursing assistants, shipping and receiving employees, and respiratory therapists to name a few. She went to work making calls to various companies for donations to make “care packages” for the unsung heroes.

Foster’s vision of “nurses giving back and saying thank you” to those employees not working at the bedside was about to become a reality. Through Operation Gratitude, **Foster** was able to secure donations of the supplies she needed to put together the care packages. Operation Gratitude shipped hundreds of boxes filled with over \$22,000 worth of care package items to MGL.

On her day off, **Foster** rounded up her fellow nurses and went to work putting together 800 care packages. Items included in each care package were Starbucks Coffee, Liquid IV drinks, Girl Scout Cookies, granola bars, candies, and chap sticks. Also included from Operation Gratitude were thank you letters from around the world, expressing appreciation for the work healthcare workers provide and the difference they make in the lives of the patients during the COVID-19 pandemic. **Foster** knew her goal of improving morale was successful by seeing the recipients’ smiles when receiving their care packages.

Local 459 is in awe of the mission accomplished by **Foster** to show kindness and gratitude to our “unsung heroes.” She truly makes our world a better place!



Grievances

(Continued from page 7)

between March 23 and June 8, the busses had changed their schedules. They went from the normal Monday through Friday schedule to a Saturday schedule all week. Furthermore, over two hundred (200) of the Bus Drivers were out on COVID related leaves.

This meant that several employees could not get to work on time. Why it took **Parks** filing eight (8) grievances is the question. Management should have done what they are required to do before they disciplined their employees; a full and fair investigation. All the grievances could have been avoided.

Parks met with management on all eight (8) grievances. He told them about the issues with the Bus Drivers and the changes in the schedules. The grievances were all granted and the disciplines for **Kaliyah Franklin, Daniel Jackson, Yvette Jackson, Cain McLaughlin, Chevelle Payne, Tanisha Reeves, Jada Robinson** and **Antionette Truelove** were removed.

McLaren Unions United

McLaren Unions Unite to End New Redeployment Policy

McLaren Corporate issued a new Redeployment policy in the spring in response to the COVID-19 outbreak. The policy would allow management to move any employee to any McLaren facility anywhere in Michigan with as little as a one-day notice and without any additional pay. The assignment could include a completely different schedule. Refusal to accept these assignments would be considered a voluntary resignation. The policy explicitly stated McLaren may choose to violate the Union contracts.

Arguing over this policy with McLaren Greater Lansing HR would do little good because the decision was made above their heads at the corporate headquarters. Local 459 joined forces with the other 17 Union locals that represented employees at McLaren worksites.

The Union coalition coordinated efforts to put pressure on McLaren Corporate to get them to rescind their ill-conceived policy, better PPE, hazard pay, enhanced PTO and to reduce furloughs and LCDOs. Grievances were filed over the policy. The Unions sent McLaren a request to bargain over these changes. Information requests were sent by the Unions.

Union members across the McLaren facilities wore stickers on a designated day to show management they were standing united. A media campaign in the various markets McLaren operates in highlighted the millions that top executives made and urged them to take a voluntary pay cut to make no more than \$1 million in 2020 to free up money to help fund these initiatives.

**MCLAREN UNIONS
UNITED**



Six McLaren execs made more than \$1 million in 2017

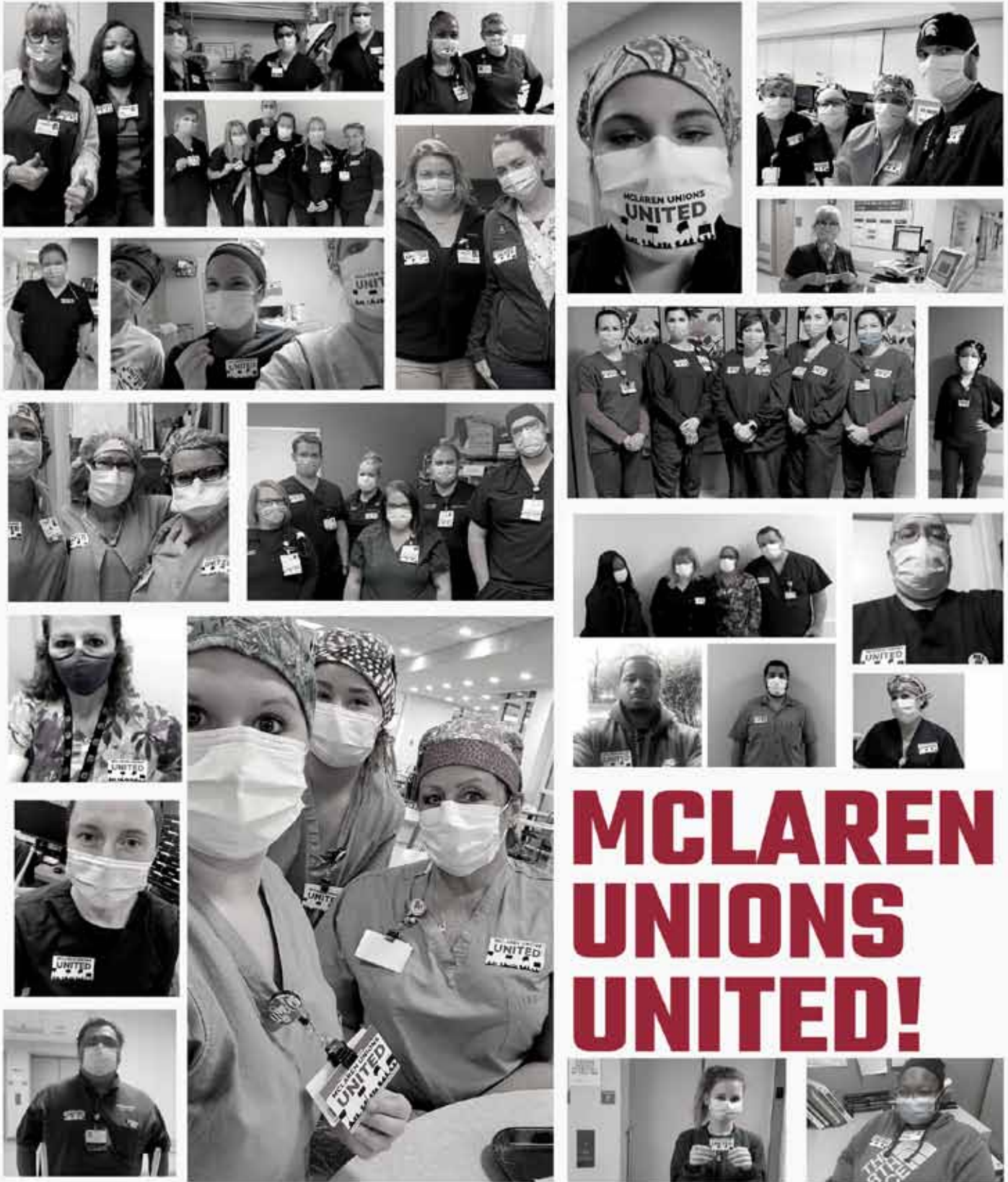
Based on IRS filings, six executives with McLaren made more than \$1 million in 2015, 2016 and 2017.

Six high-level employees made a combined \$14.2 million in one year, according to the 990 the organization filed in 2018:

- Philip Incarnati, the CEO, made \$6.93 million
- Gregory Lane, the chief administrative officer, made \$1.83 million
- David Mazurkiewicz, the chief financial officer, made \$1.58 million
- Michael McKenna, chief medical officer, made \$1.36 million
- Mark O'Halla, chief operating officer, made \$1.5 million. O'Halla left McLaren in 2019.
- Tompkins made \$1.01 million

Source: Lansing State Journal, April 23, 2020

In the end, McLaren Corporate withdrew their Redeployment Policy. The fight continues on the other priorities. The McLaren Union Coalition is strategizing new ways to put pressure on McLaren Corporate to do the right thing by its employees. Local 459 continues to actively participate with this coalition.



MCLAREN UNIONS UNITED!



UNION HEALTHCARE PROFESSIONALS ACROSS MICHIGAN ARE COMING TOGETHER IN SOLIDARITY TO HOLD THIS HEALTH SYSTEM ACCOUNTABLE
#MCLARENUNIONSUNITED

Flyer Courtesy of OPEIU Local 40

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International Union, Local 459**

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August 11 Meeting

(Continued from page 1)

Due to COVID -19 and the recently increasing infection rate in Michigan our members safety must come first. With the Governor's social distancing order, limits on groups of 10 indoors and groups of 100 outdoors and constantly changing regulations all procedures for our October election have not yet been set. If a vote is needed all these issues will be considered by the Election Committee. The Election Committee will decide whether elections will proceed by manual vote, mail ballot or any variation of the two and will inform the membership. All these things will be considered before finalizing the procedure if the pandemic has not yet been controlled in Michigan.

Join Zoom Meeting

<https://us02web.zoom.us/j/82129770936?pwd=eGJvOWRYZVllOWdqQk1YTEhBYjdZQT09>

Meeting ID: 821 2977 0936

Password: Local459

One tap mobile

+13017158592,,82129770936#,,,,0#,,207821# US

A DIRECT link will be available on our website.