

UMPNC INDEPENDENT

We, the undersigned, are all former leaders in your union, the University of Michigan Professional Nurse Council. Some of us actually helped organize those 850+ brave Registered Nurses and Advanced Practice Nurses in the mid 1970's.

Why did we organize to form the UMPNC? Some reasons included:

- The employer was hiring external RN's at higher wages than internal RN's with more RN experience
- Vacations were not guaranteed and canceled at the employer's whim
- We suffered multiple shift changes within a week's schedule
- There were no limits to mandatory overtime

These were only some of the injustices that the UMPNC members fought and won. Currently, especially in the midst of the pandemic, we know working conditions are far from ideal. Further, we all understand that without your UMPNC, there would be no collective voice for you to resolve work-related concerns and improve patient care outcomes.

Now, we understand that your union's close to 50 years of struggle and progress are under attack from hostile actions from the Michigan Nurses Association and its parent, the National Nurses United~California Nurses Association. We understand that the MNA removed the all Officers and Chief Area Reps you recently elected just 90 days ago. We understand the MNA installed inexperience, replacement Reps with little institutional memory needed in bargaining contracts, who only beholden to the MNA. These are the same candidates for office that you rejected in that October 2020 UMPNC election!

We oppose these undemocratic actions that will irreparably harm the UMPNC and all of you.

Please fight to restore your right to determine your self-governance by creating an independent and stronger UMPNC by encouraging your coworkers to sign this application via this link: <https://app.hellosign.com/s/GfNug0t5>.

Yours in Solidarity,

John Armelagos RN, BSN,
UMPNC CHAIR 2002-2008,
UMPNC CHIEF GRIEVANCE OFFICER 2008-2018

Jody Berney RN, BSN,
FORMER LONG TIME UMPNC
PEDS-PERINATAL-PSYCH REP,
UMPNC FIRST TABLE NEGOTIATOR 1989 AND 1991

Debrah Hartwick, RN, BSN,
LONG TIME UMPNC TREASURER, SERVED ON
SEVERAL UMPNC FIRST TABLE NEGOTIATION TEAMS,
AND UMPNC DATA TEAMS

Stephanie Minerath, RN, BSN, MSN,
UMPNC VICE CHAIR 2002-2008, CO-CHAIR OF
THE FRAMEWORK FOR PROFESSIONAL
DEVELOPMENT COMMITTEE, 2006-2017

Sue Nehring RN,
FORMER LONGTIME UMPNC AMBULATORY CARE
CHIEF REPRESENTATIVE AND FIRST TABLE
NEGOTIATOR

Lisa Sylvest RN, BSN,
UMPNC AMBULATORY CHIEF REP 2002-2005, UMPNC
SECRETARY 1998-2008