

UMPNC INDEPENDENT

Dear UMPNC member,

Today we found out that a complaint was lodged against your entire Bargaining Team. These complaints are in direct response to us seeking a membership vote to disaffiliate with MNA. We are not intimidated by these charges and stand by our belief that disaffiliation from MNA is the best decision for us. We understand that the MNA is desperate. They have told you lies, threatened frivolous litigation and are considering baseless charges against the elected leaders of UMPNC for seeking a membership vote. They take these actions because it is a failing organization and they have legitimate fears that the membership of its largest local no longer desires to buoy a sinking ship. The UMPNC nurses of Michigan Medicine deserve better than what the MNA can deliver.

We truly believe what is best for our local is to be free from MNA. MNA is a staff run organization, not a nurse run organization. For MNA, this is about keeping \$4.3 million dollars a year from UMPNC member to pay for staff jobs to service other units. Instead of trying to work with the 10 UMPNC people you elected and who are being charged, they continually ignore the voice of the membership and their votes. They do not care who the members elect. That is why MNA held bargaining informational meetings without any members of the duly elected bargaining team. MNA continually acts in its interest, pushing aside the voice of the members and ignoring the democratic will of the members. You elected us to be your Bargaining Team. Now MNA is trying to take us out for speaking up for what is in UMPNC's best interest. This is how NNU works. The people that are making the charges against the board are handpicked by MNA/NNU. The people charged were picked by the membership. That is why everyone should vote yes on January 2nd. If we don't we can expect more top down moves like this from MNA/NNU.

Many of us have worked with MNA for years and its clear that they are behaving differently. They are not acting on the best interest of Michigan Medicine nurses. We believe in conducting ourselves in a different manner than MNA, more transparently and democratically. We believe members have the right to vote, including on affiliations and disaffiliations. Unlike the recent decision by the new MNA board to affiliate with NNU, you should tell us if we should remain affiliated or leave. Whatever you all decide, we will adhere to and honor your will. Unlike the MNA, we will not rely on the Executive Committee's vote but the membership's vote on affiliations. We encourage all of you to vote on Jan. 2nd.

In Solidarity,

Donna Carnahan
VICE PRESIDENT

Desiree Conyers
CHIEF REP, OFF-SITE AMBULATORY CARE

Lynn Detloff
CHIEF REP, P/P/P AND VAST

Sandy Dorsey
CHIEF REP, UH/CVC ACUTE CARE

Becky Mammel
DISPUTE CHAIR

Katie Oppenheim,
PRESIDENT

Thea Picklesimer
CHIEF REP, ON-SITE AMBULATORY CARE

Katie Scott
CHIEF REP, UH/CVC ICUS/ED/SURVIVAL FLIGHT

Deborah Totzkay
CHIEF REP OR/PROCEDURE AREAS

Barbara Van Kainen
CHIEF REP, APRNs