

UMPNC INDEPENDENT

Dear UMPNC Members,

I'm Katie Scott, a long standing member of UMPNC and the prior Vice President of MNA. **I want to connect with you and share some of my reasons on why it's high time to disaffiliate with the MNA/NNU.**

Five years ago, MNA disaffiliated from NNU. After some initial concerns, I learned there were two very compelling reasons to do so:

1. Our membership dues were sent to boost membership in the California Nurses Association and here in Michigan, we received no support or resources.
2. The NNU made an agreement with Tenet that there would be no organizing by any NNU Affiliate in Michigan in exchange for a neutrality agreement with Tenet. The MNA was not informed of this agreement despite the fact that MNA was in the middle of an organizing drive at a Tenet hospital.

The NNU's membership, according to their own tax returns, is at **133,392**. Over 80% (110,124) of their membership is in California. **Who does the NNU really represent? Are they a national labor organization? Or a California one?**

At NNU's first informational meetings for UMPNC, they told us that they want us to go on a national strike. In the middle of a pandemic?!? I don't want to be told I have to go on a strike! Any decision to strike is a local decision, not one made for us in California. Is this why MNA is fighting so hard to keep us? **So they can spend our nearly \$4.3 million dollars on a crazy national strike?**

As an advocate for my patients, my colleagues, and nursing as a profession, I want the best things for us, not just a stunt to bring nursing into the national news cycle. There's a reason we are the number one trusted profession: People trust us to show up—through rain, blizzards, and yes, even a pandemic. I won't let nursing at the University of Michigan be walked on by anyone: either the employer or a California nurses union looking to bolster their national image.

We will be having informational meetings starting Monday. Please look in your email later today for an email titled "How to Join Informational Meetings about UMPNC leaving MNA/NNU."

I also urge you to attend a meeting on Jan 2nd and vote to disaffiliate from the MNA/NNU. We are stronger as UMPNC: A truly Michigan union. Those meetings on January 2 will be at 0830, 1300, and 2000. On Tuesday of this week, an email entitled "Directions on how to join the disaffiliation vote will have details on how to join these meetings. I hope I see you there.

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