

Dear UMPNC members,

Your elected UMPNC representatives have demonstrated valor and continue to advocate for what they believe is best for you at great risk and personal sacrifice. We know that leaving MNA/NNU is what is best for all of our membership. Instead of listening to your voice on Jan 2nd, MNA/NNU came in and silenced us. They tossed out our elections and installed MNA chosen representatives. Most of these are people we voted against in the past because we knew they didn't have the experience to represent us in your grievances or at the bargaining table.

Executive Officers

President-MNA/NNU replaced your President Katie Oppenheim, who was re-elected by a 4 to 1 margin. Katie has served as your President since 2009. She has helped win great improvements in wages and working conditions over the past 12 years. MNA/NNU installed Anne Jackson who has never even run for any UMPNC Executive Officer position, let alone lead a 6,100+ member union!

Vice President-Donna Carnahan - you re-elected by a 3 to 1 margin and was replaced by Mel Gibney. Like Jackson, Gibney has no Executive Office or negotiation experience! Donna also has years of experience as the UMPNC VP at the bargaining table, and has expertise in understanding the interests of the hundreds of Advanced Practice Nurses, such as the CRNA's, Midwives, Nurse Practitioners, and Clinical Nurse Specialists.

Dispute Chair-MNA/NNU also replaced Becky Mammel, who you re-elected by a margin of 5 ½ to 1 with Renee Curtis. Becky Mammel served as the Dispute Chair since November 2018 and has expertly defended members facing serious disciplinary allegations including employment discharge. Renee Curtis, on the other hand, has no experience defending members facing serious discipline or discharge. Curtis's reputation at the bargaining table made it so she has never served in another UMPNC Executive Officer position again.

The Chief Area Representative positions, all of which serve as your First Table Negotiators...

On Site Ambulatory Care	Thea Picklesimer was re-elected by a 3 to 1 margin and replaced by a MNA/NNU loyalist with no First Table negotiation experience.
Off Site Ambulatory Care	Desiree Conyers was re-elected without opposition and replaced by a MNA/NNU loyalist with no First Table negotiation experience.
OR/Procedure Area	Deborah Totzkay was re-elected without opposition and replaced by a MNA/NNU loyalist with no First Table negotiation experience.
UH and CVC ICU Area	Katie Scott was re-elected without opposition and replaced by a MNA/NNU loyalist with no representation experience whatsoever, including defending members or negotiating contracts.
UH and CVC Acute Care Area	Sandy Dorsey was re-elected without opposition and replaced by a MNA/NNU loyalist with no First Table negotiation experience.
Peds, Perinatal, and Child Psych Area	Lynn Detloff was re-elected without opposition and replaced by a MNA/NNU loyalist with no First Table negotiation experience.
Advanced Practice Area	Barbara Van Kainen was re-elected without opposition and replaced by a MNA/NNU loyalist with no First Table negotiation experience.

The facts are clear. With the UMPNC you have been rewarded with experienced and excellent Officers and Reps, who have won and enforced great contracts. The MNA/NNU appointed people without experience but that were loyal to the paid MNA staff organizers, not because they are good at running a union. UMPNC has always been a strong local that has run itself. It's time to make that legally recognized. Right now, all you have is risk and uncertainty. Please sign the UMPNC [membership application](#) to restore your voice and protect your contract and job.

For UMPNC, this has always been about building the best union and contract. That's why we held elections and you elected those who you knew would speak with truth and integrity. Those that not only had experience but that would advocate for you and give you the best representation.

UMPNC has always been a strong local that has run itself. It's time to make it official. Sign your membership application so that we can move on from MNA/NNU and start concentrating on the next steps. This is about our contract! This is for our members! We have to begin preparing for our next round of negotiations and focus on workplace issues. Becoming independent will mean more resources will be available for negotiations. It is important to have seasoned, experienced negotiators at the table, not pawns of the employer. Sign your membership application if you want your experienced team back!

The power of UMPNC comes from the nurses at The University of Michigan. This is a time of solidarity. We have proven that when we are united, we can accomplish great things. We hope you encourage other nurses to join what a majority of UMPNC nurses know, that an independent UMPNC what is the best for the future of nurses here at the University.

Who would you rather be at the table or in the room representing you? Decades of experience? Or people hand selected by staff in Okemos? If experience matters to you sign your application here: <https://app.hellosign.com/s/GfNug0t5>. Once you successfully completed your application you will get a confirmation email.
