

UMPNC INDEPENDENT

Dear University of Michigan Professional Nurse Council Members,

I am Thea Picklesimer writing to you as a fellow UMPNC member and colleague. **I am sharing my reason to vote YES to disaffiliate from the MNA.**

- Recently, UMPNC leadership denounced the MNA for their lack of transparency. Instead of engaging membership in a dialogue to seek solutions and make improvements, retaliation occurred with charges filed against our local's President.
- If all of this wasn't damaging enough, within the past two weeks, MNA staff came out of the woodwork to meet with UMPNC members about our bargaining survey without any members of the bargaining team. We democratically elect our bargaining team! Our dues pay MNA staff to assist us, not undermine our process and elected representatives!
- The labor representative, assigned to UMPNC from MNA, took it upon himself to cancel a bargaining session minutes before the meeting. He made this potentially damaging decision without consulting YOUR bargaining team! This is unheard of in bargaining. He stated he was unprepared. Your UMPNC bargaining team was prepared, and ready to bargain, on behalf of the UMPNC membership! Insults like this damage the relationship we have worked hard to build with the employer!
- MNA also continually communicates with the employer without UMPNC leadership about issues affecting the membership. Luckily due to the trust and relationship UMPNC has with the employer, the employer has come to your UMPNC leadership to include them. But I ask you, is that how it is supposed to work? The employer being the one to include your local leadership in conversations with your union?

These tactics are merely bait and switch attempts to distract from the real issues: the MNA's tone-deaf and ineffective administration. Rather than address their shortcomings and uphold their obligations to their membership, they put all their energies into silencing their largest and strongest local, the UMPNC. The attempts to undermine our strength and strip us of our autonomy is another demonstration of the failing strategies by MNA.

Watch your email for details on how to join the online meeting and vote. I urge you to attend the meetings on January 2, 2021 and vote to disaffiliate from the MNA. We know what we need. We are UMPNC, as we have always been, and remain UMPNC strong!

Sincerely,

Thea Picklesimer

CHIEF REPRESENTATIVE FOR AMBULATORY CARE-ON SITE