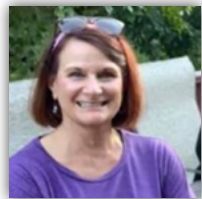


# The Michigan Nurses Association/ National Nurses Union thinks that they can just ignore our voice and put people in power who support their agenda.

The Michigan Nurses Association/National Nurses Union thinks that they can just ignore our voice and put people in power who support their agenda. This goes against the fundamental way a union operates. A union is supposed to listen to its members. But MNA/NNU does not. They are run by staff, not members or RNs. When we voice our dissatisfaction, the staff swoops in and replaces the representatives who were elected by members.

What kind of organization does this lead to, and what does it mean for the future? Does this mean your stewards are replaced every time they have a problem with MNA/NNU? What kind of democracy is this? It seems to us that this is how a boss operates. We should be able to speak up in our union without fear of punishment. We shouldn't fear both our union and our boss. This is not the union we want. That's why we have been advocating for an independent University of Michigan Professional Nurse Council.



I am a certified nurse-midwife. I primarily work as an obstetric triage coordinator and have been in this position since 2010. Prior to this, I worked in a large group practice at a tertiary care hospital and a small private practice in a Level 1 community hospital—I didn't have the benefit of belonging to a union at either facility. I became involved as a district representative in 2015. I have served as the chief representative for advanced practice nurses since 2018. I value the protection, transparency, support and opportunities to participate in shaping the work environment that a strong union provides.

—Barbara Van Kainen



My name is Desiree Conyers, and I am a member of your elected bargaining committee. I have been employed at the University of Michigan for over 30 years. In 2000, I became an RN and a member of UMPNC. Since 2009, I have been active with UMPNC and I believe in **OUR** strong union. **We, the members of UMPNC make this union strong.**

—Desiree Conyers, RN, BSN  
*UMPNC chief elected representative,  
Ambulatory Care Off-Site & Health Centers/MVN*

My name is Sandy Dorsey, and I am your elected UH and CVC acute care area representative. I have been at the University of Michigan Hospital for 29 years. In that time, I have been active with the union. I have served for the last five years as area rep and was actively involved in our



last contract negotiations. I have firsthand knowledge of UMPNC. I have seen what a difference this union has made in our nursing practice and putting patients first. UMPNC and this elected leadership has been the working voice in these matters. We have been the leaders and decision-makers. MNA would have you believe it was them. NOT SO! They have been in the background. We need to stand alone—as a powerful group of smart union nurses! We need to sign the membership applications to tell MERC (Michigan Employment Relations Committee) we want a vote! Why is MNA afraid of a vote?

—Sandy Dorsey

My name is Katie Scott and I have been a proud UMPNC nurse for eight years working in the CVICU. During my new employee orientation, I was so excited to learn about all the contractual protections we have here, and I asked how I could get involved in the union.



About a year later, I ran to be a member of the House of Delegates and stepped up to volunteer as a district rep. I've always been a strong advocate for my patients, and as a union leader both at the local and the state levels, I found I could advocate for my colleagues and profession as well.

I served at the MNA as both a member of the board and the vice president, and I have seen firsthand how it is failing as an organization. I tried using my skills as an advocate to fix things. It isn't possible. MNA has stopped respecting members' voices.

When we spoke up about what needed to be done, MNA did a run around the elected membership and appointed those who agreed with them, and the university agreed. This is the definition of a company union. I would never trade personal favors for close relationships with the employer. I have always stood up for what is best for my members, even when it has come at a great personal sacrifice. I'm still standing strong for you and ask you to continue to work for advocacy too: Sign the card, and ask your work colleagues to sign too.

—Katie Scott

We shouldn't fear our union. We should be able to have our voice and advocate for what we feel is important. We as your representatives have always stood for what we think is best for the membership, even when it comes at a personal sacrifice to ourselves. It is time to leave MNA/ NNU. They are toxic and harmful. They will cause more harm and damage our union. You can already see how they hand-select who to put in power, how they mislead you, how they cause confusion and fear. This is not the kind of union we want!

Sign here for your UMPNC membership

<https://app.hellosign.com/s/GfNug0t5>

