































Provide safe staffing on all units including safe break relief coverage. PTO banks, and ensure access to summer vacation for all RNs. mmediately address RN burnout

Invest in recruiting and retaining

experienced RNs by guaranteeing

annual wage increases, improving

differentials, and offering high-

- and fatigue by ending mandatory Improve Covid safety: optimal PPE rotating shifts without forcing OT and decontamination; pt. isolation; testing, contact tracing and paid Adopt safe floating limitations quarantine; utilize RN expertise; within RN competencies and with and right to bargain collectively appropriate orientation. over hospital's Covid response.
 - Respect our right to a voice in patient care and working conditions by immediately ceasing anti-union meetings and cutting ties with expensive anti-union consultants.



















































NURSES AT EASTERN MAINE MEDICAL CENTER KNOW WE ARE STRONGER UNITED

"Every time EMMC nurses go to the bargaining table we win more than we did the last time. There is always room for improvement, and having a voice keeps us moving in the ight direction. I know how much stronger the collective voice of bedside nurses will be en RNs at Maine Med vote to join MSNA/NNOC, and I'm so excited about what we'll





COMMUNITY SUPPORT FOR NURSES ORGANIZING EFFORTS

urses are an essential part of the Portland community. We can't think of a better ay to thank you for your service during the pandemic than to pledge our full pport for your union. It's remarkable that Maine Med RNs are going this extra to keep us and our loved ones safe, and we know Portland has your back.'

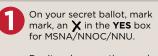
Whitney Reynolds Waxman and Ben Waxman ounders and owners of American Roots



ELECTION INFORMATION

Join us in voting YES for MSNA/

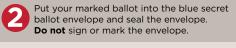
VOTE "YES" to be represented for the purposes of collective bargaining by Maine State Nurses Association / National Nurses Organizing Committee / National Nurses United



Don't make any other marks on the ballot, and don't show your ballot to anyone.



23 Water Street Suite 301 Bangor, ME 04401



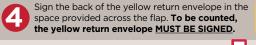
Put the sealed secret ballot envelope into the yellow return envelope, and seal the envelope.

anyone else handle, mail,

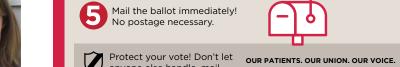
or collect your ballot.

Med to stand with us."







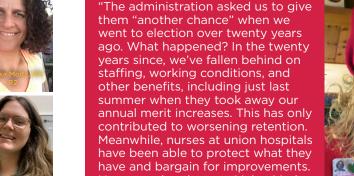














MSNA WOOK Organizing Committee

www.NationalNursesUnited.org

MAINE MED RNs UNITED

FOR OUR PATIENTS AND OUR PROFESSION



"As registered nurses, we can't do our jobs properly without support from CNAs, techs, housekeeping, and so many others. I'm voting YES because having a union will empower us to be strong advocates for all frontline staff at Maine Med. My previous hospital was a union hospital, and we always had the ability to advocate for our staff. We want to retain our team."

— Schola Mwangi-Walker, RN, P6

We're Voting VES for MSNA/NNOC/NNU Join Your Fellow MMC RNs in Voting YES - Ballots Arriving By Mail





























Nurses at Maine Medical Center are Voting VYES for MSNA/NNOC/NNU for Our Patients and Our Profession — Ballots Arriving by Mail