



MAINE MED NURSES' ORGANIZING PLATFORM

- » Provide safe staffing on all units including safe break relief coverage.
- » Immediately address RN burnout and fatigue by ending mandatory rotating shifts without forcing OT.
- » Adopt safe floating limitations within RN competencies and with appropriate orientation.
- » Invest in recruiting and retaining experienced RNs by guaranteeing annual wage increases, improving differentials, and offering high-quality benefits.
- » Accelerate PTO accruals, expand PTO banks, and ensure access to summer vacation for all RNs.
- » Improve Covid safety: optimal PPE and decontamination; pt. isolation; testing, contact tracing and paid quarantine; utilize RN expertise; and right to bargain collectively 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.

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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 right direction. I know how much stronger the collective voice of bedside nurses will be when RNs at Maine Med vote to join MSNA/NNOC, and I'm so excited about what we'll be able to achieve together."

— Dawn Caron, RN, EMMC Chief Steward and Bargaining Team Member 2015 and 2018

COMMUNITY SUPPORT FOR NURSES ORGANIZING EFFORTS

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

— Whitney Reynolds Waxman and Ben Waxman founders and owners of American Roots

ELECTION INFORMATION

Join us in voting YES for MSNA/NNOC/NNU

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

- On your secret ballot, mark, an **X** in the **YES** box for MSNA/NNOC/NNU.
Don't make any other marks on the ballot, and don't show your ballot to anyone.
- Put your marked ballot into the blue secret ballot envelope and seal the envelope. **Do not** sign or mark the envelope.
- Put the sealed secret ballot envelope into the yellow return envelope, and seal the envelope.
- Sign the back of the yellow return envelope in the space provided across the flap. **To be counted, the yellow return envelope MUST BE SIGNED.**
- Mail the ballot immediately! No postage necessary.

Protect your vote! Don't let anyone else handle, mail, or collect your ballot.

OUR PATIENTS. OUR UNION. OUR VOICE.

MSNA National Nurses Organizing Committee National Nurses United

"The administration asked us to give them "another chance" when we went to election over twenty years ago. What happened? In the twenty years since, we've fallen behind on staffing, working conditions, and other benefits, including just last summer when they took away our annual merit increases. This has only contributed to worsening retention. Meanwhile, nurses at union hospitals have been able to protect what they have and bargain for improvements. Nurses and patients at Maine Med deserve nothing less than that same right to bargain collectively. That's why my colleagues and I are voting YES and urge every nurse at Maine Med to stand with us."

www.NationalNursesUnited.org

— Julia Koger, RN Float Pool

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 YES for MSNA/NNOC/NNU

Join Your Fellow MMC RNs in Voting YES - Ballots Arriving By Mail

"Our working conditions directly affect patient care. If nurses are skipping meals or the restroom because we're short staffed, our patients aren't receiving the best possible care. With a union, RNs will finally have the tools we need to improve staffing at Maine Med. I'm voting YES because every patient deserves a nurse who has the time to give them excellent care."

— Amy Tyrrell, RN, ED

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www.NationalNursesUnited.org » NationalNurses » @NationalNurses

