

**January 7, 2015**

To my fellow nursing peers

I consider it my greatest honor to have worked with the finest group of nurses in the world! You are an amazing group of professionals who have always placed our patients first...and who have given it all to save lives! I am amazed at the miracles that have occurred over the years. You never give up...NEVER SURRENDER! I have always made myself available to each of you 24/7 to support you and provide you with any assistance I can give.

In the hospital organizational meetings or programs, I have always carried your needs and our patients and fought for what was right. You probably were not even aware of the battles I have fought...or those of your manager, director and Linda Johnson- who have advocated for each of you over the years. Our work environment has always fostered shared governance and listening to each of your voices.

In the recent weeks, I have become increasingly concerned with the union dialogue. Yes it is a personal choice but I want each of you to seriously consider the impact of bringing in a collective bargaining unit to our world. I have worked at union facilities...and have little respect for what they foster...AN ENVIRONMENT OF MEDIOCRITY.

Rules are made that CHANGE EVERYTHING.

Seniority rules and competence goes out the door.

Your personal voice is not heard...just your union representative. It is what they want.

Union dues will decrease your take home pay.

Your schedules will be dictated by the laws of the union...personal choice or the unit's ability to individualize the scheduling practices to meets its own needs will be gone.

This is a very important choice that must be made. I encourage each of you to seriously consider it because it will be almost impossible to go back ...

I also need to share with you...that IF a union enters our world...I will begin to explore my options for a new place to work because I cannot tolerate individuals who refuse to come to the aid of a patient or peer stating---“it is not in my contract”. If you have never heard those words...or even think that someone might say them to you when you are asked to help.... believe me when I say they have been uttered to me in the middle of a cardiac arrest. At that moment...I lost all respect for individuals who believe unions make a work environment a better place. I am a fighter...I BELIEVE WE SHOULD CONTINUE TO VOICE OUR CONCERNS and ADVOCATE FOR OURSELVES. We do not need a union---We need to bring about change ourselves. We have the power, intelligence, and desire to do it!

For those of you who stand with me and others who want to keep our voice-Remember to vote your CONSCIENCE and your HEART!...Mary Kay Bader Neuro/ICU CNS