

January 13, 2015

Dear Mission RNs,

It has recently been brought to my attention that you are being organized by UNAC and have an election coming up.

I am an ER RN at Corona Regional Medical Center. We went through a similar thing 2 years ago. The union filed for an election just before Thanksgiving. I believe the timing was to make sure that management was distracted for the majority of the campaign. Our election was January 3 & 4 2013. UNAC won the election by about 20 votes. Many nurses were uneducated about unions and believed the union "promises". 21 months later, October 2014, the hospital and the union finally STARTED to negotiate. We still have no contract.

The union promised us that they could negotiate for more CNAs. They knew full well that that is NOT a subject of bargaining. They promised that they could get unpopular managers fired, knowing again that they have no say in such things. They told RNs that they would have a contract in 90 days after the vote. I and many of my coworkers have come to learn that the organizers will say whatever they need to in order to get support for the union.

Many of my colleagues now have buyer's remorse. We sincerely wish they would go away. Even people, who supported the union in 20012 and 2013, have changed their minds. Unfortunately the laws are pretty strict about when and how we can vote out a union once they are elected.

It is my fervent hope that you will all take the time to examine how this really works and what is really at risk when you vote a union in. I know that by definition RNs are critical thinkers, please put those skills to use on this union question.

It is my professional opinion that you should vote NO and keep your own voice.

Best wishes with your decision,

Mark Smith, RN.

A handwritten signature in black ink, appearing to read "Mark Smith".

01/13/15