

Date: November 14, 2024

To: Concord Hospital Health System Hospital-based RNs

From: Mary Bakken, Chief Operating Officer
Erin Collins, RN, Vice President, Nursing Professional Practice and Education

We want to thank you for choosing to practice at Concord Hospital Health System (CHHS). Whether you have decades of tenure in our organization or recently joined, we are grateful. Because of you and the other incredible talent across our system, CHHS is strong, stable, and growing. In the midst of a difficult landscape in health care, we are performing better than many other health care providers. However, that does not mean the challenges are waning or that there aren't opportunities to improve.

Recently, we became aware that some of our nurses may be considering unionizing. It is our opinion that a union would be harmful to our culture and also create division within nursing. With unionization, the union would speak for you. All terms and conditions of employment, including scheduling within your unit, care models, pay scale steps, and more, would be subject to negotiation through the collective bargaining process. We truly believe the best way forward is through a shared nursing governance model and while maintaining our current relationships with each of you. As we continue to grow as a system, we will, of course, enhance and evolve our current shared governance program.

We respect each nurse's right to make this important choice for themselves. We want you to ensure that you can make an informed decision, whether that be to support or not support unionizing. We ask that you approach this with the same professional commitment to inquiry and education as you adopt in your practice -- by educating yourselves about the realities of unionization. We encourage you to take your time and seek information from a multitude of sources.

We understand that the union may make bold promises and create time pressure in order to meet their own goals to grow membership. They may be asking you to sign union authorization cards. This is a very important decision. An authorization card is a legal document that the union can use to seek an election with the National Labor Relations Board to become your representative for the purposes of collective bargaining. Please note, *if you are asked to sign a union authorization card, you have a legal right not to sign it.* Also, realize that once you sign an authorization card, the union has no obligation to return it to you should you change your mind.

We are confident in our opinions regarding the potential adverse impacts of unionization, and we vow to keep conversations in our organization open, honest, and respectful as we go forward. If you desire, either or both of us will join you at unit staff meetings. Please also feel free to reach out to your Nurse Manager, Nursing Director, or either of us to ask any questions.

Thank you for taking the time to read and consider this. And thank you, in particular, for the care you provide to our patients and community.


Mary Bakken
Chief Operating Officer


Erin Collins, RN
Vice President, Nursing Professional Practice and Education