



Subject line: MMC Nurse Election Results

Dear Care Team Members,

A short time ago the National Labor Relations Board (NLRB) completed a tally of ballots and reported that a majority of MMC nurses who cast a ballot have voted to approve representation by National Nurses United and the Maine State Nurses Association. We are reviewing the election results within the guidelines and the seven-day timeframe set by the NLRB.

I want to thank our nurse colleagues who engaged in this process over the last several months and used their ballot to make their voice heard. I also want to recognize and thank our nurse leaders who worked diligently with their teams to explore and discuss the issue of unionization.

As you know, Maine Medical Center had encouraged nurses to vote against the union. We continue to believe that our care team members can have a better work environment by working directly with leaders throughout the medical center. While the vote will bring about change, particularly for our nursing colleagues, I want to make clear that MMC will always strive to be a great place for all care team members to work. We will continue to emphasize our mission, vision and values as well as our strategic priorities that address people, patients, population health and value.

Once election results are certified by the National Labor Relations Board, MMC will evaluate how it will move forward. We will communicate that information with nurse leaders and the full nursing team at a later date.

Respectfully,

A handwritten signature in black ink that reads "Jeff".

Jeffrey D. Sanders
President
Maine Medical Center