



Subject line: A Message from MMC Chief Nursing Officer Devin Carr, RN

Dear Nurse Colleagues,

Thank you to all of our nurses and nurse leaders who engaged in the election process. I also want to thank those of you who participated in the election by casting a ballot. The voice of our nurses is so critical to improving our work and care environment.

While MMC had advocated for nurses to remain union free, I want to be clear that the outcome of this election was not about winning or losing. It was about working together to make this the best possible place for nurses. I remain committed to improving MMC so that it can better support nurses and better care for patients. I came to MMC because I was impressed with MMC's practice environment and quality of care. The outcome of this election does not change that. I remain as committed to you all today as I did when I first came here.

I want to acknowledge that there is a range of reaction to this news. Some colleagues are disappointed, others are pleased with the outcome. Regardless of this division, we must work together as one care team in order to safely and successfully care for our patients. We have many challenges ahead of us, and only by working together can we overcome them.

As MMC works with the NLRB to certify and finalize the election results, I am sure you will have questions about what happens next. We will communicate information about next steps and will post updates to GetTheFactsMMC.org. While this election will create change for nurses, MMC will continue to focus on its mission, vision and values, as well as our strategic priorities.

Thank you for all that you do.

Respectfully,

Devin Carr

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