

-----Original Message-----

From: Justin Giebel <giebeljustin@yahoo.com>

Sent: Monday, September 20, 2021 5:14 PM

To: All Alders <allalders@cityofmadison.com>

Subject: Support a Union for UW nurses

Caution: This email was sent from an external source. Avoid unknown links and attachments.

Hello,

My name is Justin Giebel and I work in the trauma ICU at UW health. Over the 2 years I've worked at UW I've seen our staffing problems get worse, workforce morale decrease, and a lot of good nurses leave to go to other area hospitals or travel agencies. These issues certainly existed prior to the beginning of my nursing career here at UW but have gotten to the point of crisis lately. I regularly get pages stating that my unit alone needs 3 or more nurses that we don't have in order to safely care for our community. (Did you know for each additional patient a nurse has, patient mortality rates increase 7%?) much of the reason nurses aren't staying at UW is that we aren't being heard. I'd like to ask your support in calling for a union election for UW nurses so that we can be a valued member of the healthcare team and better serve our friends and neighbors.

Thank you,  
Justin Giebel

**From:** smbarman615@gmail.com <smbarman615@gmail.com>  
**Sent:** Monday, September 20, 2021 5:22 PM  
**To:** All Alders <allalders@cityofmadison.com>  
**Subject:** Resolution 67100

Caution: This email was sent from an external source. Avoid unknown links and attachments.

Hello, My name is Stephanie Barman and I am a registered nurse at Meriter hospital where we have a nurses union. Having a voice is so important to healthcare & essential workers especially now during this global health pandemic. Having a voice has helped me feel like I have some control during a time when the unknown is very prevalent in my work life. It has helped me manage the feelings of burnout and feel somewhat more resilient at a time where burnout at the bedside is an unintended consequence of this pandemic & the systemic problems it has highlighted about our healthcare delivery systems. Facing a nursing shortage during a global health pandemic is less than ideal therefore managing burnout & giving nurses a voice has never been more important or urgently necessary. I feel solidarity with nurses worldwide and especially at UW hospital where I used to work as a nursing assistant to those remarkable nurses. I urge you to pass Resolution 67100 so UW Health nurses have a union voice to advocate for themselves, their families, their patients and our community!

Sincerely,

Stephanie Barman, BA, BSN, RN, CNOR

Sent from my iPhone

**From:** Mitchell Christenson <thesoundrop@gmail.com>  
**Sent:** Monday, September 20, 2021 5:47 PM  
**To:** All Alders <allalders@cityofmadison.com>  
**Subject:** Please support UW nurse union!

Caution: This email was sent from an external source. Avoid unknown links and attachments.

I urge you to pass Resolution 67100 so UW Health nurses have a union voice to advocate for themselves, their families, their patients and our community!

Sincerely,

Concerned nurse and community member

-----Original Message-----

From: haynesgang@tds.net <haynesgang@tds.net>

Sent: Monday, September 20, 2021 5:58 PM

To: All Alders <allalders@cityofmadison.com>

Subject: UW nurses union

Caution: This email was sent from an external source. Avoid unknown links and attachments.

To the Alders,

Thank you so much for your support for a union voice for UW Health nurses. I have worked as a nurse in one of the ICU's for 19 yrs, and I ask for you to please pass the resolution for a union voice for UW nurses.

Thank you, Mary Haynes

**From:** david walton <algaeboy2000@yahoo.com>  
**Sent:** Monday, September 20, 2021 6:04 PM  
**To:** All Alders <allalders@cityofmadison.com>  
**Subject:** Union representation for UW nurses

Caution: This email was sent from an external source. Avoid unknown links and attachments.

Dear Alderpersons,

I was recently a patient at UW hospital system, and am also the parent of a nurse employed there. I strongly urge you to support these extraordinary people as they continue to bust their humps to save and protect us all, even those who don't acknowledge their physical, emotional and spiritual sacrifices on our behalf.

Thank you.

David Walton

**From:** Scot McCullough <mccullough.scot@gmail.com>  
**Sent:** Monday, September 20, 2021 6:11 PM  
**To:** All Alders <allalders@cityofmadison.com>  
**Subject:** Support for resolution 67100 in support of UW Nurses union

Caution: This email was sent from an external source. Avoid unknown links and attachments.

Hello, Alders.

I live on the 1300-block of Spaight Street in Madison. I am firmly in support of resolution 67100 to support a union voice for UW Health nurses. I hope that the city council votes to support this resolution and support nurses.

-Scot McCullough

414-403-1137

[mccullough.scot@gmail.com](mailto:mccullough.scot@gmail.com)

Local 4848 of American Federation of Teachers (AFT)

-----Original Message-----

From: Keith Steffen <keitstef@tds.net>

Sent: Monday, September 20, 2021 6:13 PM

To: All Alders <allalders@cityofmadison.com>

Subject: Resolution 67100 support

Caution: This email was sent from an external source. Avoid unknown links and attachments.

Please support Resolution 67100 in favor of union rights for UW nurses. Thanks!

Keith A. Steffen

N9498 Tyvand Road

Blanchardville, WI 53516-9638

608-558-1767-c

**From:** Charles Fritsch <charlesfritsch@gmail.com>  
**Sent:** Monday, September 20, 2021 6:16 PM  
**To:** All Alders <allalders@cityofmadison.com>  
**Subject:** Resolution 67100

Caution: This email was sent from an external source. Avoid unknown links and attachments.

I urge you to pass Resolution 67100 so UW Health nurses have a union voice to advocate for themselves, their families, their patients and our community!

Charles Fritsch

UW Hospital RN since 2004



**From:** Robert Chapman <rfchapman@hotmail.com>  
**Sent:** Monday, September 20, 2021 6:22 PM  
**To:** All Alders <allalders@cityofmadison.com>  
**Subject:** Support for a nurses' union at UW Hospitals

Caution: This email was sent from an external source. Avoid unknown links and attachments.

I urge you to pass Resolution 67100 so UW Health nurses have a union voice to advocate for themselves, their families, their patients and our community! As past manager of a 20-bed psychiatric unit for chronically treatment resistant patients I strongly support the request by UW nurses to re-instate their union. The union supported the extra specialized training required to work on the unit. Union and management together supported the extra required staff. The nurses and their aides played a key role in the success of this program. When issues arose union and management resolved them around the common value of good safe patient care. Positions were not cut because short staffing would violate that shared common value. Nurses were continuously asked for and gave feedback without any fear of repercussions. This is vital for good treatment. Finally, as a patient I would feel safer knowing that the nurse who advocates for me is a union member who would speak up if necessary.

Thank you,

Robert F. Chapman  
Middleton  
Mobile 608.347.8228

**From:** Barb Giebel <bjgiebel@gmail.com>  
**Sent:** Monday, September 20, 2021 6:28 PM  
**To:** All Alders <allalders@cityofmadison.com>  
**Subject:**

Caution: This email was sent from an external source. Avoid unknown links and attachments.

Hello, My name is Barb Giebel. Thank you all for taking the time to listen. Since I am not in direct patient care, my concerns are the changes made to Human Resources/payroll without knowing when or what they are until you encounter something you find is no longer how things are done. We do not have a voice. Nurses are leaving in droves. Travel nurses are coming in and being paid way more and don't have a community connection. I urge you to pass Resolution 67100 so UW Health nurses have a union voice to advocate for themselves, their families, their patients and our community! Thank you

**From:** Seoda Duffy <seodakd@gmail.com>  
**Sent:** Monday, September 20, 2021 6:36 PM  
**To:** All Alders <allalders@cityofmadison.com>  
**Subject:** Thank you for all your support

Caution: This email was sent from an external source. Avoid unknown links and attachments.

I urge you to pass Resolution 67100. UW Health nurses are the only nurses in the state of Wisconsin that cannot go through traditional channels to unionize. Our hospital is consistently ranked 'Number One' in the state- and part of the reason why is the fiercely dedicated and caring nursing staff. The nurses in our hospital and clinics work diligently to advocate for and tend to our patients. We need a union voice to effectively address our concerns- we need adequate staffing and safe working conditions to provide the high standard of care our community deserves. We care enough about our workplace to engage and try to create positive change, instead of walking away. Please stand with us. Your support means so much.

**From:** Vanessa De La Rosa <vdelarosa81@gmail.com>  
**Sent:** Monday, September 20, 2021 6:37 PM  
**To:** All Alders <allalders@cityofmadison.com>  
**Subject:** UW needs a union

Caution: This email was sent from an external source. Avoid unknown links and attachments.

Dear Alders

I have been a nurse at UW Hospital for 11 years and previously worked at UW Hospital as a CNA for 2 years. Over the years working there with and without a union I have seen the quality of care or the employees plummet. I feel this in turn has affected staff morale and quality of retained nurses to suffer. UW used be a great place to work, it used to be the gold standard. Sadly, this is far from the case now. I urge you to pass Resolution 67100 so UW Health nurses have a union voice to advocate for themselves, their families, their patients and our community!

Vanessa De La Rosa, RN

**From:** Chad Alan Goldberg <cgoldber@gmail.com>  
**Sent:** Monday, September 20, 2021 6:43 PM  
**To:** All Alders <allalders@cityofmadison.com>  
**Subject:** please vote yes on Agenda Item #55, Resolution 67100

Caution: This email was sent from an external source. Avoid unknown links and attachments.

Dear Alders,

I am a Madison resident and voter, a faculty member at the University of Wisconsin–Madison, and a member of United Faculty and Academic Staff (UFAS), American Federation of Teachers Local 223, AFL-CIO. UFAS is a democratically organized labor union established in 1930 that advocates for faculty and academic staff at UW–Madison.

**I strongly support Agenda Item #55, Resolution 67100, Calling for a Fair and Fast Union Election for Nurses at University of Wisconsin Health to Ensure Quality Patient Care.** The right to form and join unions is a universal human right, recognized in the Universal Declaration of Human Rights, adopted by the United Nations in 1948. I urge the Madison Common Council to support human rights, support this resolution, and support nurses.

Yours sincerely,

Chad Alan Goldberg

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[Chad Alan Goldberg](#)

Professor of Sociology

University of Wisconsin–Madison

Latest publications:

Chad Alan Goldberg, “The Jewish Stranger in Germany and America,” in [The Stranger in Early Modern and Modern Jewish Tradition](#), ed. Catherine Bartlett and Joachim Schlör (Boston: Brill, 2021), 78–95.

Chad Alan Goldberg, ed., [Education for Democracy: Renewing the Wisconsin Idea](#) (Madison: University of Wisconsin Press, 2020).

Chad Alan Goldberg, “The University’s Service to Democracy,” in [Education for Democracy: Renewing the Wisconsin Idea](#) (Madison: University of Wisconsin Press, 2020), 3–52.

**From:** Cathy Aspenson <aspenson17@gmail.com>

**Sent:** Monday, September 20, 2021 6:49 PM

**To:** All Alders <allalders@cityofmadison.com>

**Subject:** Vote in favor of Resolution 67100 supporting a UNION for UW Health

Caution: This email was sent from an external source. Avoid unknown links and attachments.

Dear Alders,

Please vote in favor of the nurses at UW Health.

We need a union voice at the table with the public authority to take best care of our patients. We are our patients' strongest advocates. We need your support to help us take care our community.

UW Health RN for 30+ years.

Thank you for your consideration in supporting this important resolution.

Sincerely,

CJ Aspenson MSN, RN, CDCES

-----Original Message-----

From: lori radlinger <lorirad@hotmail.com>

Sent: Monday, September 20, 2021 7:01 PM

To: All Alders <allalders@cityofmadison.com>

Subject: UW Nurses

Caution: This email was sent from an external source. Avoid unknown links and attachments.

I, Lori Radlinger, an RN at UW Hospitals and Clinics for over 15 years, strongly encourage the Alderpersons for the City of Madison to pass City Council resolution 67100.

Thanks so much for your time and consideration.

**From:** Sumi Lombardino <sumil@breakawaysports.com>  
**Sent:** Monday, September 20, 2021 7:08 PM  
**To:** All Alders <allalders@cityofmadison.com>  
**Subject:**

Caution: This email was sent from an external source. Avoid unknown links and attachments.

Please support the resolution to reinstate a nurses union at UW Health. As a triage phone nurse within UW Health, I have seen first hand multiple clinics with serious staff shortages. RNs are quitting or retiring early due to unacceptable working environments and no voice on how to better care for our patients and our selves. Please help us change this.



-----Original Message-----

From: Shari Signer <zuleger77@yahoo.com>  
Sent: Monday, September 20, 2021 7:20 PM  
To: All Alders <allalders@cityofmadison.com>  
Subject: Vote yes for a union for UW RN's

Caution: This email was sent from an external source. Avoid unknown links and attachments.

To all of the Alders,

I would like to thank you in advance for your support of the nurses at UW Hospital in our mission to get union representation! Your support and understanding means so much to all of us. I've been at UW for 18 yrs and I can speak first hand to challenges the nurses, doctors and our patients have had over the last 10 yrs after nurses lost their voice in decisions that directly impact all work done at the bedside. Not only did we lose a voice but we lost the respect that we deserve from administration. I am asking all of you to please vote yes so that we can make a much needed change.

Thank you,

Shari Signer UW RN

**From:** Ian Todaro <iantodaro10@gmail.com>  
**Sent:** Monday, September 20, 2021 7:36 PM  
**To:** All Alders <allalders@cityofmadison.com>  
**Subject:** Support UW Health nurses unionize!

Caution: This email was sent from an external source. Avoid unknown links and attachments.

Dear Alders,

I urge you to pass Resolution 67100 so UW Health nurses have a union voice to advocate for themselves, their families, their patients and our community! It has become clear in the past 3 years that nurses at UW Health no longer have a voice in policies that affect their jobs and benefits. Administration has skewed the hospital's direction too much toward business models with the financial bottom line usurping all else. This imbalance negatively affects the patients we care for through the "do more with less" approach seen in leaner staffing models and inadequate, top-down pandemic response from administration. While I realize that a healthy financial organization is paramount to our successful mission, I also believe we are missing a crucial cornerstone: the nursing voice and expertise in all aspects of care delivery. WE are the bedside experts. We deserve to be heard in how we deliver care.

Ian Todaro, RN, BSN, MS, F4/4 Trauma

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Ian Todaro, M.S.

619.890.5418  
[IanTodaro10@gmail.com](mailto:IanTodaro10@gmail.com)

**From:** Gayla Wood <gaylawood@gmail.com>  
**Sent:** Monday, September 20, 2021 7:44 PM  
**To:** All Alders <allalders@cityofmadison.com>  
**Subject:**

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urge you to pass Resolution 67100 so UW Health nurses have a union voice to advocate for themselves, their families, their patients and our community! Nurses are the backbone of the hospitals. Let them be stand up and make decisions in their best interest to better serve the community. Sincerely, Gayla Wood  
Hospital nurse 42 years

**From:** kmarti6552 <kmarti6552@gmail.com>  
**Sent:** Monday, September 20, 2021 7:47 PM  
**To:** All Alders <allalders@cityofmadison.com>  
**Subject:** Resolution 67100

Caution: This email was sent from an external source. Avoid unknown links and attachments.

Thank you Alders for your time! My name is Kimberly Marti and I am a nurse at UW. I have been working for UW for over 3.5 years. I urge you to pass Resolution 67100 so UW Health nurses have a union voice to advocate for themselves, their families, their patients and our community! We are in immediate need for a union to help fix our systematic issues & help retain good quality nurses! I love nursing & love taking care of patients and their families; however we need to have a voice to improve our processes! Please pass the resolution for a union voice for UW nurses!!! Take great care!!!

Sincerely,

Kimberly Marti

**From:** Jonathan Milton <jonathan.milton90@gmail.com>  
**Sent:** Monday, September 20, 2021 7:50 PM  
**To:** All Alders <allalders@cityofmadison.com>  
**Subject:** Pass Resolution 67100

Caution: This email was sent from an external source. Avoid unknown links and attachments.

Nurses are the healthcare workers who make the difference and care for your loved ones. Let us do what we do best and NURSE this healthcare system back to being the best place to work and provide excellent safe patient care.

I urge you to pass Resolution 67100 so UW Health nurses have a union voice to advocate for themselves, their families, their patients and our community!

Jonathan Milton

309.825.8287

**From:** Bonnie Garthwaite <crush1245@yahoo.com>  
**Sent:** Monday, September 20, 2021 7:50 PM  
**To:** All Alders <allalders@cityofmadison.com>  
**Subject:** Support of Resolution 67100

Caution: This email was sent from an external source. Avoid unknown links and attachments.

Dear Madison Common Council Alders,

I urge you to pass Resolution 67100 so UW Health nurses have a union voice to advocate for themselves, their families, their patients and our community!

Sincerely,

Bonnie Poppy, BSN, RN

UW Hospitals and Clinics Authority

Madison, WI 53792

**From:** Kimberly Hughes <kimhughes4312@gmail.com>  
**Sent:** Monday, September 20, 2021 7:51 PM  
**To:** All Alders <allalders@cityofmadison.com>  
**Subject:** Thank you for your time.

Caution: This email was sent from an external source. Avoid unknown links and attachments.

Hello, My name is Kimberly Hughes. I have been at Uw Hospital since 2005. I graduated from nursing school in 1987. There has been so much growth in nursing and I'm so proud to have this career. I went into nursing to take care of patients both technically with expertise and also with a caring hand and attitude to all. We had a union and a voice with the union to make changes and to be heard as patient advocates/ advocates to our profession to attain and retain the best nurses. Units are struggling to keep nurses and maintain adequate staffing. I urge you to pass Resolution 67100 so UW Health nurses have a union voice to advocate for themselves, their families, their patients and our community! Thank you for your time! Sincerely, Kimberly Hughes

**From:** Marsha Allred <marsathome@live.com>  
**Sent:** Monday, September 20, 2021 7:55 PM  
**To:** All Alders <allalders@cityofmadison.com>  
**Subject:** Re-submitting of my testimony on 67100

Caution: This email was sent from an external source. Avoid unknown links and attachments.

My name is Marsha Allred RN and I was asked to re-submit my testimony on 67100 to this email address.

My testimony:

I urge you to pass Resolution 67100 to give the nurses input as to how things are managed with nursing and their patient care. The environment in the hospital suffers without nursing input. Nurses are dedicated to the well being of their patients.



**From:** kelly white <kellywhite2369@gmail.com>  
**Sent:** Monday, September 20, 2021 7:57 PM  
**To:** All Alders <allalders@cityofmadison.com>  
**Subject:** Please help

Caution: This email was sent from an external source. Avoid unknown links and attachments.

I urge you to pass Resolution 67100 so UW Health nurses have a union voice to advocate for themselves, their families, their patients and our community We are exhausted but won't let our patients suffer.

**From:** Ann Louise Tetreault <2014altrn@gmail.com>  
**Sent:** Monday, September 20, 2021 8:08 PM  
**To:** All Alders <allalders@cityofmadison.com>  
**Subject:** 67100 vote yes

Caution: This email was sent from an external source. Avoid unknown links and attachments.

Dear city alders,

I retired from UW HEALTH after 38 years of service as a Care Team Leader RN on several different units.

Staffing was much better when I retired June 28th, 2014 than it is now. I hear colleagues share experiences of critical pulls of 30 nurses on a day shift.

A critical pull is when management decides that even though your nursing unit is down a staff nurse that shift another unit is down more so your unit is now working with 2 less nurses than normal. This practice is unsafe.

Holding over 8-10 cardiac patients in the Emergency Room for days awaiting a bed is far from safe.

A union voice is needed that will focus management on safe staffing and retention. Your resolution is key towards moving UWHCA towards restoring safe patient care.

Sincerely, Ann Louise Tetreault

30 Rough Lee Ct.

Madison Wi. 53705

**From:** monicalivingston59@gmail.com <monicalivingston59@gmail.com>  
**Sent:** Monday, September 20, 2021 8:20 PM  
**To:** All Alders <allalders@cityofmadison.com>  
**Subject:** UW nurses union voice

Caution: This email was sent from an external source. Avoid unknown links and attachments.

Sent from my iPhone

testimony:

Hello my name is Monica Livingston and I have worked as a trauma and surgical RN on general and intermediate care units over the last 15 years. Thank you for everything you are doing to make our communities thrive and show the country how to make positive change. We need your help! The staffing situation hurts more than ever at this time we need a voice because it is snowballing. Great nurses move on too quickly and sick calls understandably happen more often. Please give us a voice so we can resolve this and begin improving patient care. No one sitting in a hospital today should wait for the care they deserve. I urge you to pass Resolution 67100 so UW Health nurses have a union voice to advocate for themselves, their families, their patients and our community! You are making a difference!

Thank you

Monica Livingston, RN

Orthopedic Unit B6/4

UW Hospital

**From:** Ryan Lyytinen <ryanlyytinen@gmail.com>  
**Sent:** Monday, September 20, 2021 9:01 PM  
**To:** All Alders <allalders@cityofmadison.com>  
**Subject:** Uw union

Caution: This email was sent from an external source. Avoid unknown links and attachments.

Your testimony:

I urge you to pass Resolution 67100 so UW Health nurses have a union voice to advocate for themselves, their families, their patients and our community! We've recently had some unfair changes to our vacation policy that I felt powerless to do anything about. We now need to have all the time we are requesting a year in advance before we can try to get vacation for the next year. Please consider this resolution. UW is a good company but they need to be held accountable to us, the ones who do the day-to-day work.

Thank you,  
Ryan Lyytinen

**From:** Sara Govier <sewalton628@gmail.com>  
**Sent:** Monday, September 20, 2021 9:03 PM  
**To:** All Alders <allalders@cityofmadison.com>  
**Subject:** Please support a union for UW Health Nurses

Caution: This email was sent from an external source. Avoid unknown links and attachments.

Hello,

I am writing to ask you to please vote to support a union for UW Health nurses at your hearing tomorrow.

As a UW-Madison alum, I relied on nurses at UW hospital to care for me while I was in school. Now, my sibling is an ER nurse at UW Hospital. I have watched my sibling advocate for their patients for years and am proud to now watch them advocate for their peers. The pandemic has only amplified the need for a union for healthcare workers. Nurses have risked their lives to keep their patients healthy for the last year and a half, yet they are offered no protection from their employer when they must miss work due to a Covid exposure, or worse-a positive case. The systems put in place and the lack of compensation (not just financially, but also in flexible scheduling and paid leave for illnesses transmitted in the workplace) has resulted in nurses being short-staffed, overworked, and burnt out. The impact of this is felt in patient care, as nurses have less time to spend with each patient and dwindling mental energy due to fatigue. All the while, the hospital continues to make millions of dollars in profit.

These nurses are not asking for much. They simply want a seat at the table when their employer is making decisions that impact their positions, but more importantly their patients. Please vote in support of a union - if you or a family member ever find yourself in need of a nurse, you'll be grateful you gave them a voice to advocate for better care.

Thank you.

Sara Govier

-----Original Message-----

From: LF Goodman <goodmanlf@gmail.com>

Sent: Monday, September 20, 2021 9:16 PM

To: All Alders <allalders@cityofmadison.com>

Subject: Support for UW Health Nurses, Agenda #55, Resolution 67100

Caution: This email was sent from an external source. Avoid unknown links and attachments.

Hello Alders,

I strongly support UW Health Nurses having a union voice.

(I support Agenda item 55, Resolution 67100.) I hope \*you\* all will also support UW Health Nurses' efforts to unionize and be recognized. Where would we be without them?

Thank you,

Lisa Goodman

PO Box 14378

Madison 53708

GoodmanLF@gmail.com

-----Original Message-----

From: Debra <ddrunasky@hotmail.com>  
Sent: Monday, September 20, 2021 9:34 PM  
To: All Alders <allalders@cityofmadison.com>  
Subject: Need for nurses' union

Caution: This email was sent from an external source. Avoid unknown links and attachments.

Dear City of Madison Council Alders,

As a retired RN who worked at University Of Wisconsin Hospital for 35 years, from 1981-2016, I am urging you to please support the unionization of the nurses.

For most of my career we (nurses) were represented by the SEIU. We had great working conditions and good team morale.

Then in 2011 "things" started to change; forced OT, no longer having a say in our work environment and major decrease in job satisfaction. And of course all of these things impact the care delivered to patients.

So if you want UWH and Clinics to be the top healthcare provider in the nation, you should be in support of re-unionizing the nurses.

Debra Drunasky

-----Original Message-----

From: Nancy McCall <nancymc113@charter.net>

Sent: Monday, September 20, 2021 9:35 PM

To: All Alders <allalders@cityofmadison.com>

Subject: Nurses Union

Caution: This email was sent from an external source. Avoid unknown links and attachments.

I support a union voice for UW Health nurses. As a long-time UW Health employee (not in nursing) and a UW Health patient both in outpatient clinics, procedure settings, ambulatory surgery, as well as inpatient admissions over the years, I've seen first-hand the commitment of the nursing staff while working in less than ideal conditions due to being short staffed. I've read their responses to administration surveys and their expression of dissatisfaction in many areas of their daily job. Through it all, they provide excellent care for their patients. With their responsibility to provide "Remarkable" healthcare, they deserve a voice in the issues that govern their ability to fulfill that commitment.

Nancy McCall

113 Acewood Blvd

Madison, WI 53714



**From:** Annalise Cannon <annaliscannon18@gmail.com>  
**Sent:** Monday, September 20, 2021 9:37 PM  
**To:** All Alders <allalders@cityofmadison.com>  
**Subject:**

Caution: This email was sent from an external source. Avoid unknown links and attachments.

Hello, I am Annalise a nurse at UW Health. Thank you for your time and consideration in reading this. While everyone in healthcare is here for the patients, it is often nurses who have the most patient facing interaction. We know what the patients are going through, and we see exactly how the shortcomings at UW affect them every day. We see how the short staffing, dangerous patient ratios, lack of work life balance, and burnout harm not only the nurses, but also the patients. Because we have such a close up view of what day to day operations look like, and how they feed into these shortcomings, it is crucial for our voices to be heard. I urge you to pass Resolution 67100 so UW Health nurses have a union voice to advocate for themselves, their families, their patients and our community!

-----Original Message-----

From: Marcie Pugh <menroo@aol.com>

Sent: Monday, September 20, 2021 9:49 PM

To: All Alders <allalders@cityofmadison.com>

Subject: UW Nurse Union

Caution: This email was sent from an external source. Avoid unknown links and attachments.

The nurses at UW (and everywhere) need to be allowed to unionize in order to have a voice in patient care that is patient centered rather than profit centered. The current pandemic emphasizes the vital role nurses play in the health and safety of our community. The level of burnout in the healthcare field contributes to the shortage of qualified staff. Allowing them to choose to be unionized gives them agency and influence in their workplace and thereby reduce burnout. I teach for MMSD. Teaching, especially during the pandemic, is extremely stressful but knowing MTI has my back makes it more bearable. It also helps keep favoritism out of the workplace. I would not want to be a teacher without the modicum of security and peace of mind the union provides. UW nurses deserve to have the same. For all the nurses do, the least that should be done is allowing unionization.

Marcie Pugh  
Madison Resident  
Public School Teacher  
Union Member  
Nurse Supporter

-----Original Message-----

From: Tami Tronnes <tamijtronnes@gmail.com>

Sent: Monday, September 20, 2021 10:02 PM

To: All Alders <allalders@cityofmadison.com>

Subject: City council resolution 67100

Caution: This email was sent from an external source. Avoid unknown links and attachments.

Thank you so much for supporting UW RN's with this resolution. As I type this message my arms and legs are numb and tingling after 13 hours on my feet caring for patients that were both higher in number (ratio) and higher in need (acuity) than what my unit is supposed to have for each nurse. The shift started with a warning that the prior shift had no CNA's and short a nurse. One nurse doesn't sound like much but on the tiny unit I work it's a huge impact. My shift was also short a nurse and a CNA. Each patient still needed excellent care. The care team leader still needed to manage their duties as well as pitching in to help floor staff.

Students still need to learn. The few pharmacy techs we have (70% of that department has quit) still need to get us the meds to pass. Lab techs, who are also working short staffed, still need to get their normal work done in addition to helping us.

The list is endless.

I'll pay in bed for a very long time re-thinking everything and what I could have done better, but I'm not a machine. I'm susceptible to fatigue.

I'll recall, with no small amount of frustration, being reminded twice a day, every day, that the continuing education modules we are supposed to do during patient care time, are due by the end of the month, and the cost of living adjustments our administration likes to call raises, are determined in part by completing these modules. I'll give myself credit for always putting patient needs first, despite administration tying compensation to impossible benchmarks during a global pandemic. This is just one more thing to remind me how completely out of touch our leadership is.

I'll remember that people like yourselves have taken the time to hear us. People like yourself have not tried to silence us by appointing representatives least likely to advocate. You haven't told us to rely on a system that requires we choose one solution from an approved list of options that don't solve anything. You've not refused to allow discussion about the countless studies that identify and repeatedly replicate results that are inconvenient to people looking to increase the number and pay of administrators while doing the very opposite of what evidence shows will work.

People like yourself are advocating that we have a meaningful voice in protecting our patients from policies that burn through nurses faster than our many schools can teach them.

I apologize for the lengthy message. I know your time is valuable. I just want you all to know how appreciative I am for you. I leave you with the knowledge that; while the gaslighting that pre-dates COVID have led me to return to counseling 10 years after graduating from counseling for PTSD, knowing that SOMEONE supports us is a light in a dark place. Thank you for providing that light.

Tami Elizabeth Burns RN

**From:** Michele Brucker <bellamichele@gmail.com>  
**Sent:** Monday, September 20, 2021 10:58 PM  
**To:** All Alders <allalders@cityofmadison.com>  
**Subject:** Support a Union Voice & Election for UW Health Nurses!

Caution: This email was sent from an external source. Avoid unknown links and attachments.

Greetings,

My name is Michele Brucker and I support the creation of a union for UW Nurses (and for nurses at SSM Health and Meriter as well). Having worked in healthcare for the last 10 years, I have witnessed "a day in the life of a nurse. Not to take anything away from the doctors, yet nurses work 10x harder than most doctors. They work without breaks, eat meals in between patients and check their patients often throughout the day. They get to know their patients and the patients' families. They are the ones who keep everything running as smoothly as possible.

This has come to be an expectation. It is not a sustainable or even reasonable way of life.

I just read something a nurse friend of mine posted. It speaks to all healthcare providers, yet I think it really resonates with the nurses.

Don't call me a hero, don't thank me with your pretentious sentiment, don't pretend to want my professional advice, don't ask me for stories or if it's "really that bad"... just don't. I am tired - physically, emotionally, professionally. I am broken, burnt-out, no longer in love with my craft. And I am in the majority. We're exhausted, we're drowning, we're losing our ability to care...

THERE IS NO MORE HONOR

“We wanted to help people

We were smart and driven

We loved science and physiology, humans and disease

So we made a commitment

We signed up

It was an honor

We read thousands of pages

Attended hundreds of lectures

Pulled all-nighters

Took more exams than we thought possible

Finals week felt insurmountable

But it didn't break us

It made us stronger

We learned statistics and biochemistry

Immunology and pathophysiology

We mastered genetics, virology, and pharmacology

We read scientific papers and learned how to dissect them

Papers, not videos

It was an honor

We came running when you needed us

Literally, running down the hallway

To the ICU, the trauma bay, labor, and delivery

I need help, you said

We can help, we said

It was an honor

There were moments that we thought would break us

Moments that drove us to journal, to therapy, to nightmares

Broken babies.

Paralyzed children.

Dead pregnant mothers with three kids at home.

The wail of a mother whose son just died.

We bent but we did not break

We returned because you needed us

And we could help

It was an honor

Then there was fear

Fear of walking into our place of work

Fear that we'd be killed by going to work

Fear that we'd kill a loved one because of our work

There were tears and sleepless nights and anti-anxiety medications

But you banged your pots and pans

You sent us pizzas and called us heroes

You needed us

We could help

So we wore our masks, and our gowns, and our gloves, and our goggles

We decontaminated ourselves before going home and isolated ourselves from our families

We almost broke

It was an honor

How quickly the joy turned to defeat

Elation to rage

You've learned to do your own research now

You know better than we do

Gaslighting is your language

Your selfishness is astounding

You don't want our help when we ask you to stay healthy

Yet you arrive at our doors begging for help at the end

You stole our resources

You hobbled our ability to help those who did what they were supposed to do

You killed our patients by filling our beds and using up our ventilators

We can't help anymore

You broke us

There is no more honor"

- Anonymous

The nurses in our community have earned and deserve to have their voices heard. They deserve to have a work-life balance. They deserve the time to eat a meal in a relaxed manner. They deserve so much more and we can never thank them enough - especially after the last 18 months.

thank you for your time and consideration.--

***Michele Brucker***

***(She/Her/Hers)***

**From:** Tom Kastle <tomkastle608@gmail.com>  
**Sent:** Tuesday, September 21, 2021 12:34 AM  
**To:** All Alders <allalders@cityofmadison.com>  
**Subject:** Nurses' Union

Caution: This email was sent from an external source. Avoid unknown links and attachments.

Greetings! First of all, let me thank you for your support of ringing a Union back to the nurses at UW. I have friends and family who have worked there for years and the decay of a great place to work into a relatively uncaring and unresponsive corporate model is heart breaking, especially during a global pandemic. Act 10 specifically targeted these nurses and the results have been catastrophic. Low morale, understaffing, overworking, and a feeling that the institutional knowledge gleaned by these frontline nurses over decades, of no worth to the university or hospital. It's time to reverse Act 10 and begin to heal the damage it has done.

Thank you for your support! --Tom Kastle

## **Tom Kastle**

*Stage, song, story and sail*  
.773-575-7244

[tom@tomkastle.com](mailto:tom@tomkastle.com)

[www.tomkastle.com](http://www.tomkastle.com)



**From:** k8 the gr8 <am.i.kate@gmail.com>  
**Sent:** Tuesday, September 21, 2021 4:51 AM  
**To:** All Alders <allalders@cityofmadison.com>  
**Subject:** In favor of Resolution 67100

Caution: This email was sent from an external source. Avoid unknown links and attachments.

Mayor Rhodes-Conway and members of the Common Council,

I have been a nurse for fourteen years, the last five in the Emergency Department at UW Hospital. In my career, I have never been so concerned for the safety and wellbeing of my patients, my coworkers, and myself. Every day I go into work to find that we are critically short staffed at the same time as we are setting records for the number of patients we see. It has not been uncommon to have a waiting room absolutely full of patients who have been waiting several hours just to be seen. My department alone has lost a quarter of our nurses since January. Let me be clear--this isn't because of the pandemic, although that certainly hasn't helped matters. It's because nurses are no longer willing to put up with the exploitative conditions that we've been put in by an organization that is more concerned with the bottom line than it is with what's right for its patients and staff.

For over two years, my coworkers and I have been organizing to get our union representation back, because it's truly the only way we will ever get a say in any of the decisions made in our hospital. Since 2016, it has been made very clear to us that our participation in decision making--including the shared governance that our hospital likes to pretend is effective--is only at the pleasure of the administration, and our input will only be considered if it shows no risk to our profit margin. Nursing councils are led by the administration, are driven by the administration, and are undercut by the administration, all while the nurses who attempt to work within the shared governance framework are meant to feel like it's their fault if they aren't able to effect change. After over two years of hearing how dissatisfied nurses are, the hospital's lack of respect for our expertise and our contributions is driving away our staff--some of the best and most knowledgeable nurses in the state of Wisconsin. The loss to UW and to the larger community is incalculable. The refusal to work with us for any meaningful change only serves to make it clear that the only answer is for my colleagues and I to have the representation and support of a union so that our grievances and our warnings can finally be heard by UW Health.

I thank you for bringing this resolution forward tonight, and I hope that if UW Health won't listen to its nurses, then at least maybe they'll listen to the respected leaders of our community calling on them to do the right thing and recognize our need for union representation. I urge you to vote yes on Resolution 67100. Let's remind UW Health that it has a duty to our city and our community to provide the best care possible, and that they can do that by working with us to hold a fair and impartial election so that we can have a true voice for our patients.

Thank you for your time and for your solidarity.

Kate Walton, RN  
3917 Mammoth Trail  
Madison, WI 53719

**From:** Chuck Linsenmeyer <chlinsen@gmail.com>  
**Sent:** Tuesday, September 21, 2021 5:35 AM  
**To:** All Alders <allalders@cityofmadison.com>  
**Subject:** comments in favor of Resolution 67100

Caution: This email was sent from an external source. Avoid unknown links and attachments.

Believe me, if you are a patient in a hospital you want the nurses taking care of you to have the kind of workplace rights that give them the security to fulfill our primary role by advocating for your best interests and to speak up about patient and staff safety issues without fear of reprisal. Rights like fair disciplinary and grievance procedures with a witness or representative of your choice and meaningful appeal processes. We had these rights at UW Hospital until the end of our last union contract, while the UW Health nurses at Meriter Hospital continue to have these rights today because they have a strong union. I've been a nurse for over 30 years and at the UW Hospital for 20 years - please support our efforts to reestablish a union and collective bargaining at our flagship public hospital by passing Resolution 67100. Thank you very much for considering this important community issue.

Sincerely, Chuck Linsenmeyer

**From:** Monica Messina <nikmess@hotmail.com>

**Sent:** Tuesday, September 21, 2021 5:50 AM

**To:** All Alders <allalders@cityofmadison.com>

**Subject:** in support of Fair and Fast Union Election for Nurses at University of Wisconsin Health

Caution: This email was sent from an external source. Avoid unknown links and attachments.

Dear Alders,

I have already registered my support of this resolution at the Common Council website.

I write to voice directly to you my support of the resolution. Nurses need a union to protect them from having to follow the forces of corporatized healthcare which only sees patients as sources of income. Instead, the nurse has a duty to serve their patients. There is a tension here that needs moderating and the nurses need an advocate. That is the role of the union.

Thank you for your good work.

Sincerely,

Monica Messina

1917 Kendall Ave

Madison, WI 53726

**From:** Barb Giebel <bjgiebel@gmail.com>  
**Sent:** Tuesday, September 21, 2021 5:58 AM  
**To:** All Alders <allalders@cityofmadison.com>  
**Subject:** UW nurse's union

Caution: This email was sent from an external source. Avoid unknown links and attachments.

I am writing in support of the nurse's union for UW nurses. The nurses do not have a voice. They want to be heard. They want to be able to care for your loved ones with all the supplies and materials they need and they often do not. They want safe nurse to patient ratios so that when your loved one needs them, they can lend aid and care. Often, the nurse to patient ratios are unsafe. They want a voice when benefits are changed and not find out after the change has occurred.

Administration says the nurses have a voice because they have councils, but as a UW nurse, I will tell you this is not true. Please support UW nurses so that we can support the patients and community.

Barb Giebel

UW Nurse

**From:** Lydia Huck <lydiajhuck@gmail.com>  
**Sent:** Tuesday, September 21, 2021 7:00 AM  
**To:** All Alders <allalders@cityofmadison.com>  
**Subject:** Union

Caution: This email was sent from an external source. Avoid unknown links and attachments.

I urge you to pass Resolution 67100 so UW Health nurses have a union voice to advocate for themselves, their families, their patients and our community!

Sincerely,

Lydia Huck

UWMF RN

**From:** Kimberly Funseth <klfunseth@gmail.com>  
**Sent:** Tuesday, September 21, 2021 7:11 AM  
**To:** All Alders <allalders@cityofmadison.com>  
**Subject:** Support for UW Union

Caution: This email was sent from an external source. Avoid unknown links and attachments.

Hello,

I urge you to pass a Resolution 67100 so UW Health nurses have a union place advocate for themselves, their patients, and the community!!!!

Thank you,

Kimberly Funseth

**From:** barbara clarke <bclarke6124@gmail.com>  
**Sent:** Tuesday, September 21, 2021 7:19 AM  
**To:** All Alders <allalders@cityofmadison.com>  
**Subject:** Re: UW nurses union

Caution: This email was sent from an external source. Avoid unknown links and attachments.

Good morning,

I am a former healthcare worker in several different healthcare systems over my lifetime and totally support the UW nurses in their efforts to form a Union to give them the strength they deserve, need, and have earned, to bargain for themselves to ensure a safe, equitable working environment. I have been a patient several times at the UW and have had nothing but exceptional care by every single RN and staff member there. I would have no doubt that the high standard of care I received would continue despite a union as these men and women are dedicated, selfless caregivers who've pledged their lives to helping those in need in times of crisis and ill health and it's not always the most pleasant of jobs. They work long hours sacrificing time from their own families and often times, as during the current Covid crisis, risking their own lives to do so.

Please consider voting yes to allow them to have the ability to bargain for themselves. They've earned the right and it's long over due.

Concerned Madisonian,

Barbara Clarke

**From:** Cathy Cigelske <cathycigelske@gmail.com>  
**Sent:** Tuesday, September 21, 2021 8:38 AM  
**To:** All Alders <allalders@cityofmadison.com>  
**Subject:** Union at UW Hospital

Caution: This email was sent from an external source. Avoid unknown links and attachments.

Please vote in favor of us getting our union back at the UW Hospital. It is really needed.

Thank you,

Cathy Cigelske



**From:** Abigail Roth <abigailjoy20@yahoo.com>  
**Sent:** Tuesday, September 21, 2021 10:31 AM  
**To:** All Alders <allalders@cityofmadison.com>  
**Subject:** 67100

Caution: This email was sent from an external source. Avoid unknown links and attachments.

I urge you to pass Resolution 67100 so UW Health nurses have a union voice to advocate for themselves, their families, their patients and our community!

I have worked for UW Health for 15 years and it is alarming and obvious that with the loss of our Union that nurses no longer have a voice to advocate for patients, fair wages and work conditions.

Thank you for your support!

-----Original Message-----

From: Melinda Starkweather <melinda@starkweatherassociates.com>

Sent: Tuesday, September 21, 2021 10:50 AM

To: All Alders <allalders@cityofmadison.com>

Subject: Resolution 67100

Caution: This email was sent from an external source. Avoid unknown links and attachments.

Please support our nurses and their right to unionize. They have battled the pandemic while also battling a for-profit health system that prioritizes profits for the few over positive and affordable outcomes for patients—and quality of life for nurses. A nurse I know was told 3 years ago that she will never get a raise again. This was during a point where her hospital was making record profits.

Our state is best served by countervailing voices and power, so this industry starts placing human well being (for workers and patients) above the C-level profit grab.

**From:** Cindy West <cwestsosrn@gmail.com>  
**Sent:** Tuesday, September 21, 2021 11:18 AM  
**To:** All Alders <allalders@cityofmadison.com>  
**Subject:** Fwd: IMPORTANT message regarding your email to the City Council

Caution: This email was sent from an external source. Avoid unknown links and attachments.

----- Forwarded message -----

From: **Julie Oppenheimer** <[julie.oppenheimer@seiu.org](mailto:julie.oppenheimer@seiu.org)>  
Date: Mon, Sep 20, 2021 at 7:14 PM  
Subject: IMPORTANT message regarding your email to the City Council  
To: <[cwestsosrn@gmail.com](mailto:cwestsosrn@gmail.com)>

Hello, and thank you for recently submitting your testimony below in favor of the Madison City Council resolution supporting a union voice for UW Health nurses. Unfortunately, the city's email system is blocking emails from the online platform that you used to submit your comments. Please copy and paste your comments and send them directly to [allalders@cityofmadison.com](mailto:allalders@cityofmadison.com) as soon as possible, and before Tuesday, Sept. 21 at 6:30 PM!

#### **Your testimony**

I urge you to pass Resolution 67100 so UW Health nurses have a union voice to advocate for themselves, their families, their patients and our community! My name is Cindy West.. I joined UW as critical care SOS. My position covered all units including the ER.. During the time after Act 10, my voice was lost! I am mandated to staff a Covid unit of which No Training was given! I had a patient that needed a IV drip, but was never taught I do this from outside the room. As I struggled, so did my other patient as it was 1030 and I hadn't even seen him yet! That's only one example! I had to staff on D65 IMC, a ICU stepdown. No nursing assistant with 4 total care patients. Charting is Mandatory. Care is nonexistent .

**From:** Amanda Klinge <aklinge2015@gmail.com>  
**Sent:** Tuesday, September 21, 2021 11:24 AM  
**To:** All Alders <allalders@cityofmadison.com>  
**Subject:** union voice at UWhealth

Caution: This email was sent from an external source. Avoid unknown links and attachments.

Hello,

My name is Amanda Klinge I am a nurse at UW hospital and have been for the past four years. I would like to thank you all for convening, allowing our voices to be heard, and for all that you do day to day for our beautiful city.

I am writing you to ask that you please vote yes on resolution 67100 to help the nurses gain back our union voice.

I love being a nurse and it has been my calling since I was a kid. One of my dreams has always been to work at UW hospital and when I got hired four years ago I was so happy. I still love my job and my patient population, but I strongly feel that the pride and honor I once had is dwindling without feeling like myself and my peers have a true voice. We have a lot of resource groups, councils, and shared governance, but it seems that we are still frequently unheard or do not see as much fruition of our decisions as we would expect if we truly had shared governance. We have had a staffing crisis for years now and it seems to be getting worse and not better. A lot of our nurses are leaving to go work at Meriter where the pay is better and they have a union. I'm happy for Meriter, but we are the only level 1 trauma in the area we need our nurses to stay. During Covid I really appreciated the education that the upper levels of management provided for us, but when push came to shove on the floor I still did not feel protected or heard. Many of us myself included would send e-mails of potential issues we foresaw and were simply told, "Thank you for your input we will look into it" unfortunately that phrase has come to mean nothing to me as it feels like this means we saw your email and filed it into some random folder. We also ask for staff saying we can't safely care for our patients and are told you met your matrix and don't need more. During the staff crisis (remember it had been going on at least 3.5 years) we are constantly asked to pick up or stay late, but never see our upper levels of management pitching in with the exception of my rare and excellent manager. We at UW feel unheard, unsafe, and so so tired we have tried all the avenues and now we request you stand with us and help us bring back our union so we can make UW Remarkable again like the motto says. We want to take pride in our work and be one of the best, but we need your help to make it happen.

**From:** KAREN SHREFFLER <karensheffler@aol.com>  
**Sent:** Tuesday, September 21, 2021 11:41 AM  
**To:** All Alders <allalders@cityofmadison.com>  
**Subject:** Union for UW Nurses

Caution: This email was sent from an external source. Avoid unknown links and attachments.

I urge you to pass Resolution 67100 so UW Health nurses have a union voice to advocate for themselves, their families, their patients and our community!

Thank you!

Karen Shreffler

-----Original Message-----

From: Corinna Korpela <corkorpela@gmail.com>

Sent: Tuesday, September 21, 2021 12:30 PM

To: All Alders <allalders@cityofmadison.com>

Subject: In Support of a UW Health Nurse Union

Caution: This email was sent from an external source. Avoid unknown links and attachments.

I am writing to voice my support of the resolution to help ensure the creation of a fair union election for UW Health Nurses. One glance at the nation's headlines highlights how hard our nurses have been working in the last year and a half and how they have often been under supported by their hospital administrations. I personally began working at UW Health as a nursing assistant after losing my restaurant industry job during the pandemic. The nurses I worked with were professional, committed, and passionate about patient care. They simply ask to be allowed to collectively advocate for themselves. I left the position as a nursing assistant because when restaurants began reopening I returned to make almost 2.5 times as much money in the restaurant than the hospital. When I discuss the financial reasons I was leaving, many of the management was surprised by how little nursing assistant make. They didn't even know. Healthcare workers deserve more, they have for a long time, and it's our responsibility to help them achieve that.

Thank you for your time.

Corinna Korpela  
706 Dexter Street #2  
Madison, WI 53704

**From:** Emily Mills <lostalbatross@gmail.com>  
**Sent:** Tuesday, September 21, 2021 1:31 PM  
**To:** All Alders <allalders@cityofmadison.com>  
**Subject:** Support UW Health Care Workers

Caution: This email was sent from an external source. Avoid unknown links and attachments.

To all City of Madison alders,

Tonight you will have the opportunity to vote on a crucial resolution supporting a union voice for UW Health nurses and health care workers, and calling for a fair union election before the end of the year. I urge you to vote yes.

Unions are a vital tool for ensuring people are treated fairly and equitably, and we have allowed monied interests too much opportunity to dismantle and silence those organizing bodies and the people they represent. This is part of the reason for the current strain and burn-out being felt by our health care workers, who work tirelessly to take care of all of us even during this time of unprecedented crisis. The least we can do is give them the chance at fair and just representation, to make sure their needs are met so they can continue to do their jobs without sacrificing their own health and well-being in the process.

The resolution opens the door for unions to return for *all* jobs at UW, and make the workplace better for everyone who works so hard to provide remarkable healthcare!

Thanks in advance for your careful consideration. Vote yes.

In solidarity,

-Emily Mills

Madison, WI (Dist. 12)

**From:** Meg Hamel <meghamel@gmail.com>

**Sent:** Tuesday, September 21, 2021 1:40 PM

**To:** All Alders <allalders@cityofmadison.com>

**Subject:** SUPPORT for Union Election for Nurses at University of Wisconsin Health

Caution: This email was sent from an external source. Avoid unknown links and attachments.

I am a long-time patient at UW Health, with many medical professionals in my family.

I support the Madison Common Council's resolution to encourage the UWHCA board and UW Health administration to work collaboratively with nurses and their representatives to develop a fair union election process.

Meg Hamel  
118 Ohio Ave.  
Madison, WI 53704



**From:** Kathryn White <katwhite41@gmail.com>  
**Sent:** Tuesday, September 21, 2021 1:59 PM  
**To:** All Alders <allalders@cityofmadison.com>  
**Subject:** Union vote tonight - feedback from a UW RN

Caution: This email was sent from an external source. Avoid unknown links and attachments.

Hello, my name is Kat. I have lived in Madison for 10 years, and I am an RN working at UW Health. I have been here for 4 years working in both inpatient med-surg and in the Emergency department. I am writing to personally ask you to please support our efforts to unionize.

Along with our physicians and providers, nurses have born the brunt of the pandemic for our community. Despite the hours of overtime worked, despite the grueling understaffed shifts, despite the toll on our physical and mental health, my coworkers and I have continued to show up for our patients and our community because we care and we are dedicated to our jobs.

But more and more of my coworkers have been leaving nursing, or going to other facilities, because they are tired of being asked to give our all and then have our requests for improvements and work necessities fall on deaf ears. We have been asking UW to recognize our union for over a year now. We have been asking for an opportunity to better advocate for ourselves at work and in our community so that we can protect ourselves from understaffing, from having our benefits cut, from being taken advantage of by management while being praised in the media for our 'self-sacrificing' efforts.

Nurses with unions are better able to protect ourselves, which means we are better able to protect YOU. We are better protected from poor staffing, from having our benefit time taken from us, from being asked to overwork ourselves in unsafe conditions until we burn out and leave our jobs.

I urge you to pass Resolution 67100 so UW Health nurses have a union voice to advocate for themselves, their families, their patients and our community!

Sincerely, Kat White

-----Original Message-----

From: Thomas Smith <papalevi@yahoo.com>

Sent: Tuesday, September 21, 2021 2:04 PM

To: All Alders <allalders@cityofmadison.com>

Subject: UW Health Nurses

Caution: This email was sent from an external source. Avoid unknown links and attachments.

I support the UW Health nurses in their efforts to have union representation. Please do everything in your power to ensure a free and fair election. Let the nurses decide whether to have a union or not.

Sent from my iPhone

Thomas A Smith

-----Original Message-----

From: joanna.estep@gmail.com <joanna.estep@gmail.com>

Sent: Tuesday, September 21, 2021 2:07 PM

To: All Alders <allalders@cityofmadison.com>

Subject: Resolution 67100

Caution: This email was sent from an external source. Avoid unknown links and attachments.

I urge you to pass Resolution 67100 so UW Health nurses have a union voice to advocate for themselves, their families, their patients and our community!

Our nurses work hard to keep us safe and they deserve only the best.

My info is here:

Joanna Estep

7401 Farmington Way

Madison WI, 53717

608-395-9502

**From:** Andi Janeway <andijoyner@gmail.com>  
**Sent:** Tuesday, September 21, 2021 2:08 PM  
**To:** All Alders <allalders@cityofmadison.com>  
**Subject:** Regarding Res. 67100

Caution: This email was sent from an external source. Avoid unknown links and attachments.

I urge you to pass Resolution 67100 so UW Health nurses have a union voice to advocate for themselves, their families, their patients and our community. Our nurses have sacrificed their time, safety, and lives for us, it's our turn to stand up for them.

Regards,

Andi Janeway

**From:** Joe Schirmer <jschirmer48@gmail.com>  
**Sent:** Tuesday, September 21, 2021 2:12 PM  
**To:** All Alders <allalders@cityofmadison.com>  
**Cc:** Tracy Suprise <supista@att.net>; Scott Hanson <scotth@seiuhcwi.org>  
**Subject:** UW Hospital nursing staff

Caution: This email was sent from an external source. Avoid unknown links and attachments.

Dear Alders,

Thank you for considering the working environment at UW Hospital since these conditions directly impact patient care. I urge you to pass Resolution 67100 so UW Health nurses have a union voice to advocate for themselves, their patients and our families and our community! We all need health care at some points in our lives and nurses provide crucial care for patients in our community. Without a union voice, workers have little ability to influence factors that affect working conditions and patient care. As an example, there are many peer reviewed studies that demonstrate that lower patient staff ratios (i.e. when nurses are responsible for a smaller number of patients in a hospital setting,) then patients experience better health outcomes in terms of morbidity, and fewer re-admissions for infections and overall mortality. When nurses can collectively bargain over these issues, patients benefit from the nurses having a voice in the decision making. As a person whose life has been saved on more than one occasion by the actions of a insightful and caring nurse, I know nursing care can be a life and death issue. Please take this issue seriously. Please support our nurses rights to advocate for themselves, their patients (our families and friends) and our community.

Sincerely,

Joe Schirmer

607 Clemons Ave, Madison, WI 53704

**From:** Christopher Luther <christopher@301west.com>  
**Sent:** Tuesday, September 21, 2021 2:18 PM  
**To:** All Alders <allalders@cityofmadison.com>  
**Subject:** Please support Resolution 67100

Caution: This email was sent from an external source. Avoid unknown links and attachments.

Dear Madison Common Council Alders,

My friends and family work for and depend upon UW Health. Please support their employees by passing Resolution 67100 so UW Health nurses have a union voice to advocate for themselves, their families, their patients and our community.

I am an administrative and IT professional, and I'm considering a career move into the UW Health system. I will only make that move if the employees I support have a strong and capable union looking out for their interests.

Thank you for supporting Resolution 67100.

Sincerely,

Christopher Luther  
7401 Farmington Way  
Madison WI 53717  
608-361-8845

**From:** banordstrum@gmail.com <banordstrum@gmail.com>  
**Sent:** Tuesday, September 21, 2021 2:50 PM  
**To:** All Alders <allalders@cityofmadison.com>  
**Subject:**

Caution: This email was sent from an external source. Avoid unknown links and attachments.

**Your testimony:**

I urge you to pass Resolution 67100 so UW Health nurses have a union voice to advocate for themselves, their families, their patients and our community! As a LPN for 40 plus years , retiring in 2019 from UW health I experienced what the loss of a union did for having a voice in decisions that affect the medical profession. Nurses are leaving this profession in large numbers. The pandemic has contributed to this. These nurses have not received a cost of living raise for years. With the Union being able to organize again will give them a voice about changes that they are expected to follow. Please vote yes for reinstating the right for nurses to have a voice again. Our medical community is in trouble and we need good nurses. ThNk you for your support. Sincerely Retired LPN Barbara A Nordstrum

-----Original Message-----

From: Andrea Romer <raadromer@icloud.com>

Sent: Tuesday, September 21, 2021 2:59 PM

To: All Alders <allalders@cityofmadison.com>

Subject: The union!

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Please please please vote YES



**From:** Schoonhoven Rebecca L <RSchoonhoven@uwhealth.org>  
**Sent:** Tuesday, September 21, 2021 3:10 PM  
**To:** All Alders <allalders@cityofmadison.com>  
**Subject:** Fw: Testimony

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**From:** Becky <[blscen@aol.com](mailto:blscen@aol.com)>  
**Sent:** Tuesday, September 21, 2021 3:08 PM  
**To:** Schoonhoven Rebecca L <[RSchoonhoven@uwhealth.org](mailto:RSchoonhoven@uwhealth.org)>  
**Subject:** Testimony

**WARNING:** This email appears to have originated outside of the UW Health email system.  
**DO NOT CLICK** on links or attachments unless you recognize the sender and know the content is safe.

Hello! I am Becky Schoonhoven, RN in the Electrophysiology department at UW Hospital. I started working at UW Hospital after Act 10 stripped nurses of their voice. This is my 6 or 7th health care facility, in the 40 years I have been a nurse... and definitely the most punitive and disrespectful atmosphere I have ever experienced! I urge you to pass Resolution 67100 so UW Health nurses have a union voice to advocate for themselves, their families, their patients and our community!

**From:** N McMahon <ptm@chorus.net>  
**Sent:** Tuesday, September 21, 2021 3:13 PM  
**To:** All Alders <allalders@cityofmadison.com>  
**Subject:** help all workers, esp. nurses

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I urge you to pass Resolution 67100 so UW Health nurses have a union voice to advocate for themselves, their families, their patients and our community!

Everyone deserves a voice at the table when deciding on working conditions, hours, etc. I worked as an adjunct teacher at MATC for decades, first with no voice, later with a union voice, and conditions and pay improved a great deal when the p-t faculty had a voice. Students received better education when all faculty connected with unified curriculum at main and regional campuses. Thanks to Scott Walker and Act 10, workers were set back when unions were attacked. This should never have happened. Healthcare workers and all workers must have a voice, especially in pandemic times.

Sincerely,

Nancy McMahon  
4317 Tokay Blvd.  
Madison, WI

**From:** Beth Clarke <obafugakum@gmail.com>  
**Sent:** Tuesday, September 21, 2021 3:14 PM  
**To:** All Alders <allalders@cityofmadison.com>  
**Subject:** Resolution re: UW nurses

Caution: This email was sent from an external source. Avoid unknown links and attachments.

As a member of the public, I encourage you to pass the resolution supporting a union voice for UW nurses.

Thank you,

-Beth Clarke

**From:** Charles Cohen <clcohen1@gmail.com>  
**Sent:** Tuesday, September 21, 2021 3:18 PM  
**To:** All Alders <allalders@cityofmadison.com>  
**Subject:** Support for Resolution 67100

Caution: This email was sent from an external source. Avoid unknown links and attachments.

As a long-time user of UW health services, I urge you to pass Resolution 67100 so UW Health nurses have a union voice to advocate for themselves, their families, their patients and our community! Act 10 stripped UW Health nurses of their right to organize, which hampered their ability to negotiate a fair contract in 2014. As front-line workers during the COVID-19 pandemic, UW Health nurses have borne much of the responsibility for treating patients and saving lives, but their working conditions have deteriorated; staff-to-patient ratios have increased, their financial positions have worsened, and working conditions have soured. The failure of the UW Hospitals and Clinics Authority to negotiate with the nurses' preferred representatives, SEIU, has shattered morale and imperils the ability to recruit new nurses. As a result, a potential shortage in nursing staff looms. For reasons of equity as well as public health, the Council should support the resolution calling on the UWHCA to recognize the union and enter into good-faith negotiations to improve the nurses' working environment.

--

Charles L. Cohen, E. Gordon Fox Professor of American Institutions, Emeritus

University of Wisconsin-Madison

<https://history.wisc.edu/people/cohen-charles-/>

**From:** Gloe, Shawna <sgloe@mcw.edu>  
**Sent:** Tuesday, September 21, 2021 3:38 PM  
**To:** All Alders <allalders@cityofmadison.com>  
**Subject:** Support Nurse Unionization

Caution: This email was sent from an external source. Avoid unknown links and attachments.

Hello,

My name is Shawna Gloe, I am a current medical student at the Medical College of Wisconsin and formerly, I worked at UW Health Hospital in Madison as an Emergency Department Technician and am a UW-Madison alumni. I strongly urge you to support the UW Health nurses in forming a union.

At the beginning of a shift incoming staff are often met with the words: "it's a dumpster fire out there, help each other out the best you can." That is not an attitude anyone wants to start a workday with, especially not work where you are often literally trying to keep people alive.

Working in the emergency department during a pandemic was challenging, to say the least. But every day, I was truly inspired by the nurses that I worked with for their care and compassion for every individual who passed through our doors. Unfortunately, care and compassion for patients is not enough. Day after day, the department was short staffed, with only a handful of nurses caring for dozens of patients (many days, over 200 patients would be seen in the department). Some days, patients would be left sitting in our waiting room for 4 to 6 hours, many of them in significant pain, because we did not have the staff to care for them. On the back end, staffing ratios were often unsafe. To have one nurse caring for 4 or 5 very ill individuals is not only unsafe for the patients, but emotionally taxing on the nurse, which inevitably leads to burnout. This is in addition to the emotional trauma brought upon healthcare workers who have continued to serve the public through the duration of a global pandemic. And how are these individuals compensated for their hard work? With pizza parties and free t-shirts.

Healthcare workers deserve better. As the pandemic approaches a 2-year mark with no end in sight, the nurses who have worked harder than ever deserve better. They deserve the right to bargain for safer working conditions, better wages, and benefits.

I strongly urge you to pass the resolution for a union voice for UW nurses.

Sincerely,

Shawna Gloe, BS, AEMT  
she/her  
MD Candidate | Class of 2025  
Medical College of Wisconsin

From: John Pearson <john.charles.pearson@gmail.com>  
Sent: Tuesday, September 21, 2021 3:53 PM  
To: All Alders <allalders@cityofmadison.com>  
Subject: UW Nurses need a union voice

Caution: This email was sent from an external source. Avoid unknown links and attachments.

Hello Alders -

I am an ER nurse urging you to pass the resolution supporting a UW nurse union election. Nurses are the best advocates for our patients and for public health. When patients are having the worst day of their lives, we are right there at the bedside. When public health is in crisis, we are the first voices to warn you. Nurses need a strong union to keep that voice loud and clear. I urge you to vote yes on the UW nurse resolution!

-John Pearson RN

From: Susan Roberts <syroberts@charter.net>  
Sent: Tuesday, September 21, 2021 4:21 PM  
To: All Alders <allalders@cityofmadison.com>  
Subject: Resolution 67100

Caution: This email was sent from an external source. Avoid unknown links and attachments.

To all alders:

My name is Susan Roberts. I worked as RN at UW Hospital for 30 years- all of those years as an SEIU RN.

Nurses are the backbone of healthcare, and after the last year and a half, deserve to be supported by a Union. RNs deserve to be part of the decisions made for healthcare of patients.

I urge you to pass Resolution 67100 so RNs can advocate for their patients and for themselves.

Thank you,

Susan Roberts SEIU retired

5151 Spring Ct

Madison, Wi 53705

608-238-4887

Sent from my iPhone

**From:** Jess Karpinski <jlk5070@gmail.com>  
**Sent:** Tuesday, September 21, 2021 4:23 PM  
**To:** All Alders <allalders@cityofmadison.com>  
**Subject:** Resolution 67100

Caution: This email was sent from an external source. Avoid unknown links and attachments.

I urge you to pass Resolution 67100 so UW Health nurses have a union voice to advocate for themselves, their families, their patients and our community! It's important that our nurses have fair working conditions and access to a safe and productive working environment. Without our nurses, our hospitals will not be able to run properly and give adequate care.

Sincerely,

Jessica Karpinski



**From:** Adeline Stolzenburg <adeline.stolzenburg@gmail.com>  
**Sent:** Tuesday, September 21, 2021 4:37 PM  
**To:** All Alders <allalders@cityofmadison.com>  
**Subject:** Resolution 67100

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During these traumatic times for all of us, our frontline workers have kept fighting -- especially our nurses, who work long hours, do not have safe work environments, and are not given a voice in their working conditions. My sister is one such nurse and has fought alongside all of our other healthcare workers against COVID.

Please give UW Hospital nurses a union voice so that they have safer work environments and better hours, with more nurses available for all patients. Please pass resolution 67100.

Marie Stolzenburg

**From:** Jen Rehm <jrehm@pediatrics.wisc.edu>  
**Sent:** Tuesday, September 21, 2021 4:40 PM  
**To:** All Alders <allalders@cityofmadison.com>  
**Subject:** Support for nurses unions

Caution: This email was sent from an external source. Avoid unknown links and attachments.

Dear City Council –

I am writing to share my support UW Health nurses and their right to a fair union election. Since the end of union support at UW Health, I have watch our nurses lose benefits, lose access to education reimbursement and have watched many of our most experienced nurses leave for early retirement or more lucrative jobs in other systems. Or just leave the profession all together. Now we struggle to fill outpatient nurse positions on a regular basis and we are quickly burning out nurses currently working in these rolls. I strongly believe UW Health nurses have a right to advocate for themselves, for their families , for our patients and our community. Please allow them this opportunity.

Sincerely,

Jennifer L Rehm, MD  
Pronouns: she/her/hers  
Assistant Professor of Pediatrics  
Co-Medical Director of the Pediatric Adolescent Transgender Health Clinic  
University of Wisconsin School of Medicine and Public Health  
Division of Diabetes and Endocrinology  
UW American Family Children's Hospital – Madison  
<http://uwhealthkids.org/path>

**From:** matthew korda <matt\_korda@yahoo.com>  
**Sent:** Tuesday, September 21, 2021 3:57 PM  
**To:** All Alders <allalders@cityofmadison.com>  
**Subject:** Supporting nurses

Caution: This email was sent from an external source. Avoid unknown links and attachments.

Matthew Korda  
1113 Velvet Leaf Dr  
Madison, WI 53719

I'm writing in support of the resolution to give UW Nurses a union voice by calling for a free and fair union election before the end of the year.

It is the very least that can be done to support these heroes of the past 19 months, who have sacrificed so much for our well being and faced unprecedented challenges and pitiful support from hospitals and administrators.

We must stand for what is right. Unions are critical for the advancement of workers rights and the safety of workplaces.

Vote yes.

Thank you

Matt Korda  
Civil servant/Actor/Director/Producer/Hugger  
He/Him/His

**From:** Courtney Maurer <cmaurer@uwalumni.com>  
**Sent:** Tuesday, September 21, 2021 4:58 PM  
**To:** All Alders <allalders@cityofmadison.com>  
**Subject:** UW Nurse Union Resolution

Caution: This email was sent from an external source. Avoid unknown links and attachments.

Dear Madison City Council Alders,

As a UW Health nurse for the last 9 years, I write to you seeking your support of a union voice for UW Health nurses. I urge you to support the resolution and call for a fair union election by the end of the year so we healthcare providers can advocate for ourselves, patients, families, and our community as a whole.

I have exhausted the UW Health nursing shared governance structure and continue to see the ways in which our leadership makes large decisions without including bedside staff--the ones with their hands on the patients, feet on the hospital unit/ward, and those of us who continued to show up to work throughout the pandemic without safe and appropriate PPE.

Support us as we seek a true seat at the table to ensure shared-decision making, transparent leadership, and better partnership within one of the largest employers in our community, UW Health.

Respectfully,

Courtney M. Maurer

UW Health RN

Midvale Heights resident in Madison WI

**From:** Ben Boucher <bouchbj@gmail.com>  
**Sent:** Tuesday, September 21, 2021 4:59 PM  
**To:** All Alders <allalders@cityofmadison.com>  
**Subject:** UW Health Nurse Union Support

Caution: This email was sent from an external source. Avoid unknown links and attachments.

I urge you to pass Resolution 67100 so UW Health nurses have a union voice to advocate for themselves, their families, their patients and our community. They are being asked to do so much more now with inadequate staff and resources, leading to burnout and inability to give all patients the time and level of care they deserve. Many of them have not seen any raise in nearly 10 years, yet they come to work every day with the proper care of their patients foremost in their minds. Please pass this resolution. Thank you for your time.

Sincerely,

Ben Boucher

From: Claire Mazzeo Gnau <clairegnau@gmail.com>  
Sent: Tuesday, September 21, 2021 5:26 PM  
To: All Alders <allalders@cityofmadison.com>  
Subject: nurses union

Caution: This email was sent from an external source. Avoid unknown links and attachments.

As a Madison area resident, I'm thrilled to have the top-notch UW Hospital in our backyard.

In order to maintain the best care possible for our community, I believe the nurses need a strong, independent union voice. I believe these nursing professionals are the heart and soul of the hospital and I strongly believe that their union will directly benefit patient care because it will allow them to advocate for themselves and their patients.

Thank you for your openness to what I strongly believe will benefit our entire community.

Claire Gnau

From: Ashley Campbell <ashbugcampbell@gmail.com>  
Sent: Tuesday, September 21, 2021 5:30 PM  
To: All Alders <allalders@cityofmadison.com>  
Subject: Support UW Nurses

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To whom it may concern,

My name is Ashley Campbell, and I've been an RN at UW for nearly six years. Prior to that, I was a CNA at UW for five years. I'm writing you today to ask that you please support the resolution calling on the board to recognize our desire to unionize.

Since I took this job, UW has been steadily taking away the things that made it the best place in Wisconsin for nurses to work. They claim that Shared Governance is a replacement for the union, but they do not let our nurses set their own agendas, or enact their own solutions; they are set by administration and dictated to the nursing councils. We are put by the wayside and ignored when decisions that impact us and the safety of our patients are made. We have no avenue to have our concerns addressed, because they have taken power away from all the levels of nursing leadership as well. UW would like for people to believe that these problems are tied to the pandemic, but they proceeded it. They brought in a consulting company whose stated goal was to run the hospital as fiscally efficiently as possible, while making cuts to programs and staffing that compromised patient safety and staff wellbeing. Nurses were leaving UW in the years before the pandemic because these "austerity measures" made it difficult to provide safe care. The pandemic hit a system that was already seriously compromised. I no longer get through a shift without at least one of my coworkers either breaking down crying, talking about leaving bedside nursing, or both, because we cannot provide the care we feel our patients deserve. We are not even on the Covid units; we are the cancer ward. We have no CoVID patients on our ward, but UW's approach to staffing leaves us chronically short staffed and burning out. We all chose this work, and this patient population because we have a deep desire to help people; it is crushing to be set up to fail to protect our patients, and we are sustaining so many moral injuries.

We accept that all hospitals are feeling the impact of the pandemic. We do not accept UW's response to it. We have seen what the union at Meriter was able to achieve, including a seat at the table during public health emergencies, so that the hospital has to decide with nursing what policies are put in place, so that we can protect our patients and ourselves.

We lost the union when our last contract expired in 2014. We have spent the last 7 long years doing things the administration's way, and it has resulted in decreased hospital resources, including for emergency situations, decreased staffing, decreased benefits and raises, an increase in risk of patient harm, and an increase in nurse burnout and subsequent turnover.

We are the #1 hospital for Madison and much of Wisconsin. We are here to take the sickest of the sick. If things continue the way they are going, we are no longer going to be able to provide the high quality care that people depend on. We need a union to be able to continue our hard work.

Thank you for your time and consideration, Ashley RN, BSN, CHPN

From: Anne Wolvin <Awolvin@charter.net>  
Sent: Tuesday, September 21, 2021 5:36 PM  
To: All Alders <allalders@cityofmadison.com>  
Subject: Union representation is desperately needed

Caution: This email was sent from an external source. Avoid unknown links and attachments.

To Madison City Alders,

I am writing in support of union representation at UW Hospital and Clinics, UW Health.

It is imperative to get representation for RN's at UW Health as soon as possible.

I have seen patient care negatively impacted since union representation ended following Act 10. I have also seen unfair treatment of nursing staff from UW Health management since union representation ended.

Employee satisfaction and working guidelines directly affects patient care, our families care. UW Health Employee satisfaction is at an all time low and I feel this is directly related to not having fair representation, which is union representation.

We need to get back to better working conditions, benefits, and working hours. All of these conditions have been negatively affected without union representation. Working conditions and fairness has been progressively eroded since we lost union representation.

I will continue to work for union representation for employees at UW Health so we can have safe patient care for all of us, our families, and our community.

Thank you for your support and consideration.

Sincerely,

Anne Wolvin, RN  
UW Health Cancer Center



**From:** Christine Schindler <cas.inwisconsin@gmail.com>  
**Sent:** Tuesday, September 21, 2021 5:48 PM  
**To:** All Alders <allalders@cityofmadison.com>  
**Subject:** Resolution 67100

Caution: This email was sent from an external source. Avoid unknown links and attachments.

I urge you to pass Resolution 67100 so UW Health nurses have a union voice to advocate for themselves, their families, their patients and our community! Highly support our hard working, devoted UW Health nurses.

**I have been a patient in the UW Health System for 36 years and have great admiration and gratitude for all the professional and concerned care I have received from UW Health Nurses in many departments--clinics and hospital--over the years. I firmly believe the UW Health Nurses should have a voice that speaks for them**

**From:** Ruben <sifuentesr1394@gmail.com>  
**Sent:** Tuesday, September 21, 2021 5:57 PM  
**To:** All Alders <allalders@cityofmadison.com>  
**Subject:** Resolution 67100

Caution: This email was sent from an external source. Avoid unknown links and attachments.

I urge you to pass Resolution 67100 so UW Health nurses have a union voice to advocate for themselves, their families, their patients and our community!

Reach out if you need help or have questions.

Best, Ruben Sifuentes

**From:** Jason Klinge <jfklinge42@gmail.com>  
**Sent:** Tuesday, September 21, 2021 6:04 PM  
**To:** All Alders <allalders@cityofmadison.com>  
**Subject:** union voice at UW health

Caution: This email was sent from an external source. Avoid unknown links and attachments.

Hello,

I would like to thank you for considering this resolution. As the husband of a nurse at UW I believe strongly that they need a union. My wife works so hard to take care of her patients, but I see everyday how tired her and her coworkers are becoming and see their hope dwindling. The staffing crisis has been going on for over 3 years and there is still no change. This is just one issue I know about, I know there are other issues as well. The expectations of our nurses are not realistic. I listen to my nurse come home at the end of shift and hear her sorrow about not being able to provide the level of care she wants for each and every patient. Our nurses are always there for us and now it is our time to be there for them.

From: John Starkweather <starkweatherlaw@icloud.com>  
Sent: Tuesday, September 21, 2021 6:22 PM  
To: All Alders <allalders@cityofmadison.com>  
Subject: I Support Resolution 67100

Caution: This email was sent from an external source. Avoid unknown links and attachments.

I hope you do too, for UW Hospital nurses.

JPS

**From:** Charles Pratt <prattc.1990@gmail.com>  
**Sent:** Wednesday, September 22, 2021 11:24 AM  
**To:** All Alders <allalders@cityofmadison.com>  
**Subject:** Support for UW Nurses

Caution: This email was sent from an external source. Avoid unknown links and attachments.

I urge you to pass Resolution 67100 so UW Health nurses have a union voice to advocate for themselves, their families, their patients and our community!

**From:** Ines Buhrow <inessonnig@gmail.com>  
**Sent:** Thursday, September 23, 2021 10:09 AM  
**To:** All Alders <allalders@cityofmadison.com>  
**Subject:** Union voice

Caution: This email was sent from an external source. Avoid unknown links and attachments.

I urge you to pass Resolution 67100 so UW Health nurses have a union voice to advocate for themselves, their families, their patients and our community! The struggle is real for us on the front lines, the nursing shortage is made worse by employers not taking care of their staff! Give us a chance to make the system better by giving us a voice!