



Our Fight for Safe Patient Care

We care for the Kalamazoo community. We take personal pride in being able to deliver the safest, most effective care for you as a patient at Borgess Medical Center (BMC). We want to make sure there are enough nurses at BMC for the number of patients that are admitted. To do this, we desire to negotiate new staffing levels as part of our contract, but BMC management is not interested in working with us. Instead, they've chosen these actions:

- Borgess management has videotaped us and posted guards at lawful union meetings. We have been harassed by phone calls at home, mandatory management meetings at work, and expensive anti-union materials.
- Borgess management has proposed to eliminate provisions in our collective bargaining agreement that have allowed us to be part of decision-making about our nursing practice, staffing needs, and safe patient care issues.
- In our opinion, Borgess has refused to negotiate in good faith and has interfered in the union's internal democratic processes.
- Borgess has threatened that it may lock us out of our jobs and hire replacement nurses, which could put your safety and the safety of your loved ones at risk.

What the Nurses Have Done

- We've offered to extend the contract and work without any sort of salary increase for the next year.
- We've filed unfair labor practice charges with the National Labor Relations Board (NLRB) alleging multiple violations of federal laws by Borgess management. The NLRB is currently investigating these charges.

You've probably seen the ads in the newspapers telling you how much Borgess values its nurses. Your help is needed to make Borgess live up to their words. Please support your nurses at Borgess Medical Center by writing to:

Paul Spaude, FACHE
President and Chief Executive Officer
Borgess Medical Center
1521 Gull Road • Kalamazoo, MI 49048-1281

