

Let's Talk about a "Voice" and "Equality" for Advanced Practice Providers

December 29, 2023



For the past few weeks, we've held voluntary meetings to provide all Essentia Health East Market APPs with facts and information about unionization and collective bargaining.

Today, we specifically address the issue of whether unionization would be a good way to create "equity" and provide all APPs with an "equal voice" in negotiations with Essentia leaders.

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Would Unionization Provide ALL East Market APPs with a Voice?

Understandably, all East Market APPs deserve a voice, but we don't feel unionization is the answer. Rather than provide all APPs with an equal voice, we believe unionization would empower and give voice to primarily the union and a small group of the most vocal and pro-union APPs in the East Market (*who do not reflect the voices of all APPs*). Here's why we feel this way:



Peer pressure and bullying don't align with our values: The MNA's comments about giving all APPs "a voice" is contradicted by the actions and behavior of some union advocates. We've received many concerns from APPs who feel union advocates are intolerant of any view other than support for unionization - including barring APPs from social media groups and chilling APP efforts to speak to leaders about this topic. *Would this end if the union is elected, or will it become business-as-usual?*



A minority would speak for the majority: The MNA is trying to sell you on the idea of the union giving you a voice. In reality, you would be forfeiting your voice and giving it to the union and a handful of APPs. They would speak for all 400+ APPs while the MNA collects millions in union dues and service fees. *Based on what MNA advocates are already doing to stifle all voices, do you think the union advocates will really treat everyone's wants/needs equally, including any that might conflict with their own agenda?*



Collective bargaining is an uncertain process: Union advocates want you to believe that unionization will solve all our problems, but how realistic is that? The unit the MNA seeks to represent is over 400 APPs and 100 sections all with their own individual issues and concerns. Collective bargaining is often conflict-oriented and always uncertain. If union advocates can't deliver on the things they said they would "fix," will they ask you to go on strike in an effort to enforce their demands? What would the union do or say if you don't want to strike and walk out on patients?

More on back...

For more information or to ask a question, please use this QR code to visit www.essentiaapp.org.





Does it make more sense for APPs to say “no” to unionization, and take one year to work with Essentia Leaders?

Essentia has told East Market APPs “*We are listening and we hear you.*” And while we have made steady progress on issues important to APPs, we have also acknowledged that we have not moved fast enough to address all issues.

We believe we have come too far to give up and adopt the conflict-oriented process of collective bargaining as a means of trying to create the best work experience for East Market APPs. We believe by working together, we can improve the work experience for East Market APPs. We hope when the time comes, you will opt for collaboration and vote no.

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