

**United Nurses &  
Allied Professionals**



Lynn Blais, RN  
President

Mr. Jeffrey H. Liebman, CEO  
Roger Williams Medical Center  
825 Chalkstone Ave.  
Providence, R.I. 02908


Dear Mr. Liebman:

I am in receipt of your letter to me dated 1/14/22 requesting that the registered nurses give up their right to a prompt, free and fair election. I note that you justify your request based on what you fear is disruption to patient care. I also note that you immediately disrupted patient care by instructing your managers to take nurses away from patient care demanding they attend your anti-union management meetings. Finally I note that at no time has the union or supporters of the union taken nurses away from patients or disrupted patient care in any way.

We are all disappointed that you and your administration don't have enough respect for the nursing staff to let the nurses decide for themselves whether they want to form a union. A secret ballot election by mail ballot does not cause any disruption to patient care whatsoever. It is your actions of calling nurses at home, taking them away from their patients and subjecting them to your "factual" meetings and slide shows in the hospital on work time that is distracting and adding stress to an environment that is dangerously stressful to begin with.

It is incomprehensible to me, as a registered nurse, that at a time of acute staffing shortages that you would be pulling nurses away from patient care to subject them to your silly slide shows. Perhaps your disruption to patient care, adding to the stress of an already stressful work environment and refusing to respect the judgment of nurses to decide for themselves whether to join our union underscores why a strong majority of nurses have decided to form a union in the first place.

In summary, a mail ballot secret ballot election in no way effects patient care. We call on you to respect the judgment of the nursing staff to decide for themselves whether they want to form a union. And most of all, we call on you to immediately stop taking nurses away from patient care, stop campaigning in the hospital and stop injecting division and stress into an incredibly stressful environment in the first place.

Sincerely,  
  
Lynn Blais, RN

President, United Nurses and Allied Professionals