



UNIVERSITY OF MARYLAND RESIDENT & FELLOW ALLIANCE

Dear UMRFA Supporters,

WE HAVE ELECTION DATES! As you know, the overwhelming majority of UMMC residents and fellows have expressed their intent to form a union. Hospital management, as is their right under federal labor law, chose to test our support for our union via an election to be conducted by the National Labor Relations Board (NLRB). Well, now we have our chance to demonstrate the extent of our support – by voting on June 12-13, 2024.

Since the moment UMMC announced their intention to have NLRB hold an election, our legal team has been in intense negotiations to establish the outlines of the upcoming election. Here are the final terms that were agreed upon*:

VOTING UNIT

EMPLOYEES ELIGIBLE TO VOTE:

Those eligible to vote are: All full-time residents and fellows employed by the University of Maryland Medical Center, LLC at 22 South Greene Street, Baltimore, Maryland or Maryland General Hospital, Inc. d/b/a University of Maryland Medical Center Midtown Campus, at 827 Linden Avenue, Baltimore, Maryland, who were employed by the Employers during the payroll period ending May 18, 2024.

EMPLOYEES NOT ELIGIBLE TO VOTE:

Those not eligible to vote are: All other employees, non-professional employees, managerial employees, guards, and supervisors as defined in the Act.

DATE, TIME AND PLACE OF ELECTION

Wednesday, June 12, 2024	6:00 a.m. - 8:00 a.m. 5:30 p.m. - 7:30 p.m.	Downtown Campus, Round Room located at 22 South Greene Street, Baltimore, MD
Thursday, June 13, 2024	6:00 a.m. - 8:00 a.m. 5:30 p.m. - 7:30 p.m.	Downtown Campus, Round Room Located at 22 South Greene Street, Baltimore, MD
Thursday, June 13, 2024	6:30 a.m. – 8:30 a.m.	Midtown Campus, State House Room #2111, Armory Building located at 827 Linden Avenue, Baltimore, MD

EMPLOYEES ARE FREE TO VOTE AT ANY TIME THE POLLS ARE OPEN.

*Those included in the election are residents and fellows on the payroll before May 18th, 2024. This excludes the incoming intern class, but does allow the chief residents to participate and vote.



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While we advocated fiercely for expanded hours and locations to accommodate as many residents and fellows as possible, many of our requests were not met. In particular, we are saddened by the exclusion of midday time periods that would have overlapped with didactics during which no patient care activities would be impacted. We are however glad we were able to move the dates forward to avoid overlapping with multiple graduation ceremonies on June 13th and 14th which appears to have been overlooked by the administration in their planning. We must not lose sight of the fact that this was the best deal possible given administrative requests and limited NLRB resources. This deal was accepted because we know we will win and it will allow us to move forward to bargaining a new contract that will benefit all residents and fellows at UMMC.

It is important to remember that the choice to have a union will be made by those who vote. Hospital management had the chance to respect majority rule and save time and resources by agreeing to recognize us based on the cards submitted by a supermajority of residents and fellows on April 25 2024. Instead, they chose to demand an election, which may be decided by far fewer employees than that. This was their choice but it is our chance - we need to step up, show up, and vote for our union!

We have two asks of our supporters at this critical time: First, we are asking each and every one of you show up and vote. Come out in droves and show them that you are part of this movement. Second, sign the "I'm Voting Yes" petition that we will be sending you. Even if you are planning to vote by ballot, put your name on the document as we will use this to show the university and the public just how much support we have - including those who would have voted yes had they been given the chance.

We know this announcement is bittersweet. Hospital management's delay tactics do nothing but delay the inevitable. We will make sure our voice is heard and our support is demonstrated. So set your calendars and we'll see you at the polls

In Solidarity,

UMRFA

