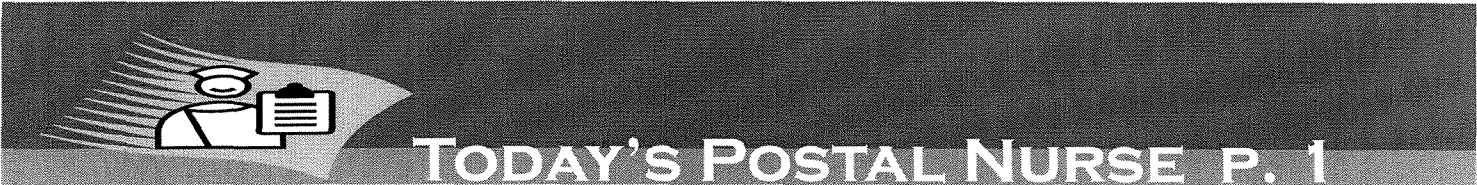


## **MERGER TERMS- NPPN Union/APWU (Support Services Division)**

- 1. The NPPN Union will merge into the APWU and will become part of the APWU/(Support Services Division).**
  - 2. The NPPN Union will be referred to as (National Postal Professional Nurses/APWU)**
  - 3. The NPPN Union will retain its constitution, and officer structure until such time as the Constitution is amended in accordance with its terms, however post merger, the APWU Constitution will apply in case of a conflict, for example the APWU appeals procedure will apply.**
  - 4. At the next NPPN Union National Conference, the NPPN Union President will submit proposed amendments to the constitution that will a) effectuate the merger; b) will make the merger more effective for the NPPN Union and APWU.**
  - 5. The NPPN Union officers will continue to carry-out their present functions, but with the advice and assistance of APWU.**
  - 6. The Support Services Division**
- National Business Agent or his designees will assist the NPPN Union President in such matters as drafting grievances, second step appeals, arbitration invocations and information requests; b) negotiations and consultation with the USPS; c) arbitration**
- 7. The NPPN Union will continue to have access to legal counsel, consistent with arrangements made with APWU.**
  - 8. The NPPN Union members will have access to APWU stewards for representation at their facilities in matters of, investigatory interviews, counseling and other meetings called by management where an employee has a right to a Union representative.**
  - 9. APWU will provide clerical and administrative support for NPPN as necessary.**
  - 10. APWU will assume responsibility for NPPN Union's Department of Labor reports.**
  - 11. The NPPN dues will remain the same unless reduced at the next National Conference.**
  - 12. The NPPN Union Officers and Stewards will have access to the APWU steward training, both National and Regional.**



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## ???? QUESTION BOX????

1. Why should Nurses join the NPPN Union?

A. Because in 1970, the USPS employees were given organization rights, which allowed Unions to be formed. The USPS has over nineteen different unions. All of those unions exist because Postal employees know that the USPS will take advantage of them if they don't organize. The Postal Nurses have a right to input in their working conditions, and salaries.

2. What should a Nurse do if she is having problems with her supervisor?

A. You need to contact the National office of the NPPN Union right away. The phone number is 1-800-867-6178.

3. When does a Nurse have a right to Union Representation?

A. In a potential discipline case, but only when the Nurse asks for Union representation. That is called Weingarten Rights. If you do not ask for representation, you will not get it, and cannot complain later. We strongly urge you not to give a statement or submit to an interview in a disciplinary situation without having union representation.

4. What if I do not have a Nurse Steward in my facility?

A. The NPPN Union contract allows for over-the-telephone representation. Management is to stop any and all meetings that may result in disciplinary action, until Union representation is on the phone.

5. What if Management proceeds to issue me

Disciplinary action in writing?

A. Write on the paperwork that was issued to you: I was refused Union representation, and the date.

6. Which article do I read in the contract about disciplinary action?

A. Article 16 of the NPPN Union contract.

7. Where do I find filing grievances in my contract?

A. Article 15 of the NPPN Union Contract outlines how to file the grievance. Only certified NPPN Union shop Stewards can file grievances. You only have fourteen days to file a grievance. If you do not know an NPPN Union shop steward, call National office at 1-800-867-6178 right away. The NPPN Union needs time to process a grievance.

8. Who do I contact in the NPPN Union if there are vacant Postal Nurse positions in my office? And what part of the contract tells me that these vacant positions should be filled?

A. Contact the NPPN Union President, Idell W. Mitchell, RN COHN-S. This information is found in Article 7, Article 12, and the Memorandum of Understanding on page 54, dealing with the use of Contract Nurses.

9. If I don't like a particular article in the NPPN Union contract, can my supervisor and I negotiate privately?

A. No. This is a National Agreement, and all articles are binding.

10. What if I do not like what was negotiated in the National Agreement?

A. See the Question 9 Answer.

## QUESTION BOX (CONT.)

11. We now have the eMap in our Medical Units. Does the contract cover the eMap training?

A. Yes, Article 4.

12. Should management expect the Nurses to pack up medical records to send out for storage?

A. Yes. Nurses are custodians of sensitive medical information and must ensure the confidentiality of the records.

13. Should employees be returned to work if they have a blood pressure of 200/110? I can't tell you how to administer your nursing care.

However; in my opinion, that person should be referred to the nearest hospital by calling 911.

Reasonable deductions are:

A. This reading is abnormal and could be life threatening. B. This person should not drive home. C. This reading indicates immediate medical attention. Following Standard Operating Procedure. **(Continued on Page 4)**

## WEINGARTEN RIGHTS

NLRBv. J.Weingarten, Inc. 420 U.S. 251 (1975)

Section 7 of the National Labor Relations Act (NLRA), 29 U.S.C. 157, secures to employees the right to demand union representation at an investigatory interview that the employee reasonably believes may result in disciplinary action.

The employee's right to the assistance of a Union representative arises only upon the request of the employee. The employer has no duty to inform the employer of the right.

*Weingarten* does not require Union representation at an interview called merely to inform an employee of disciplinary action already decided upon, only when discipline may result.

Once an employee makes a valid request for Union representation, the employer is permitted one of three options:

- (1) Grant the request;
- (2) Dispense with or discontinue the interview;
- (3) Offer the employee the choice of continuing the interview unaccompanied by a NPPN Union representative, or of having no interview at all, thereby foregoing any benefit that the interview might have conferred on the employee.

The employee can request a certain Union representative. The employer must provide that representative, if available. Otherwise, the employer need only provide a qualified Union representative.

If no qualified steward is on duty, the employer must suspend the interview until a qualified steward can represent the employee.

The Union representative must be afforded by the employer the opportunity to speak and provide assistance and counsel.

The employer must afford the Union representative and the employee the opportunity to confer in private.

All employees have Weingarten rights. Workers in non-Union plants should request a co-worker be present for the interview.

Epilepsy Foundation of Northeast Ohio, 331 NLRB No. 92 (2000).

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## ???? QUESTION BOX ???? (CONTINUED)

**14. What happened to the NPPN Union Attorney who has been representing us so well for so long?**

**Our attorney Richard Edelman, ESQ, has represented us since 1995 but he has been part of the firm of O'Donnell, Schwartz, & Anderson since 1998; several other attorneys from O'Donnell, Schwartz & Anderson have also represented us over the years. O'Donnell, Schwartz & Anderson is also counsel for the APWU so Mr. Edelman and the firm will continue to be our attorneys. Because APWU has knowledgeable and experienced elected officers, knowledgeable and experienced staff professionals, and labor relations persons, APWU does not use attorneys for functions that do not require attorneys. For example, bargaining, labor relations meetings, and arbitrations are usually handled by APWU officers and staff.**

**Attorneys are usually not involved during the handling of grievances during the grievance procedure and early phases of discipline because the officers and staff are fully able to handle these things on their own. Attorneys are used in litigation, NLRB cases, major contract interpretation cases, and arbitration cases on new contract terms. O'Donnell, Schwartz, & Anderson also regularly provide counsel to APWU officers and staff when their counsel is requested. So Mr. Edelman and the other attorneys at O'Donnell, Schwartz, & Anderson will still be available to us when we need them. Also Mr. Edelman has assured Bill Manley and me that he will make sure he is available to consult on what has been done in the past and why, and Mr. Edelman will continue to assist in the upcoming round of bargaining.**

## **NEW UNION MEMBERS**

It has always been said "Make new friends but keep the old; new friends are like silver and old friends are like gold."

The NPPN Union has some new Union members:

1. **Keith Beattie, RN-Tampa, FL**
2. **C. Faso, RN-Buffalo, NY**
3. **Robin Clarke, RN-Cincinnati, OH**
4. **Kathryn Hrycko, RN-Chicago, IL**
5. **Sadie Addison, RN-Los Angeles, CA**
6. **C. Hathaway, RN-Buffalo, NY**
7. **Michelle Laputz, RN-Baltimore, MD**

**LETTER TO Today's Postal Nurse**

**July 17, 2007**

**Dear NPPN Union Members:**

**I am writing this letter in support of the merger between the National Postal Professional Union and the American Postal Workers Union. As a member in good standing, and as a supporter of the NPPN Union, I feel that it is time to go forward and have the support of a larger Postal Union.**

**As many of you know, there have only been a handful of workers that have helped make the NPPN Union what it is today. This is sad, but true. Those few that have worked very hard need more support to make this Union stronger and APWU is eager and willing.**

**By merging with APWU, we will have stewards available at all open health/medical units. These stewards will be trained in the NPPN Union Contract and our NPPN Union Constitution. APWU will also be able to assist us in hearing our backlog of grievances. Being affiliated with APWU will allow us access to more resources and gives us AFL-CIO affiliation.**

**NPPN Union will still have its own officers, stewards and bylaws, and we will be able to carry on, as we are, however, we will have more support, which is very much needed.**

**Thank you for voting "YES" to the NPPN/APWU merger.**

**Roberta J. Freeman, RN, BSN, COHN-S, SE Area Representative**

**APWU (Support Services  
Division)/NPPN UNION  
MERGER  
PROS AND CONS**

**OHN Annu Rajan, Dallas, TX:**

Just as a house divided cannot stand, a Union with members trying to sabotage its configuration is under the threat of destruction. Frivolous charges and intimidating tactics against the NPPN UNION are a threat to its financial stability. Under such circumstances it is not only a wise decision but a smart move to unite with APWU. We stand a far greater chance of success with larger union support. The larger the Union is, the stronger our financial base becomes, and therefore, we have a better chance of survival. I feel very optimistic and secure about the decision to merge with APWU. I can only see benefits for this integration.

**OHN Mariamma Abraham, NY, NY:**

I have been a NPPN Union member in good standing since '82. Since that time, the NPPN Union has stood by itself. I don't know why we have to merge our Union with APWU right now. They are just a clerical workers union and I don't know how much help they could provide to our Union. We already have our own Attorney, President, Vice President, and General Secretary-treasurer, and the NPPN Union Executive Board. I believe we are strong enough to fight for our rights. By merging, we are not saving money, we have to pay more for their services. It will not be cost saving, no health benefits, no life insurance, no retirement benefits. I am not for this merger at this time.

**OFFICERS AND EXECUTIVE  
BOARD**

**IDELL W. MITCHELL, RN COHN-S  
COHC, GENERAL PRESIDENT  
1-800-867-6178**

**MARIA HICKS, RN -VICE PRESIDENT  
DETROIT, IN**

**LOURDES DELGADO, RN BSN  
GENERAL SECRETARY TREASURER  
PHILADELPHIA, PA**

**ANN SCHMITT, RN  
PHILADELPHIA, PA**

**RICHARD BURGOYNE, RN COHN-S, MS  
ST. LOUIS, MO**

**ANNU RAJAN, RN COHN-S, MS  
DALLAS, TX**

**AJO JAMES, RN COHN-S,  
DALLAS, TX**

**JANE FREEMAN, RN COHN-S BSN  
ORLANDO, FL**

**SHIRLEY STROTHER, RN COHN COHC  
CAPITOL HEIGHTS, MD**

**MARIAMMA ABRAHAM, RN COHN-S  
NEW YORK, NY**

**EMILY JONES, RN  
CHICAGO, IL**

**SUZANNE DEWEESE, RN  
INDIANAPOLIS, IN**



## **APWU (Support Services Division)/NPPN UNION MERGER PROS AND CONS**

**OHN AJO James, RN COHN-S, Dallas, TX, NPPN Union Steward**

**In 1982, Steven Callahan was crossing the Atlantic alone in his sailboat when it struck something and the boat sank. He was out of the shipping lanes and floating in a life raft alone. His supplies were few. His chances of escape were very small. Yet, when three fishermen found him seventy-six days later, he was alive...much skinnier than he was when he started, but alive. His account of how he survived is fascinating. His ingenuity was very interesting. But the thing that caught my eye was how he managed to keep himself going when all hope seemed gone.**

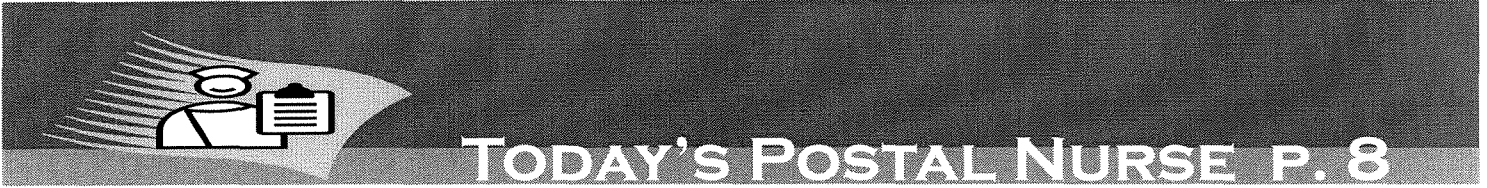
**Dear Fellow Nurses:**

**When I read the above story, I thought about our National Professional Postal Nurses Union. To me it seemed that our Union was almost at the verge of sinking due to various internal and external problems like fighting frivolous claims where management disciplined nurses and the Union had to fight and go through arbitration to bring them back to work.**

**It is good to have internal disagreements which help to strengthen the parties. But, in the past, most of the claims filed internally were unnecessary and frivolous. As a result, the supplies of the NPPN Union ran low and the chances of survival were small. Just like the 3 fishermen, the APWU-Support Service Division, came to the NPPN Union's rescue, when we were on the brink of disaster. I believe that joining the APWU will give more power, strength, and stability to our Union. Management will not be able to drain the Union's resources by taking senseless disciplinary actions against the Union Nurses. I too was a victim, of managements senseless and unnecessary disciplinary tactic where my supervisor hit me with a door (which weighed more than 150 lbs) while I was entering the postal building and it was recorded in a surveillance camera. Due to the injury I filed OJI. After reviewing the surveillance recording, even the Postal inspector supported the fact that the above injury did not happen and insisted I withdraw my claim. My supervisor put me off the clock for almost one year and even tried their best to stop my unemployment benefit. The local management never disciplined the supervisor. Our NPPN Union President, Ms. Idell W. Mitchell, RN COHN-S COHC, and Attorney Rich Edelman stood beside me and proved through arbitration that the injury happened. It is only because of the NPPN Union that I am still working at the USPS. Without the Union, we cannot survive in the USPS due to the micromanagement of the Union Nurses by USPS management.**

**Once we join the APWU, there could be a possible reduction in the Union dues. NPPN Union Stewards will get more Union training along with the APWU stewards, which will help them to sharpen their skills to deal with the management. We will have knowledgeable people working, supporting and guiding us. When fortune knocks, open the door.....**





**NPPN UNION/APWU (SUPPORT SERVICES DIVISION)  
MERGER**

**TO: IDELL MITCHELL, NPPN UNION PRESIDENT**

**FROM: EMILY JONES, NPPN UNION EXECUTIVE BOARD  
MEMBER**

**NURSE PLEASE BEWARE!**

**We all know that all that glitters is not gold. We have also heard the phrase it if sounds too good to be true, then it isn't. Well the whole point is that merging from a National status to a local will likely not be the glamour and glitz that you have been fed. Therefore, take the time to re-read your constitution for the real deal regarding any proposed mergers and you will find the proof is in the pudding! Beware of untold truths!**



### **Letter to the NPPN Union Membership**

**By OHN Suzanne Deweese**

**To the NPPN Union Membership:**

**In viewing the American Postal Workers Union ( Support Services Division) and the AFL-CIO web sites, these two National Union have a lot to offer the NPPN Union membership. The APWU represents 330,000 members and the AFL-CIO represents 10 million members. It would be to our advantage to merge with the APWU and take advantage of the many opportunities they offer.**

**The Support Services Division represents APWU bargaining unit members at the USPS Information Technology/Account Services Centers, Operating Services facilities, Mail Equipment Shops and Material Distribution Centers just to name a few.**

**The APWU Web News Article #35-07, May 7, 2007, titled “Women’s Organizing Campaign Grows” is a campaign to encourage women to join the APWU. Support for the campaign is growing with 89 locals and 17 state organizations participating , said Liz Powell, chairperson of the APWU subcommittee that is coordinating the drive. The campaign will focus on the unique concerns of women workers and attempt to demonstrate how the Union has contributed to workplace benefits that ease their burden.**

**As a USPS Occupational Health Nurse I would like to see the NPPN Union have a web page where we can share ideas concerns and be connected in a way that we have never been connected before. As an NPPN Union member on the Executive Board I totally support this merger.**

**Sincerely,**

**Suzanne DeWeese, RN  
USPS Indianapolis P&DC**

## **SHOULD THE NPPN UNION MERGE?**

**BY General Vice President Maria Hicks, Team Member**

**The NPPN Union has an impressive history and the one asset of the NPPN Union is “teamwork.” But somewhere during the course of the years teamwork turned into unilateral decisions, AND now here we are being asked to make a decision to merge with the APWU.**

**The OHN’s accomplished on their own the Work Jurisdiction with the Vaughn’s Award and the Economic Index (ECI). This in itself is unique. I learned of the idea of a merger just about the same time as you did. Do your homework? Why are we in such of a hurry to merge with the APWU? Where did the idea originate and without the approval of the Executive Board? The NPPN Union Constitution does not have the language to support a legal merger.**

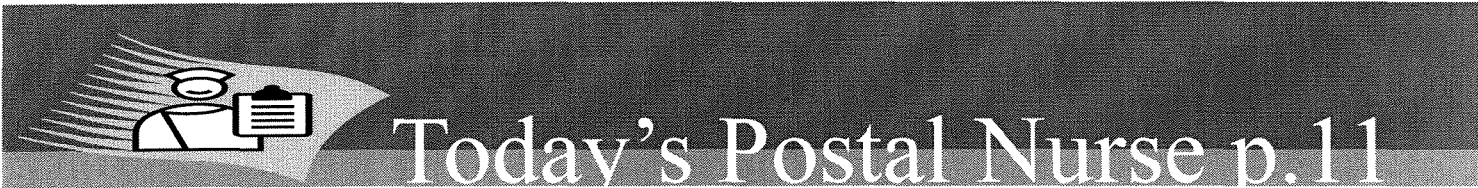
**My opinion is everyone should have more information to make an informed decision. The Executive Board will appoint a committee to determine the benefits of merging and submit a written report to the nurses. The Constitution establishes guidelines for a budget, full detailed financial report with receipts and accountability.**

**My answer is NO; table it until we can get some concrete answers, facts. You’re rights will be protected as you entrusted me with your votes as the Vice President. This is the right thing to do....**

**July 24, 2007**

**The methodology of the proposed merger of the NPPN Union and APWU violates the current NPPN Union Constitution.**

**---OHN Shirley Strother, RN COHN**



## **FROM THE PRESIDENT'S DESK**

### **BY IDELL W. MITCHELL, RN COHN-S, COHC**

July 26, 2007

Dear Membership:

As you know, the APWU has invited our Union to affiliate with them by becoming part of the APWU Support Services Division. Under our Constitution, it is up to our members to decide if we will accept this invitation. I urge you to vote "YES" for this merger.

Our small independent union has done the best it could to represent Postal Nurses against the Goliath Postal Service, but we need to take additional steps to continue to effectively represent our members. The NPPN Union and the Nurses have encountered harsher treatment from the USPS. In the last two years, at least five nurses have been disciplined, the discipline imposed has been very heavy handed, and three were actually removed. The USPS has denied employee rights to union representation in disciplinary interviews. We have had to file many unfair labor practice cases with the National Labor Relations Board, but the NLRB keeps telling us to arbitrate them. Local managers have harassed our members and even our stewards. The work that we have been performing has been steadily contracted out, or divided up among non-medical Postal employees. The management has constantly been telling the NPPN Union that the closed units do not have nurses; so that work must be divided among non-medical personnel and that the USPS needs to do the same for work in the units that are open. We have responded and defended ourselves the best we can, but it is clear to me that we need help.

APWU has the resources to provide us with the sort of help we need. They can help us handle grievances, arbitrations, NLRB cases, government filings and bargaining. APWU has trained labor representatives, economists and lawyers on staff. When we need that kind of help, we have had to hire outside professionals. They have often reduced their fees and their bills, sometimes by a lot, but it still is a big expense. If we affiliate with APWU, we can get the help we need without the costs we have had. Even if we were not being pushed so hard by the USPS, the merger would still be a good idea, because of the power and strength of APWU. The representation of employees is the NPPN Union's first priority. and merging as a part of APWU will make us stronger. On the other hand, I have not heard from anyone any alternative plan that would keep our union strong and effective.

Some of you may be concerned that we would get lost as part of APWU. But we would affiliate with the Support Services Division which has other independent units that represent their own groups (like information technology professionals) which bargain separately and keep their own contracts. You should know that APWU has been very supportive of us in the past. There were times when they gave us advice and lent us staff people. There were times when the USPS did not recognize our union and former President Biller and President Burrus spoke up for us. I am pleased and proud for us that APWU would

## FROM THE PRESIDENT'S DESK (CONTINUED)

like us to join with them and I hope you agree with me.

On Saturday, July 7, 2007, William Manley, National Business Agent, APWU Support Services Division, held a meeting with members of the NPPN Union Executive Board, in a teleconference. The meeting closed with the majority of the NPPN Union Executive Board expressing positive remarks regarding the NPPN Union merging with APWU. There were two questions that some of you may have so I want to share the answers with you.

**Question:** Why would a "National" Union vote to become a "local" Union?

**Bill Manley's Answer:** Although you are a National Union, you are still an independent Union, and it would be harder to represent yourselves without the support of a larger Union, and increased membership against the USPS. After the merger, the NPPN Union would be considered a local, but National Union; the same as the other small units that APWU represents.

**President's comment:** The most important thing is that we represent our members as effectively as we can, we should not let our pride in our independence prevent us from what is best for the Nurses. The question is how will we have the most power? Have you noticed that many unions are merging to be more effective, even large unions are merging into larger unions?

2. How much would it cost each member to become a member of APWU/AFL-CIO?

**Answer: Bill Manley responded:** "Eight dollars per member, and that eight dollars will be deducted from each NPPN Union members' dues. But for that eight dollars, we will receive assistance in every aspect documented in the terms of the merger agreement."

**President's comment:** Yes, some of our dues would go to APWU, but we will get so much in return. The services that we would get back would be equal to more than \$8 per member.

At the end of the meeting, Bill Manley agreed to take questions from anyone else who has questions. So if you do have questions, please feel free to call him at 1-952-854-0093. After you have considered all the information and alternatives, I hope that all of you will join with me in saying YES to the merger.

## **FROM THE PRESIDENT'S DESK (CONTINUED)**

Another reason for the merger at this time, is due to the upcoming negotiation, which will start approximately August 27,2007. I first held a vote with the NPPN Union Executive Board, to assess the membership to pay for the negotiations. The assessment letter went out, and some nurses responded. But not nearly enough, to pay for negotiations, and then we may have to go to arbitration.

The NPPN Union is expected to pay for our negotiations. Hopefully, if we merge with APWU, they will assist us with using their economists, attorneys, and advocates, as well as stewards. If we do not vote to go ahead with the merger, we will have a hard time proceeding further without monies.

The NPPN Union has stood up to the USPS, but the majority of nurses that stood up, are now retiring. We no longer have the membership to stand alone. Putting the Postal Nurses and their needs first, the logical solution would be to merge with a support group of other small unions. APWU offered us a merger that would include the same Officer structure, President, Vice President, Secretary-Treasurer, and Executive Board.

The NPPN Union has approximately 85 members, and it is not enough dues to effectively run the NPPN Union. If we merge, we could have the backlog of grievances heard with non-attorney advocates. We could have APWU stewards represent some of our nurses. That would definitely be cost saving. We would not have to pay more for those services, it would all come out of the eight dollars paid to APWU. No employee will lose health benefits or life insurance, and most certainly not lose retirement benefits.

The NPPN Union is proud of their accomplishments; we stopped the USPS from eliminating our jobs in 1992. We won the Work Jurisdiction Vaughn Award. However, the NPPN Union did not do it alone. APWU helped us in 1992, and we had attorneys to help us, including attorneys who represent APWU. Merging with APWU will allow us to use those attorneys. We cannot afford to continue to use those attorneys independently. Nurses, the Constitution gave you a right to vote for this merger. Ask yourselves what would happen if you did not vote for it, where would your jobs be? As a citizen of the United States you get to vote, certainly it is now violation to ask the Nurses to vote on a merger. Only dues paying members in good standing may vote. If you have any questions, you may call me at 1-800-867-6178.



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### **FROM THE PRESIDENT'S DESK (CONTINUED)**

Negotiations on a new contract will be held in the last week of August beginning August 27, 2007. Our negotiating team includes Lourdes Delgado, RN, Maria Hicks, RN, Roberta J. Freeman, RN BSN COHN-S, Annu Rajan, RN and myself, along with our attorney. I have received requests for others to be on the negotiating team and to observe the negotiations. Our Constitution says that the negotiating team will be the President, Vice President, Secretary-Treasurer, and two NPPN Union Executive Board Members appointed by the President; it does not provide for other team members.

We could possibly have observers if people want to attend and the Postal Service does not object, but the observers would have to pay their own way, travel and lodging. We cannot afford to pay people to come here just to observe. In addition, observers would be there to observe, not speak, since team members are to be prepared on issues and should be speaking for the group. If an observer is disruptive or counterproductive to negotiations, they will not be allowed to attend. Also, we cannot have too many observers since it could make things more difficult and the more people there are, the more the USPS is likely to object. Since no member has any more right than any other to be an observer, I will not just approve requests that are already made, I will consider requests from any member who wants to attend and if there are multiple requests we will come up with a fair way to decide who attends. But remember, this would be at your own expense.

Please take this merger seriously.

Yours in Solidarity,

**Idell W. Mitchell, RN COHN-S COHC**  
President of the NPPN Union