

June 13, 2025
Leslie C. Davis, President and CEO of UPMC & UPMC Executive Leadership
UPMC Corporate Headquarters
600 Grant St
Pittsburgh, PA 15219

Dear Leslie Davis and UPMC Executive Leadership,

The nurses and advanced practice practitioners of Magee-Womens Hospital are the professionals that we trust to be the frontline of care for our communities. They care for new mothers, cancer patients, emergency room visitors, high risk transfers, and so many others. These nurses and advanced practitioners steered our region through COVID-19 and other public health crises, while providing excellent, compassionate care to families in our region and beyond.

As elected officials, we write to tell you that **we fully support their efforts to form a union to have a voice in decisions** about patient care and their own professional standards. We call on you not to interfere with their right to form a union. That is exclusively their decision to make. Any effort to dissuade or pressure them otherwise is unacceptable to us.

We do not believe it is in the public's best interest for health insurance and hospital executives to retain sole decision making on behalf of the Pittsburgh region's and Commonwealth's patients. That is why we stand with frontline healthcare professionals who are forming a union to be effective advocates for their patients and community.

As elected officials, we know that for a democracy to work, we must defend and protect the rights of all workers to free speech and to advocate on their own behalf. When healthcare workers are uniting to speak out for their patients and their own professional interests, we stand with them.

Additionally, we are committed to preserving the sanctity of fair, democratic election processes. We take any election interference seriously, including pulling nurses away from the bedside and putting your supervisory staff in the difficult position of campaigning to prevent nurses from exercising their rights.

In our region, thousands of nurses and healthcare workers have joined together and formed unions to work directly with health systems and successfully advocate for their patients. Magee nurses and advanced practitioners have now announced their intent to join them by filing for a union election to negotiate stronger staffing standards, improved benefits and compensation, and the respect they deserve for the work they perform. We believe that when healthcare professionals can safely advocate through union negotiations for improvements to staffing and working conditions, it is the public who ultimately benefits.

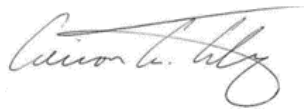
Knowing this, we are concerned by reports from nurses and advanced practitioners at Magee-Womens Hospital that they are already being pressured and discouraged by the administration from even talking among themselves about their reasons for forming a union.

We consider all anti-union activities undertaken by UPMC to be a serious misuse of taxpayer dollars. Public resources are provided to UPMC for patient care purposes and not for anti-union activity to violate the right to organize.

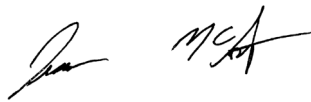
We are calling on you to commit to a free and fair election process, without:

- » **Deploying legal tricks to delay or postpone the National Labor Relations Board from scheduling an election.**
- » Directing and training Magee supervisory teams to persuade and pressure their staff on UPMC's behalf, thereby increasing anxiety for already-stressed healthcare professionals, either in clinical huddles or in one on one conversations.
- » Suppressing the free speech rights of the nurses and advanced practitioners to discuss forming a union with each other and what they want to negotiate in a contract. So long as discussions do not interfere with work duties, this is nurses' legally-protected right.

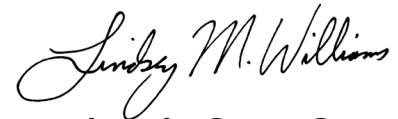
As nurses and advanced practitioners move forward, we know they will stay focused on the mission of the hospital. The public will be expecting you to do the same.



Pennsylvania State Rep.
Aerion Abney



Pennsylvania State Rep.
Joe McAndrew



Pennsylvania State Senator
Lindsey Williams



Pennsylvania State Rep.
Dan Miller



Pennsylvania State Rep.
Jess Benham

Pennsylvania State Representative Dan Deasy (27th District)

Pennsylvania State Representative & Chair of the House Health Committee Dan Frankel (23rd District)

Pennsylvania State Representative Lindsay Powell (21st District)

Pennsylvania State Representative Latasha Mayes (24th District)

Pennsylvania State Representative Dr. Arvind Venkat (30th District)

Allegheny County Council Member At-Large Bethany Hallam

Allegheny County Council Member At-Large Dan Brzybek

Pittsburgh City Councilmember Bobby Wilson