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## Dear UCHealth Frontline Managers:

Needless to say, this year has been hard on everyone. All of us are expected to stretch the bounds of our usual roles in order to provide for our patients. We have so much appreciation and admiration for all the hard work you do every day for and with us on the frontlines. Your work is often thankless and behind the scenes, but it does not go unnoticed. We have amazing employees and teamwork at this facility because of your leadership. Thank you for steering frontline staff and patients through the pandemic thus far.

But the best managers in the world can't change what the pandemic has clarified for so many of us: we need a united voice of frontline workers to best represent our interests and values. We need a unified voice in order to stay safe and sane for our patients and our community. We plan on using our collective power and voice to affect positive change that will go beyond this pandemic. We all take pride in our UCHealth community but without empowering frontline workers we are fearful that our current workplace environment will continue to deteriorate.

It is important to us for you to understand these two things: that our demands are essential, and that this is not an indictment of you or your management. It is in no way a negative reflection of all the hard work you do every day. Providing our patients and our community with the best care in the world is a mission shared by everyone who works for UCHealth. The process will not be an easy transition, but as frontline leaders, it is vital to understand this is motivated to create positive change. Our union will make that mission easier, not harder.

We are excited to move forward with this process and unite the voices of workers who feel unsafe and unheard. We still remain part of the same team to fulfill UCHealth Mission, Vision and Values.

Mission- "We improve lives..."

Vision- "From healthcare to health"

Values- "Patients first- Integrity- Excellence"

Join with us to ensure a positive, democratic work environment with happy staff and well-cared for patients.

With Respect,

UCHealth Workers United