

January 16, 2026

**Your voice. Your choice. Our support.**

Dear Nursing and APP Team,

As we start the new year, I want to pause and say thank you. The care you provide, the way you show up for patients and for each other, and the resilience you demonstrate every day truly matter. We see it, and we appreciate it.

Over the past several months, many of you have shared honest feedback about your experiences—what's working, what's frustrating, and what you want to see improve. We've also heard clearly that while some team members are interested in union representation, many of you are not. What's important is this: **your perspective matters, and you deserve to feel in control of your own choices.**

We know the current union organizing efforts have created stress and tension. Several of you have shared concerns about receiving unsolicited texts, phone calls, and unannounced home visits from AFSCME, sometimes involving family members. We understand how uncomfortable and disruptive this can feel.

To be clear, Nationwide Children's has **not** shared your personal contact information with AFSCME. We respect your privacy and would never provide your phone number, home address, email, or family contact information to any third party.

We also recognize the impact this situation can have on relationships at work. Our One Team culture is built on respect, trust, and supporting one another—even when we don't all agree. Protecting that culture matters.

You have options. You have a voice. And you can take action in ways that feel comfortable for you. If AFSCME contacts you at work, on your personal device, or at home, you have the right to decline, ask not to be contacted, or share—respectfully—that you're not interested. You can engage in whatever way feels right for you, or not engage at all.

We know things aren't perfect, but we believe in what we can accomplish together—without pressure or division. This is an important moment, and we remain committed to listening, being honest, and supporting you.

If you'd like more information, please visit **[nchunionfacts.org](https://nchunionfacts.org)**.

With appreciation,

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