

January 29, 2024



Colleagues,

Last week, McGaw Medical Center of Northwestern University residents and fellows voted to unionize with the Committee of Interns and Residents/Service Employees International Union (CIR/SEIU). If this vote has impacted your team, please share this information with them.

Next, the National Labor Relations Board must certify the election outcome, which can take about a week. However, we do not expect the outcome to change.

We are glad so many of our residents and fellows took the time to vote, and we are grateful to everyone who helped ensure they were fully informed before the election.

We remain committed to supporting, mentoring, and preparing all residents and fellows for future success, just as we are committed to listening and responding to the needs of all staff members.

Thank you for your leadership and the role you play in creating an excellent workforce experience for your team.

Best,

A handwritten signature in black ink, appearing to read 'Tom McAfee'.

**Thomas J. McAfee**  
Senior Vice President  
Northwestern Memorial HealthCare  
President  
Northwestern Memorial Hospital

A handwritten signature in black ink, appearing to read 'Marsha L. Oberrieder'.

**Marsha L. Oberrieder**  
President  
Northwestern Medicine  
Lake Forest Hospital

A handwritten signature in black ink, appearing to read 'Mike Vucelja'.

**Mike Vivoda**

Senior Vice President, Operations

Northwestern Health Network

President

Northwestern Medicine Delnor Hospital