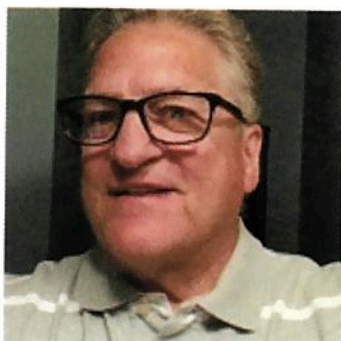


negotiation table.



**Mark Cummings, RPh**  
**Pharmacist**  
**Grievance/Negotiations Rep, Group 10**

Mark Cummings has been a Pharmacist since 1980. He has been with Sparrow for 10 years. He serves as a grievance officer and on the PECSH Executive Board as Healthcare Professional at large.

**Cindy Duling, MT, ASCP**  
**Laboratory**  
**Negotiations Rep, Group 9**

Cindy has been a Clinical Laboratory Scientist MT (ASCP) for 34 years. She has been an active member within PECSH/MNA since 1998. She has been proud to serve as a Grievance Rep from 2010-2016 and Negotiation Team member from 2010-2017.



**Alicia Flores, RN**  
**Pediatric Intensive Care Unit**  
**Grievance/Negotiation Rep, Group 2**

Alicia Flores, RN has spent 19 years in pediatric ICU. She has been a nurse for 9 years. Alicia has served on the negotiations team, as grievance rep for children's center, as MNA Legislative Liason, as MNA State Delegate, an MNA PAC member, on the Skin Committee, and is a recent recipient of the Daisy Nursing Award and Outstanding Contribution to MNA Award. Alicia says, "I am determined to advocate for all the professionals PECSH to obtain a fair and safe contract."

**Marianne George, MSN-BC, RN**  
**Clinical Nurse Educator, AHA Training**  
**Center Coordinator**  
**Negotiations Team Chair, Grievance Rep,**  
**Group 8**

Marianne has worked at Sparrow for 35 years - the last 15 in Nursing Education. She is the Training Center Coordinator for BLS, ACLS and

