

FAQs

Q: What will change when we form our union?

A: When a group of nurses vote to form their union, they win the right to negotiate over their working conditions. Hospital management loses the right to alter working conditions (wages, schedules/ scheduling practices, requirements, etc.) without negotiating with the nurses as a whole. Under Federal Law, current conditions and practices are protected until we negotiate improvements. If certain things are working well, we will put them in the contract so they are legally protected going forward.

Q: How do negotiations work? How do we make sure our contract reflects our needs and goals?

A: Once we vote to form our union and win the right to negotiate, each unit will elect bargaining committee members from amongst ourselves to attend negotiations and ensure our unit's interests are represented. Every RGH nurse will fill out an in depth bargaining survey to identify what is working and what needs improvements. These surveys will direct the bargaining committee's proposals. NENA staff who have experience with the negotiating process will help us, but we will be negotiating our contract. At the end of negotiations, we will all vote on whether our contract is a good reflection of our goals and values, and only then will it go into effect. Negotiations will be open to all nurses who wish to attend. There is strength in numbers!

Q: How do dues work?

Dues are how we as nurses will fund our own organization so that we can effectively be a voice for our patients, our community hospitals, and one another. Typically, nurses dues are about 1% of pay. No nurses at RGH will pay dues until after the contract is negotiated and voted on by all of the nurses. For our 1st contract, we aim to negotiate a wage scale based on years of licensure, in addition to certification and specialty bonuses, along with differentials, which will lead to pay rates that will help us attract and retain great nurses. All nurses will vote on the final contract. Do you think that any nurse will vote to give themselves less money?

Q: What are our rights during the union organizing campaign?

A: Our rights to form a union are protected under Federal Law. The National Labor

Relations Act recognizes that employees have an interest in joining together to establish rules of conduct, wages and benefits. The NLRA sets guidelines for employer conduct during organizing campaigns in order to protect workers. For example, under the NLRA you have the right to talk to your co-workers about the union during work time, just as you are allowed to talk about other personal issues, such as what you did on your day off or where your family went on vacation. Management is not allowed to ask questions about protected activity, like asking you if you went to a union meeting or ask you to engage in anti-union activities. If you find that management has violated your rights under the NLRA, tell your co-workers, document the instance and contact one of the organizers.

Q: How will this affect my relationship with my manager?

What will change is that we, the nurses, will negotiate fair, common sense ground rules: a fair discipline procedure so they can't just fire people for no reason, staffing rules that will improve patient safety, rules on scheduling that are fair for everyone. Often times this improves employees' relationships with their managers because the rules are clear. Under intense pressure from CEOs focused on the bottom line, managers are often incentivized to cut staffing and eliminate senior career nurses. Fair contract language can alleviate those pressures so that nurses and managers can focus on patients. Union nurses talk to their managers all the time. The idea that we somehow will have to go through some mysterious "3rd party" to talk to our managers about every little thing is nothing more than a scare tactic by union busters who are here to intimidate us from exercising our rights as American workers.

Q: Who is NENA

A: Northeast Nurses Association is a coalition of healthcare workers unions in the northeast. Founded in 2015, NENA's sole goal is to help healthcare workers form unions in order to raise standards for their profession and their patients. We have helped more than 6000 nurses and technical employees form unions and win great contracts.

Q: How can I join?

A: Talk to a pro-union co-worker and ask how you can get involved. You can also reach out to one of our organizers: Nate: 917 796-1567 or Myles: 267 414-4640.



It's Time for a Change, We Are Forming a Union

We are unionizing because it is time to unite!

It's time for the nurses of Rochester General to come together as one and advocate for ourselves. In order to provide safe, effective care, we need the appropriate resources and a seat at the table. It is clear that decisions are not being made in the best interests of nurses or patients, and it is time for that change.

Our mission is to provide care in a way that is safe to patients and nurses both. We deserve to feel safe, compensated,

and fulfilled in our profession. We deserve transparency from management instead of vague promises that fail to materialize.

There is strength in numbers, and nurses from all across the hospital are voting YES to unionize. It is long overdue that we as nurses have a voice when it comes to making decisions that directly affect our work. Who better to represent us than ourselves?

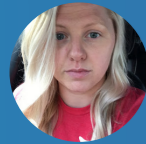
We are the union!





I want to form our union because nurses are stronger together! We need safe staffing ratios, because patients are not receiving the quality care that they deserve. Being able to retain staff with experience is also a way to create an environment in which our patients will receive very good care. The nurses that are taking care of patients need to have a voice in how we can best do this. We also need safer working conditions, I have holes in my lead vest that I have had to repair with duct tape. Nurses at RGH need to be given the resources needed to deliver the highest quality care to our patients. Uniting as one will help us achieve these goals.

- Cathy Fox, Cath Lab- 20 years



We need to create a safer environment for our patients and coworkers. We deserve to have our voices heard and respected before decisions are made that directly affect us. It is time for us to come together and create change!

- Emily Gruendike, DOSA, 5 years



We need safe staffing, retention pay, and to have a seat at the table.

- Shannon Bassett, ED, 8 years



On Christmas eve of this past year, I had the worst shift of my life. I was charge with four experienced nurses, all of us with unsafe assignments. There was no support. We had only each other to rely on when we had two simultaneous failed codes. While I was 1:1 with a covid patient and two of the other nurses were trying to cardiovert another one, leadership finally appeared. They came by our unit Christmas caroling, and then they were gone as fast as they came. No more help arrived. Since then, all four of those nurses have left RGH. The truth is that we only have each other to rely on.

Nate Ontiveros, MICU, 2.5 years



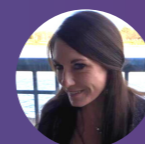
It is time to come together to provide better care for our patients and enhanced treatment of staff. I want to unionize for safe staffing, to change lives for the better and care that I am truly proud of.

- Eric Perrin, SICU, 3 years



I believe that we need to be able to have safe staffing ratios. We deserve to be able to give good patient care and keep our patients safe. It is time to improve staff retention because I do not want to see any more SICU staff leave.

- Jessica Vergara, SICU, 11.5 years



I am voting YES to unionizing because it's time for nurses to be heard, it's time for us to advocate for ourselves. With a union, there is power in numbers and with that power, there's a voice. We must stand together to get what we deserve... No More Takeaways! STAFF RETENTION! Who will train the new nurses if we can't retain experienced staff. No more unfulfilled promises from management. With a union, OUR VOICES WILL BE HEARD!

- Lindsay Rockefeller, OR- 13 years



I want a union at RGH because it is important for us to have a voice in the decisions that affect both our patients and our lives. It is time to stop placing profits over patients by exploiting the nurses who take on the burden of inadequate staff and recourses. I believe our nurses deserve to have a voice, be valued and adequately compensated for our work in a way that creates a culture of retention. Doing this is a vehicle that allows us to be the type of nurses we want to be for our patients.

Alyssa Bowersox, MICU, 1 year



(Jessica Ryan, left, and Taylor Boswell, right)

I believe nursing deserves a seat at the table. We need to advocate for ourselves because they won't do that for us. We need to create a plan for the future of nursing, mainly on retention. Creating a plan for retention is important to not only the future of nursing but the future of our city.

- Jessica Ryan, PACU/ED, 3.5 years

I used to get up and love going to work. I was proud of the care I gave and what I did on a day-to-day basis. I want to feel like I am making a difference again. I want to feel valued for the care, I want to be important to more than just the people I'm caring for. Without us, the hospital could not run effectively.

- Taylor Boswell, ED, 3 years

The profession of nursing is at a breaking point and there is nowhere that this is more evident than at RGH. Nurses are being stretched physically, mentally and emotionally thin. Not only is that effecting our lives outside of work, but it is not allowing us to be the nurses we can be and that our patients deserve.

- Elise Lopresti, MSDU, 4 years

I have become part of the union organization to have a voice in decisions that affect my profession and my patients. Having a voice would improve patient care and patient safety. My priority in organizing the union is to improve nurse to patient ratios, fair wages and benefits that don't cripple my bank account.

- Trisha Forsythe, ED, 2 years

This is the time for us as nurses to come together. We will no longer accept abuse from the RGH leadership.

- Megan Adams, NICU, 10 years

I want to protect our benefits, including our vacation benefit, and open the medical benefits to be able to see any MD. The unsafe floating of nursing staff needs to stop.

- Anne Cannon, Endo/GI, 19 years

I am ready for a union so that we can have a voice that has real power to make change at RGH. It is time to turn the focus onto nurse and patient satisfaction.

- Nicole Ilardo, MICU, 3.5 years

A union gives us a voice in hospital decisions that directly affect the nurses: fair wages and benefits, protection from takeaways, safe staffing rather than triple assignments in the ICU and the ability to protect my license.

- Savannah Lotta, MICU, 1 year

I am ready to have a seat at the table! With a union we can negotiate on an equal playing field for safe staffing, a real wage scale, incentives, shift differentials and benefits, along with holding management accountable.

- Bridget Hyland, MICU, 1 year

I want to be able to do more than the bare minimum for my patients. I want to be able to support my co-workers and feel supported.

- Erin Murphy, ED, 2 years

We are human beings charged with promoting, maintaining and advocating for the health of other human beings. We are not safely staffed to do so. We are not properly equipped to do so. We are not fairly compensated to do so. We are not recognized for our ongoing efforts to advance our practice to do so. Enough is enough.

Mary Shadders, IV, 19 years

I am supportive of a nursing union because I feel strongly that nurses are the eyes and ears of the hospital, given their direct connection and relationship with their patients. We need to be directly involved in the decision making occurring in our healthcare system to ensure and maintain patient safety, appropriate nurse to patient ratios, and to recruit and especially RETAIN experienced nurses at the bedside. Our voices have been ignored for too long and a union will empower our nurses to have the representation that we desperately need and deserve.

- Jeanne Moran, MOU, 15 years

Nursing deserves better than what is being given from people in suits who have never touched a patient. Nurses deserve to have a say in the flow and function of a hospital. Patients deserve better than burnt out nurses who are expected to just fake it. Patient safety is paramount: ECMO should NEVER be doubled, let alone tripled. With a union we are better positioned to address these issues along with achieving fair compensation for the professionals that we are.

- Jenna Spak, MICU, 2 years

All RNs Welcome!

Join us to learn more about the union movement at RGH.

INFORMATIONAL MEETINGS ▶

March 14th-17th
8AM, 5:30PM, 8PM



March 18th
8AM, 12PM



Hampton Inn
Irondequoit



Nate: 917 796-1567
Myles: 267 414-4640



I am worried about our retirement disappearing, and/or benefits changing or being taken away without having a voice. I was in a union before and it was a very positive experience.

- **Lisa Coulombe, IR, 5 years**



I want to organize a union to harness the power of nurses working together. Individually, we can not advocate for what's in our best interest. By banding together, we can make our needs known and actually act on making changes.

- **Brendan Kennedy, IR, 3 years**



I believe having a union at RGH is going to be best for all of us as we move forward. The past two years have been challenging, I've watched numerous great nurses leave RGH, due to unsafe working conditions. I would like all of us nurses to join together to have our voices heard, to have better compensation, and higher rates of retention. There is strength in numbers. We've been advocating for our patients, now it's time to advocate for ourselves!

- **Rachelle Barbis, PACU, 4 years**



I want the chance to advocate for myself and my patients' safety/ environment. I'm tired of feeling powerless in terms of my future. I want to come to work and feel valued and respected. I want to love where I work because I feel like my best interest matters. I don't feel any of those things right now.

- **Hala Nasra, PACU, 2 years**



I want to start a union at RGH because we are bedside Registered Nurses and our voices need to be heard. For years, our concerns have fallen on deaf ears. Our patients deserve safe staffing ratios and so do we. The lack of transparency by administration over the years has led to unfair compensation and benefits. It needs to change and this is the way to make it happen.

- **Colleen Shields, NICU, 19 years**



Nurses advocate for their patients. We fight to protect their dignity, health and well-being. It is time that we advocate for ourselves, for the ability to do this work safely. The hospital has offered promises repeatedly that they have failed to fulfill. Forming our union will help us establish long term solutions to real problems that our staff and patients face.

Michelle Formicola, MICU, 20 years



I would like to organize a union at RGH so that I can protect myself and my patients with safe staffing and a safer facility to care for them. I also am looking to get paid a fair wage and retain my benefits that I was promised when I was hired. Finally, I would like to have a say in decisions when they are made.

- **Stacey Judson, ED, 22 years**



Our staff needs a voice. Nurses need to be able to provide safe and effective care to their patients. We deserve the right to be compensated and have a healthy and safe work environment. Our nursing staff needs to be respected and heard in order for change to take place. I vote yes!

- **Gabrielle Olivares, CTICU, 3 months**



From day one as an RN I knew the SICU at Rochester General was meant to be my home. My co workers are incredible and caring professionals who also happen to be what I consider family. I'm joining the union to stand with my family and all the other nurses at RGH. I know our worth. There is nothing we cannot accomplish when we come together as one.

- **Kyra Mills, SICU**



For years I worked as a float nurse and made many friends throughout the hospital. Unfortunately, for a long time now, I have seen the hospital hemorrhage wonderful nurses with decades of invaluable experience due to the intolerable working conditions. The loss is immeasurable. Our newer nurses suffer the most without the guidance and support they deserve. This is also my community hospital where recently my wife has needed care. Although I have confidence in the staff, I know that they are stretched so thin that they can't care for her in the way she has received in the past. I can no longer standby and watch my workplace and community hospital decline so thoroughly. I am standing up with my fellow nurses to demand a safe working environment where we can deliver the care our patients deserve.

- **Carmen Carmelio, MICU, 18 years**



To organize a union TOGETHER means we ensure protection for our patients and ourselves. Our patients deserve safe staffing and we deserve a voice to have a say in our wages, health coverage, retirement plans and the ability to hold administration accountable for their failures. It is time to shield our experienced nurses from losing any more of their hard earned benefits along with giving them the wages they deserve. It is time to protect and retain our new grads so we can all have a future to look forward to.

- **Phoebe Sheehan, CTICU, 1 year**



I think forming a union is imperative. No one is listening when we say what is needed to keep ourselves and our patients safe. We need a voice! We deserve regular raises, benefits and retirement plans!

- **Heather Lockhart, Cath Lab/Holding, 7 years**



New grads need the support of seasoned nurses. New grads have only ever known these unsafe conditions. Many new grads don't receive a full orientation, which can cause them to not know how to handle certain situations. If the support was there, it would literally save lives. Heparin drips wouldn't be run without a pump. Seizure patients wouldn't be behind closed doors on a 9-patient assignment without a 1:1. While travelers are able to supplement our staff sometimes, every time travelers come in they have to be taught the system and shown where things are. It would be much more helpful to retain staff nurses which we can do by improving conditions.

- **Jennifer Powell, 4800, 2 years**



We are organizing a union at RGH because we want to ensure patient safety. Right now, the loss of staff due to low wages and lack of meaningful retention efforts has an impact on the care that our patients receive. Unionizing gives us an equal voice when nursing decisions are being made.

- **Meg Murphy, MSDU, 12 years**



RGH totes its competency, but has failed our patients and nurses for years. In response to staffing concerns, they increased standard patient ratios. In response to evidence that rotating shifts endangered patients, they responded "that's how we do things." In response to pay concerns, they raised rates by \$0.40/hr, still several dollars less than industry standard. In my opinion, RGH views patients' lives as expendable and nurses as sacrificial lambs. It's time for that to change, and that can only be done by banding together to fight.

- **Athan Brown, 5800, 4 years**



I'm organizing a union because I believe there are brighter days ahead for nursing. I believe that retaining nurses is essential to fixing our staffing crisis. I want to work for a hospital that values experience. Each year, nurses get a 35 cent raise. That translates to me that our experience is extremely undervalued and unappreciated. Why are new nurses hired at wages higher than nurses that have worked for RGH for 10+ years?? That kind of treatment pushes people, new and old, out of the system! We are way overdue for change. Organizing a union is our protected right!

- **Rebekah Guardalben, Cath Lab, 5 years**



As a new nurse, I take a lot of pride in the quality of care I provide my patients. When I am the only nurse for 10-12 patients, I am unable to provide care I can be proud of. I want to enjoy my job again, and be able to do it safely.

- **Megan Kloosterman, ED, 4.5 years**



I am unionizing to be able to take care of my patients safely. I want to see better working conditions for nurses so that my fellow nurses will want to make a career at the bedside. I want to make sure that when the time comes to leave bedside nursing that it is better than when I found it.

- **Megan Malloy, SICU, 8 years**



I'm voting YES to unionize because I care about nurses getting appropriate wages, better benefits, and safe staffing. As nurses, we deserve to work in a safe environment and we deserve to be compensated for the work we do to correlate with our cost of living increases and inflation.

- **Sam New, Cath Lab, 5 years**



After my 33 years at RGH, it is clear that support for staff is needed more than ever and forming a union is the way to go. I had a grandfathered 36/40 policy taken away without warning about 6 years ago. It took 25 years for my vacation accrual to increase at all per hospital policy. Then, in January 2021 RGH decreased all licensed personnel's vacation accrual by 40 hours. This occurred without warning or negotiation to RGH staff with over 25 years of dedication to the hospital. Having a unified voice of nurses to negotiate will be an asset to the future of nursing at RGH.

- **Sherry Griffo, SICU, 33 years**



I want to organize a union at RGH to give us, nurses, a voice. To help advocate for safe patient ratios, better pay, and a pension. I want to help create a more positive culture at RGH.

- **Dina Demersman, Cath Lab, 6 years**



I want a hospital that fights for their employees, and this is a way we can achieve that. WE can fight for each other. I want to see nurses compensated for their experiences. It is terrible to see all that these senior nurses do for pennies more, or sometimes even less than I make as a new grad. I want an administration that cares, that tells us something other than "we're doing our best" or "it is what it is." Our community deserve safe care on every shift, not nurses with a 1:7 assignment with 5 of those patients on vents. Insurance should not cost close to \$12,000 a year. New grads should be supported and slowly led into their careers, not forced into a charge nurse position after 4 months, fresh off orientation. We need a hospital that supports and values education, that offers on unit-education.

- **Alex Reppi, SSDU, 1 year**



I am organizing a union because it is the only way to have the voice of myself and my fellow nurses heard. I want to come to work and love it again. Above all, I am doing this for my peers and my patients.

- **Lee Ellen Ragne, SICU, 4 years**



History and experience at this hospital has shown that the nurses are not valued, but expendable. We do not have individual voices that are strong or even audible enough to reach upper management's conscience, much less their wallets. Together we will be heard from one end of the hospital to the other, and actually create change for the better, both for the staff and patients. Nurses advocating for nurses in a tangible way is a hopeful thing for our future generation of RNs to step into.

- **Rachel Olyer, Dialysis, 9 years**



I am organizing our union because we need to have concrete policies on what our units take and what we don't, instead of rules changing day to day. We need safer staffing ratios, not only so nurses aren't burnt out but so that patients are safe and getting proper care. There needs to be more regulation on floating and proper compensation for being pulled from your home unit. We need better compensation and reasons for nurses to stay, rather than throwing huge amounts of money at temporary workers.

- **Emily Frentz, MSDU, 3 years**



Having come to RGH from a union hospital, I know the stability that a nurses union, established and run by us could provide. Safe staffing ratios, improved retention, standardized pay scales with cost of living increases and opportunities for growth, enduring benefits that require our approval to be changed, and redistribution of resources to focus on better and safer patient care; these are the issues we are fighting for. We are the ones at the bedside and should be included in decisions that affect us and our patients. That's why I am voting yes to unionize!

- **Lauren Smith, OR at RGH, 8 months**



It hurts and I am tired of putting my whole heart into the hospital, for them to not care at all. I'm tired of watching patients suffer because of unsafe working conditions. We deserve better from the people who say they care.

- **Emma Dowdy, MICU, 1.5 years**



The hospital as a whole's main goal should be patient safety. I believe with a voice from the actual nurses taking care of the patients we can find a way of keeping patients safe and keeping nurses happy.

- **Kate Corletta, Cath Lab - 8 years**



I am organizing a union at RGH and want to be part of this change because I want to feel safe at work. I deserve to feel heard and appreciated. I want to make a better and safer environment for my patients, my co-workers and myself. As a new nurse, I want to look excitedly towards continuing my career, not feeling, underappreciated, dreadful and hopeless.

- **Emily Keenan, MSDU, 1 year**



I am voting yes because nurses deserve a voice in safe nursing care. Safe staffing is an essential part of patient care. I am tired of being told by management that they are "doing the best they can." Patients and nurses deserve better!

- **Nicole Hancock, 54/5500, 5 years**



In my 22+ years with RGH, there has been a progressive disregard for nursing. The COVID-19 pandemic put a spotlight on the real dangers brought to patients by floating many of us to floors we could not function in. We don't have cost of living increases and have been promised 'big raises' that ultimately amount to cents (26 cents to be exact). There is no attempt to retain staff. We have had our clinical advancement ladder purposely updated to become unattainable in order to lower our pay. I personally lost \$2.00/hr as a result. We pay large healthcare premiums and pay for our parking as well. Recently our staff had two weeks of their vacation taken away. In conclusion, our nurses have bravely put aside their own welfare, and that of their families, to provide life saving care to our community. I'm a proud, skilled, certified operating room nurse whose contributions have been life changing for many. I'm standing up now to support a profession that I love. Pizza, candy and t-shirts are not a band-aid anymore.

- **Barbara Case, OR, 22 years**



I believe being in a union will help us attract nurses to work at our hospital. I want my concerns to be taken seriously and addressed, not sidelined and ignored the way they are now. I am so frustrated that working as a nurse at a hospital I have the worst health insurance of my life.

- **Jessica Rykowski, OR, 2 years**



We have to fight and advocate for ourselves, for each other, but also for our patients and our loved ones who end up in the care of RGH when it is their toughest, loneliest, and scariest time in their lives. I am fighting for patient safety. I am fighting for a pension. I am fighting for fair vacation, for fair and better pay. Fighting for no cap on nurses pay, fair call pay, and no take-backs and false promises.

- **Elizabeth Peters, Cardiac OR, 2.5 years**



Having previously worked at a union hospital, I can say with confidence that the workplace environment upheld clear and concise rules in regards to safe patient staffing and compensation. If there was ever a dispute with the implementation of the contractual agreement, the agreement between the health care facility and the union was referenced. Having this agreement in place, not only put myself at ease, but it provided an environment conducive to patient safety and better patient outcomes.

- **Jordan Brouk, Cath Lab**



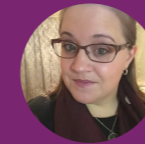
I want to stop feeling anxious on my drive into work. I want to be able to care for my patients safely and thoroughly and leave feeling like I did my job well and wasn't rushed because I'm being stretched too thin.

- **Kaitlin Holmes, Postpartum, 7.5 years**



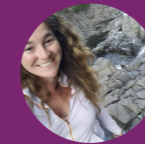
I worked on a previous floor where my coworkers and I were family. Then our unit was turned upside down due to COVID, with little support from the hospital or management. Our family was dismantled by lack of support, travelers getting paid triple what we were making, and no end in sight. Myself and the rest of my family have all changed floors and I never want that to happen again. I love being a staff nurse where I know my coworkers and feel like I have a second home at work. I want a union so I can be proud of where I work and proud to serve my patients.

- **Carolian Doane, Labor & Delivery, 3 years**



I want to protect my license. I want to be able to take good care of my patients by having safe staffing ratios. I want a seat at the table. I am sick and tired of being told what I am going to do and how I am going to do it by people who have never done it. I want nursing as a profession to be respected.

- **Gillian Kingsley, Labor & Delivery, 11 years**



Our patients deserve to have an experienced and skilled nurse taking care of them, not a traveler who will be gone in a few months. Losing a baby is the most heart-wrenching experience and continuity of care is so important. There is nothing more special than seeing the people who took care of you as you come back to have your rainbow baby.

I have spent 7 years here, I plan on spending my career at RGH. Our nurses deserve better than our current situation. We have endured so much the past few years. If we can make our place of work better by banding together, we must.

- **Victoria Cenzi, Labor & Delivery, 7 years**



I am organizing a union at RGH because I am tired of not having a "seat at the table." I want to have a voice about decisions that directly affect us. I want to take care of people safely, both for them and for myself. I deserve to be valued for my experience.

- **Joe Leunig, MOU, 5 years**



I want to have a union so that we can have safe staffing ratios, retain our staff, protect our benefits and receive raises that at least match inflation.

- **Yuriy Tsivka, MSDU, 4 years**



I have concerns for the safety of staff and our patients. The lack of a "voice" in changes management makes.

- **Charlotte Kiehle, Labor & Delivery, 22 years**



I want to have better wages for the care we provide. I don't want to feel anxious coming to work. I want to be heard. I want to join forces with other nurses to get what we deserve. I want to feel appreciated.

- **Chrissy Bucklin, Postpartum, 16 years**



I want to be proud of the institution I work for. Nurses deserve to be treated with respect and consistency across the board. My patients deserve the best possible care and I deserve to be treated fairly, with adequate compensation. The hospital cannot function without us, hard as they may try. I want to be united with my fellow RGH nurses—transparency is key. I do not want to be burned out after less than 3 years in my former "dream career."

- **Allison Smaczniak, Postpartum, 2.5 years**



It's time for nurses to have a seat at the table! We can be our own best advocates. We need to promote retention and advocate for safe staffing!

- **Katherine Wroblewski, PACU, 2 years**



I want to join the union because nurses advocate hard for our patients with no one ever advocating for us. It's time we, the advocates, get to advocate for ourselves and do what's best for our patients and for us.

- **Jacob Spencer, PACU, 5 years**



It is time to come together for a safe working environment. We need safe patient ratios and a plan for retention of the nurses who are still here because one problem makes the other worse. I want to feel valued, that my opinion matters. No more temporary fixes to problems. It is time for long-term solutions. There is power in numbers and OUR voices together will make a difference.

- **Christa Kendall, MSDU, 18 years**



I'm involved in forming a union because WE will be the union! As a collective group of nurses we can fight for protecting our patients from unsafe staffing. Together we have more power to achieve fair pay and improve our pension, which will result in retaining experienced RNs. Together we will make decisions as a group, to create the safe and fair place that we want to work at.

- **Doug Giroux, CTICU, 15 years**