

Join the Majority WE FILED FOR OUR ELECTION!



On Tuesday, May 31st, we filed for our union election with the National Labor Relations Board. Nurses from throughout the hospital have been coming together to build our union over the past several months, and this is the culmination of all of our hard work! We are joining together to improve wages, benefits, staffing, and other working conditions, for our coworkers and our patients.

ELECTION FAQ

I heard the election already happened/wasn't going to happen?

Nope! Spreading misinformation is a key tactic of a consultant-run anti-union campaign, but we have been steadily building our union to ensure that we filed for an election with a strong majority. Now we are ready to vote and win!

When and where will the election be?

Our election date and time will be determined by a process that involves the National Labor Relations Board. Typically, elections take place 4-6 weeks after filing for the election. Even though we requested an in-person election, it is possible that the Labor Board will want to conduct a mail-in ballot election due to current COVID positivity rates. We will keep everyone updated as we hear more from the Labor Board. Once election details are determined, administration will be legally required to post the election details throughout the hospital.

What do we do while waiting for the election to get scheduled?

While election details get finalized, we will begin preparing for contract negotiations by making sure each nurse has an opportunity to nominate themselves or a co-worker to represent them on the bargaining team and give feedback about bargaining priorities in a survey. Over the next few weeks, your coworkers who have been active in the organizing campaign will begin distributing bargaining surveys.

What will change when we win our union election?

We will win a legal voice to make improvements together and management will be legally obligated to negotiate with us over proposed improvements. The rumors you have heard about your schedule changing or losing your pension are just rumors meant to keep us afraid of making positive changes. Currently, administration can make any changes to our working conditions they want, whenever they want. They can and have raised our healthcare costs, taken away benefits, changed our schedules, floated us out of our specialty areas unsafely, disbanded the staff RN float pool, etc. After we vote Yes to form a union, we gain the right to say "No!" to any negative changes.

RUNAP



ROCHESTER UNION OF NURSES AND ALLIED PROFESSIONALS

My manager said they can't give us raises or improve things because of the union?

Forming a union doesn't mean they can't make improvements. We just gain the right to have a say. If they want to do something good, we can immediately say YES. One of the first things administration did when they found out we were forming a union was give us a raise. Nothing is stopping them from giving us more! But we believe that nurses should actually have a say, and shouldn't be dependent on the whims of the administration for infrequent raises or temporary improvements.



Will the PAs and NPs be included in the election?

PAs legally can't be included in an RN union election. Further, we are filing for an election that is just RNs, excluding NPs, because our jobs are very different and we should each get to decide for ourselves. It is very common for NPs to be excluded from RN elections and administration can easily agree to that. We ask that the administration respect both RNs' and NPs' choice in this matter and not try to force NPs into an election they don't want to be a part of.

What happens after we win?

Nominated and elected respected coworkers from every unit will form the bargaining committee, along with experienced union staff negotiators. The goal is to have one nurse for every ten nurses and to ensure that different units, shifts, and experience levels are properly represented. Our negotiating committee will work with nurses from other union hospitals and NENA staff to begin drafting contract language to address our needs. Proposals will be based on bargaining surveys completed by nurses at RGH. Throughout the bargaining process, we will be engaging nurses throughout the hospital and allies in the community to make it clear to RGH that we and the community stand together for safe patient care.

Does all of that really work?

It does! It's why union hospitals in Buffalo, Syracuse, Binghamton, and throughout the state and the Northeast have been able to win strong, experience-based wage scales, safe staffing guarantees, affordable health benefits with more care options, and other things nurses desperately need. The administration knows this too, that's why they're spending so much time, money, and effort trying to stop us! But if we all stick together, we have the power to win these things too.

NEXT MEETING AND BARGAINING SURVEY LAUNCH:

Tuesday, June 7 • 5:30pm and 8pm

Hampton Inn, Irondequoit



RUNAP

ROCHESTER UNION OF NURSES AND ALLIED PROFESSIONALS