





PATIENT CARE DOLLARS USED AGAINST NURSES

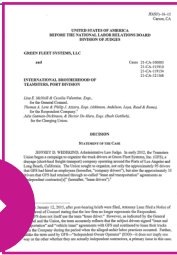
Why have we heard so many doubts about what we stand to gain with a union? By now, nearly every nurse has had an interaction with Judy, Ashley, Gabrielle or Ricardo. Who are they?

 <p>JUDY \$3k–\$5k/day</p>	 <p>RICARDO \$3k–\$5k/day</p>	 <p>ASHLEY \$3k–\$5k/day</p>	 <p>GABRIELLE \$3k–\$5k/day</p>
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Once RGH admin learned of our efforts to unionize, they hired expensive “union avoidance experts” to persuade us against unionizing. While they have instructed managers to introduce them as “Educators,” they are far from neutral and have deliberately misled RGH nurses about the benefits of unionization.

Ricardo Passalagua works for the union busting firm Labor Relations Specialists LLC. **The National Labor Relations Board found Ricardo guilty of attempting to orchestrate physical fights between workers in another union organizing campaign.**

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(See page 4)



Pasalagua unlawfully instructed employees to harass union supporters, direct derogatory remarks and gestures to them, and provoke them into fights to justify discharging them. The General Counsel presented four drivers to testify about these allegations: Yasser Castillo, Carlos and Paco Sanchez,¹⁰ and Martin Herrera.

Judy, Ashley and Gabrielle work for Healthcare Labor Solutions, the same union avoidance firm who worked against nurses at John Hopkins where they collected \$2.5 million total to sabotage union organizing efforts of those nurses.

Each consultant gets paid between \$3,000–5,000/day. That means that since March, RGH has spent approximately \$1,280,000 on fighting its nurses from unionizing.

RGH should invest in patient care rather than paying union busters to bully nurses, pull us away from our patients and create a toxic work environment.



\$1,280,000

(4 months of union busting)
could be used for:

- The yearly salaries of **16 full-time RNs at RGH**
- **\$1,450 annual retention bonuses for RGH nurses**
- **Installing metal detectors in the ER**
- **Increasing parking lot security**
- **Lead vests and goggles for staff who need them**

FROM MORAL INJURY TO MORAL VICTORY

Union busters like Ricardo and Judy train frontline managers, doctors and administrators on what to do and say to scare nurses out of unionizing.

Recently, we have gotten A LOT of texts and emails from various administrators and doctors who have an opinion on our election and nursing at RGH.

Dr. Suzana Makowski, Chief of Palliative Care at UNITY Hospital warned us about the nurses' union at UMass Medical Center where she used to work.



UMASS nurses were not pleased that Dr. Makowski was speaking for them and misrepresenting their union victories. Here is their message for RGH nurses:



CLICK TO WATCH



Because of their union, UMASS nurses negotiated a base rate wage scale that will have brand new nurses starting at nearly \$38/hr and the most senior nurses close to \$82/hr by the end of their three year contract. They won improved staffing so that no nurse has more than 4-5 patients on med surg, never more than two patients in ICU and no more than 3 couplets in maternity. They protected their excellent pension and health benefits from being changed.

What else do UMASS nurses have in their union contract:

- Prohibition on floating to other units where nurses aren't properly trained
- Float pool made up of staff nurses
- Per Diems rates that start at \$50/hr

If management really thought we had nothing to gain by unionizing, why would they be spending so much money and effort on trying to stop us?