

## WHAT ARE MY RIGHTS?

You and your co-workers have a federally protected right to engage in union organizing activities. The National Labor Relations Board is a part of the federal government whose entire job is to protect your right to enforce your union rights. More information can be found on the NLRB website including how to file a complaint.



SCAN ME

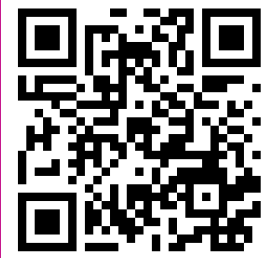
### You have the right to:

- ✓ Talk to your coworkers about the union at work to the same extent you can talk about other non-work related issues such as sports or the weather
- ✓ Read and distribute union flyers in any area where other non work-related flyers are distributed, such as party announcements or girl scout cookie sign ups
- ✓ Attend meetings to learn about the union
- ✓ Sign a union authorization card
- ✓ Ask other employees to learn about the union

### Management is not allowed to:

- ✗ Threaten to or actually fire, lay-off, discipline or harass employees for engaging in union activities
- ✗ Question you about union support (yours or your coworkers) in a way that you experience as coercive or intimidating
- ✗ Threaten to withhold any benefits in exchange for you not unionizing
- ✗ Promise a benefit or pay increase in exchange for employees not unionizing
- ✗ Prevent you from talking about the union on work time
- ✗ Remove union flyers from any area where other non-work related flyers have been permitted
- ✗ Poll employees to determine their support for the union

**A SUPERMAJORITY OF RRH URGENT CARE PROVIDERS AND NURSES SUPPORT OUR UNION. SCAN THE QR CODE TO JOIN US BY SIGNING A UNION CARD**



Have Questions? Contact RUNAP  
Staff Orgnaizer Max at 267-595-6619

ROCHESTER UNION OF  
**NURSES**  
& ALLIED  
PROFESSIONALS

# RRH URGENT CARE UNITED

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## Why We're Joining

# RUNAP



After nearly 20 years of full-time employment at RRH, I support unionizing providers and nurses in urgent care. Our goal is not to create conflict, rather to work together towards a healthy, positive work environment. Specifically, reducing staffing levels while pushing faster patient throughout, unaffordable health insurance premiums, mandated and unpaid on-call shifts, provider burnout, high turnover rates, and fair and equitable compensation are all issues that the union can help us to address. I believe we all deserve a voice in the decision-making that directly impacts our jobs, work environment, our ability to provide care, and our patients.

-Melissa Collier, NP

"I believe in supporting a union that will give Urgent Care providers and nurses a voice and a seat at the table in order to improve working conditions and in turn improve retention, satisfaction, and ultimately patient care. We need a say in decisions that are made that affect us. As a long-time employee, I would also like to protect what I've worked hard for."

-Ryan Caster, NP





I support the union because I love where I work and want to protect my work environment and my patients. Having worked for a union hospital for the majority of my healthcare career, I've seen first hand the seat it gives you at the table when decisions are being made about staffing, pay, and implementing new policy.

With the rapidly changing landscape of healthcare, I want to ensure that we always have what we need to provide the best care to the community. That includes providers who aren't burnt out from short staffing, no lunch breaks, and constantly getting out an hour past closing. I also want a chance at fighting against things like rising healthcare costs at a time when people are already feeling the strain of day to day living.

I love working at Wilson. I work with the best team, I have a great manager, and I enjoy taking care of the Wilson community. I want to make sure the community is put first and that we protect this awesome practice we have in Rochester and that starts with taking care of the people working at the practice.

-Rachel Pote, RN

Healthcare workers enter this field to provide compassionate, safe, and high-quality care. This has become increasingly difficult when we are stretched too thin and left out of decisions that directly impact our patients and our practice. Right now our providers are facing critical staffing shortages. We are being asked to do more with less, which not only leads to burnout, but also compromises the level of care our patients deserve.

Unionizing is about collaboration, accountability, and advocacy. It gives us a unified voice to speak up for safe staffing ratios, appropriate resources, and policies that reflect the realities of patient care. We should be included in decision-making when it directly impacts us and safe patient care.

We deserve to feel heard, respected, and valued for the work we do every day. As of late, policies are created without input from those who carry them out. A union creates a structured way for our voices to be part of the conversation before decisions are finalized, rather than after problems arise.

By coming together, we can advocate for working conditions that support both caregivers and patients. Quality care starts with supported staff. When we have a seat at the table, we can help build a healthcare system that is safer, stronger, and more sustainable for everyone.

-Rhi Lester, RN

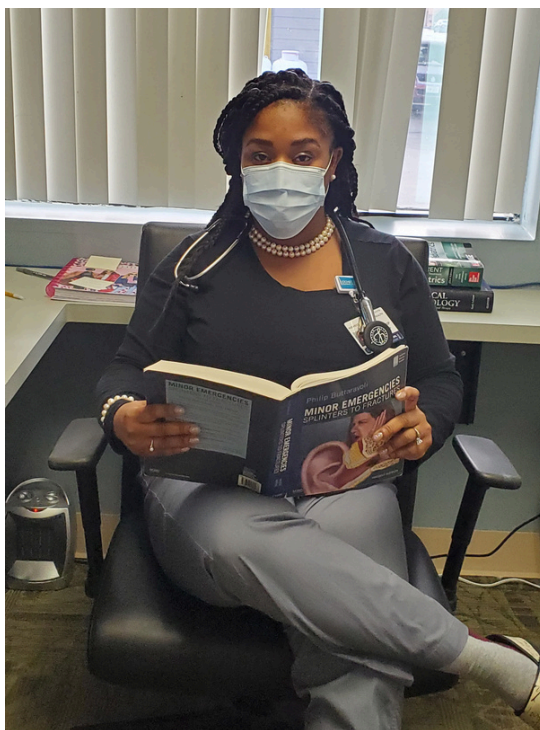
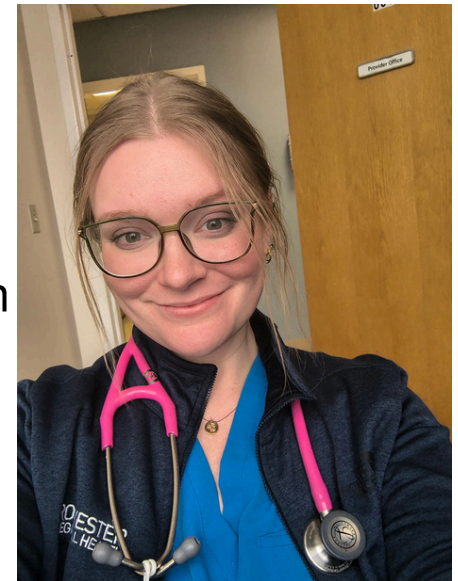


I support a union to advocate for annual salary increases that keep up with inflation, fair compensation for on-call coverage and work performed outside scheduled clinic hours, and safe clinic staffing. These measures help ensure patient safety, reduce provider burnout, promote retention and high-quality patient care

-Lina Espinal Green, PA

I support unionizing so that we can stand together as a healthcare team to promote equal rights and opportunities for our staff and to protect our patients. Unionizing can help ensure we are committing to safe staffing ratios and can contribute to better patient outcomes and provider retention.

-Grace Daly, PA



I support unionizing providers and nurses in Urgent Care as we need a seat at the table when decisions that affect us all are being made unilaterally. We seek transparency, fair decision making, staff retention, fair insurance premiums, paid on-call, safe staffing ratios & equitable compensation. I believe that a union can help us achieve these goals.

-Verniece Wilson, NP