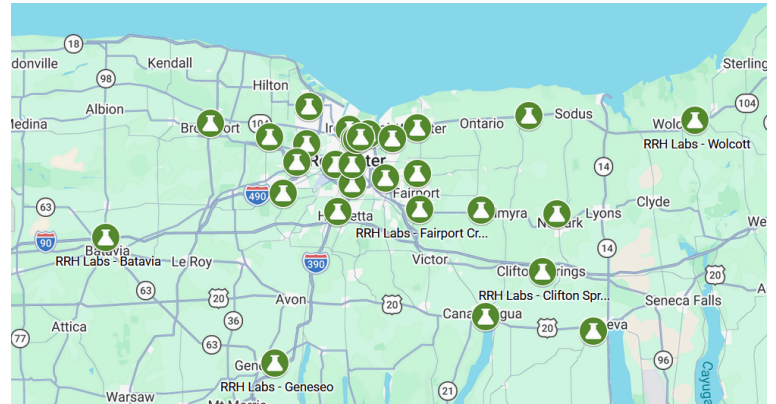


# RUNAP PHLEBOTOMISTS UNITED

We, the over 100 outpatient phlebotomists at 31 patient service centers across Rochester Regional Health, have filed to form a union as part of RUNAP! Here's why.



“I am forming a union for better work conditions, better pay and benefits, and to have a say in the changes made in my department.” —**Megan Shim, Senior Phlebotomist (4 years at RRH)**



“I am forming a union because our profession matters. Patients couldn't get proper care without us doing our job. We need to be treated like we matter.”  
—**Carey Haggett, Senior Phlebotomist (6.5 years at RRH)**



“I love my job; I care about my patients and coworkers and I want to see the best possible environment for everyone. Safety and security for the workers creates better outcomes for our patients. We want to help but we need the tools and a say in how things run! We need adequate staffing so patients don't have to wait for long. We need adequate pay so our workers can afford the cost of living. We need adequate sick time because patients should not be catching preventable illnesses while trying to receive healthcare. We are a huge asset to this company: RRH owes us the respect and care it claims to value and recognizing and working with our union is the first step in that.” —**Juno Cohen, Phlebotomist (2 years at RRH)**



“I am proud to say I was the first of the phlebotomists to reach out to RUNAP because I could not stand idle and watch as myself and my coworkers were robbed of our dignity and sense of purpose by RRH management. I find it intolerable that the executive leadership of this hospital system can justify six and in some cases seven figure salaries when they provide absolutely no direct patient care and make decisions that affect thousands of employees on a whim while asking to be trusted. Our nurses fought for what they were owed and so can the rest of our employees if we stand as one!”

**–Matt Schwalbe, Phlebotomist (7 years at RRH)**



“As a phlebotomist, I play a critical role in patient care, yet our work is often undervalued. Unionizing means advocating for fair pay, safe working conditions, and the respect healthcare workers deserve.”

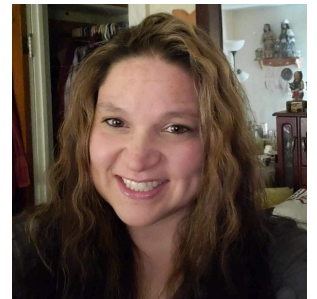
**–Imani McFadden, Phlebotomist (2.5 years at RRH)**



“I am forming a union to help my coworkers and my patients. I truly love my job, but the lack of communication, unfair staffing and wages, is truly taking a toll on us all. We are not just a department... we are a family. Together, we can make a difference.”

**–Karin Caracci, Senior Phlebotomist (34 years at RRH)**

“Being in healthcare for 25 years, becoming a Senior Phlebotomist has been one of my favorites. I love my job, but some things need changes. Myself and my coworkers work hard for little pay, and respect from management and policies need improvement.” **–Dawn Pealo, Senior Phlebotomist (14 years at RRH)**



“We’re forming a union because we want a stronger, more consistent voice in the decisions that affect our day-to-day work. It’s about fairness, transparency, and having a seat at the table. We’d like to see clearer communication from leadership, more equitable pay and benefits, and working conditions that support both productivity and well-being. A union gives us a way to collaborate constructively with management to build a better, more sustainable workplace for everyone.” **–Maninder Blagan, Phlebotomist (15 years at RRH)**



**Scan to visit our website and learn more!**



“We cannot sacrifice our well-being to meet unrealistic demands. Quality patient care requires proper staffing—anything less puts everyone at risk.” **–Ruth Tirado, Senior Phlebotomist (6 years at RRH)**

“I am forming this union for safe efficient staffing, control of how I use my earned time off and a better work life balance. As I entered this position from a PCT, I thought it would be a low stress and easy going job. Only to find out that staffing was unsafe for everyone, we can’t use our earned time off the way we want, the patients feelings are worth more than ours and there is no “work life balance”. I am joining and supporting for our voices to be heard, respect and also higher pay for all the work we do.”

**–Ri’anna Redden, Phlebotomist (13.5 years at RRH)**



“I am pro-union because patient safety is compromised with poor safety and high volumes. We are skilled workers and should be treated as such.” **–Amelia Apgar, Senior Phlebotomist (4.5 years at RRH)**



“A union is needed because we are underpaid, short staffed and not valued. I’m tired of always getting the short end of the stick. Enough is enough!” **–Afton Watson, Phlebotomist (3 years at RRH)**



“We need to be seen, heard, and appreciated!” **–Linda Rouse, Senior Phlebotomist (9 years at RRH)**

**Ready to join us? Sign at [runap.org/card](https://runap.org/card)**

[RUNAP.ORG/PSC](https://runap.org/psc)



“We are forming a union because we care deeply for our patients and one another! The experience of getting blood work drawn can be deeply scary for people of all ages and backgrounds, and each of us put body and mind to the effort of changing that narrative; enforcing safety, providing comfort, and ensuring that results that can lead to life-saving care can be obtained! We deserve to have the staffing, resources and personal advocacy in unsafe situations to achieve this! We deserve the benefits and time outside of work to come back mentally equipped to devote ourselves to care! We love our job, and we deserve a say in how to do it right!”

–**Delaenam Nyarku, Phlebotomist (3.5 years at RRH)**



**Scan to visit our website and learn more!**



“Forming a union means our profession isn’t just a foot in the door of the medical field, but a career that could build upon itself. It allows us to work together on creating an environment where the safety and well being of every employee takes priority. Going to work everyday is rewarding when our voices are heard.”

–**Emma Park, Phlebotomist (3 years at RRH)**



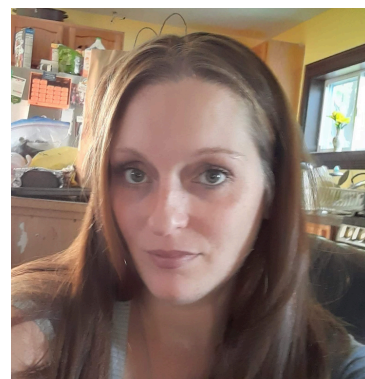
“I’m pro union because nobody should have to choose between a paycheck and their dignity. I shouldn’t have to choose between my family and my job. I’m tired of our concerns being ignored and not being heard. We are understaffed, underpaid and unappreciated. One worker can be ignored. All of us together can’t be!”

–**Amanda Woods, Senior Phlebotomist (8 years at RRH)**



“I am forming a union because I want my years of service to matter. I want my pay and working conditions to align with my value, skills and dedication to the department.”

–**Kylene Blanchard, Senior Phlebotomist (20 years at RRH)**



“I am forming a union because our voice matters. We need to be seen and heard, and appreciated for ALL of our hard work.”

–**Tonya Marsh, Phlebotomist (4 years at RRH)**



“We deserve to be seen, heard, and appreciated!”

–**Celeste Sanders, Phlebotomist (1.5 years at RRH)**

“As a phlebotomist, I chose this work because I care about helping people in some of their most vulnerable moments. Every day, I show up ready to do my job with compassion, skill, and professionalism. But as a single mom, I also carry another responsibility—building a stable, secure future for my child.



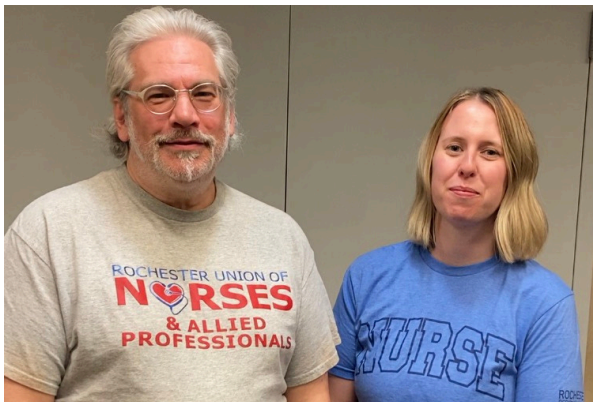
It’s not always easy balancing both. Long hours, rising costs, and the pressure to provide can make it feel like I’m constantly stretched thin. Still, I keep going, because both my patients and my family depend on me.

That’s why being part of a union matters. It’s about more than just a paycheck—it’s about having a voice, fair treatment, and the ability to create real stability for our families. When we stand together, we’re not just advocating for ourselves—we’re strengthening the care we give to our patients and protecting the futures we’re working so hard to build.

I became a phlebotomist to help people, but standing with my coworkers in a union helps ensure I can keep doing that while also giving my child the life they deserve.”

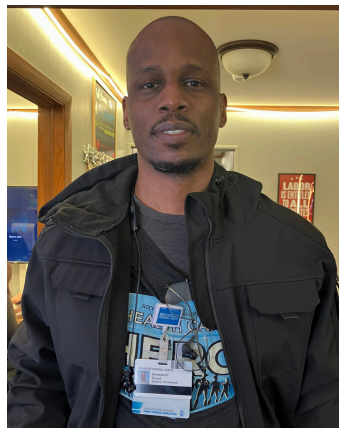
–Nicole Wynn, Phlebotomist (4 months at RRH)

## Support for our union!



“When we formed RUNAP, our goal was always for all of our coworkers to join us. Patients across the greater Rochester area need skilled phlebotomists just as much as they need nurses. Like we saw with the nurses, the only way to keep skilled phlebotomists caring for our community is to treat them fairly and with respect. I’m thrilled to have our colleagues join in our collective goal of showing RRH administrators how much good a well-cared-for workforce can bring to our community. Solidarity!”

–Phoebe Sheehan, Rapid Response RN & RUNAP Treasurer (5 years at RGH)



“We stand with and support you all. Thank you for having the courage and the will to do what is right, moving towards gaining empowerment for the sake of directing and mapping your future.”

–D. Pound, Medical Lab Technician (18 years at RGH)



“I’m proud to stand with you as you organize. Unionizing is how we take our voices back—turning isolation into unity, and unity into real power! What we and you are building isn’t just a union, it’s a future where workers have a say, stand together, and take control of our livelihoods. You are stronger than you think, and you’re not alone!”

–Megan Allmannsberger, Medical Lab Technician (19 years at RGH)

# UNION FAQ

## **Q: What is a union?**

**A:** A union is a group of coworkers coming together to advocate for each other. We are joining together to form a union of phlebotomists as part of RUNAP, the union formed by the RGH RNs in 2022. Since then, RGH Midwives and Technical Workers have also joined RUNAP, and RRH Urgent Care Providers and RNs have filed for their union election! We will elect our own coworkers as reps and make our own decisions, but we will work with the other groups to have more power!

## **Q: How will RRH respond to our organizing?**

**A:** RRH spent \$1.3 million on anti-union consultants when the RNs organized, and they hired the same kind of consultants for the Technical Workers this year. These consultants are paid \$400+/hour to spread misinformation, fear, and impersonate “neutral” educators or labor board agents. Their goal is for us to just put our heads down and shut up. They’ll spread a lot of lies, but remember: if you hear something will happen because we form a union, and it doesn’t sound like something we would agree to, then it isn’t true! **If RRH didn’t think we stood to gain by organizing, why would they spend so much to fight it?**

## **Q: What changes when we form a union?**

**A:** Nothing changes automatically except that we gain power. Administration legally must maintain the “past practice” (not necessarily what is written policy but what has been the actual practice) and can no longer make unilateral changes without our agreement. So things will continue to work the way they work right now until and unless we agree to a change. **Remember, if it doesn’t sound like something we’d agree to, it isn’t true!**

## **Q: How do negotiations work?**

**A:** Once we win our union, we will fill out surveys to identify our priorities, nominate and elect coworkers for our bargaining committee, and hold meetings to collectively write our proposals. We will hold open bargaining, meaning any member can attend! At the end of the process, the tentative agreement made by our committee is put up to a ratification vote by ALL members. When the RNs won their first contract, over 95% of them voted to approve it! If we all work together, we can also win a contract that reflects our needs and priorities.

## **Q: What about union dues? How do they compare to potential raises?**

**A:** Dues for RUNAP are 1.25% of our base rate for hours worked. We don’t pay union dues until we negotiate our first contract, everyone gets a vote on whether to approve it, and any wages, benefits, and other improvements go into effect. We each pitch in a bit of what we’ve won in order to fund our organization and hold RRH accountable to our contract. Our coworkers we elect as reps and officers manage the money and set our union’s budget and priorities. Unlike RRH, there’s no millionaire CEO partying at Richard Branson’s island on top, just us and our elected coworkers.

When the RNs won their first contract, the median raise was 11% in Year 1 of the contract and over 30% over three years (October 2023-2026). **Even after accounting for union dues, the median RN will have cumulatively made \$42,400 more in the 3.5 years between October 2023 and April 2027 than they would have with pre-union wages!** As a result, retention has improved since the RNs formed their union, and RGH has gone from 838 staff RNs to 1,089 and growing!

**On Tuesday, May 5<sup>th</sup>, we filed for our union election! Now, the National Labor Relations Board will determine the details and process moving forward. We requested a mail ballot for the roughly 115 phlebotomists at all of the PSCs. To learn more, or to be added to our email list, get in touch at our website [runap.org/psc](https://runap.org/psc) or contact RUNAP organizer Will McMahon (917-239-7558).**