



# Keeping CHC a Union Free Environment

April 2010

# What's Going on With Union Activity?

---

- Several nurses unions have merged to create National Nurses United
- Approximately 150,000 members nationwide
- Merge occurred in December 2009
- Mailing materials to home
- Associates may receive phone calls

# What's Going on With Union Activity?

---

- EFCA is still waiting for approval
- EFCA will change a 6 step union process to a 3 step process, making the process a lot easier
- What to expect:
  - Card Check
  - Applies to contractors and Federal Contractors
  - Shorter election period
  - Negotiations within 21 days of election
  - Federal Mediation after 120 days if no contract reached

# Why Do Associates Join Unions?

---

- Associates join unions because of their dissatisfaction with how management treats their associates and the belief that unions can make everything better

# What can CHC do to Remain Union Free?

---

- Maintain fair and consistent policies and practices
- Open door management policies
- Competitive pay and benefits
- Associate Recognition
  - Thank you notes, SPOT cards

# What can CHC do to Remain Union Free?

---

- Be proactive
  - Conduct an issues and vulnerability assessment
  - Review policies
  - Education of Managers
  - First Responders/Union Response Team
  - Union Activity Response

# What can you say if a union is trying to organize?

---

- You can...
  - State the facts
  - Give your opinion about the union
  - Give your experiences regarding the union
- You can't...
  - **S**-Spy
  - **P**-Promise
  - **I**-Interrogate
  - **T**-Threaten

(These practices are illegal and a violation of the NLRA)

# Why No Union?

---

- Dues, fees, and assessments
- Exclusive representation
- Collective Bargaining
- Strike



# What do you do if the Union Shows Up?

---

- Contact HR immediately
- Communicate with Associates
- Be sure Associates understand CHC's position and desire to stay union-free and why
- **DO NOT ENGAGE IN UNFAIR LABOR PRACTICES!!**

# Recent Flyer Mailed to Nurses

Our Patients  
Our Rights  
Our Standards  
**Our Voice**



## RNs Need a National Movement More Than Ever

*“We know what happens when hospital and insurance companies collude to barter human lives for money — people suffer and the executives and the corporations prosper. We know what works, and we will not go away until we win the protections our patients need.”*

— Karen Higgins, RN, Co-President, NNAAP

In today's economy, many employers are cutting RN hours, jobs, benefits, pensions, and workplace conditions, subjecting more nurses to unfair punishment, and undermining our ability to protect our patients.

With major upheaval in the healthcare industry, and pending national legislation, RNs need a more potent and persuasive vehicle to represent our interests, and insure that the changes don't undermine our jobs and our practice.

Only a vibrant and healthy movement of direct-care RNs can effectively:

- Stand up to attacks on patients and RN standards and livelihood
- Bolster our ability to safeguard our patients and improve care
- Put the interests of direct-care nurses first from the bedside to the state house
- Provide a voice to unrepresented registered nurses



# Recent Flyer Mailed to Nurses

## What NNU Members Have Won

*“We know that union RNs are able to provide quality care, better care, because we have real power on our units, to speak out and advocate for our patients.”*

— Jean Ross, RN, Co-President, NNU

Across the nation, NNU affiliate members have already achieved record improvements in pay, benefits, retirement security, patient care protections, and RN workplace standards.

- Salaries up to \$73.52/hr for career RNs
  - Full health coverage, including dental and vision, for RNs and family members
  - Secure, employer-paid pensions, and post-retirement health benefits at age 55
  - Paid education leave
  - Increased pay for years worked as an RN inside or outside the U.S.
  - Bans on mandatory overtime, and restrictions on unsafe floating
  - New technology not permitted to displace RNs or RN professional judgment
- Safe RN-to-patient staffing ratios
  - Staff RN-controlled committees with authority to change unsafe practices
  - Direct voice to assure full compliance with highest safety standards on limiting spread of pandemics and guaranteeing RN access to proper safety equipment

### Don't you deserve similar standards? Join NNU today.

Find out more about S1031 and our campaign for ratios and improved RN rights and standards at [NationalNursesUnited.org](http://NationalNursesUnited.org)

National Nurses United  
800-287-5021  
[legislation@NationalNursesUnited.org](mailto:legislation@NationalNursesUnited.org)

National Nurses United (NNU) is both a union and a movement for RNs. We invite RNs to join our movement and help us build an even more powerful voice for RNs and patients across America.

## YES! Sign me up!

- I want to join NNU, and become part of the NNU movement for RN power and patient advocacy.
- I want information on how to bring NNU union representation to my facility.
- I want information about NNU's legislative campaign for RN ratios and other legislative issues.
- I want to attend NNU CE classes in my area.

Name: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_

State: \_\_\_\_\_ Zip: \_\_\_\_\_

Phone: (     ) \_\_\_\_\_

Cell: (     ) \_\_\_\_\_

Personal Email: \_\_\_\_\_

# years as an RN: \_\_\_\_\_

Current facility: \_\_\_\_\_

Unit: \_\_\_\_\_ Shift: \_\_\_\_\_

Job Title: \_\_\_\_\_



# Remember....

We do not want to be anti-union, we  
want to be union irrelevant!