

# Did you know?

**It's common for myths and misinformation to be spread during a union election campaign. Under federal labor law, unions can use 'pre-election propaganda' that need not be truthful to get your vote.\* UMC is committed to making sure you have the facts about this important choice.**

\*Shirlington Supermarket, Inc. 106 NLRB 666 (1953)

**MYTH #1: National Nurses United (NNU) will get us staffing ratios.**

REALITY: We believe that contractually mandated staffing ratios take away nurses' professional judgment and voice by blindly imposing an inflexible staffing model not grounded in the reality of the workplace. Decisions about staffing should be guided by real data collected in our workplace that considers fluctuating patient volumes, patient acuity, skills and experience of the care team, and other variables. We believe staffing decisions are best made closest to the bedside where care teams are.

In addition, NNU cannot guarantee any of its promises because everything related to wages, benefits, and terms and conditions of employment would have to be negotiated through the collective bargaining process. Most union contracts contain "management rights" clauses that protect the employer's right to run the business. Typically, staffing decisions continue to be made by the hospital, and we would prefer to work directly with our nurses to come up with staffing decisions that best fit the needs of our nurses, patients, and UMC.

**MYTH #2: We feel that hospital leadership is not listening to us.**

REALITY: At UMC, our nurses have many opportunities to use their voices. And we encourage you to do so. Our CNO Allison Guste and our CEO John Nickens both have open door policies and are regularly round in the hospital. Moreover, they are both experienced health care professionals with long histories of building teams, collaborating, and making necessary changes in the hospital. Our nurses are free to express their voices or concerns any time directly during rounding, or to human resources, supervisors, or hospital administrators.

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# Did you know?

**MYTH #3: The union will make sure we have uninterrupted meal and rest breaks.**

REALITY: The truth is current hospital policy already provides for this. If you are not getting an uninterrupted meal or rest break, that is something that can be addressed without union interference. The union knows that our patients come first and sometimes breaks have to be changed and we believe our nurses are smart enough not to fall for this false promise.

**MYTH #4: The union will get us a better pay scale.**

REALITY: Unions often promise to improve pay, but the fact is that our staff at UMC is paid a competitive market rate wage based on a variety of factors, including analysis of the local cost of living, a nurse's experience, and the hospital's needs. Unions like to base pay and other benefits like paid time off (PTO) on seniority, which means nurses would be rewarded for time at the organization but not years of experience and abilities. We believe time in a role is important, but it is not the only factor that should be considered.

In the past several years, we have paid nurses bonuses of thousands of dollars in bonuses. We would not have the flexibility to make changes based on market conditions if we were locked into a rigid union contract that dictated pay rates and the specific times changes may be made to pay.

**MYTH #5: Union organizers say dues will be only 1 percent.**

REALITY: There is no free lunch. According to the National Nurses United (NNU)'s constitution, full-time RNs pay 2.2 times their hourly rate, up to \$117 per month, and part-time/per diem RNs working 12 hours per week or less per pay period pay 50% of the full-time rate. The union sets its own dues rate and can raise it at any time. The union could ask you to vote on this or it could raise dues on its own. Regardless, NNU has tied its dues rates to nurses' pay, so that means the union gets more money any time a nurse gets a raise. Union dues are not tax deductible and most unions argue to have employers deduct dues directly from your paycheck. This means the union gets paid before you do. You should ask union organizers for clear and complete facts about the amount of dues it could take from your paycheck if the union is voted in.

## Vote No.

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