

# Did you know?

## Twelve final facts

NNU/CNA can promise almost anything to get voted in. Since voting them back out would be very difficult, they have nothing to lose by making false promises. **That's why it's so important to focus on facts as you decide how to vote:**

### Staffing

1. **NNU/CNA has not solved hospitals' staffing shortages.** That's why nurses at more than 50 hospitals went on strike over staffing during the past 3 years.
2. **Going on strike has not solved any hospital's staffing shortage.** Instead, it may have convinced nurses at other area hospitals not to come to work there.
3. **NNU/CNA contracts often impede recruitment** by basing many decisions on seniority and offering a lower "tier" of pay and retirement benefits in some places.

### Pay

4. A shortage of RNs has pushed pay steadily higher, so that **nurses covered by union contracts often fall behind.** This can increase turnover and make staffing worse.
5. Raises bargained in NNU/CNA contracts often are **"catch-up" increases** needed to regain market competitiveness. Under the new contract, pay may again fall behind.

### Voice

6. **NNU/CNA strongly opposes structures like Shared Governance** where RNs can speak for themselves with management. They want to be your exclusive voice.
7. **RNs have to join and pay NNU/CNA** to have any involvement in the union's activities, including being able to look at proposed contracts.
8. With NNU/CNA, **RNs must rely on a small group** of bargaining committee members, unit reps, and union/management committee members to speak for them. Often the same individuals are chosen by NNU/CNA to fill all these roles.
9. Managers potentially **could lose much of the flexibility** they now have to accommodate your wishes regarding time off, scheduling, etc. The contract would control these issues, with seniority potentially determining many decisions.

### Organizational climate (what you see now will continue)

10. NNU/CNA **encourages members to harass non-members** about joining and paying dues, which creates tension throughout the workplace.
11. NNU/CNA **continuously criticizes management and the hospital** publicly, often harming the hospital's reputation in the community.

### And finally:

12. **UMC has new leadership.** Voting "no" gives them a chance to continue working directly with RNs to address important issues. If you're not satisfied with what they've accomplished a year from now, you can have another vote.

**Please carefully consider these facts, and then Vote No**