

Answers to Frequently Asked Questions About Voting for Rush Nurses, Vol. #4

This information is provided in response to questions received since NNOC/NNU filed a petition seeking to represent eligible registered nurses at RUMC. If you have a question, please ask your nurse leader, and we will answer it in a future AFAQ.

“When is the vote, and which nurses are eligible to vote?”

Below you will find information about the election and covered job classifications. Nurses in covered job classifications at the acute care Medical Center are eligible to vote; nurses in job classifications not included below are ineligible to vote.

Election Dates: May 14, 15, 16

Election Times: 6:00 a.m. - 8:30 a.m., 11:00 a.m. - 1:00 p.m., 6:00 p.m. - 8:30 p.m.

Election Location: RAB Building Conference Rooms 4A and 4B

Voter-Eligible Nurse Job Classifications: All nurses in these job classifications are encouraged to vote in the election.		
Critical Care Outreach 2 RN	Registered Nurse 1	RN Supplemental Staffing
Critical Care Outreach 3 RN	Registered Nurse 2	RN Unit Based Per Diem
Critical Care Outreach RN PD	Registered Nurse 2 CSO	Sr. Vascular Access RN
OR Schedule Board Coordinator RN	Registered Nurse 3	Vascular Access RN
Organ Recovery 2 RN	Registered Nurse 3, CSO	Organ Recovery 3 RN

“How is the vote determined? Is there a minimum number of nurses who must vote for the election to be valid?”

Low turnout by itself does not invalidate the vote. Under NLRB rules, an election is valid regardless of how many eligible voters actually vote; the outcome is determined by *a majority of votes cast*, either for the union or for *the hospital*.

So, while there are more than 1,800 nurses eligible to vote at Rush, if only 1,000 vote and 501 vote for the union, then the union wins the right to represent all 1,800 nurses.

“Is it true that not voting is like voting ‘no’?”

No, that is misinformation. Anyone telling you that *not voting is like voting “no”* may be trying to mislead you and suppress voter turnout. **Our goal is 100% voter turnout.**

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“Is voting confidential?”

Yes, voting is completely confidential. NLRB elections are conducted by secret ballot; no one will ever know how you decide to vote unless you tell them.

NLRB representatives are present during the entire election to ensure that the vote is fair and completely confidential.

“What if a voter is on extended leave? Can they still vote in the election?”

Eligible voters who may be on leave generally have the right to vote in the election regardless of their present leave status. However, these individuals must vote in person during the posted dates and times.

“Will Rush nurses be allowed to vote during work time?”

Yes. We want to encourage you to exercise your right to vote. Accordingly, eligible nurses can vote on shift while they are at work, and we are scheduling extra staff on each of the three voting days to allow those who need to vote to do so.

In addition, we are arranging for **free valet parking**, and all those who have scheduled PTO on the voting days **will not be charged for those PTO hours**, provided the request was made prior to April 8, 2026.

Remember, the NLRB does not allow for absentee balloting, and nurses also cannot designate someone to vote on their behalf. For your vote to count, you must vote in person during the designated dates and times.

“Do eligible nurses have the right to leave their unit/work area to vote?”

Nurses can vote at any time polls are open, including during working time. If you are working, we encourage you to work with your coworkers to cross-cover patients and assignments so everyone can vote. You can also ask your leader to assist with arranging coverage.