

# PNS is Your Voice at RUMC and Would Be at Risk Under NNOC/NNU



## PNS is the Foundation of Our Nursing Culture

Professional Nursing Staff (PNS) is at the heart of what sets Rush nursing apart from other healthcare institutions.

However, under NNOC/NNU, PNS at RUMC could be at risk. This document provides important information about what would be at risk in negotiations and why.

## Under NNOC/NNU, Rush Nurses and PNS Could be Sidelined

If NNOC/NNU is elected, the union becomes the exclusive representative for RUMC nurses. Individual nurses would be barred from dealing directly with leaders regarding changes to wages, benefits, holiday and PTO schedules, shift preference and other terms. This means:

- ❑ **Putting your flexibility at risk:** Under NNOC/NNU, union representatives and lawyers would speak for all RUMC nurses and negotiate binding agreements. Individual nurses/departments could be prohibited from implementing different or flexible solutions that fit their unit's circumstances as part of negotiations.
- ❑ **Forfeiting your professional voice:** Today, RUMC Unit-Based Councils (UBCs) help make decisions that work for you and your coworkers (develop schedules, weekend rotations, holiday schedules, vacation selection, etc.). Under NNOC/NNU, individual units would be subject to whatever terms are negotiated into a contract covering all RUMC nurses. There is no guarantee that UBCs would be involved or that your voice or needs would be heard.
- ❑ **Choosing potential conflict over collaboration:** Today, we collaborate to find the best solutions for our patients and each other. All that could change under NNOC/NNU, which is responsible for 25% of all healthcare strikes in recent years.

**NNOC/NNU has been very clear about its views on Magnet designation.** For decades, the union has “*opposed*” the Magnet program and recently referred to it as a “*bogus credential*,” “*a costly Marketing tool*” and “*a farce*.” <sup>1, 2, 3</sup>

**You don't have to put PNS at risk.** If you vote no, you vote to put Deana Sievert in the driver's seat and continue to provide her the opportunity to work with you and your colleagues to make RUMC the best it can be.

<sup>1</sup> The True Forces of Magnetism, Registered Nurse, [www.calnurses.org](http://www.calnurses.org), May 2008

<sup>2</sup> NNU Denounces Johns Hopkins Health Systems use of Bogus Credential, NNU/NNOC Press Release, August 5, 2019

<sup>3</sup> Keeping Up Appearances, NNU-National Nurse Magazine, June 2023, page 14