



## Voting No is a Temporary Choice, and Gives Our New CNO an Opportunity



The upcoming election at RUMC will impact our organization for years to come. **If RUMC nurses vote no, they vote to give our new CNO, Deana Sievert, an opportunity to do the job she came here for – continue working directly with RUMC nurses – an exciting possibility.**



On the other hand, if the union is elected, RUMC nurses would put everything they have and count on in the hands of NNOC/NNU and an uncertain bargaining process. The chart below provides details:

Issue	What a No Vote Could Mean for RUMC Nurses	What a Yes Vote and Bargaining Could Mean for RUMC Nurses
<b>Wages, Benefits and Union Dues</b>	<ul style="list-style-type: none"> <li>Your wages/benefits <u>would not be at risk</u> in the <i>give-and-take</i> process of collective bargaining.</li> <li>You would give Deana Sievert, the new RUMC CNO, an opportunity to work with RUMC nurses.</li> <li>No risk of union dues to keep your job.</li> </ul>	<ul style="list-style-type: none"> <li>All wages/benefits go on the table and could be at risk in negotiations.</li> <li>Collective bargaining often takes months or years. You are stuck with everything you dislike until negotiations are done.</li> <li>Mandatory dues reduce take-home pay and could average \$1,345.89 per year (and increase with your wage rate).</li> </ul>
<b>Unit-Based Decision-Making</b>	<ul style="list-style-type: none"> <li>You <u>would not put at risk</u> the role of Unit-Based Councils (UBCs, unit-focused decision-making).</li> </ul>	<ul style="list-style-type: none"> <li>NNOC/NNU would speak for all RUMC nurses; negotiated terms could create one-sized rules for all RUMC units/nurses.</li> </ul>
<b>Workplace Culture</b>	<ul style="list-style-type: none"> <li>You <u>would not risk the workplace culture</u> we all love or the patient bonds that could be broken by strikes.</li> </ul>	<ul style="list-style-type: none"> <li>Bullying, aggressive demands that you support the union, picketing and strike notices could become the new normal (like UCMC).</li> </ul>
<b>Staffing and Workload</b>	<ul style="list-style-type: none"> <li>You <u>would not put at risk our staffing practices</u> (RUMC ranks ahead of ALL market unionized hospitals).</li> </ul>	<ul style="list-style-type: none"> <li>While NNOC/NNU can promise anything, there are no guarantees.</li> </ul>
<b>Schedules, Work-Life Balance, Unit Transfers</b>	<ul style="list-style-type: none"> <li>You <u>would not risk your ability</u> to work with your leader/coworkers to make unit schedules or grow your practice with transfers to other care units.</li> </ul>	<ul style="list-style-type: none"> <li>NNOC/NNU may prioritize strict seniority for scheduling. You could lose a preferred shift or the ability to work it out at the unit level with peers.</li> </ul>
<b>The Future of PNS</b>	<ul style="list-style-type: none"> <li>You would not put PNS at risk, which is a strong voice for RUMC nurses.</li> </ul>	<ul style="list-style-type: none"> <li>NNOC/NNU does not support PNS structures, which could put the future PNS in doubt.</li> </ul>

As you can see, **if you vote no, you put nothing at risk.** If you vote no, you vote to give Deana Sievert and your coworkers direct control over your future. You will always be there and be ready to work.

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