

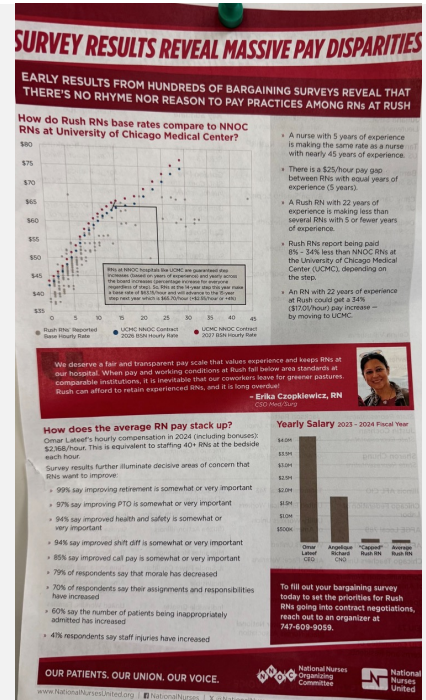
# Are NNOC/NNU Organizers Trying to Mislead You?



Last week, NNOC/NNU organizers distributed a flyer that compared nurse pay at RUMC with that at UCMC. The flyer *twists the facts* to make it appear as though RUMC nurses are underpaid, when this is not true.

## Here's how the union's flyer is misleading:

- The chart compares RUMC's wages after the 2025 increases to UCMC contract rates after 2026 and 2027 increases. These are different periods.
- The union also does not account for RUMC's Career Advancement Ladder, which allows nurses to accelerate their career and wages.
- There is also no way to tell how the union may have *cherry-picked* nurses' responses or whether any of the data was manipulated (*union organizers are not compelled to be truthful*).
- The flyer does not note that during the 2019-2023 contract cycle, UCMC nurses only received negotiated increases of 2% in each contract year and did not receive COVID-era market adjustments to base.
- The flyer does not explain how many nurses were surveyed, how the data was gathered or how responses were selected, which makes it difficult to evaluate the accuracy and representativeness of the findings.



## Other Facts about Compensation and Benefits at Rush:

- **By comparison, the average RUMC Core RN has received approximately 30% in wage increases since 2021, or an average of 6% per year in combined merit, market and other increases.**
- Our 2026 engagement scores demonstrate that 84% of nurses are proud to work at Rush. Given that Deana Sievert is the new CNO and has only been here a few months, doesn't it make sense to give her a chance? Nurses can choose to unionize with NNOC/NNU later if not satisfied with Deana's leadership.

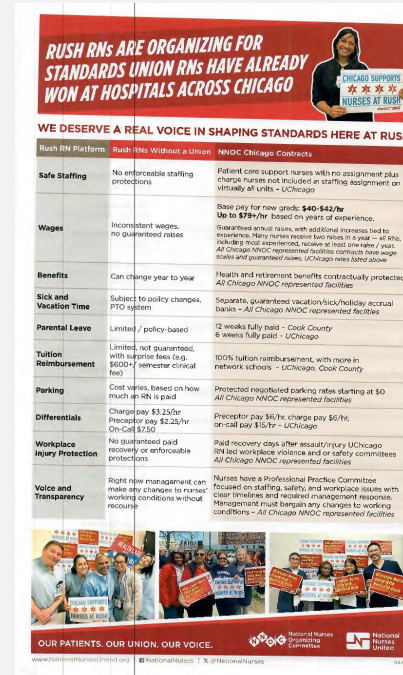
# Are NNOC/NNU Organizers Trying to Mislead You, Again?



In another recent flyer, NNOC/NNU organizers claim that NNOC/NNU members at unionized hospitals in Chicago have it better.

Here are just a few examples of how the union's flyer is misleading:

- NNOC/NNU organizers fail to mention the fact that staffing is better at RUMC compared to all hospitals in our market with union-represented RNs.<sup>1</sup>
- At UCMC, all benefits are *NOT* protected by the contract; if benefits are cut for others (*healthcare, dental, vision, etc.*), nurses take the same cuts as well.
- Even parental leave at UCMC can be changed or eliminated at any time.
- Organizers talk about paid meal breaks and free parking, but these are not included in its current Chicago-area contracts. For example, nurses at UCMC typically pay about \$175 per month for parking.
- UCMC nurses lost their pension in 2017 despite representation.



## Other Facts to Consider:

- If nurses at Rush elect NNOC/NNU, RUMC leaders would bargain in good faith, but nothing is automatic or guaranteed.
- The bargaining process would begin with what RUMC nurses currently have and could go up, down or stay the same.
- During the bargaining process, all your current terms and conditions of employment would be on the table and at risk, even things you like and might not want to see changed.
- NNOC/NNU organizers cannot legally guarantee you more; in fact, they can't even guarantee you will keep what you have now.

<sup>1</sup> Illinois Hospital Report Card website: Staffing comparisons include vacancies, turnover, and agency usage.