

Answers to Frequently Asked Questions (AFAQs) for Rush Nurses, Vol. #3



Wednesday, April 22, 2026

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.

“Why should we trust leadership now?”

Union organizers want you to focus *only on our challenges*; most nurses know that Rush is an exceptional place to work and practice.

Today, we have new senior nurse leadership at RUMC (new CNO, Deana Sievert) who prioritizes transparency and a new direction. Rush is on a path to rise higher, which is why we ask that you reject NNOC/NNU and its divisive influence.

“If you support nurses, why oppose the union?”

We oppose the NNOC/NNU, not RUMC nurses. NNOC/NNU is an aggressive union that has proven it prioritizes conflict over cooperation. NNOC/NNU and its affiliates are **responsible for about 25% of all healthcare strikes since 2018.**

We feel strongly that **our Rush culture is at risk in the upcoming election**, which is why we ask that you vote no and reject the NNOC/NNU on May 14-16.

“Has Rush hired union busters to fight the upcoming election?”

No. Rush has engaged an outside law firm and communications support to help ensure we follow the law and that everyone understands the process.

While NNOC/NNU’s paid organizers use misdirection to attack Rush for hiring experts, **NNOC/NNU has a team of paid attorneys, marketing agencies and organizers** leading their campaign and writing their messaging. NNOC/NNU members pay these experts through their monthly dues payments to the union.

“Rush talks a lot about culture and values: what has actually improved for nurses in the past year?”

Don’t allow union organizers to distort reality at RUMC. Here’s a short list of some positive developments for nurses: 1) our 6th Magnet redesignation; 2) large market adjustments and other pay increases to reward and retain top talent; and 3) rising engagement scores that prove there are many positive things happening at RUMC.