

Answers to Frequently Asked Questions (AFAQs) for Rush Nurses



Saturday, April 11, 2026

We are providing this information in response to questions received since NNOC/NNU filed a petition seeking to represent Nurses at RUMC. If you have a question, please ask your nurse leader, and we will answer it in a future AFAQ.

"How is nurse compensation determined at Rush?"

Compensation at Rush is merit-based and market-driven. In addition to the annual merit process, Rush regularly (*at least annually*) conducts market reviews to ensure competitive pay. Over the past 5 years, RUMC Core Nurses have received **an average 6% increase per year (approximately 30% over 5 years)** in merit and market increases.

RUMC nurses received these increases without having to pay thousands of dollars in union dues, which would only reduce the *take-home value* of these wage increases.

"There is a rumor that merit increases may be canceled because of the organization's transition to Workday (the new HR and payroll system). Is that true?"

No, this rumor is not true – Rush has no plans to cancel merit, and merit is built into our planning. Additionally, Rush has no plan to change the timing of merit increases later this year. Merit is an annual process, typically announced in December, with a distribution date in January. There is no plan as part of the transition to Workday (the new HR and payroll system) to change that.

"There is a rumor that Rush is changing the internal tuition program for RUMC nurses. Is this true?"

No, this rumor is not true – the internal tuition program for RUMC nurses is not changing. But we are in the process of expanding this valuable program to nurses at Rush Copley, which may be the origin of this claim.

During a union organizing campaign, it is common for union organizers to raise questions and start rumors. This is a common tactic used to create fear and uncertainty; union organizers know you are more likely to support them if you are uncertain about the future.

"Isn't it true that with the union, we can only gain higher wage increases and more generous benefits?"

No, under collective bargaining, you are not guaranteed "more" of anything. Represented employee wages would be subject to negotiation. With or without a union, Rush, *like most employers*, would continue to use market data when reviewing nurses' wages. Also, during the bargaining process, all terms and conditions of employment for RUMC nurses (including tuition reimbursement) would be part of the bargaining process and open for reconsideration or trade.