

Answers to Frequently Asked Questions (AFAQs) for Rush Nurses, Vol. #2



Wednesday, April 15, 2026

This information is provided 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.

“The union says we don’t have to pay dues in Illinois? Is this true?”

No. Illinois is NOT a right-to-work state. Right-to-work laws allow individual employees to decide whether to pay dues; in Illinois and 24 other states, unions can demand as part of a CBA that all employees be forced to pay. In Illinois, you may be able to “*object*” to union membership, but you would still have to pay a service fee (roughly equal to dues).

If you have questions about this, please see the National Labor Relations Board website: <https://www.nlr.gov/about-nlr/rights-we-protect/the-law/employees/union-dues>.

“Don’t union organizers have to tell the truth? Why wouldn’t they tell us the truth?”

Professional union organizers are salespeople, not required to tell the truth. It’s their job to sell you on the idea of supporting, electing and paying the union for its services. They don’t want you to consider any of the potential downsides of unionization. If the union promises you that you will not have to pay them for their services, ask them to guarantee it in writing.

“Why are the union supporters so aggressive? It seems like they don’t want to listen to opposing views.”

NNOC/NNU is known for being a very aggressive union. Their history of strikes and conflicts is significant; in fact, the NNOC/NNU has called nurses out on strike more often than any other union representing nurses, with a total of 69 strikes since 2018. Our primary concern about bringing NNOC/NNU to RUMC is their tendency to prioritize conflict over collaboration.

“Union organizers say that we can have the union at Rush and it won’t affect our culture at all: can we have the union, PNS and all the things we love about RUMC?”

Professional organizers will likely say anything to minimize the risks. Remember, organizing Rush will provide NNOC/NNU with almost \$2 million more in annual income.

Unfortunately, if the union is elected, it may be difficult or impossible to remove it. If you think NNOC/NNU is wrong for RUMC, just ask the nurses at St. Louis University Medical Center (SLUH), who have been trying to get rid of the NNOC/NNU for years without success.