

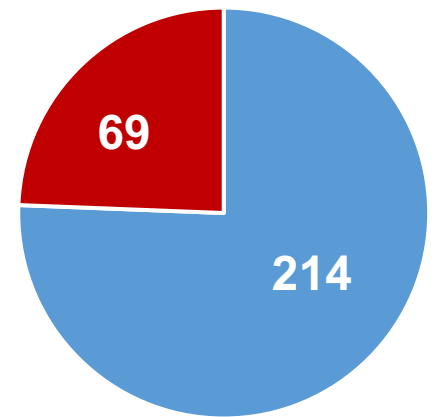
When Collective Bargaining Breaks Down, NNOC/NU is Quick to Call Nurses Out on Strike

Some employees at RUMC are union-represented; while we have unions, we have never experienced a significant strike. But that could change if NNOC/NU is elected to represent nurses.

The data on NNOC/NU strikes is troublesome. According to Bloomberg Law, there have been 283 healthcare strikes in the US since 2018.

NNOC/NU and their affiliates were responsible for 69 of the 283 total strikes, or about 25% of all healthcare strike activity since 2018.

Healthcare Strikes
2018 to Present



■ All Other Unions ■ NNOC/NU & Affiliates

NNU Affiliate Called Nurses Out on Strike for 41 Days Early in 2026

On January 12, 2026, NNU affiliate, New York State Nurses Association (NYSNA), called 15,000 nurses out on strike (the largest nursing strike in New York history).

The strike targeted three New York Health Systems: Montefiore, Mount Sinai and New York Presbyterian.

Nurses were **on strike for 41 days**, without any direct support from NYSNA. Worse, the union settled for only a fraction of what they originally demanded.

Turn to the back page to consider how much NYSNA nurses lost during the strike, and how long it may take them to break even.



Important Facts about NYSNA's 41-day strike:

- While originally demanding 30%-40% increases, the union settled for 12% increases over three years (4% annual increases).
- During the 41-day strike, NYSNA did not provide strike pay, but made needs-based hardship funds available (it is difficult to know how many nurses received these funds or what they had to do to qualify).
- The strike was not only costly for nurses; hospitals spent an estimated \$100 million on replacement nurses to care for patients while NYSNA members were on strike.
- Some nurses reported feeling betrayed by the union and complained about being financially drained by the strike.

After 41 Days on Strike, Three Years Just to Break Even?

After 41 days on strike with no direct support from NNOC/NNU affiliate NYSNA, the math for union members is daunting.

- Based on news reports, the average nurse likely lost \$3,076.92 per week or \$18,461 over six weeks.
- Even with 4% annual increases over three years, **it would take the average nurse about three years to recoup the \$18,461 lost during the strike.**
- What would you do if the NNOC/NNU called you out on strike at RUMC? Would you try to cross their picket line and come to work? *How do you think they would treat you if you did?*

