

8

We don't have any money, so it's futile to organize.

- Hospitals like to talk about how little money they're making. However, nurses see ways that money is wasted every day—money that would be better spent on nurse retention and patient care.
- When you're organized, you have a say in how the money is spent. You also have access to information about the hospital's real finances and help from union experts to find out where the money is really going.

9

Management often makes promises of money, benefits, or promotions to employees who will speak out against organizing.

Sometimes nurses even claim to have had a bad experience in the past with a union. Management may also try to form a "Vote No" committee of nurses who will be encouraged to use work time to fight their co-workers' attempts to organize, all in an attempt to keep things just the way they are right now.

What are the nine things that management always says when nurses talk about organizing a union?

What is the Pennsylvania Association of Staff Nurses and Allied Professionals (PASNAP)?

The Pennsylvania Association of Staff Nurses and Allied Professionals (PASNAP) is an independent union of staff nurses. PASNAP was formed in May 2000 when the nurses who had been a part of the Pennsylvania State Education Association left to form their own independent union. The nurses of PASNAP focus resources on nursing issues, like passing a Safe Staffing bill in Pennsylvania. We also want to help other nurses organize, so that all nurses in Pennsylvania can have a voice in the care we deliver.

How does the process work?

The most important factor in the process of nurses organizing a professional union is education. That's why PASNAP has a staff of experienced organizers who are available to meet with nurses anytime, any place, so that each nurse can get all of her questions answered.

After meeting and educating themselves, most nurses decide to move forward with organizing the union. At that point we will file for an election with the National Labor Relations Board. The National Labor Relations Board will then conduct an election at the hospital.

If the vote is successful, you will immediately begin electing your bargaining committee of nurses and surveying your membership to prepare for first contract negotiations! Once you have won a union election, you have a voice in every decision that affects your work and the care you deliver.



Hint:
They come directly from the consultants' anti-union campaign manual.



Pennsylvania Association of Staff Nurses & Allied Professionals

1100 E. Hector St., Ste. 450
Conshohocken, PA 19428
1-800-500-7850, ext. 108

www.pennanurses.org

Pennsylvania Association of Staff Nurses & Allied Professionals

Did you know. . .

When **hospital administrations** find out that nurses are talking about organizing a union, they usually hire expensive (approximately \$3000/day) management consultants whose entire job is to **stop nurses from organizing**. Through mandatory meetings, letters, videos, and scripted one-on-one meetings with nurse managers, anti-union consultants communicate their message of **fear, intimidation, and futility**.

Here's what they say:

1

We had no idea there was a problem. Give us a chance and we'll make everything right.

- Anti-union management consultants advise hospital administrators to go to each nurse and ask for a second chance.
- They make promises that things will improve.
- They give raises, improve benefits, and restore cut-backs.
- They even fire an unpopular Director of Nursing or CEO, and hire someone new whose job it will be to ask for a second chance.

2

You'll lose flexibility.

- Anti-union consultants know that nurses value flexibility. So they'll make phony threats to take away self-scheduling, weekend programs, anything that makes your life as a nurse easier.
- Just remember, once you're organized, management can't make any changes without negotiating with you.

3

You start from "scratch" in negotiations.

- Management will say that you start with a blank slate at negotiations, and that you could lose benefits that you care about. Remember, you start with what you have now, and work from there in the negotiating process.
- **Consider this:** if management really thought you would lose by organizing, why are they desperately fighting your attempt to organize?

4

Unions aren't for professionals.

- Anti-union consultants know that professionalism is important to nurses. So they'll talk about unions as organizations for blue collar workers, not for educated professionals.
- The Pennsylvania Association of Staff Nurses and Allied Professionals is a union of staff nurses, all of whom believe that there's nothing more professional than being able to advocate for their patients and themselves: at the bedside, at the negotiating table, and before the legislature.

5

The union is a third party that will come between us.

- Anti-union consultants will tell managers to say that the union is a third party that will come between management and nurses.
- Remember, the union is the nurses. Nurses elect their co-workers to be their representatives and all decisions are made by nurses.

6

Union dues are...

- While management never seemed to care how you spent your money before you started talking about organizing, now they're very concerned about how much you may contribute to your organization in union dues.
- Nurses at your hospital will pay nothing in dues until a contract has been negotiated and ratified by all the nurses. That means that you pay dues only after you've voted on a contract that contains the kinds of improvements to salaries, benefits, and working conditions that will make nurses want to stay at your hospital.
- PASNAP dues are 1% of gross wages, with a cap at \$23.54 per pay period. Like all decisions in the union, the nurses voted on this dues level because it is fair and equitable while providing resources to negotiate great contracts, help other nurses organize, and fight for safe staffing legislation.

7

The union will make you abandon your patients and go on strike.

- Only the nurses at your hospital can vote to go on strike. While 98% of hospital contracts are settled without a strike, a strike is an option if nurses feel like they have exhausted other options.
- Federal law requires nurses to give a full ten days notice before they strike. At that point, legal responsibility for the care of patients is transferred from the nurses to the hospital. The hospital must make alternative arrangements for the patients, including transferring them to other hospitals and rescheduling elective procedures. Hospitals also hire expensive, out of state companies to provide temporary replacement nurses.

Hospital executives know nurses have a lot to gain by organizing with their co-workers and winning a voice in the workplace. In fact, most Hospital CEOs are willing to spend patient care dollars on expensive anti-union consultants to script department managers on what to say to get nurses to vote no. How do we know the administration has hired an anti-union consultant? Because managers always say the same thing; don't be fooled by consultant rhetoric.

