

KNOW YOUR RIGHTS

As healthcare workers stand together and reset the power dynamic at our hospital, there are several federally-protected rights that we have that our employer cannot violate. If management or HR DOES violate one of these protected rights, we have the right to file a charge with the National Labor Relations Board, an arm of the federal government. These are known as unfair labor practice charges.

Our rights under the law include:

- **Right to talk about the union openly with our coworkers (Rule of thumb: If you can talk about what you had for dinner last night you can talk about the union)**
- **Right to wear union insignia (buttons, pins, stickers, lanyards, etc.)**
- **Right to post and distribute union flyers and newsletters**
- **Right to collect petition signatures in non-work areas and during non-work times.**

Management may not retaliate against any of us for exercising our rights, for instance by:

- **Threatening you for your union activity**
- **Spying on you while discussing the union**
- **Disciplining you in any way**
- **Interrogating you about your union activity**
- **Promising you better treatment in exchange for not supporting the union**
- **Forcing you to attend anti-union meetings or discuss the union with management**

These examples would constitute a violation of your rights and could result in an unfair labor practice charge.

Why would management even try to violate our rights?

Hospitals run anti union campaigns because they know they will have to negotiate with staff when they form a union.

Management does not get a vote and they cannot stop us or any of our colleagues from forming a union. Their only chance at maintaining their status quo – where they have most, if not all, decision making power – is to convince us that voting to have a seat at the table is not in our best interest.

What does an anti-union campaign look like?

When hospital administrators find out that healthcare professionals are talking about organizing a union, they usually hire expensive management consultants whose entire job is to stop us from organizing. At Einstein Main, instead of investing in patient care, **management spent \$10 MILLION on anti-union consultants but still failed to stop the nurses from unionizing.** The whole goal of these anti-union consultants is to convince healthcare workers that they don't need a seat at the table.

Management hires these folks because they know that when we come together we have the power to make them address the issues we care about. **As long as we stay united and informed, there is NOTHING THEY CAN DO TO STOP US !**

Management and their hired cronies will likely try to create a tense atmosphere to instill a sense of fear and futility by using various tactics such as:

- **Townhall meetings**
- **Department huddles**
- **One-on-one conversations with your unit manager**
- **Flyers and presentations**
- **Mailers to our homes**
- **Sudden improvements to working conditions and/or wages**

Hospitals often even spread the same kind of misinformation about what the union is and how it works. In fact, you can map out their tactics on a BINGO card and play along!

UNION BUSTER

B I N G O

YOU DON'T DO WHAT NURSES DO	NO GUARANTEE	THE UNION IS A 3RD PARTY	UNIONS PROTECT LAZY PEOPLE	THE UNION IS A BUSINESS
YOU'LL HAVE TO STRIKE	BUT WE'RE A FAMILY!	DUES! DUES! DUES!	COME BETWEEN YOU & YOUR MANAGER	YOU SHOULD BE ABLE TO NEGOTIATE WITH HR
YOU WON'T GET WHAT ARMSTRONG HAS	UNIONS AREN'T FOR HEALTHCARE WORKERS	FREE	A MARKET ADJUSTMENT IS COMING	STRIKES STRIKES STRIKES
BE CAREFUL WHAT YOU SIGN	YOU WON'T GET WHAT NURSES HAVE	WE'VE POSTED POSITIONS	WE DON'T HAVE ANY MONEY ANYWAY	WE JUST WANT YOU TO KNOW YOUR RIGHTS
WE DON'T HAVE TO AGREE TO WHAT YOU WANT	YOU ARE ALREADY IN LINE WITH INDEPENDENCE SYSTEM	YOU MAY LOSE WHAT YOU HAVE	YOU'LL START NEGOTIATIONS FROM SCRATCH	WE DON'T KNOW! GIVE US A CHANCE!



How should we respond to anti-union tactics?

Management is no longer allowed to make anti union meetings mandatory. In fact, management must make it abundantly clear that any non union meeting or discussion is completely voluntary and that staff will not be disciplined for declining to attend or engage. Failure to do so would be an unfair labor practice.

Folks should not be afraid to tell management directly that they are not interested in participating in anti union meetings. Even better, staff should feel empowered to tell management that they have made up their mind and support joining PASNAP and to let you focus on your patients/assignment. If you think like management may have broken the law, please contact the committee member on your unit right away.