

Did You Know?...

1. Someone said that if we had a union, my manager wouldn't be able to be flexible anymore. Is this true?

When a union is in place, they take on the role of your representative with the hospital. When a contract is negotiated, it is done by a process called "collective bargaining". The law says that both sides must talk about certain subjects. These subjects are called "mandatory subjects of bargaining". Wages, benefits, shift start and stop times, how vacations are applied for and granted, how schedules are done and when they are posted, what seniority means and how it is applied and the process for discipline are just some of these subjects. If there is specific language in a contract, your manager cannot do anything different from that language. Therefore, if the contract allows for some flexibility in some areas, then your manager could be flexible. If the contract does not allow for this, then he/she would not be able to be flexible. As you can see the answer is complicated.

Once a collective-bargaining representative has been designated or selected by its employees, it is illegal for an employer to bargain with individual employees, with a group of employees, or with another employee representative Source: Basic Guide to the National Labor Relations Act, General Counsel, National Labor Relations Board, p. 9

2. If we had a union, how would that affect my ability to work overtime or pick up extra shifts?

Again, that would depend on what is negotiated in the contract. Typically overtime is designated by seniority. There would be an order in which the manager would have to offer this time. Even if he/she knew that a particular employee never wanted overtime, if it is their turn, he/she would have to offer it and work down the seniority list until the slot was filled.

3. What if no one in our department voted for the union, can't we still do things the way we want to on our unit?

If your manager were to allow this behavior after a union gains representation, the union can file a grievance without your cooperation on their behalf. They legally represent you and your co-workers whether you are a member or not.

4. Would I still be able to take 4-6 weeks for vacation if we had a union?

This is a mandatory subject of bargaining and included in the contract. For example, there are Las Vegas hospitals with nursing unions are that are limited to 4 weeks vacation by their contracts. To allow more under those contracts would constitute a contract violation by the hospital. So the answer is **maybe**. There is no way to know ahead of time what may be negotiated into any contract or what other benefits could be bargained away by the union in order to obtain longer vacation periods.

VOTE "NO" to CNA/NNOC