



Fairview Ridges Nurses are Stronger Together



Management's bag of tricks to stop nurses from forming a union

Hospital decision-makers will use various tactics to deter nurses from coming together and forming a union. Managements everywhere have been using these same tactics for years. Here's what to expect from Fairview Ridges:

- Promises to address your workplace issues
- Offers raises or increased pay for Christmas and New Years' Day
- Attempts to create a tense workplace by holding mandatory staff meetings, one-on-ones with nurses and managers, or optional "informational meetings" where they will try to dissuade nurses from forming a union.

What they won't tell you is that federal law bans management from violating your legal rights with these meetings.

According to Federal Law, NLRA, Sec. 7, management cannot:

- Threaten/coerce you and your co-workers in order to discourage support for the union
- Spy on union activities
- Ask you about your union activities or opinion
- Fire, transfer, or demote you for union activities
- Threaten to close the hospital if the union is voted in
- Bribe employees to vote against the union
- Deny employees the right to vote for the union.

If you believe management is violating your rights, contact:

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Here are some statements you can expect management to use to discourage your efforts to come together and form a union. Check off the statements you have already heard.

“The union will show management the authorization cards.”

Union authorization cards will never be given to Fairview Ridges. These cards are legally required to file for a union election and nothing else. You should only fill out an authorization card if you support forming a union.

“We are already making improvements without a union.”

Why did it take nurses to begin forming a union for decision-makers to make improvements such as increasing your Christmas and New Year’s pay? What guarantee do you have these changes will stay in place if the threat of the union goes away? Under a union contract management cannot make changes without the nurses agreeing to them.

“The union is a gamble: the union will make promises they can’t keep.”

The only promise that has been made is that after you and your co-workers vote to form a union, you will have a seat at the table to negotiate a contract.

“We want you to be able to speak for yourselves and not have the union speak for you.”

You and your co-workers are the union and will always be speaking for yourselves.

“We have an open-door policy.”

That’s great. There is no reason this open-door policy can’t exist after you and your co-workers form a union.

“Dues are expensive.”

When is the last time Fairview Ridges worried about how you spent your money? MNA members determine dues, which are \$67.00 per month and won’t start until you and your co-workers vote in favor of a contract.

