

Your Voice. Your Vote. Your MGH.

VOTE
JANUARY 22 & 23

Union Communication v. MGH Communication

This is what the NLRB says:

Unions can issue “**misleading campaign propaganda**” because the NLRB does not think employees are “naïve” enough to believe all they are told in the course of a union election campaign.

Shopping Kmart Food Market, Inc., 228 NLRB 13311 (1977)

The union is permitted to tell you what you “want” to hear.
MGH is required to follow federal law. MGH provides you **FACT-based information.**

MGH wants you to have ALL the **information.** MNA’s Myth v. Fact flyer consistently comes back to “we can protect what you have today.” Are you going to pay the union for something you already have?

YOU HAVE SHARED TWO KEY POINTS FROM MNA: GET THE FACTS

***Your block schedule won’t change.
We will put that in the contract.***

FACT: MNA is making you a promise that it can not guarantee. Neither side can promise you “what” will be in the contract or whether what you have today will be more, less or the same if a contract is negotiated.

Through bargaining you are subjecting ALL of your wages, benefits and terms and conditions to negotiations. Including schedules and seniority. You don’t get to “protect” items from being part of negotiations.

If you are not confident the union can deliver on their promises then give MGH an opportunity. A union contract represents a “group” of individuals and is not tailored to each individual RN’s personal needs. Do you want 574 of your peers deciding what is in your best interest or do you want to control it directly with your leader?

All RNs seniority/date of hire will be erased and MGH RNs seniority starts new

FACT: Again, MNA is telling you what they believe you want to hear to secure a vote from you. **The union can not guarantee how seniority would or would not apply in a contract that has not been negotiated.**

The reality is that seniority is commonly used by MNA to determine how things like shift bidding, schedules, time off and transfers occur. **The word “Seniority” is used 55 times in the Robbinsdale contract.**

The union’s line doesn’t work: If all RNs have the same start date, how would the union propose decisions are made for shift bidding, schedules, time off?

**STAY INFORMED.
KNOW THE FACTS.**

Visit northmemorial.com/yourMGH

