

## Vote NO! To keep our RN Integrity!

The tentative agreements so far are not gains at all.

**NNOC has negotiated for us what we already had FOR FREE!**

Dear colleagues,

We find it appalling that this "union", NNOC is inferring that it knows the signatures and number of signatures of those who signed the petition to fire them. They only know that the law requires AT LEAST 30% to sign in order for us to have a new election. They do not know the number of signatures!

They are trying so hard to divide us and pit us against one another, how exactly is that a "union"? There has been NOTHING unifying about this experience!

We have been in touch with other HCA hospitals that are represented by this "union" and time and again we are finding that there have been NO significant gains for those nurses with their NNOC negotiated contracts and in some instances the nurses have LOST! Stricter work rules on attendance and loss of flexibility for units to be autonomous. We all know that L&D does not function the same as Med/Surg or ICU but apparently these union negotiators DO NOT know or Do Not CARE! In Las Vegas, Mountain View nurses were used to 4% wage increases every year until NNOC got them a contract with 2%. They have the nerve to charge a fee for this (DUES of \$112 per month!). The nurses there were NOT permitted by THIS UNION to vote or even look at their contract unless they signed a membership and dues deduction authorization card FIRST! Talk about putting the cart before the horse!

The law requires of an elected union, "as exclusive bargaining agent is has a duty to represent equally and fairly ALL Employees in the unit without regard to their union membership or activities". ( direct quote from **National Labor Relations Act**)

We are intelligent, critically thinking individuals who already have the ability to speak for ourselves. We do not need to pay anyone to ask for things for us. We are healthcare professionals. This whole process has been a huge distraction from what we are all here to do, take care of our patients!

Respectfully,

Independent RNs  
of Rio Grande Regional



Independent RNs  
OF RIO GRANDE REGIONAL HOSPITAL