

To the Public,

I am writing you today to inform you of the union that has corrupted St. Louis University Hospital. The National Nurses Organization Committee / National Nurse United (NNOC/NNU) represents 651 registered nurses (RN) at St. Louis University Hospital/Tenet Health. The professional nurse's at St. Louis University Hospital/SLUH want to make you aware of our situation after the NNOC/NNU has corrupted our workplace.

The union arrived at SLUH in February 2013 to enforce their "Neutrality Agreement" with Tenet Health. This neutrality agreement allows NNOC/NNU **without** invitation to come into our workplace and solicit membership. They promised the nurses hope and leadership when we voted for them to represent us.

The hope was false concerning improved:

- nurse to patient ratios
- higher wages /a pension,
- 401K plan/matching contributions
- health benefit package

The leadership was poor because they used:

- Untrained nursing staff to negotiate
- Only one union negotiator and not a team

After eleven months and 15 hours of despair, the union gave in and agreed on a contract in the middle of the night.

The next day, the NNOC/NNU and the pro-union supporters were so proud of their work and accomplishments, they decided to hold a private/secret election starting that Friday night. The NNOC/NNU conducted this election over father's day weekend (Fri-Sat-Sun, June 2013). They did not make an advance public notice but contacted pro-union supporters which happened to be working that weekend.

The results were beyond dishonest. Out of the 650 RN's, only 188 voted "YES" for the union contract. We had 44 RN's vote "NO". The union told the RN's that they would have to join the union before they voted on OUR contract. The rule states, "Only union members can vote on the contract". Some RN's did not sign the union card and therefore could not vote. For the union, "**majority rules**" at the time of the vote and that is why they

held a secret election. Keeping it a secret works in their favor every time and guarantees them a \$1.4 million dollar payday without working for it.

Now moving forward sixteen months after the contract vote (Nov-2014), the NNOC/NNU sent out letters/bills to all the RN's who belong to the union but have not signed a union membership card. Along with that card was a bill for union dues. The union dues equal about 1.4% of your annual salary. The RN's are now being forced to pay union dues or lose their jobs. If the nurses do not pay the forced union dues, they can be fired and be sent to collections for this bill. In our contract, the union is to notify the hospital of anyone not paying the forced dues. The hospital should terminate these nurses. So far after seven months, the hospital has not fired one RN because the hospital has no one to replace them. As long as the union is receiving some of our "SCRAPS", they will be happy. Remember, the union is providing a minimal service for a big paycheck.

The truth is that our working conditions have declined overall. The RN's have suffered. Our wages were decreased because of the forced union dues. We were promised 3% increase but after the union dues it is down to only 1.6% increase because of the union participation. The NNOC/NNU promised more RN's would come to this hospital because of the union. That has not happened. The union has kept their promise to keep the bad RN's employed and pollute the minds of the new RN's that are hired. However, we are in the process of our own "RIGHT TO WORK" campaign.

We, the nurses at St. Louis University Hospital, have petitioned the National Labor Relations Board to conduct a new election. It is called a "Deauthorization election". We are planning to have this election on June 15<sup>th</sup> 2015. This will stop the union from collecting dues. The NNOC/NNU is not solving our problems with the hospital. They have not improved our benefits, have not corrected our working conditions or increased our hourly wage. So, why should we pay them??

Sincerely,

Brian Hendricks RN, BSN