

My Employer (SPH):

***MY Employer CANNOT do (or prohibit you from):**

- Discriminate in any way against any employee for participating in union activities, including attending meetings, participating in collective actions involving more than one nurse's concerns, or signing petitions or cards in support of the union.
- Make threats based on employee support of the union, including threats of discharge, layoffs, or discontinuing current benefits.
- Interrogate your employees or prospective applicants concerning union-organizing activities.
- Prevent pro-union solicitation by employees during *nonworking hours* and *breaks* OR from talking about the union during worktime if your employer permits you to talk about other non-work-related matters during work time.
- Engage in surveillance of employees to determine their views on the union.

My Employer CAN (and what they are neglecting to tell you):

- Describe the good features of working for your company, such as existing benefits, job security and steady work. (**Remember they already modified your PL accrual without asking you first)
- Inform them of the disadvantages of belonging to a union, such as the possibility of strikes, serving on picket lines, paying dues, fines and assessments. (**The last strike with MNA for a nurses union was back in the 1970's. Strikes are a tool in your new tool bag, but only used as a last resort. Additionally you may hear "your dues are going to cost you "X" amount over 20 years....", BUT ask yourself.....has SPH ever been concerned where you spend your money?)
- Tell us how their wages and benefits compare with other unionized and nonunionized companies with less desirable packages. (**MNA currently represents nurses in 31 facilities across the state and we always share that data and we have shared it with SPH Administration in the past)
- Hold meetings directed at providing information to encourage you to vote no. (**This is a common anti-union tactic and may include them saying you can no longer talk with your supervisor, or MNA will always have to be included, etc. This is simply untrue and please contact any of the Local 13 officers for the truth!)

Remember and ask yourself this question: Why did my employer not care about changing my earned benefits or ask if we wanted to reduce our PL..... but NOW they care about our nurses forming a union? Why do they care NOW??

** Please email info@mtnurses.org if you feel your rights above have been violated! **



Your Rights Are The Law:

National Labor Relations Act Sec. 7. [§ 157.] Employees shall have the right to self-organization, to form, join, or assist labor organizations, to bargain collectively through representatives of their own choosing, and to engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection, and shall also have the right to refrain from any or all of such activities except to the extent that such right may be affected by an agreement requiring membership in a labor organization as a condition of employment as authorized in section 8(a)(3) [section 158(a)(3) of this title].

What should I do when...

If I am mandated to go to a meeting.

Go to the meeting, and listen. You DO NOT have to answer any questions about how you feel about the unionizing campaign.

If a SPH supervisor or member of administration wants to have a 1:1 conversation with you:

Ask if the conversation is related to patient care. If it is not related to patient care, or they “just want to talk with you about how you like your job,” or something similar, you can say “I don’t feel comfortable having this conversation with you, I need to get back to my job and my patients.”

If SPH claims they won’t be able to “flexible” if you vote “YES” in the upcoming election.

This claim is untrue. The argument they are using about flexibility is called “third partying the union.” Your employer wants you to believe that being a part of a union would make it harder to talk to you about your wages, schedule, or other conditions of your employment. However, after you win your election you will have a legal basis to hold your SPH accountable if they are not upholding the terms of the contract you negotiate. **Just ask one of the current Local 13 officers**

If my employers wants to inform me of the disadvantages of belonging in a union.

Your employer is within their right to tell you why they think it’s wrong for you to become included in the Local 13 nurses union. Always ask yourself....why would SPH care if I decided to join the MNA Local #13 nurses union??? They care....because when you win your election, they can NO LONGER make unilateral changes to your working conditions and benefits without coming to you first!

If my employer starts surveilling/intimidating/threatening me.

Take good notes of the event that happened, and let someone know as soon as possible. You can email, call, or text MNA at info@mtnurses.org, 406.459.7925 if you believe your rights have been violated.