

RUMC Nurses Union Negotiating Committee Calls for an Informational Picket on July 25, 2019, 12:00 pm to 2:00 pm!

As frontline nurses, we work hard to provide the best care for our patients, even under the most difficult conditions. So, why would Richmond Center want to implement proposals that will make it hard to retain and recruit the best nurses available for our patients?

What is an Informational Picket? Picketing is a visible, public demonstration of **UNION SOLIDARITY**. It shows that we are committed to one another, and to holding the line on issues that we care about such as safe staffing, recruitment and retention of highly skilled nurses at the bedside and affordable, quality health care for ourselves and our families. Unlike a strike, hospital business continues as usual during an informational picket. You would continue to report for work; participating during non-work hours (i.e., before/after a shift or during breaks).

Is Informational picketing really necessary? While we hope we can reach agreement soon, we're still far apart on key issues related to patient care and staffing, recruitment and retention of quality nurses, health benefits, on-call pay equity and 12 hour shifts. Engaging in informational picketing will alert our patients and the community to the fact that Richmond University Medical Center administration is not in alignment with the values and priorities held by their nursing staff.

Can I get in trouble? Informational picketing is legally protected activity under federal labor law, as long as we give the employer proper notice and limit our activity to public areas around the hospital. It is illegal for managers to talk to employees about picketing or question their plans to participate, just as it is illegal for managers to question or punish employees for any union-related activity.

How can I help? Every RUMC RN will be asked to join the informational picket line. Please invite your family members, coworkers and friends. Community members, other labor unions, and elected officials will also be invited.



Does this mean we're getting closer to a strike vote?

- ✓ If RUMC administration is unwilling to move towards agreement after we engage in picketing, our negotiating committee may determine that a strike authorization vote is necessary.
- ✓ We have not reached that point yet, and are hopeful we can avoid it.

For more information, contact Lisa Ruiz at 609-969-0396 or Joan Rowley at 718-714-8863 an Executive Committee Member