

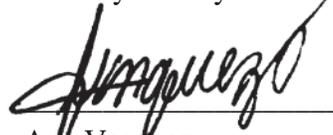
I am a 15-year veteran nurse at Alhambra Hospital Medical Center (Alhambra). In January of 2017, I participated in a union election conducted by the National Labor Relations Board. Based on my experience, I do not believe the Board should change its election procedures.

Workers should be protected from unnecessary delay tactics. From the time we filed our petition for election to the time we had an election, hospital management had more than enough time to talk to everybody in the unit. The hospital held mandatory, anti-union meetings for hours at a time. Because RNs were required to attend these meeting during our shifts, sometimes that left no RNs on the floor. This affected patient care. The Hospital also hired anti-union consultants who talked to RNs regularly. Management put out anti-union flyers and buttons and increased security to monitor union activity. With all of this, management had plenty of time to get their message out.

RNs did not have the same opportunity as management to share information about the union with our coworkers. Nurses were not allowed to go to other units during meals and breaks to talk about the union. Nurses were also not permitted to table for the union outside. Management monitored cameras and used roaming security to keep a check on our activities. As a result, many nurses were afraid. If the time before election had been longer, the hospital would have had even more of an unfair advantage. The hospital tried their best to stop RNs from voting for the union, and because of their increased access and position of power, more time to an election would just have meant more nurses acting from a place of fear instead of information. To this day, even after we successfully voted to unionize, some nurses are still afraid of retaliation from hospital management for expressing their views. In fact, the caregivers at my facility also tried to unionize, but the fear and intimidation proved too much.

The NLRB should keep the current election rules and strengthen them. If anything, the Board should be focused on shortening the time to election. Employers should not have time to hire union busters during these campaigns. I believe we would have won our election by a wider margin if the time to election had been shorter.

Thank you for your consideration,



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Ana Vasquez