

I am a Registered Nurse at St Jude Medical Center in Fullerton. In September of 2016, my colleagues and I participated in a union election at our hospital, run by the National Labor Relations Board. Based on my experience, I do not think the Board should change its current rules governing Union elections, especially if those changes would delay the time to election even further.

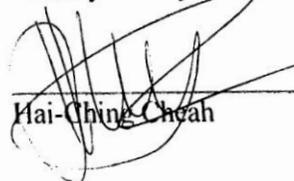
Under the current Board rules, my Employer was able to delay our election by a month after the petition was filed. During this time, the Employer engaged in a heavy union-busting campaign that included several unfair labor practices charges that were found meritorious (interrogating employees, threatening employees with loss of privileges and loss of access to management, enforcing unlawful access policies, and promising benefits if nurses voted against the union). This was extremely intimidating for nurses. Had the election been delayed even further, the hospital likely would have continued to engage and escalate these unlawful acts. Therefore I feel it is important that the Board rules remain in place to deter any further delay which could allow for Employers to use unfair and unlawful tactics to intimidate workers.

Another benefit of the current Board rules is the contact information provided to the Union shortly after the petition was filed. This made it possible for RNs to give information to coworkers and answer questions directly in the midst of the Employer's heavy busting environment. A lot of RNs felt safer talking on the phone away from the hospital, where management could be watching/listening.

The current Board rules are also very clear and easy to understand. The rules made it clear what the timeline would be and how the process would go. This helped to empower nurses to be actively involved in the process. I myself was able to act as an observer at our election.

While ultimately the Union campaign at my hospital was unsuccessful, I feel as though the process would have been worse if the Board rules were not in place. If my Employer had the opportunity to delay the election further, management likely would have continued to engage in unfair labor practices that undermined nurses' choice. I urge the Board to maintain the current election rules as they are. And if any changes are made, those changes should only be to shorten the time to election and further protect workers from feeling bullied by their employers.

Thank you for your consideration.



Hai-Ching Chean