

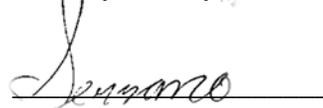
I do not believe the National Labor Relations Board should change its rules and procedures for union elections. I am a Certified Nursing Assistant (CNA) and I recently participated in a union election at Kindred Hospital in Baldwin Park (Kindred) conducted by the Board and I found the process to be easy, understandable, and fair.

The Board's rules gave the hospital plenty of time to talk to workers during the critical period before the election. Managers would frequently talk to us about the union, telling us why they believed we should not have a union. Management made everyone go to anti-union meetings where they brought in speakers on paid time. The meetings were mandatory-- we had to sign papers to verify that we were in attendance and that we heard the presentation. Management categorized the meetings as "in-service," which usually means we would be learning skills or other job-related information, but instead these meetings were about the union. All of these meetings and discussions ultimately took time away from our patients. If the election had been delayed further, this would have impacted patient care. The more time Kindred management spent talking to workers, the less time we had for patient care. CNAs already felt that we were short-staffed. Normally each CNA would have about 10 patients to care for, but during the critical period, sometimes we had 14-15 patients. It is nearly impossible for CNAs to do our jobs properly with so many patients. During this time, patients were falling more because CNAs could not get there in time—and then management would blame the CNAs, even though clearly we were understaffed. If the election had been delayed any longer, this would mean that CNAs would have been taken away from their patients for even longer and that is not good for patient care.

Caregivers did not have the same access that Kindred management did. We were not given time during work hours to host meetings the way that management was. We had to talk outside of the hospital, after work, on non-paid time. This was often difficult after long shifts when everyone is tired. It was therefore very important that we had access to the phone numbers and email address of our colleagues so that we could still communicate. The Board rules helped to make sure we had that access.

I would like to see the Board keep the rules as they are, or if any changes are made, just to make the process shorter. Caregivers work in hospitals to give better patient care. If hospitals are not treating employees right, how can employees treat each patient like a family member? If a caregiver is being treated badly by a hospital, how can caregivers give better patient care? It is important that caregivers have the right to unionize in a process that protects workers and patient care.

Thank you for your consideration,


Jesus Serrano