

I do not think the National Labor Relations Board should change its rules regarding union elections. I recently participated in an election at Shasta Regional Medical Center that was conducted by the Board. I found the process to be fair and do not think it should be changed.

The Board rules made it easier for nurses to get to a vote and make their decision. My understanding is that under the old rules, employers could prolong the process for months, which seems undemocratic and counterproductive. A longer process would just waste everyone's time and resources. At my hospital, an election of Registered Nurses (RNs) was held 20 days after a petition was filed.

During those 20 days, the Employer had more than enough time to reach all the nurses they wanted to with their message. Specifically, my employer held large town hall meetings as well as smaller private meetings with RNs about the union, they put out flyers, sent emails, conducted walk-throughs, and made their position and message very clear. The Union was also able to reach nurses thanks to the contact information provided by the employer under the Board rules. This allowed nurses to hear from the Union as well. Nurses were better able to connect one another and get more information because of that contact information. If the total process had been longer, it definitely would have given management an unfair advantage in communication. Because management had such extensive access to nurses while at work, under a longer process nurses would have felt harassed to the point of exhaustion and might vote from a place of intimidation, rather than information.

It was also helpful that any minor eligibility disagreements were able to be set aside until after the election. Nurses overwhelmingly voted to unionize at my facility, so any squabbles about a handful of employees before the election would have been wholly unnecessary and ultimately a waste of time and resources.

The process under the Board's rules was also easy to understand and communicate. I was able to tell other RNs exactly what the process would look like once the petition was filed. I was able to assure those nurses who were scared about possible retaliation that the election would take place in a safe place without cameras, and that ballots would be tallied right after. Having this clarity of process was very helpful to ensuring that nurses felt confident in their choice.

My colleagues and I would like the rules to remain the way they are now. Any reversal seems like a backwards step in creating unions and protecting employees and making further improvements to working conditions. Changing the rules to make elections take longer would give an unfair advantage to hospitals to union bust and intimidate RNs into not voting or voting against union due to scare tactics.

Thank you for your consideration,


Jon Longo