

I am a Registered Nurse (RN) with 20 years of experience. I have experienced the union election process both under the Board's old election rules (at California Hospital) and the current rules (at Redwood Memorial Hospital). Based on my experience under both, I am writing to encourage the Board to maintain its current election rules.

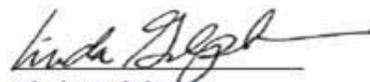
Under the current rules, the process and timeline after filing for election was easy to understand. There was less time between filing and the election, which is better for workers. In both elections I participated in, the hospitals did not want nurses to unionize. The longer the time between filing and election, the more time the hospitals had to engage in heavy union busting. Management put up anti-union flyers in break rooms and on bulletin boards throughout the hospital, while our pro-union flyers would often be taken down. Additionally, organizers were prohibited from being in the hospital.

In both cases, hospital management spread a lot of fear, especially amongst nurses who didn't understand what was going on and were too scared to ask. A lot of nurses feared they would be fired if they spoke out. Redwood Memorial is part of the St. Joseph Health System. Though many other hospitals in the St. Joseph Health System were already unionized, hospital management at Redwood made it seem like Redwood was a different entity that didn't have the same rights as the unionized nurses at other St Joseph facilities. If the time to election had been longer, more RNs would be turned off from the whole process out of fear and confusion.

It was very helpful that under the current rules, e-mail addresses and phone numbers were included with the voter list. At my facility, hospital management wouldn't allow RNs to talk about the union at work unless we were on break and in an area without patients. These restrictions made nurses hesitant to talk about the Union at all while at work for fear of getting in trouble for doing so. As a result, nurses wouldn't have been able to communicate with one-another about the union without having emails and phone numbers to discuss outside of work. Also, being able to use the e-filing process under the current rules was also very helpful in streamlining the process. My hospital is not close to an NLRB office, so e-filing was necessary to make sure our petition was properly filed.

Rolling back the current election procedures rules does not make sense. The current timeline works best for fair organizing. If the Board goes back to its old procedures, hospital administration will just have more time to do their union busting and promote literature that's misleading. If the Board is truly committed to ensuring fast and fair elections, the current rules governing elections should remain as-is.

Thank you for your consideration,



Linda Gelphman