

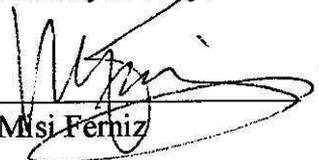
I am a Registered Nurse who recently participated in an election conducted by the National Labor Relations Board. I am writing to provide information concerning my coworkers' and my experience under the Board's procedures.

We filed a petition for election at West Anaheim Medical Center in September of 2017 and an election was held on October of 2017, 23 days after our initial filing. During that time, the Employer waged a serious busting campaign, including engaging in unlawful conduct in violation of me and my coworker's Section 7 rights. If the time from petition to election had been longer, my Employer would have continued to engage in unlawful conduct designed to hinder employee's rights to a free and fair union election. And because of the time it takes to process unfair labor practice charges with the Board, having a timely election is all-the-more important to reduce the opportunity for unlawful conduct. Registered Nurses, and all employees, should be free to choose if they want to join a union or not. Prolonging employee choice violates American values and denies employee voices.

The current Board procedures for elections are relatively easy for employees to understand, and this is important. Especially helpful is the clearer eligibility identification procedures. Having the Employer provide an eligibility list early on was helpful for employees, so we knew exactly which job categories were allowed to vote and which were not. A delay in this information would have created confusion and uncertainty among employees. It was also very helpful that the Union had contact information for eligible RNs shortly after the petition was filed. The Employer of course already had all of this contact information, so management had easy access to all employees. Getting emails and phone numbers to the Union therefore allowed RNs to get information from both sides—the Employer *and* the Union. This helped make the process more democratic. RNs can't make informed decisions when information is withheld. In our case, my Employer hired an outside firm to assist in their anti-union campaign, so nurses were bombarded with anti-union information not only from management, but from outside agents as well. Without the Union also having prompt access to the contact information for RNs, the entire process would have been entirely one-sided and undemocratic.

Even under the current Board election procedures, the process was intimidating and it often felt like the Employer still had the upper-hand in attempting to stop me and my coworkers from making this important decision for ourselves. The current rules certainly do not give an advantage to unions or pro-union employees. So it strikes fear in the hearts of my colleagues and me that there are people doing everything in their power to undermine the election process to further advantage Employers. Dismantling anything that will better serve the people is un-American, considering this country was built because of people and the workforce. If anything, the 2014 Board rules should evolve to be more protective of workers, ensure quicker elections, and limit Employer attempts to delay the election. I would personally like to see heavy fines for Employer's who commit unfair labor practices during the election process. Short of this, the 2014 Board rules should remain as they are.

Thank you for your consideration,


Misi Ferniz