

I am a Registered Nurse with 29 years of experience who recently participated in an election conducted by the National Labor Relations Board at Shasta Regional Medical Center in Redding, CA. On August 18, 2017, a petition for union election was filed at my hospital. On September 7, 2017, an election was held. Please find below a brief overview of my coworkers' and my experience under the Board's election procedures.

My coworkers and I found the Board process to be clear, laid out in black and white, which made the process easier to understand. The time from petition to election, 20 days, was long but acceptable. Management and the Union used the time to reach out to each RN and provide information. For my Employer, this meant round-the-clock access to RNs during working hours with mandatory, surprise meetings called during the middle of our shifts and a barrage of anti-union literature. The Union and union-supporting nurses of course did not have anywhere close to this same level of access, but because the Union was provided contact information for employees shortly after the petition was filed, this helped to at least ensure that more employees got information from both sides, helping employees make more informed decisions. If the time from petition to election had been longer, the Employer would have been unfairly advantaged in their anti-union campaign. The Employer's campaign tactics were intimidating for many RNs, especially younger, less knowledgeable RNs who were scared that any disagreement with management might cost them their job. Therefore it was important to limit the time to election so that, while both the Employer and Union still had adequate time to share information, the Employer wasn't unduly advantaged by having the upper hand in access for longer than necessary.

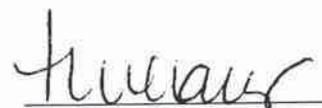
It was also helpful that eligibility concerns were quickly resolved because the Employer was required to promptly provide an eligibility list. If this was not a requirement, the hospital would have dragged its feet in order to attempt to delay the election further. Any unnecessary delay ultimately equates to denying employees their rights. The Board's procedures in this regard helped to limit such delays.

The electronic filing option for election petitions was also extremely important. Our assigned NLRB regional office is over 200 miles away. If nurses had to hand-deliver the petition, it would have been absolutely unfair. The electronic filing process was easy and allowed for workers like myself to participate in the process.

Overall, the Board's procedures allowed employees at my facility who wanted to vote in an election to do so without an extended delay. That is what employees want, whether they are voting for or against unionization. If any changes are made to these procedures, they should be to assist employees more and ensure an expedient and fair process. For example, there should be rules limiting Employer-led union busting. Big employers like mine already have serious advantages throughout the whole process. The NLRB should be doing everything it can to protect workers and ensure a more level playing field for workers.

For these reasons, I believe at this time the Board's election procedures should remain unchanged.

Thank you for your consideration,



Tricia Weaver