

# Nurses Deserve a Voice at LIJMC



Nurses at Long Island Jewish Medical Center are organizing a union to advocate for our rights and interests in the workplace. **Nurses deserve a voice at LIJMC.** Forming a union means we will have the right to negotiate **A UNION CONTRACT**

## With a Union Contract

- A union contract is a legally-binding and enforceable document that allows nurses to protect what we like about our jobs, and change what we don't like.
- A union contract is negotiated for nurses and our patients, by the nurses, in a transparent and participatory process with the goal of protecting our patients and our profession.

## Without a Union Contract

- Management can and will change policies at any time without consulting nurses. Our benefits, pay, schedules, etc. are all subject to change at any time.
- Management can and will make decisions unilaterally without input from staff nurses. Even if our input is solicited, it is not given equal weight to considerations unrelated to patient care- i.e. financial profit.



## THE ROAD TO A UNION CONTRACT:

01

### FIRST STEP: WIN OUR UNION ELECTION! (WE ARE HERE)

A supermajority of staff nurses at LIJ submitted signatures to the National Labor Relations Board authorizing a union election. Once a union election date is set, we are excited to **vote yes!**

02

### STEP TWO: IDENTIFYING NURSES' PRIORITIES

Through bargaining surveys, unit meetings, town halls, and one-on-one conversations on each unit, nurses will identify our top priorities to create a comprehensive contract platform.

03

### STEP THREE: ELECTING A REPRESENTATIVE LEADERSHIP TEAM OF NURSES

Our elected nurse bargaining team will create proposals based on nurses' priorities, and present them to management during official negotiation sessions, negotiating as equals over wages, benefits, staffing, and working conditions. Through consistent communication and nurse participation, the nurse leadership team ensures that the negotiation process stays in alignment with nurses' priorities. NYSNA staff provide resources and support, but decision-making is done by nurses.

04

### STEP FOUR: BARGAINING A CONTRACT

Every bargaining session will be open, and nurses will have the right to be present and participate in contract negotiations. Our real power comes from our unity and active participation, so the more nurses are involved in the process, the stronger we will be. Facilities where nurses are engaged and active participants often achieve the strongest contracts, regardless of employer tactics.

05



### STEP FIVE: RATIFYING OUR CONTRACT

When an agreement is tentatively reached between management and nurses, the entire nurse membership reviews the tentative agreement and votes to ratify the contract. The contract will only go into effect after a majority of nurses vote yes to approve it. Only then do nurses start to pay union dues.

*We will begin distributing an initial bargaining survey in the coming weeks in preparation for negotiating our contract after we win our election! This is your chance to weigh in on the issues and priorities that are most important to you, what you want to change, and what you want to protect!*

# Why is LIJMC Against Us Forming A Union?

Forming a union allows nurses to voice our concerns and make improvements in our workplace and to patient care. Management says they share the same goal, so why would they be against us forming a union? The short answer, **Northwell does not want nurses to have EQUAL POWER in the decision-making.**

## Where does Northwell Spend its \$?



### Northwell is the largest private employer in New York State.

It is technically a “nonprofit,” but Northwell has seen an excess of revenue of **more than \$800 million for the last 3 years.**



### Paying Out Millions in Executive Salaries Perks and Benefits

In their most recent tax filing, Northwell reported paying **\$25 million** to cover the salaries of just ten of their top executives!



### Expanding their Healthcare Empire

Northwell's recent purchasing of Nuvance expanded its footprint in NY; established its presence in Connecticut for the first time; and created a \$23 billion, 28-hospital system.



### Union Busting

For at least all of October, management will be paying an anti-union consulting firm **\$450-\$475 AN HOUR** to hold multiple “informational” (anti-union) meetings every day in the hospital with the goal of stopping our unionizing efforts.

**Are the resources generated by a hospital system best spent on expanding their healthcare empire, bloated managerial salaries, and union-busting consulting firms? Or on patient care and those providing that care? Nurses know the right answer is patient care, and a union will ensure nurses have a voice in directing Northwell's resources to our patients and those who care for them!**

**Check out this video of NYSNA nurses from other Northwell facilities sending LIJ nurses a message of support!**



**Questions? Want to get involved in winning our union election? Contact the NYSNA Organizing Committee, call NYSNA Organizer Daniel Esakoff at 917-514-3163, or visit the NYSNA Van every Thursday, 11:30 am-8 pm, 76th Avenue and 269th Street (near the food trucks)**

