

## Beware of Union Myths

Union supporters and organizers, who can even be your fellow co-workers, often spread rumors and share incorrect information when they are trying to get you to sign a union authorization card or petition. Check the facts before you sign anything.

We are committed to making sure you have the facts.

### Myth:

**Union supporters and representatives have told us that our staffing at Penrose-St. Francis (PSF) is going to go to 7:1 or even 8:1.**

### The Truth:



There are no plans to increase the workload for our nurses. Any changes to staffing will be communicated directly to you from your leader. Don't take union misinformation as fact. We constantly look at our staffing and look to you to provide feedback to help make improvements. Leaders look at "Worked Hours for Patient Day" or "WHPPD" and try to make adjustments accordingly to improve staffing and floating. Frontline nurses have a voice through staffing summits and ongoing improvements in nursing practice are guided by nurses through our senates and assembly. We're committed to working together to make improvements that have a meaningful impact here.

### Myth:

**The union will fix staffing.**

### The Truth:



Unions make lots of promises but can't offer any guarantees. Even if the union were to represent nurses at PSF, the hospital would simply be required to negotiate in good faith. The hospital would have every right to negotiate for a "Management Rights" clause that preserves the hospital's complete control over operations, including staffing. The union would face the same staffing challenges that every hospital in the country faces. The union cannot guarantee more nurses. The union cannot control whether nurses may not want to come into a unionized environment and pay dues.

### Myth:

**Leadership at PSF does not value your input and your voice.**

### The Truth:



This is absolutely **NOT TRUE**. We will continue to foster a work environment in which the values of honesty, integrity, collaboration and teamwork guide our activity. We always want to hear from you and are committed to having our leaders at all levels visible and available to you. You may always talk to your leader if you have an issue. We will continue to utilize town halls, rounding and summit meetings to hear input. We also rely heavily on the information that associates share with us in the engagement surveys. Our doors remain open if something is bothering you at work.

Get more information about union representation  
at **PSFfacts.com** (scan the QR code)

