

# NURSE to NURSE Election Special



Published by One Voice~Our Voice

**NURSES CALL FOR NURSES TO KEEP OUR "OWN VOICE"  
VOTE NO to CNA October 13,14,15 [www.onevoice-ourvoice.com](http://www.onevoice-ourvoice.com)**



## **Suzanne Geimer, RN, CNIII** **Co-founder, One Voice~Our Voice**

It has been an honor representing the nurses of One Voice for almost two years. I remain convinced that joining a union is not the way for professional nurses to effect positive change. The best way is to become proactive without paying dues to an outside group that has a different agenda. This is YOUR hospital and YOUR profession. **Don't give it away.**

Did you know that the United Steelworkers of America made an alliance agreement in March 2001 with the CNA to organize healthcare workers across the country. They have donated millions of dollars to CNA for organizing. This is how the connection to the Steelworkers Pension Plan came in to play. This plan was under-funded. We see the obvious reason they want healthcare workers to join their plan and we do not want any part of it.

Do you know that most CNA organizers are not nurses? Even the Executive Director is not a nurse. Check our web link to the 2003 CNA Financial report. See how much is paid out to people who are not nurses. These salaries are paid by union dues. NURSES pay those salaries. Do you want to support a large payroll for non-nurses or do you want to keep your hard earned money and work for change that effects you and your patients with no hidden agenda?

**"We solve our own problems, just like we care for our own patients."**

**THINK ABOUT IT!**

We are a grassroots group of nurses at Cedars-Sinai Medical Center who oppose the prospect of solving workplace problems

through union activity. We support our pro-union colleagues as fellow nurses, but do not support the way they have chosen to solve their problems. We pledge our support for all CSMC nurses as we proceed past this election. When we win, we will tackle the tough problems TOGETHER and challenge administration to listen to us as ONE VOICE. We support the process of nursing and administration working collaboratively in a professional manner.

**We work at one of the premier hospitals in our country – world renowned and highly thought of. Let us rise to the occasion and show the world what true professionalism is.**

## **Scott Barnes, RN, CNIII** **Co-founder, One Voice ~ Our Voice**

My Fellow Colleagues, The time is finally upon us once again to decide if we want to have union representation by the CNA. Obviously, my vote is a definite "NO." For those of you who have not read the decision by the NLRB in Washington DC, the first vote was overturned primarily because of my testimony at the NLRB hearing where I was subpoenaed to testify here in Los Angeles. The decision was in fact, a unanimous decision by all of the judges, both Democrat and Republican, so politics had nothing to do with this. What the decision had to do with, was the absolutely unprofessional and threatening behavior of a group of people (the CNA), who's only concern is to obtain more of your hard earned money for their own uses, what would be a gain of nearly \$1,000,000.00 a year in union dues. If anyone thinks that the money the CNA would gain is NOT a motivating factor for their desire to represent the nurses at Cedars-Sinai Medical Center, then you really need to think hard about that.



# ONE VOICE ~ OUR VOICE

As someone who has openly opposed the CNA, I have seen what these people are like when you don't do what they want you to do. It's not pretty and the NLRB in Washington DC was able to recognize that as well. Obviously someone did something very wrong and it wasn't me, it was the CNA. Are these the people you want to have represent you who will decide your professional future and mold your work environment? I don't think so. Where are the RN's with years and years of work experience in the nursing profession? Where are the RN's with advanced degrees who are working diligently to make our profession stronger? They certainly are NOT in the leadership of the CNA. I do know where they are, they are right here at places like Cedars-Sinai Medical Center, right here among us. We don't need a group of non-RN's who don't even work at our hospital, making decisions about our job and speaking for us to our employer. I know many of you and I have absolute confidence that you are all fully capable of speaking for yourselves. You are all intelligent people fully capable of determining your own destiny. I urge all of you to thoroughly think through this very important decision. **Respectfully, Scott Barnes, BSN, CNIII Emergency Department**

**You can get free legal assistance from the National Right to Work Organization ([www.nrtw.org](http://www.nrtw.org))**

## VOTE NO TO CNA

One Voice-Our Voice has been in close contact with [The National Right to Work Organization](#), a non-profit organization that helps workers who do not wish to join unions. We greatly appreciate their ongoing support and assistance as we work toward a union free workplace. There are nurses at other hospitals who have joined [The One Voice Network](#) and voted against the CNA. We are proud to be associated with such dedicated professionals. These nurses voted NO to CNA and won the right to be union free.

**“R-E-S-P-E-C-T FIND OUT WHAT IT MEANS TO ME”**



**Ten things about fighting unions from Sherwood Cox RN, CCRN, One Voice Network affiliate, Western Medical Center, Santa Ana, CA**

- 1. Educate yourself. Then SPEAK UP!** In my hospital I began by educating myself and then sharing it with others.
- 2. You have a federally protected right to NOT join a union.** If you feel coerced or intimidated, tell someone: You can personally file a complaint with the NLRB.
- 3. Patient care comes from nurses-not unions.** Remember who the real voice for nurses is-YOU. No outsider will bring a voice for patient care-in fact the voice that unions promise is a voice for their own revenue. If you legally sign a union authorization card, you have just given a power of attorney to the union and you have given your voice away. If you want a voice for nursing, get together with your colleagues and make one.
- 4. You can send flyers, sign petitions, notify federal agencies of problems, alert the media, contact government officials, religious leaders, and community leaders** You can even strike without a union. **You** can do anything that you see a union doing. **Be skeptical.** Do not trust promises from the union-make them prove it. If a union promises, “I can get you more money” have them put that in writing with a notarized guarantee.
- 5. Don't believe the media.** The media prints stories about elections won by unions. They DO NOT print the stories of union losses but they are out there! In fact, many unions lose more elections than they win.
- 6. The majority of Americans are union free.** Unions are dying. Membership across the country has never been lower since the 1930s. Healthcare is their only hope for survival. They have ruined the steel, airline, and auto industry-don't let unions destroy healthcare too. Network with other nurses who feel the way that you do. [When you chose to be union free, you have joined the majority of the country. We have hundreds of federal and](#)

# ONE VOICE ~ OUR VOICE

state laws that protect us for free.

7. **Unions say strikes are rare.** Strikes are not rare when they happen to you, your patients, and their families. 8. **Learn to stand up to bullies.** Don't be surprised if your colleagues pressure you to sign cards, go to meetings, or threaten you. We teach our kids to stand up to bullies-now is the time to model this behavior.

a. **Make threats public-tell other nurses, tell someone what is going on**

b. **File unfair labor practices,**

c. **File complaints with HR, security, or the police department**

9. **You are the only "union-busters."** If you have a union, only YOU can get rid of it. There is a process called "decertification." At certain times, if 30% of your colleagues sign a petition, you can have another secret ballot vote to decide whether or not YOU want to keep the union..

10. **If you are being forced to pay dues YOU can stop.** There is a process called "deauthorization" In some states (like California) nurses are being forced to pay dues. If they do not pay, the union can have these nurses fired. If you do not feel that this is right-you can get together with your fellow nurses to file a "deauthorization" petition with your local National Labor Relations Board. The National Right to Work Organization is a great resource for this process. ([www.nlrb.gov](http://www.nlrb.gov))

**"It is obvious to all of us that CNA does not care about our hospital. They just want our money."**

**Nurses at these hospitals voted NO to CNA in the last year ~ They kept their own voice.**

**Saint Agnes Medical Center**

**St. Mary's Medical Center Apple Valley**

**Tenet Western Medical Center, Santa Ana**

**Tenet Community Hospital of Los Gatos**

**Tenet Placentia Linda Hospital**

**We are growing a strong network of nurses who speak with ONE VOICE! NO to CNA and YES to standing up for nursing TOGETHER !**

**Unions know that the only way to make a point is to strike—many strikes fail. Nurses lose money that is never regained—but the unions continue getting paid.**

**CNA nurses at Doctors Memorial in Northern CA were on strike for 13 months. Do you want this happening here? We have problems to solve but we can do that TOGETHER.....Ourselves.**

**Without paying dues or the potential for striking.**

## One Voice Nurses Speak Out

I have been at Cedars for 5 years, from a clinical partner to new grad to clinical nurse on the floor and now in the E.D. I have worked in other hospitals, (per diem), some union, some not, but I was never as happy there as I am at Cedars. We have incredible staff and support, not just nursing but all ancillary people that work as hard as we do. We have people that care about what we think. We have achieved so much by ourselves! Why would we allow non-nursing personnel into our community when they have no idea about what it takes to be a "Cedars Nurse". Let us continue to serve the community as we already have done for 100 years. The country is listening to our voice. The community is listening to our voice, they must be - we are still here after all those years and we are still going on strong! Use the power of your voice! Make the only true decision.

**Go away CNA! ~ Janice Ritchie RN**

I am a professional nurse and do not need a third person speaking for me. I can speak for myself and more importantly, my performance will speak for me.

**Violeta Husain, R.N., CNIII**



More power to you guys and I am willing and ready if you need me. I have so much to say. I am one of the witnesses who fought the union last year and swore under oath to everything I went through with the union officials and other nurses. I still get nightmares every time I think of this. I am not going through that disrespect and put down of me and my colleagues this time. I will not be quiet about those who are aggressive and causing me to feel stressed and threatened. I have already been told to "watch my back." We need to stand up to this behavior and let it be known that this is not acceptable.

**Maria Basco RN**

# ONE VOICE ~ OUR VOICE

**ONE VOICE wants You to be informed.** Did you ever wonder why the CNA was pushing so hard to get the Steelworkers Pension Plan in at the hospitals they unionize? **DID YOU KNOW**.....In March of 2001, the CNA and the United Steelworkers of America created an alliance to organize healthcare workers across the country. The USWA has donated millions to the CNA for organizing efforts.

## Wonder why?

Steel workers have lost pensions and benefits in many factories around the country. Here are just a few examples

70,000 at LTV Steel

95,000 at Bethlehem Steel

10,000 at Weirton Steel

35,000 at National Steel

## USWA Press Release Nov. 10, 2003:

240,000 retirees lost pensions and benefits.

7 Billion in under-funded pension plans wiped out at 17 steel companies.

Anyone out there still think the CNA pushing the Steelworkers Pension Plan is in your best interest?

Anyone figure it out yet WHY they want your money. They NEED your money. Think about it!

## FACT:

There are 311,233 licensed RNs in the state. Only 57,000 of those nurses are in the CNA.

Therefore, only approx. 20% of all the nurses in California are members of the CNA. **IT'S A FACT! The majority of nurses in California ARE NOT members of the CNA!**

## ONE VOICE NURSES want You to know

The CNA has almost doubled their dues! So, some nurses are hurting, but the CNA is doing just fine. **Remember this.** STRIKES, failed promises, increased dues, and then trying to get rid of the CNA is what other nurses have faced. **Let's not.**

***This newspaper and the One Voice web site was created by Suzanne Geimer RN CNIII with input from Scott Barnes RN CNIII and many of your colleagues at CSMC. Nurses across the state and country have voiced opinions on [www.onevoice-ourvoice.com](http://www.onevoice-ourvoice.com). We thank our supporters for donations given to aid us in our efforts. We especially appreciate the guidance of the National Right to Work Organization.***

## DO THE MATH

**Dues = 2.2 x your hourly rate each month  
CNA dues are like taxes. They only go up.**

**Why would anyone want to pay almost  
\$1,000 a year to this Union?**

**It could go to our families!**

## One Voice Nurses Speak Out

I can speak up for myself, I do not need CNA to do it for me. I'd rather save my hard earned money for my family's daily bread instead of fattening the pockets of those behind the unions, it's sickening.

Cedars-Sinai all these years has been giving me a decent pay and treating me more HUMANELY compared to any of the other hospitals I have worked for.

Cedars-Sinai may not be a heaven but definitely not a HELL like the other hospitals I have worked for. If I starve, God forbid, will CNA feed me and my family even though I had paid to them a fortune for union dues?

Shame on the CNA and those behind it maligning this hospital that has served and fed millions not only here in America but all over the world, not to mention the nice cars and homes many people have enjoyed from working at Cedars-Sinai.

**Estrellita Constantino RN**

I would like to know why I should have to pay dues to come to a job I enjoy, with managers who treat me with respect and fairly.

I have found the spokespeople for the union to be threatening and harassing. After the way the union misrepresented Cedars in the Beverly Hills Courier, I would be embarrassed to be associated with people that would make up such lies. I was not only insulted. My quality of patient care was questioned. How dare these people do this. And they say they want to make things better. I don't think representing us as a group of gold diggers is the way to go. I take great pride in my quality of patient care. I am VERY PROUD to say I work at Cedars.

**Teresa Schmitt RN**

# ONE VOICE ~ OUR VOICE

## A STORY ABOUT CNA AND MY TELEPHONE by Rebekah Child RN, BSN



Hello!

I just had an interesting conversation with a CNA representative that called my house. Having caller ID, I knew what I was getting into. I was interested in what this person had to say. He informed me that there was not going to be a revote, some decision passed down from Washington D.C., until Cedars agreed to "fair" labor practices. Pretty much, he basically stated until Cedars let CNA on campus to do what they wanted there would be no revote. Fine with me, I'm already tired thinking of what may come from a new election. The drama, the deceit, the propaganda, it really is like television.

Also, he tried to take credit for the new retirement plans and the nurse staffing ratio. I thanked him for this, I sarcastically told him great, thanks for the new retirement plan. I didn't even have to pay union dues. I also told him I felt like CNA was taking credit for things for which they were not sole proprietors. He obviously disagreed with me. He asked me if I was happy with the staffing in the E.R. I said for the most part I was, but it won't always be perfect no matter WHAT they try to promise. The E.R. is an unpredictable environment not always conducive to ratios. I told him if I had four patients and was up to ratio and HE was having an acute MI (which I don't think he knew what that meant, I am pretty sure he was not a nurse) I would NEVER not take care of him because I was up to ratio. The people that ratios kill are those of us in the E.R. If everyone is full upstairs, what do we do? Keep on ticking. That is the role we picked, I am not complaining. I'm just not necessarily the person to try to sell the union to. I also told him that in case he hadn't noticed, there is a nursing shortage. "The nurses are out there," he counters. "Actually", I rebuffed "The nursing shortage is expected to increase exponentially until the year 2020 by 400,000 fewer nurses according to JCAHO." Silence. He obviously is used to dealing with uneducated nurses who didn't just write a thesis on the nursing shortage.

He also tried to tell me all the GREAT hospitals they represent. I told him he should rethink his examples. Apparently he thinks I only know what Cedars is like and haven't ventured out of my Beverly Hills box. I was insulted that he was trying to persuade me with some arbitrary facts comparable to Dan Quayle stating that he started the Internet. **A great used union salesman. ~~~~~**

**Good job Rebekah!** You have clearly pointed out the main problem here. This union has greatly misjudged the intelligence and integrity of the majority of Cedars-Sinai nurses. Most nurses are beginning to realize they are far too smart to fall for these tactics. Is this the type of person you would jump off a cliff for because a vote for this union is just that.....Jumping off a big cliff and not knowing how you will land.

We all remember the grocery workers strike that lasted well into six months. That should have been a real eye opener for a lot of people. In the event of a strike, unions don't care about how you are going to pay your bills, keep your insurance or even keep your job. The main thing the grocery workers got from the strike was lost wages, bill collectors and incredible personal stress. The CNA has a history of striking over recent years and many nurses found themselves in the same predicament as the grocery workers. We have no intention of becoming involved in that process.

# ONE VOICE ~ OUR VOICE

*Florence Nightingale ~ Just ONE VOICE and she used it well,  
encouraging others to join her in a noble profession!*



Florence didn't need a union to create change. She used sheer willpower, compassion, professionalism and determination to do the right thing for her patients and other nurses!

Let us hold the lamp high and show others the way. Don't find yourself standing on a picket line to create change. We remind you of the nurses in Northern California who were on strike for thirteen months. Use your voice and be a role model for others who are watching.

## One Voice Nurses Speak Out

I wasn't sure whether you had obtained the cost for the ad that CNA had placed in the Courier. For a full page, 1 time only, the cost is \$2,800.00! What an outrage...that these individuals would take nurses' hard earned money and use it in such an ugly manner. Our nurses should be aware that that ad attempted to "paint" such a negative picture of the quality of nursing care we here at Cedars give to our patients. This couldn't be further from the truth. I can't understand why, after such exploitation, CNA would want to be associated with us. I hope that this example will serve to help those nurses who might still be unsure, just what length ...and brainwashing tactics this union will use to keep from being defeated.

### A loyal Cedars-Sinai Nurse

I want to give Scott Barnes my support. I was outraged at the recent mailing I received from the CNA that accused him of lying. I think the charge that they made is libel and anyone who knows Scott knows how untrue it is. I have worked at Cedars for over thirty years and in all of that time I have never seen anything as vindictive and divisive as the current campaign to unionize RN's. It is a very unprofessional effort and does not reflect how most of us feel about our organization, its leadership and the wonderful group of nurses that we work with.

**Sylvia Long RN**

I became a RN at 40, went back to school and started from scratch. I am a nurse because I chose it. There is an innate part of me, ethically and spiritually, that guides me each day to help these patients and advocate for them. The way that I see it, nursing is a gift of being able to give to another and help make them well. I can not sit back and let his union come in and build walls between the staff and the administration. Whatever difference can be made will need to be made as a group, that is clear. Alone I feel like a drop of water trying to stop a tsunami.... as a group I think making a difference might be noticeable. I will be proud to be part of One-Voice. I believe your message is not just about being against the union, it is about choice, voice, and ultimately the patient. **Roscoe W. Bigler, BSN, RN**

## ONE VOICE ~ OUR VOICE

### Work for change in the right way!

***We can do it all on our own with no help from a union. No paying dues.***

Nurses are needed in great numbers everywhere. Help us put Cedars-Sinai nurses on the map as creative, innovative and compassionate Professionals who think “outside the box” and act as agents for change. We should be true Ambassadors for nursing, the profession we are proud of and refuse to give our voice away!! Let it be known that we treat each other as professionals. We will not tolerate disrespect in our working relationships. We do not condone the harassment and intimidation of co-workers. This is not high school. Do not accept unprofessional behavior. Bullies are not welcome here. We will support ALL nurses at CSMC. We agree that pro-union nurses have legitimate concerns but do not support the way they have chosen to act. We pledge our support of valid concerns and problems. We see this as a real opportunity to put CSMC nurses on the map as true agents for change. We should be in charge of our own destiny. The challenge before us is to identify our problems and arrive at solutions together without paying dues to outsiders. This will provide us with positive growth and change. We, the nurses of One Voice~Our Voice, pledge to you our support and belief in the power of YOUR VOICE. TOGETHER we can show other nurses how to effect change without outside interference.

**Don't let the CNA fool you by saying they are a voice for nurses.**

**THEY CLEARLY DO NOT SPEAK FOR ALL OF US.**

**We find their current tactics unprofessional and strictly political.**

### One Voice Nurses Speak Out

Think about the truth of the future. What are the issues nurses feel the strongest about at Cedars? Why has the union been allowed a listening ear? What will be different if the union comes in and tells us what to do, instead of us being the ones doing the dictating? These are the questions we need to ask ourselves as we approach the future of nursing at Cedars. So I ask you, what is your goal? Do you want to fix problems and bring them to the light? Or do you want to talk about the unfairness of everything and complain in the dark?

**VOTE NO to CNA**

**Kim Godawa RNCN III**

Nursing has worked for years to be considered a profession. We are not workers.” We are highly educated professionals, most of us are highly specialized in our areas. A union will destroy this hard work and image on so many levels. Having worked in Alberta, Canada and County USC (both unionized) I have seen the effects of a union. Unions represent the group—thus a nurse is a nurse is a nurse. We all know this is not true. As a certified ED RN with more than ten years of experience I could not walk into a NICU or PICU or many other specialized areas and be expected to function at the level the patients in those areas deserve.



At LACUSC several years ago, there was a massive layoff. Based on union rules the layoffs were based on hire dates only. Not on skill level or specialty. As a result all but three of the ED night shift was laid off. They were to be replaced by our outpatient clinic nurses who had many years of county employment but NO ED experience! The union was fine with this. A nurse is a nurse...etc.

Unions cause a huge wedge between management and staff. Management will only be able to follow union rules. No longer will they be able to allow for special circumstances, days off, vacation needs etc. I do not want others to represent me and charge for the privilege. I am an educated professional who can represent herself both in my job as well in society. For those nurses who feel that a union environment is preferable to the professional atmosphere, there are unionized hospitals in the area with availability.

**Sandra Saborio RN**

ONE VOICE ~ OUR VOICE



USE YOUR VOICE

THINK FOR YOURSELF!!!  
FLORENCE DID IT- YOU CAN TOO !!!



***Election Dates***

***Wednesday October 13, 2004***

***Thursday October 14, 2004***

***Friday October 15, 2004***

***HOURS***

***5:00 AM to 9:00 AM***

***11:00 AM to 3:00 PM***

***4:00 PM to 8:00 PM***

***LOCATION***

**The Educational Conference Center ~ Plaza Level, North Tower**

**[www.onevoice-ourvoice.com](http://www.onevoice-ourvoice.com)**



