

# MNA/NNU Files with NLRB for a Single RN Bargaining Unit

## *It's Time for One Voice for All Nurses For Real Power*

As you know, your MNA Negotiating Committee has spent months negotiating with BMC management for a new contract which would guarantee a secure future for all RNs. BMC has changed the original master deed plans for a new inpatient building and instead opted to consolidate inpatient units of the former University Hospital to the Menino Campus, closing the East Newton Campus.

**Today in negotiations**, management made it clear that they cannot agree to the transfer of the 500 MNA BMC nurses or protect your positions in the consolidation - yet the Hospital continues to insist that we accept the unreasonable concessions accepted for RNs represented by SEIU 1199.

**In response, our negotiating team has made the difficult and momentous decision to file for a single bargaining unit, so that one union (the MNA/NNU) can represent all registered nurses throughout Boston Medical Center. With a single unified bargaining unit, nurses will no longer be whip-sawed against each other and the sacrifice of your benefits must - and will - stop.**

### When and How is this Happening?

- MNA/NNU legal counsel today filed the required documents with the National Labor Relations Board to establish a single bargaining unit covering all RNs at BMC. We expect the next step will be for the NLRB to schedule hearings on our request, which could take place within the next month.
- Following the hearings, if the NLRB agrees that all BMC RNs should be in a single bargaining unit, they would schedule a secret ballot election for all nurses to vote for representation, either by the MNA or SEIU 1199. We expect this could take place sometime in January.

### What happens to our contract and the current negotiations?

- **Your MNA contract will remain in effect.** While this process is underway, there will be NO changes to any contracts or conditions of employment for nurses at BMC. All your rights and benefits, and all those of SEIU nurses, remain in place and cannot be altered in any way.
- If a single unit is established, the representing union would negotiate a new contract on behalf of all the nurses. We would have greater collective power, the ability to negotiate for all nurses to remain in their positions with any transfer of work, and the SEIU 1199 RNs would have the chance to overturn the concessions made in their contract, with a **new unified contract for all BMC nurses.**

### Why are we doing this now?

- BMC has confirmed that they cannot negotiate the transfer of MNA nurses with their work when East Newton closes.
- SEIU 1199 has negotiated a contract for the Menino Campus RNs in which those nurses will lose their ESL, their earned time carry over, and have their step increases reduced by 50%. The MNA believes that nurses should not have to make these concessions.
- Meanwhile the Unified (SEIU 1199 and AFSCME) has negotiated a much stronger package on behalf of its non-professional members in the Unified contract. **It has never been more evident that SEIU 1199 does not prioritize the interests of nurses.** MNA/NNU is the union whose focus is the interests of RNs at BMC.

We believe that our action today gives the BMC nurses the best opportunity to claim your power and to shape your future. We ask for your support in the weeks to come as we work to solidify the full power of all BMC RNs. You can expect a barrage of accusations and false information - we ask you to stand together, stay strong, and to work with us in educating and mobilizing our colleagues on the Menino Campus to understand the value of being part of a powerful union, with one voice, with real power to determine the best future for all nurses and patients at BMC.