



# RNs at Johns Hopkins Tell Management to Stop Its Anti-Union Campaign!

*Nurses visit VP of Nursing and drop a demand letter*



Thursday, April 18, at Johns Hopkins Hospital, a group of nurses walked into Deborah Baker's office to deliver a letter that over 100 JHH nurses collaborated to write. The letter asked management to end its anti-union campaign. It is our federally protected right to collectively organize to form a union, and the hospital has made many attempts to silence or interrupt our organizing process.

Deborah Baker, the Senior Vice President for Nursing, has the power to send one email and captivate the thousands of nurses who read her words. The group of nurses who walked into her office today wanted a similar opportunity to captivate her attention. When her assistant greeted us at the door, we explained that we would like to read our letter aloud, and asked her to pass along a copy to Dr. Baker since she was currently not in the office. As we finished reading the letter, Dr. Baker entered, striding through our group without making eye contact or greeting anyone, and then proceeded to go in to her personal office and close the door on all of us.

We have been told by Dr. Baker multiple times that she wants to continue an open dialogue regarding our desire for an improved work environment, but her total lack of acknowledgement of our presence today suggests otherwise. The assistant stated she was overwhelmed by the large group presence in their office, and asked us to set up an appointment, explaining that Dr. Baker had recently been traveling and was very busy. So we agreed to arrange a meeting where this same large group could meet with Dr. Baker in person. We look forward to hearing back from her assistant regarding the time and location.

Until then, we would like to express our sympathy to Dr. Baker's assistant, whose regular schedule was momentarily interrupted by our visit. As nurses, we also thrive off an organized schedule. When our morning huddle is prolonged to hear about why we do not need a union, or a brief moment of sitting down to chart is interrupted by an administrator asking us to discuss our stance on unions, we feel our schedule is not being considered either.

It is wonderful to finally see administrative faces engaging on our units; some of whom we are only just meeting after working for years at the hospital, but we are not impressed by the temporary improvements that are being made. We support a union because it will allow us to collectively bargain for more durable change. Changes like guaranteed safe staffing ratios, protection from benefit cuts in this economically difficult and volatile health care environment, improved compensation for certifications and retention, and the chance for our voices to be heard without a door being closed in our faces.

We stand to improve the lives of RNs at JHH, and we wish to unite our staff. We love our coworkers and are motivated to improve the nursing profession. We endlessly advocate for our patients. None of these things will change when we unionize. We offer unionizing as the solution to the problems we face and simply ask, if JHH wants to be known as the best, why not allow its nurses to join the best union?



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