

To our fellow Johns Hopkins RNs,

It is with great excitement that the nurses of The Johns Hopkins Hospital are declaring our intent to organize a union with National Nurses United. Nurses from across the hospital and with experience levels ranging from less than a year to over thirty years share the common belief that to advance the care of our patients and to advance the nursing profession we need a collective voice. For too many years, Johns Hopkins has put nurses on the backburner either through ignoring patient safety concerns, cutting benefits, or keeping wages stagnant. We have the opportunity to change that and we hope that you will join us in the fight for our patients and for our profession.

To be clear, we reached out to National Nurses United, for their help and guidance in organizing what will be our union.

Many units are hemorrhaging experienced nurses, which puts our patients in danger and our licenses at risk. When one nurse has to double their patient load, so their coworker can take a much-needed break, our patients are in danger. When nurses are forced to pick up overtime shifts in order to support themselves and their families, our patients are at risk. Now, our financial security is even more threatened with the recent changes in the PACE model and health benefits. We know management has heard these concerns year after year from nurses across the hospital, yet they refuse to take us seriously. Severe understaffing, unsafe nurse to patient ratios, stagnant pay and declining benefits hinder our ability to provide excellent patient care. All these factors result in a failure to retain nurses. Johns Hopkins management has been burning out nurses and pushing them out the door.

Many of us came to Hopkins because of its world-renowned reputation and we wanted to provide the very best care for our patients. We want to ensure that Hopkins lives up to that reputation, but we need to exercise our collective voice to make that happen.

We chose NNU to represent us because they are the best. NNU nurses earn the highest wages, have the safest ratios, and they are a powerful voice for advancing the nursing profession and protecting patients. They've earned this power by negotiating the strongest contracts in the nation through the collective power of RNs and a democratic process. You may hear that "the union" is a third party that will change our working conditions, or negotiate for things we do not want. With NNU, throughout the organizing and bargaining process, Hopkins nurses are in charge. **We elect our unit representatives, our nurse bargaining team, and in the end, we vote on our contract. This will be our union.**

Recently, upper management at Johns Hopkins Hospital has launched an anti-union campaign designed to intimidate nurses and perpetuate myths about labor unions. You will meet administrators you have never met before who will make promises to address problems that they have never addressed before. While we welcome this newfound support, we know that the only way we can maintain this attention to nursing and our patients is through a union. The goal of their campaign is to convince us to vote against our and our patients' best interests. As Hopkins nurses, we are critical thinkers capable of informing ourselves, and the evidence is clear that when nurses are empowered through NNU, hospitals are safer for patients.

The time for Hopkins nurses to unionize is now. We urge you to take the time to talk with us and each other about your questions and concerns. Please email us, call, or text and we will respond quickly to ensure that you get the information you need. We can't wait for you to join us in this historic effort. Let's once again make Johns Hopkins the #1 hospital in the nation for nurses and our patients.

In utmost solidarity,

Suzanne Levitch		Joe Dyer	C. Myers	Rehliat
Art Folan				Rachel Cohen
Mary Wilson	Ed Spradley	John	Sharon McMillan	
Sally Simon	Derek Cameron	Conroy Doff	Carol C	Paul Angur
Kimberly	Tully Ching			Kimberly
Em Wilson	Janet Mack	Monica	Clayton	Christine
Brittany		Gemmaletta	Anne Embertson	Luke
Janice		Janet	Louis Opel	Michelle
Christina	Kathleen Phillips!		Emily Kelle	Marian
Alma	Janice		Greg Jese	Kara Gumpelt
Susan	David		MP Datto	
Althea	Dana Anderson		Alexander Jallett	
Tracy	Markus King	Samuel		
Sarah Pitts	86 105	Keith Fischer		
KBS	Ari Zelman			



# Employee Rights

## Under the National Labor Relations Act

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The National Labor Relations Act (NLRA) guarantees the right of employees to organize and bargain collectively with their employers, and to engage in other protected concerted activity or to refrain from engaging in any of the above activity. Employees covered by the NLRA\* are protected from certain types of employer and union misconduct. This Notice gives you general information about your rights, and about the obligations of employers and unions under the NLRA. Contact the National Labor Relations Board (NLRB), the Federal agency that investigates and resolves complaints under the NLRA, using the contact information supplied below, if you have any questions about specific rights that may apply in your particular workplace.

### Under the NLRA, you have the right to:

- Organize a union to negotiate with your employer concerning your wages, hours, and other terms and conditions of employment.
- Form, join or assist a union.
- Bargain collectively through representatives of employees' own choosing for a contract with your employer setting your wages, benefits, hours, and other working conditions.
- Discuss your wages and benefits and other terms and conditions of employment or union organizing with your co-workers or a union.
- Take action with one or more co-workers to improve your working conditions by, among other means, raising work-related complaints directly with your employer or with a government agency, and seeking help from a union.
- Strike and picket, depending on the purpose or means of the strike or the picketing.
- Choose not to do any of these activities, including joining or remaining a member of a union.

### Under the NLRA, it is illegal for your employer to:

- Prohibit you from talking about or soliciting for a union during non-work time, such as before or after work or during break times; or from distributing union literature during non-work time, in non-work areas, such as parking lots or break rooms.
- Question you about your union support or activities in a manner that discourages you from engaging in that activity.
- Fire, demote, or transfer you, or reduce your hours or change your shift, or otherwise take adverse action against you, or threaten to take any of these actions, because you join or support a union, or because you engage in concerted activity for mutual aid and protection, or because you choose not to engage in any such activity.
- Threaten to close your workplace if workers choose a union to represent them.
- Promise or grant promotions, pay raises, or other benefits to discourage or encourage union support.
- Prohibit you from wearing union hats, buttons, t-shirts, and pins in the workplace except under special circumstances.
- Spy on or videotape peaceful union activities and gatherings or pretend to do so.

### Under the NLRA, it is illegal for a union or for the union that represents you in bargaining with your employer to:

- Threaten or coerce you in order to gain your support for the union.
- Refuse to process a grievance because you have criticized union officials or because you are not a member of the union.
- Use or maintain discriminatory standards or procedures in making job referrals from a hiring hall.
- Cause or attempt to cause an employer to discriminate against you because of your union-related activity.
- Take adverse action against you because you have not joined or do not support the union.

**If you and your co-workers select a union to act as your collective bargaining representative, your employer and the union are required to bargain in good faith in a genuine effort to reach a written, binding agreement setting your terms and conditions of employment. The union is required to fairly represent you in bargaining and enforcing the agreement.**

**Illegal conduct will not be permitted.** If you believe your rights or the rights of others have been violated, you should contact the NLRB promptly to protect your rights, generally within six months of the unlawful activity. You may inquire about possible violations without your employer or anyone else being informed of the inquiry. Charges may be filed by any person and need not be filed by the employee directly affected by the violation. The NLRB may order an employer to rehire a worker fired in violation of the law and to pay lost wages and benefits, and may order an employer or union to cease violating the law. Employees should seek assistance from the nearest regional NLRB office, which can be found on the Agency's Web site: <http://www.nlrb.gov>.

You can also contact the NLRB by calling toll-free: **1-866-667-NLRB (6572)** or (TTY) **1-866-315-NLRB (1-866-315-6572)** for hearing impaired.

If you do not speak or understand English well, you may obtain a translation of this notice from the NLRB's Web site or by calling the toll-free numbers listed above.

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\*The National Labor Relations Act covers most private-sector employers. Excluded from coverage under the NLRA are public-sector employees, agricultural and domestic workers, independent contractors, workers employed by a parent or spouse, employees of air and rail carriers covered by the Railway Labor Act, and supervisors (although supervisors that have been discriminated against for refusing to violate the NLRA may be covered).

**This is an official Government Notice and must not be defaced by anyone.**