

Why do “**Labor Consultants**” Always Say the Same Things When Beaumont **NURSES** Start to Organize our **UNION**?

Hint: Expensive anti-union consultants work from a predictable playbook.

“Labor Consultants” will say that our union will make lots of outrageous promises to get your support.

It’s a little insulting for Beaumont’s consultants to keep suggesting that we nurses are so easily tricked and misled. Right now, the administration has all the say and they want to keep it that way. With a union, WE will get a voice in how Beaumont’s resources are spent. The one promise we will make is that – with a union – nurses will have the tools needed to work together to achieve the things WE decide are best for nurses and our patients. Forming a union provides us with the legal right to negotiate on all matters affecting wages, hours, and working conditions. We know from experience that management will never guarantee these rights to us otherwise. Certainly, they didn’t consider our voice when reducing our retirement benefits!

“Labor consultants” will say they aren’t against unions, but that unions bring problems.

The truth is that we all understand perfectly well why Beaumont’s executives don’t want us to have a union. Beaumont’s administration would prefer to keep all the real power in their hands. That’s why they have paid expensive “labor consultants” who have in the past charged \$3,000 a day to try to dissuade us from winning a collective voice for ourselves and for our patients.

“Labor consultants” will say that “union salespeople” will be harassing you and visiting your houses, at all hours. They will tell you that you don’t have to talk to “these people.”

The truth is that support for the union is voluntary and an act of courage and commitment. If someone is not interested in talking, we respect that decision. Compare this with Beaumont supervisors removing us from already short-staffed units to force us to listen to their outside consultants tell us how gullible we are for wanting a union. If only Beaumont cared as much about working conditions affecting patient care as it does with preventing us from forming a union. And unlike Beaumont’s hired consultants who admit they don’t want to “leave a paper trail”, and who won’t provide us with even the most basic information like their last names, MNA organizers will be completely transparent at all times.

"Labor Consultants" will say that our union is a "third party." They will say that we don't want "outsiders" driving a wedge between our "One Beaumont" family.

The truth is that Beaumont nurses are our union! What Beaumont really doesn't want is for us to have a voice and realize the power that flows from collective action in a union. WE will make every decision in our union. We will elect our stewards and officers. We will decide our bargaining proposals, negotiate our own contracts with the support of our labor reps, and vote on our contracts. We will set the agenda for our union. If management respected us they would respect our choices and make a commitment to working with us as equal partners to shape a better future.

"Labor Consultants" will say that management is listening.

Oftentimes, when there is talk of unionization in a workplace, the administration suddenly starts saying how they've "made mistakes and are sorry." Anne Ronk and other high-ranking executives who you've never seen before might come visit you on the job. The administration might even start implementing policy improvements and changes!

First of all, take whatever is given to you. You've earned it and deserve it.

These are the first victories of our union and we can call them such to our co-workers and to the administration. **If this is what we can get with just the threat of a union, imagine what can be achieved when we really have our union.**

Questions?

We have experienced organizers who are available to meet and answer questions.

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Association