



**Campaign for Action...*Just the Facts Please*  
Info Byte #7**

**Q:** I am hearing of a spike in Union nurse campaigning in Michigan and across the country. Union organizers promise a lot. Can you provide some insight here please?

**A:** Of course. Yes, Union campaigning does seem to have spiked. This may in part be due to overall Union membership declines and nurses as a new revenue stream opportunity for unions. According to the Bureau of Labor Statistics (2016), Union membership was at 20.1% in 1983 compared to 11.1% in 2015. MONE is aware of several campaigns/or campaign attempts in Michigan, and of the recent MNA victory in Huron Valley. In terms of Union organizer promises:

Union organizers may promise that if a union represents its nurses, it will have control over how the hospital operates. This is FALSE. The hospital always maintains control over hospital operations subject to whatever specific limitations may be agreed upon in a collective bargaining agreement. Even if a Union represents a unit of employees, the hospital continues to have the right to do such things as:

- Control the hospital's operations
- Supervise all operations, methods, processes, means and personnel by which work will be preformed
- Determine the composition and size of the workforce
- Control the hospital's property
- Decide standards and quality work
- Hire, transfer, promote, and disciple/terminate
- Establish work schedules
- Change or introduce new operations, methods, technology and processes
- Establish policies, procedures and work rules

