



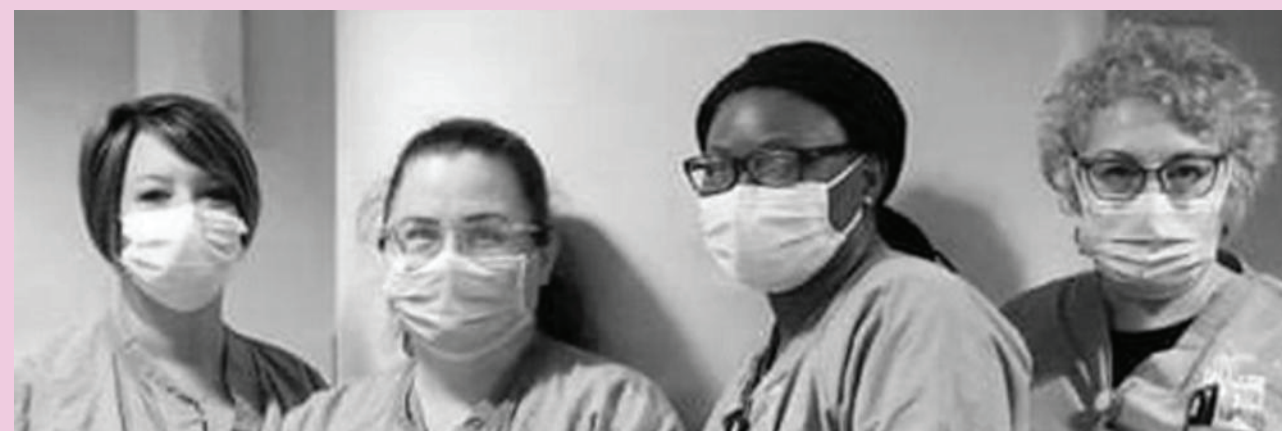
**United Nurses & Allied Professionals**  
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## **We Are Roger Williams Medical Center Nurses And We are voting “Yes”**



## **Here Is Why.....**

## I Respect My Manager

Because I am for the union, doesn't mean I am against the hospital. I respect my manager and we have a good working relationship. But there is only so much she can do. All of the important decisions are made by executives in California. And what if they force my manager out like so many other good managers that have been forced out? We need to stand up for ourselves. We need to form a union.



## Promises, Promises

It wasn't until the administration learned that we were forming a union that they started to come around. Cookies, pleasantries, repeated calls at home, promises and lots of silliness dressed up as "facts". They fired the CNO. Why did they wait till now? **They are not fooling me.** Nurses need to stand up for themselves and gain an effective independent voice. I'm voting "Yes."

## Respect

Nurses need a strong effective voice. Nursing doesn't get the respect and recognition we have all earned. Floated to areas we are not trained to work in, not enough nurses, not enough CNAs, sometimes hardly any core staff makes our jobs stressful and at times impossible to do. We have to stand up for ourselves and demand the respect our profession deserves.



## Make Patient Care the Priority

When our hospital was non-profit not so long ago, patient care was the top priority. The "Rog" was a great place to be a nurse. Now Wall Street and for profits run our hospital. Prospect Medical paid over \$645 million healthcare dollars to their investors. That is health care money going in the pockets of shareholders not to better salaries, better staffing and improved patient care. It's up to us to return patient care to the top priority and make our hospital a better place to work.

## Fair, Competitive Wages

Why don't we have a published pay scale with annual cost of living increases **and** annual step and longevity increases like union hospitals? By keeping all of our pay rates a secret, the administration can get away with under paying us. I know many of my friends who are nurses at area hospitals that are making a lot more than me.



## Stop Mandatory Overtime

No mandatory overtime has been a state law for over a decade now. So why does the administration still mandate us in violation of state law? They know without a union to help us enforce our rights they can get away with it. And they have. It's time to stop mandatory overtime. It's time to form a union.