

The Truth About Collective Bargaining

While NYSNA may be making a bunch of promises and “guarantees,” the truth is nothing is ever guaranteed in collective bargaining. The process often takes over a year and, in the end, you may end up with more, the same, or even less than when you started.

Before voting in the union election, here are some things we think you should consider:



Collective bargaining can be a long process

Collective bargaining can be a lengthy process that generally includes many bargaining sessions before both sides come to an agreement. In fact, it takes an average of 465 days to reach a first contract, according to Bloomberg.¹ Don't take our word for it, look at Mt. Sinai South Nassau Hospital. Mt. Sinai RNs voted to bring in NYSNA in January, 2023. Over two years later, they still have not bargained a contract.

Employers are legally barred from making any unscheduled changes to salary or benefits during negotiations, meaning that during bargaining, **union-represented RNs wouldn't be eligible for certain unscheduled enhancements they might've otherwise gotten without the union.**



Nothing is guaranteed

Negotiations are a give-and-take process, and unions can't force employers to agree to any specific proposals. Collective bargaining only requires both sides to bargain in good faith—it does not mean an agreement must be reached. **If NYSNA is making guarantees about the outcomes of collective bargaining, ask them to guarantee it in writing.**



Everything is on the table, including the things you already have, without having to pay dues

Right now, LIJ RNs are making 11.4% more money, on average, than NYSNA-represented RNs at other Northwell hospitals. And LIJ RNs have a more generous benefits package than NYSNA-represented RNs at other Northwell hospitals. By bringing in a union, all of those best-in-class benefits would then be on the table. **You might end up with more, the same, or even less than you have right now.**

Unions are legally allowed to make promises they might not be able to keep to get your vote, but employers such as LIJ are bound by law to only share facts, opinions, and their experiences.² Before voting, make sure to get all the facts about what union representation might mean for you, and please vote NO on election day.

¹ Combs, R. (2022, August 2). Analysis: Now it takes 465 days to sign a union's first contract. Bloomberg Law.

² Shirlington Supermarket, Inc., 106 NLRB 666 (1953)

