

# Big Victory for Nurses' Rights At Inland Valley & Rancho Springs!



Nurses at Inland Valley and Rancho Springs have won a huge victory for our rights:

- To speak up together for our patients
- To act collectively for our own protection
- To form a union if we choose

In a settlement with UNAC/UHCP, management has agreed to:

- Comply with the terms of the notice at right
- Post the notice in our breakrooms and other conspicuous places for 60 days
- Remove discipline which the NLRB charged was unlawful from a nurse's personnel file

This settles the charges brought by the National Labor Relations Board against Inland Valley and Rancho Springs Medical Centers for interrogation, threats, discrimination, surveillance and creating false hopes of fixing problems in our hospitals, leading up to our original union election dates in January.



**We Have the *Right*  
to Speak Up!**

## FEDERAL LAW GIVES YOU THE RIGHT TO:

- Form, join, or assist a union;
- Choose a representative to bargain with us on your behalf;
- Act together with other employees for your benefit and protection;
- Choose not to engage in any of these protected activities.

**WE WILL NOT** do anything to prevent you from exercising the above rights.

**WE WILL NOT** tell you that if the union were voted in, we would have no obligation to bargain, we would intentionally prolong bargaining for years, or would never reach a contract.

**WE WILL NOT** engage in surveillance of your union activities.

**WE WILL NOT** ask you about employee support for a union.

**WE WILL NOT** ask you about your complaints and grievances and imply that we will fix them in order to discourage you from supporting a union.

**WE WILL NOT** threaten you with loss of benefits and wages or lowered wages if you choose to be represented by or support a union.

**WE WILL NOT** threaten you with job loss if you choose to be represented by or support a union.

**WE WILL NOT** threaten you with closure of the facility or with sell of the facility if you choose to be represented by or support a union.

**WE WILL NOT** threaten you with discharge if you choose to be represented by or support a union or state that employees who support the union should be discharged.

**WE WILL NOT** state to you that strikes are inevitable or certain if you choose to be represented by or support a union.

**WE WILL NOT** discipline employees or place them on administrative leave because of their union activities, membership, or support.