

# Facts to Consider Upcoming Election Make an Educated Decision!



- **Do I pay dues right away if the startup-group wins?** It depends on what you had signed. HNHP has no Constitution, no contract, and no officers. How much dues that you will pay, when and how long (while you are working without a contract) – we don't know.
- **I heard we may end up with no union, why?** The election is a multiple-choice vote: HNHP, NO UNION, or HNA/OPEIU LOCAL 50.
- **Do we have status quo on our working conditions if the startup-group is successful?** Current conditions remain the same until a new contract is negotiated (except No Dues' Payroll Deductions and No Arbitration in your existing Grievance Provision). A first contract can take years and an impasse could be reached any time before or after a year. An impasse brings a final take-it-or-leave-it offer from the employer. If no contract is in place after a year, another election could be held to decertify the startup-group (HNHP) as well. If so, employees could end up with no union.
- **How will our grievance process work if the startup-group wins?** According to HNA legal counsel, there will be NO arbitration provision. However, your grievance step process remains the same but with no impartial party making the binding decision – management is only forced to walk thru the steps and at the end say NO. If a peer is disciplined or fired, what recourse will he/she have?
- **What happens to our pension if the startup-group is successful?** An entire new contract will need to be negotiated that also includes retiree healthcare and pension.
- **If HNA Local 50 wins the election, will we still have our written contract?** Yes! We also have experienced negotiators coming from OPEIU to join the local Kaiser bargaining team.
- **If I signed a form by the startup-group, can I still vote for HNA, OPEIU LOCAL 50?** Yes! It will be a secret ballot, no one will know how you vote.
- **What's this about Queen's vs. Kaiser?** This is a fabrication/rumor being spread. Queen's RNs have and always will support their fellow colleagues.
- **Are Queen's RNs negotiating our contract?** No, they are not. HNA has Kaiser nurses at local and national bargaining. The President of HNA joins the Kaiser bargaining team as an observer and has no vote.
- **I heard Kaiser members' dues are paying for Queen's nurses, is that true?** Absolutely not. HNA represents 33 bargaining units. All HNA members are equally important regardless of which bargaining unit they come from. Funds go to where the need is. So far this year, more has been spent on Kaiser than any other unit. It's normal to spend more on a unit when its contract is being negotiated. The fact that Kaiser National Bargaining happens on the mainland, makes it particularly costly.
- **When will the election be?** We anticipate the election to be within a few weeks from the NLRB Hearing date of September 11, 2019.
- **Will the election be by secret ballot?** Yes
- **Where will the election be held?** Normally it's held on the employer's premises. Depending on circumstances, NLRB elections are conducted on site, by mail ballots, or both.
- **If I am on vacation, can I get an absentee ballot?** No, the NLRB does not permit absentee ballots.
- **Will the NLRB allow us to vote electronically?** No, the NLRB does not permit electronic voting.
- **How many votes do you need to win the election?** Your election is a three-way vote. Unless one of the parties win the election by a clear majority, employees will have a run-off election between the two parties who receive the highest votes. Again, the vote is among: OPEIU Local 50/HNA, No Union, or HNHP.