



**There is strength in numbers!**

—Martese Chism, RN  
Cook County Health and Hospitals System



**We will not be fooled by “right-to-work” rhetoric. We know that together we have created the strongest union in the nation and we will not be manipulated into “opting out” of standing united to protect our livelihoods, our patients, and our communities.**

—Erin Carrera, RN  
UCSF Parnassus



**I am sticking with the union because we are stronger as a group than as scattered individuals.**

—Leslie Oyes, RN  
Arrowhead Regional Medical Center



**I’m sticking with my union because I believe in RN-to-patient ratios.**

—Nicole Jackson, RN  
San Joaquin General Hospital



**Nurse advocacy means patient safety.**

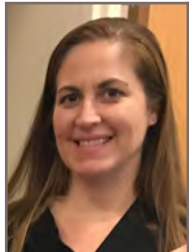
—Sue Phillips, RN  
Palomar Medical Center Escondido



**They protect BOTH me and my patients.**

—Joseph Laurente, RN  
Ventura County Medical Center

# Janus or No Janus WE ARE UNITED



**I’m sticking with my union because patient safety matters to me.**

—Reymi Updike, RN  
Antelope Valley Hospital

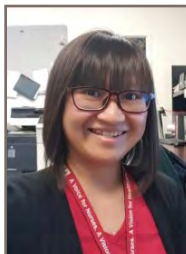
**Hands off our patients’ care. Medicare For All!**

—Luz Sagun  
Palomar Medical Center Poway



**I am committed to protecting my patients, my practice, and my profession.**

—Nathaniel Dickman, RN  
Salinas Valley Medical Center



**In order for us to advocate for our patients and our community, we need to be able to advocate for ourselves without the fear of retaliation.**

—Vicky Davidson, RN  
Contra Costa Regional Medical Center

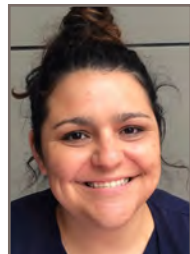


**A** pro-corporate, radically anti-union decision is expected soon in the U.S. Supreme Court case *Janus v. AFSCME*. This case would roll back decades of worker rights, as corporate interests seek to weaken public sector unions and silence our collective voice. For our patients, for our colleagues, nurses refuse to be divided. That’s why a super-majority of us have pledged to stay **UNION STRONG**, regardless of attacks on our rights.

**Here are some reasons we are sticking with the union!**

**I want the right to speak up for my patients without fear of retaliation and I want a fair and transparent working environment.**

—Shirley Toy, RN  
UC Davis



Being a member of CNA gives me the power to join together with my coworkers to fight for our patients and profession.

—Emily Carrera, RN  
UCLA Westwood

**We want our voices heard!**

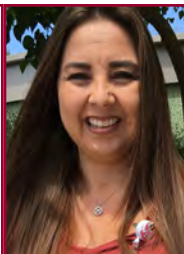
—Pauline Ude, RN  
Cook County Health and Hospitals System



With the union we have:

- Protected benefits, wages, and working conditions
- Union provides due process
- RN-to-patient ratios
- Patient/nurse safety
- Advocates

—Joanne Meza, RN  
Palomar Medical Center Poway



My union has always supported me in my workplace; now I'm stepping up and supporting my union. We are better together. I support my union because we are #bettertogether.

—Charlotte "Char" Adams, RN  
Pittsburg Clinic, Contra Costa County

Job security and fairness!

—Joyce Robertson, RN  
Cook County Health and Hospitals System



Employees and patients are protected.

—Jonathan Bautista  
Palomar Medical Center

I know it's only through solidarity and union power that we can truly advocate for our patients and communities!

—Tonda Allen, RN  
UC-Irvine



I'm sticking with my union because I can't do it alone! Strength in numbers!

—Vickie Hoge, RN  
San Joaquin County



I'm sticking with the union so that I can advocate for my patients and community!

—Twinkle Velasco, RN  
UC Irvine



I'm sticking with my union because nurses need a voice advocating for safe patient care and safe working conditions.

—Kelly Mertz, RN  
San Joaquin County



• My public hospital stays open and provides the care my patients deserve.

• Patient safety comes from **UNION STRENGTH.**

(L-R) Jin Xu, RN  
Laura Welch, RN  
Cindy Trainor, RN  
Diane Gattis, RN  
Irene Borchard, RN  
Salinas Valley Medical Center



# Janus or No Janus WE ARE UNITED

Janus is modeled after so-called "right-to-work" laws in 28 states. In those states, where unions are fewer, median household incomes are \$8,174 less, people under 65 are 46 percent more likely to be uninsured, infant mortality rates are 12 percent higher, and workplace deaths occur 49 percent more often. RNs win critical protections for our patients and our fellow nurses by standing together. Here are some reasons why Janus or no Janus, we are pledging to stay **UNION STRONG!**

I need a VOICE on the job.

—Luz Ocampo, RN  
Alameda Hospital



So that I can stand up and advocate for my patients free of retaliation and intimidation.

—Lizzie Jones, RN  
UC San Diego



With the union comes community and advocacy. Together we fight to keep our patients safe and our communities healthy. We rely on the protections of our union in order to raise our voices for our profession.

—Dahlia Tayag, RN  
UC San Diego



Union means protection to me and my co-workers against abuses on the job, because together we can make a difference.

—Herminia Filares  
Palomar Medical Center Escondido

I'm continuing to support the union because I've worked in a right to work state. I've seen the differences in patient care and safety and in fair employment practices. CNA has fought hard to make California one of the best places for nurses to work, and we can't go back now.

—Linda Vuong, RN  
UC Davis



I'm sticking with the union to ensure that we keep the improvements we have fought so hard for over the years—from safe staffing to retirement security. Without the union we would be at the whim of our employers and the patients and community would suffer.

—Fong Chuu, RN  
UCLA Westwood



I love my union! Being a member of this strong union allows me to speak up on behalf of my patients without fear of retaliation. Together we are stronger!

—Sharon Knight, RN  
UCLA Santa Monica

My union provides me the resources I need to work and succeed on the front lines of patient care.

—Kristian Proshack, RN  
UC Davis



I'm sticking with my union because together, we are strong.

—Ana Limon, RN  
Antelope Valley Hospital



To maintain and improve patient care standards.

—Elizabeth Lalasz, RN  
Cook County Health and Hospitals System



Unions give us the power to negotiate!

—Julie Vivanco, RN  
Cook County Health and Hospitals System



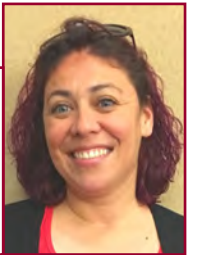
I'm sticking with the union so that I can advocate for my patients and community!

—Marlene Tucay, RN  
UC Irvine



I'm sticking with my union because as public sector employees all of our benefits come from our union contract.

—Kim Barriga, RN  
San Joaquin County



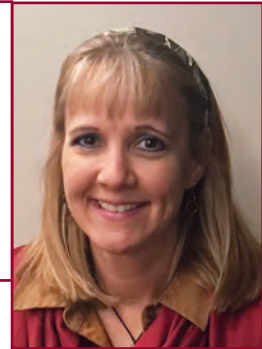
Being part of a strong union allows us to be a voice in the workplace and beyond. Our voice and our ability to advocate is what makes us strong!

—Estella Villegas, RN  
UCLA Westwood



I will support my union because we nurses need the power of our collective voice for advancing our rights at work while simultaneously enhancing the community's well-being.

—Collin Bowman-Woodall, RN  
UCSF Mt. Zion





I'm sticking with my union because I know the power of the union and the importance of solidarity among my coworkers. We can advocate for our patients and know that our voices will be heard and that the union will always have our back!

—Maureen Berry, RN  
UC Irvine



To fight for Medicare for ALL, it's the smart choice!

—Rolanda Watson, RN  
Cook County Health and Hospitals System



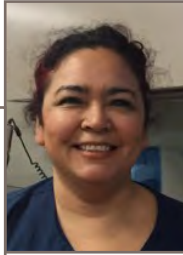
In order to provide the best possible care for our patients we need a strong union that gives us the protections and freedoms to advocate for them. I'm proud to be a member of a union that sees this as their number one priority!

—David Yamada, RN  
UCLA Westwood



Being a member of CNA is important to me. Strength in numbers allows us to continue fighting for patient's rights and safety as well as safe staffing and working conditions for nurses.

—Christina Schonbrun, RN  
UCSF Parnassus



It is the reason I have a voice to advocate for my patients, nursing practice, and rights in the workplace.

—Sandra Martinez, RN  
CNA Nurse Rep  
Salinas Valley Medical Center

I'm sticking with my union because our union is the strongest advocate for nurses.

—Stacy Lo, RN  
San Joaquin General Hospital



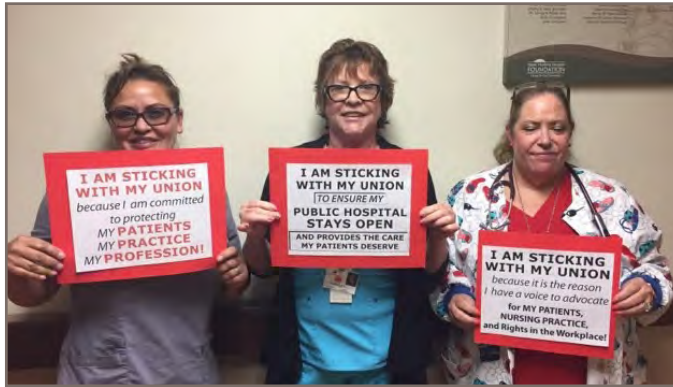
Having worked in a non-union setting, we can't afford to go backward!

—Melissa Johnson-Camacho  
UC Davis



I am sticking with the union to ensure the voice of the nurses remains strong in assuring integrity and fairness in nursing.

—Norman Jones, RN  
Arrowhead Regional Medical Center



(L-R) Susan Bada, RN  
Marian Ryan, RN  
Diane Beck, RN and  
CNA Chief Nurse Rep  
Hazel Hawkins  
Memorial Hospital



Safe Staffing! Ratios!  
Protect Patients!

—Joan Loftin, RN  
Palomar Medical Center  
Escondido



I'm sticking with my union because as nurses, we must advocate for each other.

—Maria Altamirano, RN  
Antelope Valley Hospital



To maintain our role as patient advocates!

—Rochelle Lowe, RN  
Cook County Health and Hospitals System

We are protected. We have a voice.

—Gil Millan  
Palomar Medical Center  
Escondido



Without the solidarity it helps us create, we would not have been able to negotiate the wages and benefits we now currently enjoy. It helps me feel safe to stand up and speak out on behalf of my patients. Because it makes me feel like I'm part of something bigger and more important than just myself.

—Karen Rothblatt, RN  
Alameda Hospital