



We Win Right to Wear 121RN Scrubs to Work

Remember last May while we were in the midst of bargaining a new contract and Human Resources told us we couldn't wear our 121RN scrub tops to work? Well, guess what? We can legally do so.

Here's What Happened

During contract negotiations with Providence Tarzana management in May 2011, a Providence security guard prevented Union activists from distributing 121RN scrub tops in the employee parking lot, and HR Director Jo Lewis distributed a memo to RNs prohibiting us from wearing our SEIU 121RN scrub tops as a sign of solidarity. At that time, our Union filed a complaint with the National Labor Relations Board claiming that these acts by Providence management violated our right to act together in our Union. The NLRB in January 2012 ruled in our favor and said we do have the right to wear our 121RN scrub tops to work.

Settlement Terms

The settlement agreed to by Providence Tarzana management requires that management respect our right to "Form, join or assist a union," and "Act together with other employees for your benefit and protection."

The agreement further specifies that management:

- WILL NOT do anything to prevent you from exercising the above rights.
- WILL NOT disparately enforce our personal appearance policy prohibiting the wearing of scrub attire from other institutions in order to discourage you from supporting SEIU Local 121RN or any other labor organization.
- WILL NOT enforce our no-solicitation/no-distribution rules to prohibit you from distributing scrub tops with union insignia in nonworking areas during nonworking time.
- WILL rescind the May 5, 2011, memorandum from Human Resources Director Jo Lewis regarding employee scrubs and our personal appearance policy and we will apply this policy in a non-discriminatory and non-retaliatory manner.

Wear your 121RN scrub top on April 26 to celebrate our Union victory!

By sticking together in our Union, we have the ability to fight for our rights. Start wearing your SEIU 121RN scrub top today. Show off our Union solidarity and reinforce to management that we will fight for our rights in the workplace.