



Building Solidarity: Some Do's and Don'ts

- ✗ Don't talk to management alone or try to take an easier route by settling grievances on your own with management.
- ✓ Do try to force discussions with members and management about grievances and other worksite problems out in the open where others can see and hear it.
- ✓ Do always, together with other nurse leaders, report back to the members on union activities (leaflets, facility Facebook posts and in-person conversations are good ways of keeping people informed).
- ✓ Do touch base with different groups—nurses on the opposite shift to yours-- and build support for issues.
- ✗ Don't let an issue stop at your work area; spread the word to other areas. The issue could also be happening in a different department. Other members need and like to know what's going on in other areas.
- ✓ Do file group grievances instead of individual ones whenever you can and organize people to attend the grievance hearing.
- ✗ Don't lend an ear to supervisors who make derogatory remarks about other members.