

Fast Facts About Nurses and Unions

Nurses Unions Save Lives:

A study published in the *Journal of Nursing Administration* found nurses unions are associated a 5.8 percent reduction in patient death.

(Source: Seago, JA and Ash, M. Registered nurse unions and patient outcomes. *J. Nursing Administration*.32 (3): 143-51, 2002)

Nurses Union are Cost Effective:

A study published in the *Journal of Labor Research* found labor costs were, on average, lower in union hospitals.

(Source: Register, Charles A. 1988. "Wages, Productivity, and Costs in Union and nonunion Hospitals." *Journal of Labor Research*, Vol. 9, No. 4 (Fall), pp. 325-45)

Replacing Nurses is Costly:

A study published in the *Journal of the American Medical Association* found that hospitals spend about \$42,000 to replace each general medical/surgical unit RN, and \$64,000 to replace each specialty RN.

(Source: *Journal of the American Medical Association*, October 23/30, 2002)

Nurses Unions Reduce Turnover:

An April 2004 study published in the journal of *Industrial and Labor Relations Review* found that nurse turnover is lower in hospitals with RN unions.

(Source: Ash, M and Seago, JA. The effect of registered nurses' unions on heart-attack mortality. *Industrial and Labor Relations Review*. 57(3): 422-42, 2004)

California is Experiencing a Serious Nursing Shortage:

The statewide nursing shortage is as high as 21,000 full-time equivalent RNs.

(Source: *Forecasts of the Registered Nurse Workforce in California*, University of California, San Francisco, Center for California Health Workforce Studies, June 2005).

California Is Almost Last in the Number of Registered Nurses Per Capita:

Beat out only by Nevada, California ranks 49th in the nation in terms of the number of RNs per capita. California has 585 RNs per 100,000 population, compared to the national average of 798 per 100,000.

(Source: *California Nursing Shortage Backgrounder*, California Healthcare Association, Sept. 2002)