

**SPNN****SHARP PROFESSIONAL NURSES NETWORK**

Guidelines For SPNN Guests at Negotiations

We are glad you are attending negotiations as a guest! Your support is critical to showing management we are united for our hospitals, coworkers, and patients.

Please read all guidelines before attending; all guests are expected to abide by these guidelines. We want negotiations to be as open and transparent as possible and have developed these guidelines over hundreds of contract campaigns to allow our bargaining team to represent our bargaining unit as effectively as possible while also making space for member RNs to attend.

Please note that most of the time in negotiations is spent in caucus, not joint session with management. For much of a bargaining session, our team is working to create our proposals and respond to management's proposals. It can often take hours before we meet with management. Consider bringing a book or other device to stay occupied. Negotiations involve a lot of waiting.

1. Plan to attend as much of the session as possible to hear the entire discussion. Guests who show up after a joint session with management has started might be unable to enter until we've gone into caucus. If you must leave early, exit when we're not in joint session with management.
2. Wear any union swag you have! We'll have extra buttons, shirts, and stickers.
3. Keep what you hear confidential, unless the bargaining team says it's okay to put out specific information. Remember: the bargaining team has been involved in several prep and negotiation sessions before today. As a guest, you may be hearing only one small part without the context of a much longer discussion. You may be privy to confidential or private information or discussions about proposals and strategy. To negotiate the most successful contract possible and continue to have guests attend, everyone must agree to keep what they hear confidential. During joint sessions with management, the team has carefully prepared what will and won't be said. The bargaining team will communicate with the union membership after each session, and the union cannot be the source of misinformation and rumors.
4. Cell phones and other devices must be turned on silent.
5. Minimize reactions to what management or the union chief negotiator might say at the table—including facial expressions, verbal comments, and body language. Do not talk among yourselves, across the table, or ask questions during the session. If you have questions during the joint session or the caucus, they should be written down and passed to a team member. They will be addressed if time allows. Remember that the caucus session is where the team does its work. It is essential to respect the time constraints and the complexity of the issues that need to be discussed by the team.