

Employee Relation News

Keeping Our Employees Current



Fremont-Rideout Health Group

Current Status

- Nurses for Self Representation filed a decertification petition the day before the ratification vote.
- CNA reported that nurses ratified the contract which consisted almost entirely the terms from the last, best and final offers that FRHG put on the table more than a year ago.
- The NLRB notified the nurses for self representation that it is dismissing their decertification petition.
- We received a notice that the Nurses for Self Representation desire to appeal the NLRB's decision to dismiss the petition. The outcome of this process is unknown at this point.

October 15, 2009
Volume 3, Issue 1

CNA REFUSES TO COMPLY WITH THE CONTRACT REGARDING THE CREATION AND OPERATION OF THE PROFESSIONAL PRACTICE COMMITTEE (PPC)

After agreeing to a procedure in the contract, for establishing a Professional Practice Committee, it appears that CNA has chosen to ignore that procedure. The contract says:

“The PPC shall be composed of three (3) Nurses from Rideout Memorial Hospital and three (3) Nurses from Fremont Medical Center. **The committee shall be elected by the Nurses at each of the facilities** and the results shall be communicated in writing to the Director of Nursing Operations/Chief Nursing Officer or designee.”

Even in CNA's first proposal for a PPC, it proposed that:

“The Committee members shall be elected by the bargaining unit Registered Nurse staff at each facility.”

Suddenly one day, however, FRHG received a notice from CNA that six (6) nurses had been elected. However, there was never any notice of the elections posted or being distributed to the Nurses that we were aware of; nor did we see any notice informing Nurses of their right to nominate a Nurse, or himself/herself, for the committee. That being the case, we had to wonder how the committee could be elected by the Nurses at each facility if they are made aware of the election? When we asked the Union to inform us of when and where the election was conducted and how nurses were made aware of it, we were told it was a “Union matter” and none of our business, that it was done at a union meeting, and that we could not dictate how it is to be done. From all appearances, it seems like CNA did not follow the fair election process as outlined in the contract.

Unfortunately for the Union, this is not a “union committee”—it is a mutually agreed upon, contractually created committee. **The contract dictates how the committee is to be established—not FRHG, and not CNA.** The contract very clearly says that the members are to be elected by “the Nurses at each facility,” not by only those nurses who are union members, or only those who happen to attend a union meeting during which the election is held. We informed the Union that until the Nurses elect a committee in accordance with the contract language—with all nurses allowed to participate in the process of nominating and voting on the members from their respective facility, we will not recognize a PPC.

So far CNA has not answered our questions. Instead, they have actually filed a grievance claiming that we are violating the contract by not recognizing the improperly appointed committee.

One has to wonder why CNA wants to control who participates on a committee that is supposed to work on behalf of all Nurses to address issues of professional practice? Why does it want to exclude most of the nurses from the process entirely? Perhaps it thinks if you are not a union member, you couldn't possibly contribute to professionalism in the practice of nursing. We strongly disagree, and in negotiating and agreeing to a PPC, that is why we agreed that the committee has to be selected by “the Nurses” and not by CNA and its members only.

Coming together is a beginning. Keeping together is progress. Working together is success.