

EMPLOYEE RELATIONS NEWS



Keeping our employees current

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We have maintained our position as set forth in the LBF offers, including a complete open shop, daily cancellations, and all other provisions with two modifications. 1) Any nurse who voluntarily chooses to pay dues can do so by payroll deduction. 2) We will ask for volunteers to be canceled and put on standby before involuntarily assigning a nurse to be canceled and put on standby when necessary.

The union has dropped its position on all other issues, including:

- Grievance and arbitration procedures
- Union Shop
- Safe Floating
- Arbitration of Staffing Disputes

This agreement will not take effect unless and until it is ratified by the nurses. We continue to believe that professional nurses are their own best representative. However if a majority of nurses ratify the contract by a vote we will honor that decision unless there is a decision upholding our withdrawal of recognition. We continue to believe that our withdrawal of recognition is proper and await the final decision.

For More Information go to: www.cnaalert.org

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