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NLRB/CNA Disregards Fremont Rideout Health Group Nurses Will, Impose Injunction to Reinstate Union

Yuba City, Calif. (April 7, 2009)—Today, in a special hearing, a Court failed to support the will of Fremont Rideout Health Group (FRHG) nurses to withdraw representation of the California Nurses Association (CNA) and granted a National Labor Relations Board (NLRB) petition for injunctive relief. The injunction requires FRHG to recognize CNA again while the proceedings before the NLRB continue on CNA's charges seeking to overturn the nurses' decision to no longer be represented by the union.

Fremont-Rideout Health Group opposed the NLRB's request for an injunction since the majority of the hospitals' nurses signed a petition requesting that FRHG withdraw recognition of the union.

"While we are extremely disappointed that the will of our nurses is being disregarded yet again by CNA, we continue to stand in support of our employees and look forward to a final resolution of this matter", said Tresha Moreland, Vice President of Human Resources at Fremont Rideout Health Group.

The injunction that was granted does not change the fundamental differences between the union's past contract proposals and the Last, Best and Final Offer made back in January of 2008 by the Fremont Rideout Health Group, nor does it require either party to change its positions from previous bargaining. A primary difference is the union's insistence on a mandatory dues structure that would force all nurses to pay dues versus Fremont Rideout Health Group's commitment to the right of employees to choose whether to financially support CNA.

Contract negotiations between Fremont Rideout Health Group and CNA had been at a standstill since the final offer was made by the hospitals last January. CNA voted to reject the offer, which delayed wage and benefit increases for the Fremont-Rideout nurses.

Earlier, in November 2007, nurses filed a petition for an election to remove the union as their representative, but the union repeatedly filed unfair labor practice charges in order to "block" the election. In November 2008, a second petition was filed with the NLRB and was also presented to FRHG. The NLRB agrees that the second petition had been signed by a majority of nurses at Rideout Memorial Hospital and Fremont Medical Center to remove the California Nurses Association as their bargaining representative. The case in which the NLRB has obtained an interim injunction centers primarily on claims that a few nurses subsequently revoked their signatures on the petition, even though the union never communicated this claim to Fremont-Rideout Health Group or any of those who were circulating the petitions. FRHG was not notified of the union's claim of revocations until over a month after it had withdrawn recognition of the union.

"The bottom line is that we support the decision by our nurses to reject representation by the CNA," Moreland said. "Our duty is to carry out the wishes of our employees and we remain confident that we will ultimately prevail in the proceedings before the NLRB."

"We are committed to providing an open, supportive work environment for our nurses who provide excellent care for our patients every day," Moreland added. "We have established a cooperative

partnership with our nurses and we hope to build on this new relationship once the NLRB case is behind us.”

About Fremont Rideout Health Group

As the only acute care hospitals in our community, FRHG provides quality healthcare around the clock to its patients and residents. The not-for-profit, independent health group includes three acute care hospitals -- [Fremont Medical Center](#), [Rideout Memorial Hospital](#) and [Biggs-Gridley Memorial Hospital](#) along with [The Fountains skilled nursing facility](#), [Courtyard Assisted Living Facility](#), [The Gardens Alzheimer's Facility](#) and [Feather River Surgery Center](#). Other services including [Home Care](#), [Hospice](#), [Great Beginnings](#), and the [Occupational Health Clinics](#).

For more information about FRHG, please visit: www.frhg.org

For up to date information about FRHG and CNA, please visit: www.cnaalert.org