



Keeping our employees current

Injunction Imposed Overruling the Wishes of Nurses

On April 7th a hearing was conducted in Sacramento to determine whether or not a NLRB petition to impose an injunction would be granted. The NLRB sought an injunction requiring FRHG to recognize CNA again while the proceedings before the NLRB continue on CNA's charges seeking to overturn the wishes of the nurses to remove CNA. The court unfortunately disregarded the wishes of the majority of nurses who rejected CNA and granted the injunctive relief.

This means CNA has temporarily forced its way back in as bargaining representative, despite the wishes of nurses. It shows that when mandatory dues are at stake, CNA doesn't care what nurses want.

What the injunction means:

The injunction requires FRHG to bargain with the union on matters relating to the Fremont and Rideout nurses' pay, benefits, and work environment. The injunction will remain in place until we receive the decision from the judge on the union's challenge to the withdrawal of recognition.

What the injunction does not mean:

The injunction that was granted will 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. The injunction does not require FRHG to alter the terms of its Last, Best and Final Offer. Nor does the injunction require FRHG to agree on the union's main issue, their insistence on mandatory dues language that would force all nurses to pay dues. Fremont Rideout Health Group remains committed to upholding the right of employees to choose whether or not to financially support CNA.

Questions and Answers

Question: Does this injunction mean I have to give back my raise and benefit enhancements that FRHG gave me?

Answer: No, the injunction does not affect the wage increases and benefit enhancement that the nurses have received.

Question: Does this injunction mean I have to pay mandatory dues?

Answer: No, because the injunction does not force either FRHG or the union to agree on a contract. Without a contract containing mandatory dues language, nurses cannot be forced to pay anything.

Question: Why does the union claim the injunction was all the NLRB's idea and not their own?

Answer: CNA wants nurses to think they are listening to them, when in reality CNA supported the NLRB's request for an injunction. By doing so, they are blatantly disregarding the wishes of nurses and refusing to recognize that nurses have rejected them.

For More Information go to: www.cnaalert.org

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