


# FRHG – CNA Timeline



**September 2006** – Nurses vote in CNA

**August 2007** – First strike called by CNA due to outstanding economic issues at the bargaining table.



**ULP Charges:** September 2007 to present - CNA files multiple ULP charges with in excess of 30 different allegations, most of which were filed after October 2007 in attempt to block a decertification election based upon a petition filed by 30% or more of the nurses.

**October 2007** – Second strike (in coordination with Sutter’s strike)

**October 2007** – During the second strike, Fremont and Rideout Nurses filed a petition requesting an election to decide if nurses still want to be represented by CNA due to growing feeling from Fremont and Rideout nurses that CNA is not honoring their wishes.

**January 2008** – FRHG gives CNA Last, Best and Final Offers.

**March 2008** – Third strike (again in coordination with Sutter’s strike)

**May 2008** – CNA makes a proposal by mail which is rejected by FRHG because there was very little movement from CNA on several important issues and including no movement on the open shop (mandatory dues) issue. No further bargaining sessions take place.

**June 2008** – CNA Information picket

**August/September 2008** – Hearing commenced on remaining charges not dismissed.

**November 2008** – Fremont and Rideout Nurses presented a majority signed petition requesting immediate withdrawal of recognition from CNA as a legal representative.

**November 2008** – FRHG honors employee wishes and withdraws recognition from CNA, gives nurses wage increases and benefit enhancements that have been on the table since January 2008.

**December 2008** – CNA files a charge contesting FRHG’s withdrawal of recognition and the wage and benefit increases FRHG gave to its nurses.

**December 2008** – Administrative Law Judge issues decision dismissing most of the allegations of unfair labor practices, but does find minor isolated unfair labor practices occurred.

**February 2009** – Hearing commenced on whether or not FRHG lawfully withdrew recognition. Briefs are due April 3<sup>rd</sup>. The Administrative Law judge will render his decision after April 3<sup>rd</sup>. Decision not anticipated until June.

**March 2009** – The NLRB seeks an Injunctive Relief (10J) requesting an order that, against its employees' wishes, FRHG re-recognize the union and bargain while the unfair labor practice proceedings continue through the decision and review process.