



Keeping our employees current

Money Spent by FRHG to Defend Nurses' Rights

CNA is saying a lot recently about the money being spent by FRHG on union related issues. Much of the money spent on legal fees could have been saved if CNA would have allowed nurses to decide their own future in a decertification election. Instead, CNA filed an overwhelming number of frivolous ULP charges against FRHG to block the rights of nurses to vote, and FRHG was forced to spend more on legal representation. The vast majority of these charges were ultimately dismissed, but CNA achieved its purpose of blocking the election.

In a letter to the editor of the Appeal Democrat dated April 30, 2009, it was stated that the hospital was "spending a large sum of money fighting the union when the main issues that are still up for negotiation - a union shop and a strong grievance and arbitration policy - won't cost the hospital a thing." It is certainly not true that those are the only issue remaining by any stretch of the imagination unless the union dropped several of its proposals along the way without telling anyone. While it is true that a union shop wouldn't cost the hospital a thing, it would cost RNs plenty.

How much would RNs pay in mandatory dues? The average amount of CNA dues would be \$93.50 a month, which averages out to \$1122 a year. We are standing up for the rights of our nurses, their right to choose whether they want to pay a union they do not support, and their ability to spend their money as they choose. Especially in this turbulent economy, it would be unconscionable to do no less for our nurses.

Injunction status

The NLRB has sought an injunction that would require FRHG to recognize and bargain with CNA regardless of what the nurses want. In respecting the nurses right to choose not to be represented by CNA, we have filed an appeal with the U. S. Court of Appeals and requested that the district court stay (put on hold) the injunction pending the appeal. Since the request for the stay went to the same judge who issued the injunction in the first place, he not surprisingly denied the request.

We had to file the motion for a stay with the district judge before we could file a motion for a stay with the Court of Appeals, which we have now filed. We do not know whether it will be granted, but either way we will proceed with the appeal, which should move fairly quickly. We are also waiting for the Administrative Law Judge's decision in the unfair labor practice case.

In the meantime, until such time as we obtain a stay or a favorable decision, we will, of course, comply with the injunction. If you have any questions about this process or anything else related to the union matters, feel free to call us in HR at ext. 4662.

For More Information go to: www.cnaalert.org

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