

# EMPLOYEE RELATIONS NEWS



*Keeping our employees current*

## The Whole Truth

CNA's most recent flyer (May 21, 2009) tells only a portion of the story of what occurred at the most recent bargaining session:

CNA claim: "CNA has modified our proposal to allow for current RNs employee by FRHG to choose whether or not to join CNA and pay union dues."

**The whole truth:** While this modification has been offered, what they fail to mention in their flyer is that their modified proposal DOES require ALL newly hired RNs to pay union dues or service fees. We believe that all employees should have this choice, even those newly hired RNs. We know from the petitions we received that many of our RNs hired after the election do not want to be represented by CNA, so why should it be any different in the case of RNs hired in the future? All RNs deserve the right to decide if a significant portion of their paycheck should be deducted for union dues.

CNA claims: Bargaining resumed after "FRHG had repeatedly lost its illegal attempt to decertify CNA."

**The whole truth:** It was RNs who sought to decertify CNA, first by seeking an election, and then by requesting withdrawal of recognition after CNA blocked the RNs' request for an election. FRHG supported the rights of RNs to seek an election, because we believed they should have an opportunity to decide. We honored the RNs request for withdrawal of recognition because we had a good faith objective belief, based on the signatures from a majority of RNs provided to us, that the union no longer had support from a majority of RNs. We continue to believe that we acted lawfully, and are continuing our efforts to vindicate our actions and the rights of the employees who signed the petitions.

For More Information go to: [www.cnaalert.org](http://www.cnaalert.org)

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