



NLRB Issues Anti-RN Union-Busting Decision

RNs Prepared to Strike to Defend Our Rights

The NLRB just issued their long-awaited decisions in the "Kentucky River" cases. As expected, the NLRB ruled that designated charge nurses at a Michigan hospital trying to unionize are supervisors and therefore ineligible for unionization (the Oakwood case).

This Oakwood decision gives hospital employers fighting the unionization of their RNs a new tool to try to declare not only designated charge RNs as supervisors, but also to declare relief charge nurses and regular staff nurses as supervisors and thus prevent and/or delay their unionization.

Employers may try to expand the decision to go far beyond charge nurses and even hospitals. As two board members wrote in their dissent, the majority decision has created a "new class of workers under federal labor law" under which "may fall most professionals."

The National Labor Relation Board (NLRB) is currently stacked with Bush administration appointees hostile to unions. The fallout from this current ruling could deprive millions of RNs and other professional employees of workplace protections and democratic rights in addition to jeopardizing patient safety.

In an era of corporate medical care, when hospital corporations make daily decisions that put patients at risk, RNs must be able to intervene to

protect patients without fear of losing their job or other retaliation. Union representation is the only effective security for an RN to fulfill that patient advocacy role.

This ruling jeopardizes the ability of RNs to receive the protections afforded by CNA/NNOC representation and could roll back decades of gains that RNs have won

through collective bargaining in compensation, benefits, and patient care protections.

Tens of thousands of CNA/NNOC RNs have signed a pledge to take actions up to and including striking if an employer tries to make any CNA/NNOC RNs supervisors and thus out of the union. We are putting employers on notice that RNs in all CNA/NNOC represented facilities will strike if the employer tries to exploit this ruling in our facilities.



TAKE ACTION:

- 1. Sign the pledge!** More than 30,000 CNA/NNOC members have already signed a pledge to strike to defend their right to be represented by CNA/NNOC. If you not done so already, contact your nurse representative or go on line to sign at www.calnurses.org.
- 2. Join one of many actions to protest the decision.** The next wave of protest actions are taking place October 5 in Los Angeles, Chicago, St. Louis MO, Louisville KY, and Bangor ME.
- 3. Sign up for email alerts** (www.calnurses.org) to stay up to date and learn about actions in your area.
- 4. CNA/NNOC is also working with national groups to introduce legislation** in Congress to overturn this anti-RN anti-patient decision.