



California Pacific  
Medical Center

A Sutter Health Affiliate

CNA Members:

## CNA's Claims Denied by NLRB

December 03, 2007 #18

Once again, unfair labor practice claims made by CNA against CPMC have been DENIED by the National Labor Relations Board.

We value our nurses and are committed to focusing on the issues that matter to you. Instead of giving you the opportunity to vote on your contract, CNA has wasted time and resources making claims which have no merit.

| CNA's Allegation                                                                                                                                   | NLRB's Decision                                                                             |
|----------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------|
| CPMC allegedly is responsible for the 200 RNs who signed a petition demanding their right to vote on our proposal                                  | <b>CLAIM DENIED. Our professional nurses acted with their conscience and independently.</b> |
| CPMC allegedly has been monitoring the activities of union representatives. (Surveillance)                                                         | <b>CLAIM DENIED.</b>                                                                        |
| CPMC allegedly unilaterally changed the union rep's access rights to the CAL campus                                                                | <b>CLAIM DENIED.</b>                                                                        |
| CPMC unilaterally implemented the transfer of NICU and PEDs services out of St Luke's (Unilateral implementation of service changes at St. Luke's) | <b>CLAIM DENIED.</b>                                                                        |
| Removal of an RN from charge nurse was retaliation for strike related activities                                                                   | <b>CLAIM DENIED.</b>                                                                        |
| CPMC's separate Last Best & Final offers to Cal and St. Luke's was regressive                                                                      | <b>CLAIM DENIED.</b>                                                                        |
| Withholding of information                                                                                                                         | <b>SETTLED.</b>                                                                             |

Our patients depend on CPMC for high quality health care. We hope that as professionals, you realize that your patients depend on you to work on December 13 and 14.

If you have any questions, please contact For questions, please contact Diana Karner, RN; Julie Clayton, RN; Marilyn Masterson, RN; Peggy Cmiel; RN; Tracey Pomeroy, RN; Diane Petruzzella, RN.