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Resolution on CPMC Sutter Union Busting and Supporting the Pacific Campus Nurses' Right to Organize

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Whereas, San Francisco has a long standing tradition of respecting and promoting the rights of workers to organize; and

Whereas, San Francisco has always valued the nurses and their contribution to the city by providing valuable service to the San Franciscans as the frontline advocates for the patients and families; and

Whereas, the nurses organizing CPMC Pacific should be fully supported in their attempt to organize to gain collective power to improve their ability to provide quality healthcare and patient care; and

Whereas, Sutter CPMC has made 1.26 billion dollars in the last five years while their non profit status provides millions in public assistance in the form of tax breaks and other forms of public assistance; and

Whereas, Sutter CPMC is a healthcare corporation that is reaping the benefits of the City of San Francisco and all its attributes; and

Whereas, Sutter management is engaging in an egregious and unethical anti-union campaign in violation of the rights of the nurses to organize; and

Whereas, Sutter management has hired two notorious anti-union consulting firms, wasting resources that should be invested in patient care and instead have illegally threatened termination to a pregnant nurse on leave, had security kick nurses out of their own hospital for organizing, had managers hold captive audience and one-on-one meetings, and handed out favors to turn RNs against the union; and

Whereas, such violations are taking place in the city where every healthcare corporation has been fully unionized and have collective bargaining relationships like Kaiser, or has a fair election agreement with the healthcare unions; and

Whereas, Sutter CPMC is the only healthcare system that refuses to enter into a fair election agreement that respects nurses' right to organize free of intimidation and harassment,

Therefore Be it Resolved that the San Francisco Labor Council actively support nurses exercising their right to organize through solidarity actions and other organizing support actions organized by California Nurses Association; and

Be it Further Resolved that the San Francisco Labor Council call on all city leaders to support the RNs in their effort to organize and defend their ability to advocate for their patients; and

Be it Further Resolved that the San Francisco Labor Council condemns, in no uncertain terms, the anti-union conduct of CPMC management; and

Be it Finally Resolved that the San Francisco Labor Council demand that the CPMC management enter into a neutrality agreement with card check immediately as a remedy for past violations of the rights of the nurses to organize and to live up to the standard of the city where all other healthcare corporations have already entered into a fair election agreement.

Submitted by Pilar Schiavo, CNA, and adopted unanimously by the San Francisco Labor Council on October 28, 2013.

Respectfully,

A handwritten signature in blue ink, appearing to read "Tim Paulson", with a long horizontal line extending to the left and a flourish extending to the right.

Tim Paulson
Executive Director

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