



Resolution Calling on CPMC Sutter to Recognize & Bargain with CNA, Stop Delay Tactics, and Harassment of Union Leaders

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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 nurses and their contribution to the city by providing valuable service to San Franciscans as the frontline advocates for patients and families; and

Whereas, despite a heavy handed and illegal management anti-union campaign of harassment, intimidation and misinformation, CPMC Pacific nurses won their election to be represented by California Nurses Association on December 10, 2013 by 30 votes (351 for CNA, 321 for no union – 52% margin); and

Whereas, though 42 challenged ballots remain outstanding, CNA today is confident the nurses, and their desire for a collective voice for their patients and colleagues would prevail; and

Whereas, despite the challenged ballots, nurses have important rights under labor law such as Weingarten Rights, that are currently being denied; and

Whereas; on January 8, 2014 co-workers and community leaders witnessed Sutter CPMC management deny Weingarten rights to a nurse union leader they are targeting and threatening with unfair discipline; and

Whereas, CNA has filed over 20 charges with the National Labor Relations Board demonstrating that nurses were not allowed a fair election free of intimidation, which would entitle nurses to a re-run if the nurses ultimately do not prevail; and

Whereas, Sutter CPMC has filed three unfounded charges, as a delay tactic; and

Whereas, the 42 challenged ballots and multiple delays to the election are a result of ongoing delay tactics by Sutter CPMC to force nurses who are not direct care provider nurses, who do not share a community of interest with bedside RNs, into the bargaining unit; and

Whereas, Sutter CPMC has already delayed nurses right to a union vote for nearly two months due to a false assertion that Davies and Pacific campuses were functionally integrated and could not be seen as separate hospitals with separate votes. Whereas, the nurses organizing CPMC Pacific should be fully supported in their attempt to organize; and

Whereas, Sutter CPMC can end the delays to nurses right to bargain collectively by stopping the legal and technical delay tactics and recognizing the will of the nurses to have a united voice 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 them with millions in public assistance in the form of tax breaks and other forms of public assistance, Sutter CPMC should spend their money on patient care not anti-union consultants and attorneys,



Therefore Be it Resolved that the San Francisco Labor Council demands Sutter CPMC to END THE DELAY AND INTIMIDATION TACTICS and recognize the nurses election victory at CPCM-Pacific campus, their right to bargain collectively and exercise their rights under the law; and

Be it Further Resolved that the San Francisco Labor Council call on all city leaders to support the RNs in their effort to bargain collectively and be recognized as a union with CNA; and

Be it Finally Resolved that the San Francisco Labor Council condemns, in no uncertain terms, the anti-union conduct of CPMC management aimed at harassing and intimidating nurse union leaders.

Submitted by Pilar Schiavo, CNA, and adopted unanimously by the San Francisco Labor Council on January 13, 2014.

Respectfully,

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

Tim Paulson
Executive Director

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