

Huntington Hospital's Position on ULPs

As you are aware, the California Nurses Association has been attempting to organize our Registered Nurses for the past nine months. Since at least May 2014, we know that you have had to endure constantly being approached by Union representatives and supporters in their attempt to gain momentum, including being greeted on your way to and from work, having your reputation for patient care called into question in the community, and often being interrupted from delivering the high quality care to our patients that they need and deserve.

Part of the Union's strategy has been to file Unfair Labor Practices charges against Huntington, alleging that the Hospital and its managers have violated the National Labor Relations Act. The Union filed three charges, each of which contained several allegations against the Hospital. After the Union filed its charges, the National Labor Relations Board investigated the charges. Following the Board's investigation, the Union was forced to withdraw most of its allegations or face having their charges dismissed by the Board because they lacked merit and were not true.

To set the record straight, here is a list of the Union's allegations which it was forced to withdraw because the Board concluded that Huntington did NOT violate any law:

- The Union withdrew its allegations that Huntington's No Solicitation/Distribution Policy was unlawful and had been unlawfully changed.
- The Union withdrew all but two allegations that Huntington's managers unlawfully interrogated employees about their Union activity.
- The Union withdrew all but one allegation that Huntington's managers created an unlawful impression of surveillance of employees' Union activity.
- The Union withdrew all allegations that Huntington actually engaged in unlawful surveillance of employees' Union activity.
- The Union withdrew all allegations that Huntington managers unlawfully threatened employees based on their Union activity.
- The Union never alleged that any employee had been unlawfully disciplined or terminated by Huntington based on their Union activity.

Despite the Union withdrawing most of its allegations, there are a few, minor allegations by the Union that the Board has not dismissed. The Board gave Huntington two options to deal with these remaining allegations: (1) settle; or (2) defend itself against the Union's allegations in a trial. Earlier today, Huntington informed the Board that it will not settle the remaining allegations and will defend itself and its managers against the Union's allegations.

Because Huntington has chosen to defend itself, the Board must prepare a "Complaint" to be used in the trial. The Board's decision to issue a Complaint does not mean that Huntington is "guilty" or that Huntington did anything unlawful. The issuance of a Complaint merely means that the Board thinks it needs additional information to resolve these allegations and to resolve credibility issues.

Huntington respects each and every employee's personal right to decide whether or not they wish to be represented by a Union. We have trained our managers to respect your personal views. However, our utmost priority has always been providing excellent patient care to our community and we have and will continue to enforce our lawful policies so as to ensure that this priority is consistently met. For these reasons, Huntington will not settle the charges brought against it by the Union and will litigate these charges and defend itself and its managers. **We are confident that after a full and fair hearing on these matters, these allegations – just like the rest of the Union's allegations – will be dismissed.**

If you have any questions, please feel free to contact your supervisor or HR Business Partner.