

# CNA Withdraws Election Petition Preventing RNs From Voting

CNA's spin on why they withdrew: "They [RNs] can't make a fair decision."

- THE TRUTH:
- Unions only withdraw from elections when they think they will lose.
  - CNA's election record was more important than allowing CHOMP RNs their right to vote.

## Union cancels CHOMP vote

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By CLARISSA ALJENTERA

[clajentera@montereyherald.com](mailto:clajentera@montereyherald.com)

The California Nurses Association withdrew its election petition at Community Hospital of the Monterey Peninsula on Monday, which means registered nurses there won't be voting Wednesday on whether to unionize.

Association officials said Monday that the vote, which appeared to have deeply divided the hospital's 650 registered nurses, has been postponed indefinitely because hospital officials had created a hostile environment for union supporters.

"They can't make a fair decision," said union spokeswoman Elizabeth Jacobs. "There has been a lot of surveillance among management on nurses that support CNA."

Hospital officials said they were pleased the vote will not be held but they denied the union's assertions.

"There has been no harassment of nurses," said hospital spokeswoman Nancy Gere. "We wouldn't do that."

The nurses learned the vote was off in a letter from the CNA on Monday.

"I'm really very upset," said nurse Sheila Morgan-Thigpen. "We were surprised it was postponed. We weren't prepared for it."

Morgan-Thigpen said she and other union supporters had met with representatives from the California Nurses Association on Sunday to talk strategy for the vote.

On the other side, nurse Debby Ford said she was pleased the vote was off. "I don't think we need a union," she said. "We are well taken care of at CHOMP."

Tensions clearly had been escalating at the hospital, with nurses taking out newspaper ads to promote their opinions and anti-union nurses staging rallies to combat pro-union gatherings.

Steven Packer, the hospital's president and chief executive officer, said he hopes the canceled vote and "CNA's withdrawal from our community will help all our employees, including the management team, work together to rebuild relationships with co-workers that have been strained by this divisive issue."

Jacobs said the union does hope to reschedule an election. National Labor Relations Board rules indicate that the union can't file another election petition for at least six months.

"We don't want to lose focus on the negotiations," Jacobs said. "We are going to be filing unfair labor practice charges."

Jacobs said some union supporters had been harassed while staffing an informational table. Their literature was torn down as well, she contended.

Gere said the hospital removed information promoting both sides of the issue because of its policy against solicitations during working hours.

The development leaves Community Hospital as the only Monterey County hospital without a nursing union. Benefits and work-place policies were reported to be the driving issues behind the organizing campaign.

Election petition withdrawn Monday Sept. 8 canceling the election because CNA knew they would lose the election.

RNs were informed of this decision by letter

CNA didn't allow RNs to participate in its decision

"CNA's withdrawal from our community will help all our employees, including the management team, work together to rebuild relationships with co-workers that have been strained by this divisive issue."

"I don't think we need a union"

Nurses worked against CNA

**CNA's unilateral action shows CNA makes the decisions, not RNs.**