

Editor's Notes

CNA-NNOC not YOUR Professional Association



Webster's dictionary describes an "interloper" as "one who intrudes or interferes; an encroachment." You might question why anyone who claims to be professional would want to engage in such behavior. So do I.

Unfortunately there is a broad scale national effort by the California Nurses Association (also known as NNOC - National Nurses Organizing Committee) to do just that. Ohio is their latest target for encroachment.

So who is the California Nurses Association? Let's start with who they are not. They are not affiliated with the American Nurses Association, the United American Nurses, or the Center for American Nurses (www.nursingworld.org.) They are not RN's working in Ohio.

They are not invited guests of the Ohio Nurses Association (www.ohnurses.org) or any other state nursing organization in Ohio. The California Nurses Association (NNOC) describes itself as an alternative to ANA and state nurses associations. NNOC plans to build RN power by raiding ONA's bargaining units. ONA has worked for nurses for over 100 years and has a proud history of representing nurses in the workplace. There will always be a desire to improve working conditions for RNs and quality care for patients. This work is central to ONA's mission and purpose as an organization. ONA does this work in two ways: through our collective bargaining program (Economic and General Welfare) and through our workplace advocacy program (Ohio CAN). We have a place for every Ohio nurse, and vibrant programs at ANA and at ONA for ALL nurses. We are the home for all nurses in Ohio.

So why have the California interlopers (CNA - NNOC) decided to intrude into Ohio? We are not as special as that statement might indicate. It appears that there are very few states where these union raiders have not cast their line (if you will excuse the fishing pun.)

The question appears to be why, with the issues the California nurses have at home, are their money and leadership resources going somewhere else? Are the nurses working in California willing to financially underwrite efforts to raid and organize RNs in the entire country? How benevolent of them. For example, the California Nurses Association established an office with staffing in Arizona five years ago and has yet to unionize one facility there. They attempted to take over the Hawaii Nurses Association to no avail. In the meantime, back home in California their members are growing restless with the unfulfilled promises of staffing ratios and the exorbitant cost of their dues rising toward \$1000/year.

Are Ohio nurses willing to donate \$30 to this NNOC national fishing expedition? Perhaps a few will. After all, NNOC needs to find a way to pay for postage to mail out more negative propaganda about ANA to nurses in other states.

So how might this intrusion from California physically manifest itself in our state? We are likely to see interference down at the state capital during the legislative session. That has been the case in other states. We are likely to see certain CE programs offered to nurses that end up really being campaigns to raid ONA. We are likely to see media releases

that depict RNs as victims. We are likely to see out-of-towners coming to work at certain facilities to help ignite a movement from within. You get the picture.

The Ohio Nurses Association has been a national role model for demonstrating mutual respect while promoting an environment that values all members. ONA has succeeded in blending diverging views into one dynamic organization. As I look at the wretchedness of what has happened in some state nursing communities where encroachers have been, I appreciate even more what ONA has to offer as an antidote to that.

As you know, Midwesterners don't take too kindly to outsiders coming in with "a better way," so I doubt California's tactics will gain much traction here. In the meantime however, we caution you to know to whom you are talking and be wary of the promises they make. Sometimes outsiders take our welcoming openness for naivete. Their mistake.

If you have any questions or concerns about this please contact me at 614-448-1020 or gharshey@ohnurses.org.

Gingy Harshey-Meade, CEO
gharshey@ohnurses.org

The BREEN SCHOOL OF NURSING

Eighth Strawbridge Symposium

One Day Workshop on
Evidenced Based Practice

Featured Speakers:
Bernadette M. Melnyk,
PhD, RN, FAAN, and
Ellen Fineout-Overholt
PhD, RN

Tuesday, June 7, 2005

For more information,
Call (440) 646-8166 or e-mail:
nursingconference@ursuline.edu

Authors of a 2005 text published by
Lippincott, Williams and Wilkens

2550 Lander Rd
Pepper Pike, OH
www.ursuline.edu