

May 30, 2019

TO: Ken McFarland, CEO FVRMC

You are hereby advised that that NUHW is the bargaining representative of the employees at Fountain Valley Regional Medical Center and was certified in accordance with the National Labor Relations Act. ***Under federal law employees have the right to representation by their union representative and the union staff have access to the public areas of the hospital including the cafeteria, and all breakrooms as outlined in the collective bargaining agreement.***

Your attempt to ***shut down the voices of your Employees*** who are meeting this week and in the weeks ahead to discuss what issues ***they want to improve in their own working conditions and for those of the patients they care for,*** is not only shameful, but also a violation of Federal Labor Laws and our Union contract.

Employees have been meeting for over three years in the cafeteria to discuss issues. This cafeteria has been used for literally dozens of meetings including but not limited to: department meetings, contract distribution meetings, contract ratification votes, meetings with elected officials and many more.

This is a public cafeteria where employees have always met before work, after work and on their breaks with our Union representatives, both during our organizing campaign in 2016 and since our contract was ratified in 2017. Furthermore, our sister union, FVPA UNAC, representing the registered nurses and professional staff have held meetings in the cafeteria as well for decades.

Finally, if you took the time to review our meeting schedule, you will clearly see that all of our meetings are scheduled before and after work based on shifts of the specific departments that are meeting. Which by the way, has always been our practice.

Your attempt to shut down these meetings is a transparent effort to shut down the voices of your Employees as they prepare for contract negotiations.

This is unilateral change that you have no authority to make and furthermore, under the contract there is language that describes the process to discuss any concerns related to this issue.

Any attempt to stop or eliminate our meetings with our co-workers will result in legal action including unfair labor practice charges, and other actions at our disposal.