

Backus Hospital Breaking the:



Unfair Labor Practices Filed

Backus Hospital has continuously violated federal labor law, leaving us with no choice but to file unfair labor practice complaints with the National Labor Relations Board (“NLRB”), the federal agency that enforces labor law.

Here are just some of the ways that Backus and HHC have been breaking the law!

(1) UNILATERAL CHANGE TO PANDEMIC SICK PAY:

In April we reached a written agreement with Backus setting forth the terms of pandemic sick pay. Under our agreement, employees could use pandemic sick pay if they were directed to quarantine. Now Backus is going back on our agreement and only allowing nurses to use pandemic sick pay if she/he has a positive COVID test. This change is not only unlawful – it is bad policy. There are many false negatives with COVID tests. Further, we believe this could discourage self-reporting.

(2) INTERFERING WITH UNION

ACTIVITY: You have a right to discuss your union, the negotiations, and even striking while at work! Management is doing it left and right, and it’s illegal for managers to tell you that you can’t! On at least one occasion a manager told a nurse that union activity could not be discussed on the clock.

(3) DIRECT DEALING:

The Hospital has an obligation to negotiate with us at the bargaining table. Instead the Hospital has been attempting to influence nurses directly with false, misleading, and inaccurate information about proposals. When managers walk the floor and pull nurses aside to try to convince them that their latest proposal is a good deal, that undermines the negotiation process and is illegal.

(4) RETALIATION: The hospital retaliated against a nurse who raised safety concerns in huddle regarding COVID patients.



It is time for Backus to stop violating federal law and come to the table to negotiate a fair contract!