

UNITED STATES OF AMERICA
 NATIONAL LABOR RELATIONS BOARD
 CHARGE AGAINST LABOR ORGANIZATION
 OR ITS AGENTS

DO NOT WRITE IN SPACE

Case 31-CB-11916	Date Filed 12/22/05
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INSTRUCTIONS: File an original and 4 copies of this charge and an additional copy for each organization, each local, and each individual named in Item 1 with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT

a. Name California Nurses Association	b. Union Representative to contact: Rose Ann DeMoro
c. Telephone No. 510-273-2200	d. Address (street, city, state and ZIP code) 2000 Franklin St., Oakland, CA. 94612

e. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) (1)(A) and (2) of the National Labor Relations Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

1. Charging Party (and an entire unit of similarly situated discriminatees) is employed as a nurse by Saint Vincent Medical Center within a bargaining unit represented by respondent California Nurses Association (CNA). CNA has negotiated a compulsory unionism (a.k.a. "union security") provision in its contract with Saint Vincent Medical Center.

2. CNA has never notified the Charging Party and the other similarly situated employees and new hires of their rights to become or remain nonmembers of the union and their right to pay only reduced financial core fees under CWA v. Beck. See e.g., L. D. Kiehler Company, 335 NLRB No. 106 (2001).

3. To the contrary, Charging Party and other new hires were told by CNA agents at new employee orientations that they are required to become and remain members of the CNA union, sign membership cards, and sign a dues deduction authorization card as a condition of employment. Charging Party signed a union membership card and dues deduction authorization card solely because CNA agents threatened her with discharge if she refused to sign.

4. In November, 2005, Charging Party learned of her rights, resigned from her involuntary "membership" in the CNA union and became a Beck objector. As of this date the CNA union has failed to provide audited financial disclosure, reduce the dues that Charging Party is being forced to pay, or refund the dues that she should not have been forced to pay. Rochester Manufacturing Co., 323 NLRB 260 (1997).

5. All of the above acts and omissions, and related ones, threaten, restrain and coerce the Charging Party (and similarly situated employees and new hires) in the exercise of their §7 right to refrain from collective activity, unlawfully threaten them with discharge, and violate the duty of fair representation owed to each employee.

3. Name of Employer Saint Vincent Medical Center	4. Telephone No. 213-484-7111
5. Location of plant involved (street, city, state and ZIP code) 2131 West Third Street, Los Angeles, CA. 90057	6. Employer representative to contact Susan Burrows
7. Type of establishment (factory, mine, wholesaler, etc.) Hospital	8. Identity principal product or service Health Care
	9. Number of workers employed Many hundreds

10. Full name of party filing charge
Alba Flores

11. Address of party filing charge (street, city, state and ZIP code) 1301 W. Lincoln Avenue # 211, Montebello, CA. 90640	12. Telephone No. 323-869-9035
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13. DECLARATION

I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.

By Glenn M. Taubman Glenn M. Taubman Attorney
(signature of representative or person making charge) *(title or office, if any)*
 Address National Right to Work Legal Def. Fdtn. (703) 321-8510 12/19/05
 Suite 600, 8001 Braddock Rd., Springfield, VA 22160 *(Telephone No.)* *(date)*