

AUGUST 2018

NEWS FLASH: Arbitrator finds KINDRED ONTARIO management...

“Hostile” & “Misleading”

RN reinstated with full back pay (*and interest!*)

In 2017, SEIU Local 121RN leaders at Kindred Ontario filed a grievance (and later, unfair labor practice charges) to protest an unjust termination that violated our Union contract.

BECAUSE
WE STOOD
TOGETHER

In an **unusually scathing decision** in support of a Kindred Ontario RN, the arbitrator agreed with us:

- “Oh by the way...this is your last paycheck” is **NOT** sufficient notice of termination
- Hospital management **CANNOT** “surprise” an RN with their reason for termination when we’re already in arbitration (and long after the Union files a grievance)
- Management’s account of a meeting with the RN and Union representation:
 - “included false and misleading statements”
 - “completely misrepresented what happened”
 - “gave a false history”
- In addition, the arbitrator noted that management attacked the RN in a “hostile manner”
- The employer did **NOT** have just cause to terminate



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