



**UCMC NURSES HAVE BEEN STANDING UP AND SPEAKING OUT.**



## **SO MANAGEMENT DECIDED TO FIRE OUR UNION VP AND PUT OUR UNION PRESIDENT'S JOB ON THE LINE.**

*Last week UC disciplined our union president Michelle Thoman (issuing her a final warning with no priors) and fired our RNA vice president Jennifer Donaldson. This is a clear-cut case of retaliation by the hospital against nurse leaders for their union activism. Because misinformation is already being circulated by UC to the press (including allegations highly disparaging and harmful to Michelle's and Jennifer's professional characters and careers), we wanted to make the truth known. Here are the facts the hospital left out:*

### **1) FACT: Jennifer and Michelle did nothing wrong.**

Jennifer works in the Labor and Delivery Unit. On April 18, Jennifer took a break so that Michelle could tape Jennifer giving a Facebook Live update about our progress in ongoing negotiations with UC about recruitment and retention efforts. Before and after her break, Jennifer was conducting NST (or fetal heart monitoring) vitals on two patients. Those NSTs were successfully conducted and completed without incident. No patient's safety was ever jeopardized. Michelle was on paid union leave—not nursing duty—on April 18. She stopped by Jennifer's unit to make the FB update and check-in with other bargaining unit members.

### **2) FACT: The disciplinary actions against Jennifer and Michelle are not only unfounded, they're also unprecedented.**

It's a very common practice at our hospital for a nurse to step into a break room to make a phone call, or to take a bathroom break. We all do it. And we all know: It's NOT the same thing as "patient abandonment." If that were the case, a nurse could be required to give full report every time she dashed to the restroom. What makes this situation different? It involves our union leadership, that's what. It's clear that silencing them and intimidating the rest of us was the real motivation here.

### **3) FACT: The hospital has violated the time-honored principle of "progressive discipline."**

It's the idea built into union contracts and labor law, that a worker shouldn't be suddenly fired or harshly disciplined in a "gotcha" way for a first-time, minor offense. So even if Michelle or Jennifer had done anything wrong, although they had not, the Medical Center's response is unprecedented and violates the union contract. Finally, we contend that the hospital has no standing or right to discipline Michelle when Michelle was not working in her nursing capacity, but carrying out union business.

### **4) FACT: Michelle and Jennifer are excellent nurses with spotless records. Now UC has put their professional future at risk.**

Jennifer is a 28-year labor and delivery nurse. Michelle is a five-year nurse at UC and had no prior warnings. Neither had incurred any disciplinary actions before. The hospital's actions not only risk these nurses' current livelihoods, but destroys their professional reputations and hurt their ability to find other employment. Jennifer is her family's sole breadwinner while her husband recovers from multiple surgeries. Firing her just to scare the rest of us is stooping pretty low.

### **5) FACT: While "investigating" these claims, the hospital resorted to tactics designed to intimidate and humiliate Jennifer.**

Management claimed their investigation required a re-creation in the very break room of Jennifer's unit. Jennifer and her union representatives were met at the door of the unit by the hospital's head of security and 3 security guards.

**Turn over to find out how you can stand in solidarity with your fellow nurses and let UCMC know that #wewontbesilenced**





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**These are the facts. And they all lead to the same conclusion: UC is union-busting, plain and simple.** We won a strong contract last June due to record member involvement. We've made strides since then, getting some real traction on crucial quality-of-care issues such as short-staffing and retention. Someone doesn't like that. Someone feels it's time we were put back in our place. So UC is trying to silence our voice as nurses and professionals, by going after our union leaders. It's a cheap tactic right out of the union-buster playbook, but it won't work. The hospital is about to find out: We're tougher than that.

**Our union and our community are already banding together to support Michelle and Jennifer.**

RNA (with the full backing of the Ohio Nurses Association and our national affiliate, the AFT) will not rest until Jennifer is reinstated in her position and the "final warning" against Michelle is rescinded and removed from her file. We've filed grievances against the hospital over the two disciplinary measures. We're launching a campaign for justice for Jennifer and Michelle, for which several community leaders have already volunteered their support. This kind of bullying, intimidation, and retaliation against our nurses and our union will not stand.

**Join fellow nurses and friends of organized labor at a family friendly Summer Solidarity Celebration  
Food & Drinks Provided**

**RVSP to [rna@cincynurses.org](mailto:rna@cincynurses.org) or visit our Facebook for more details.**

# Summer Solidarity CELEBRATION

Rally to support RNA VP Jennifer Donaldson,  
fired by UC in retaliation for union activism

**Friday June 28, 2019 5:30 - 8 p.m.**

**Letter Carriers Union Hall (NALC Branch 43)**

**4100 Colerain Ave, Cincinnati OH 45223**

Last week UC disciplined RNA President Michelle Thoman (a final warning) and fired RNA Vice President Jennifer Donaldson. Their crime? Jennifer took a six-minute break (in her unit's break room) so Michelle could tape a Facebook Live update about RNA's ongoing negotiations with UC about recruitment and retention efforts. No patient's safety was jeopardized.

It's almost unheard-of for a nurse to be fired at UC for taking an in-unit break of six minutes. *This is a clear-cut case of retaliation against nurse leaders for their union activism.* Jennifer is a 28-year labor and delivery nurse. Michelle is a five-year nurse at UC. Both have spotless records with no prior discipline. Now the hospital is doing irreparable damage to their professional characters and careers. We won't let UC get away with this!

**FRIDAY JUNE 28: Come stand with our fellow nurses and our community to tell UC: We will not be silenced.**



A Union of Professionals  
AFT Nurses and  
Health Professionals

*Jennifer and her husband Brian. Jennifer is her family's sole breadwinner while Brian recovers from multiple surgeries. Her job at UC provided the family's insurance.*

