



Professional union booster  
and management consultant  
hired by CyFair as a last  
ditch effort to get the  
CNA decerted!

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OPEN LETTER TO CY-FAIR NURSES

This letter is in response to the RN Alert flyer that has been and is being distributed by C.N.A. representatives and their supporters.

I had the pleasure to meet many Cy-Fair nurses yesterday, Monday, June 22<sup>nd</sup> as I was escorted by one of your fellow nurses. As a registered nurse I'm always happy to have the chance to meet with and "swap" stories with fellow nurses and thus welcomed the invitation to make "rounds" to meet Cy-Fair nurses. So, imagine my surprise when this morning I was provided with a copy of the C.N.A. "RN Alert". Of course as a long-time California RN I shouldn't have been surprised that representatives of the C.N.A. would stoop so low as to spread misinformation, distorted facts, and in some cases what can only be described by me as outright lies; since this has been their practice in California for many years now. However, I will not stand for it especially since they have willfully chosen to engage at Cy-Fair an attempt to impugn my reputation. So I have taken this opportunity to address several of the statements from their flyer to correct the record.

How did you get breakroom access without hospital permission or an ID badge?

I came to Cy-Fair at the invitation of a fellow nurse, and it was my pleasure to do so. Contrary to C.N.A. rhetoric I'm not a union-buster. Do I think unions are appropriate for nurses, NO! I'm a firm believer that nurses should join associations to advance our profession, not unions. The flyer makes the erroneous statement that I haven't practiced at the bedside since the 1970's, which is a bold face lie. Until about 2003, I worked at the bedside in my specialty which is NICU/PICU. If C.N.A. representatives inform you that they were unaware of this then they are misinforming you since many leaders of the C.N.A., are quite aware of my work record in the Los Angeles area.

I have advocated and fought for the acuity system, since the acuity system was first introduced in the hospital setting. I do not support the cookie-cutter approach that the C.N.A. promotes, because I believe it doesn't allow nurses to use all their training, education and intellect to its fullest. I have been an out-spoken advocate for the acuity system and most if not all of my letters to the editor can be found archived on my website at [www.solutionsoutsidethebox.net](http://www.solutionsoutsidethebox.net) (they are in PDF format). It's true that I actively campaigned for Gov. Schwarzenegger as it related to the nurse/patient ratio and the delay of the implementation of Phase II of the ratio until the impact of Phase I could be assessed (which seemed reasonable to me since both sides were making accusations and charges about the failure/success of the law). Of course it's easy for C.N.A. representatives to list a slew of other issues since they didn't think I would respond; but unlike our Governor I'm not cowed by such low-brow behavior and they know full well that I only worked on nursing related issues.

Now on to the questions that they suggest you ask me, I invite you to call me at 626-844-7812 or stop by in the halls of Cy-Fair if you like. However, I will also provide my answers to these questions in this letter.

Who paid for your flight from Pasadena, California? -- The answer is that all my travel expenses have been paid by my daughters and me.

How much are you making or are you another anti-union -- "volunteer?" -- Since when is being a volunteer a dirty word? That said the answer is not making a dime, spending a lot of my own dimes though in support of nurses who have asked for and to whom I've given my support.

Why are you not required to wear an I.D. badge since you are campaigning talking to RNs? It's my understanding that visitors aren't required to wear badges or passes at Cy-Fair. I also think there's a little thing called the First Amendment that allows me freedom of speech; and since I'm not an employee of Tenet or paid by Tenet I'm not bound by the agreement that has gagged management and many of your nursing leaders. Thus nurses are free to ask me questions and share their stories and I in turn can provide them with stories on my experiences and expertise.

Are you working with the National Right to Work lawyers who, represents the Cy-Fair anti-union nurse who is trying to take-away the union? -- Well isn't that a loaded question, since it's my understanding that at least 30% of eligible Cy-Fair nurses had to petition for the decertification drive thus it would seem that there are many Cy-Fair nurses that aren't in favor of C.N.A. representation. However, I'm not working with NRTW lawyers in that capacity. Do I know the organization yes, even the C.N.A. knows of this organization.

I came to Texas to as a nurse showing her support for her fellow nurses, these nurses that many members and supporters of the C.N.A. are so quick to malign are following their passions and beliefs, as are those who feel that a union is the answer for them. However, I would ask you to consider many of the misstatements and lies that flowed so easily from the C.N.A. regarding me and the recent "petition" that has been posted and distributed by them that contains the following errors: one triplicate signature, three duplicate signatures, four signatures of people ineligible to vote, twenty-six unknown signatures, three signatures of people who were terminated, and ten signatures of individuals who also signed decertification cards. When Marty Smith, RN was asked about these errors she blamed the graphic artist for this oversight, but it was ultimately the responsibility of the C.N.A. to ensure the proof was correct before it went to print, and they let it go rife with errors.

In closing, I'm proud of my chosen profession and my advocacy on behalf of my profession. I invite you to copy and share this letter freely and to go to my websites at [www.solutionsoutsidethebox.net](http://www.solutionsoutsidethebox.net) or [www.nrnpa.org](http://www.nrnpa.org) were many of my letters to the editor and articles are archived or to my blog [www.thenurseunchained.com](http://www.thenurseunchained.com) and [www.theworldasiseeit.com](http://www.theworldasiseeit.com). In the meantime remember that we are often judged by the company we keep and with those we associate, do you wish to associate with or be associated with an organization that has a reputation of playing fast and loose with the rules and facts; that think nothing of maligning or denigrating their fellow nurse simply because they disagree. Keep in mind some of the C.N.A. representatives that have engaged in these actions are RNs themselves, our profession is one based on our word and ethics, if they can so easily bend the facts while engaged in organizing does this behavior leech over while engaged in their nursing duties?