



# The Difference Between a Union PPC and a Management Committee

FMC is planning a nurse/management committee, taking the basic concept of Professional Practice Committee (PPC) from the National Nurses Organizing Committee (NNO). It appears that select nurses from FMC have been appointed by Bill Bradel to structure an internal committee to prevent nurses from organizing a union in the future. Will this be a REAL voice for nurses?

**Below are some known differences between a Union PPC and a FMC pro-management committee:**

**Union PPC:** reports to nurses and only nurses

**FMC Committee:** reports to Bill Bradel and the "A-Team"

**Union PPC:** nurses are nominated, then elected by nurse peers. NO Management involvement!

**FMC Committee:** is asking for nominations of nurses from various units, however there are 2 administrators on selection committee to decide which nurses to pick.

**Union PPC:** nurses invite management to attend meetings but only to present management with nurse ideas about change (Policy or Other) within the hospital - management has 30 days to respond - if they do not respond then union nurses can take the issue to a arbitrator or Administrative Law Judge.

**FMC Committee -** Administration controls committee on issues that they are allowed to work on. Administration has final say on implementation of policy and whether patient care issues are "in the budget"

**Union PPC:** nurses are completely able to WHISTLEBLOW to all necessary state and federal regulatory agencies with full protection of their own Union PPC and union contract.

**FMC Committee:** unknown if nurses can WHISTLEBLOW on FMC regarding patient care issues in confidence and without fear of retaliation from employer.

**If you need any further information on how the Union PPC works please go to [www.calnurses.org](http://www.calnurses.org)**

## ELECTION NOT OVER.

As nurses read actual transcripts from hearings they await two decisions from Labor Board:

- 1) Decision relating to FMC violating federal labor law election process by threatening to take merit increases away if the nurses union is voted in. NLRB is reviewing testimony which will decide whether to re-run another election. The NLRB decision is expected in late September/early October.
- 2) Decision relating to FMC forcing Union nurses to use their own PTO for testifying to FMC.

## YOU DECIDE... Was the law violated?

Read actual testimony from Bradel, Crawford, Dean and many others. If you would like to read the entire transcripts in full, please call 602-722-0060 to request a copy by mail.

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