

I. CEO HUMAN RESOURCE EXECUTIVE CORPORATE CAMPAIGN CHECKLIST FOR 2006

- A. Executive Compensation — Employment Contracts — IRS 990 Standards
- B. Conflict of Interest Procedures/Vendor/Supplier Contract — IRS 990 Standards
- C. Solicitation, Distribution, Access and E-mail Policies
- D. “BLOG” Policies
- E. Supervisory and Management Training — Union avoidance and union contract administration issues.
- F. Review of Governance Structure — Lessons learned from the Springfield, Ohio SEIU matter.
- G. Pension/Retirement Plans and Policies — Can you afford to continue DB plans — CNA emphasis on this issue?
- H. Nurse Ratio Internal Analyses — How do you compare to the California ratios?
- I. Wage and Hour Audit — Avoid or minimize class action exposure.

II. CNA — SEIU — UAN NATIONAL ACTIVITIES

- A. California Nurses Association (CNA) and its National Nurses Organizing Committee (NNOC), still outside of the AFL-CIO, therefore no prohibition on raiding existing collective bargaining agreements, especially United American Nurses (UAN) — American Nurses Association/Ohio Nurses Association is part of the UAN and is potentially vulnerable to raiding in Ohio.
- B. UAN/ANA Defensive Measures in Reaction to CNA/NNOC Initiatives — e.g., Michigan Nurses Association affiliation with United Auto Workers.
- C. CNA Member Status in the AFL-CIO — Opposition by UAN/ANA to CNA becoming primary union within the AFL-CIO to organize RNs.
- D. Service Employees International Union (SEIU) and Other Unions Withdraw From the AFL-CIO — What does it mean?
- E. UAN and SEIU Partnership to Organize RNs — What does this mean — another defensive UAN/ANA move?
- F. New SEIU RN National Initiative to Organize RNs

III. OHIO ISSUES

- A. SEIU 2005 IRS 990 “Report”
- B. Catholic Healthcare Partners — SEIU corporate campaign continues — wage/hour class action threats — most recent tactic.
- C. Watch What Happens at Forum Health System in Youngstown — SEIU has approximately 1,900 members in various Forum bargaining units — due to financial problems, significant contract wage and benefit reductions will have to occur and potential elimination of SEIU bargaining unit positions — direct negative impact on SEIU’s state-wide corporate campaign against CHP and specifically its corporate campaign against Humility of Mary Health Partners in Youngstown and in Warren.
- D. Will ONA Survive or Will It Partner With Another Union?
- E. Recent SEIU Letter to Ohio RNs

IV. WHAT IS ON THE HORIZON REGARDING CORPORATE CAMPAIGNS IN HEALTH CARE?

- A. Conflict of Interest Issues Will be Stressed by Organized Labor — IRS Challenges and 990 Reviews
- B. Tax-Exempt Status Challenges
- C. Interference With Financing, Especially Bond Financing Before Public Agencies
- D. Patient Dumping — The Chicago Experience
- E. Negative Public Relations Initiatives Including Inflatable Rafts, Coffins And Death Marches — Union “Street Theater” Pressure On Members Of Hospital Boards And The Businesses That They Run
- F. Nurse Ratio Legislative Initiatives and Application of California Ratios In Organizing Campaigns and Collective Bargaining Proposals to Individual Hospitals
- G. Organized Labor’s Use of “Front” Organizations, e.g., ACORN
- H. Continued Challenge to Hospital Billing and Collection Practices – Involvement of State Attorneys General, U.S. Congress and Other Elected Officials