

NLRB Advice Law Memo 7/10/2015  
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**NLRB - Office of General Counsel Advice Memo:**

National Union of Healthcare Workers (Kaiser Foundation Hospitals, Inc.)  
Cases 31-CB-140496, 31-CB-141486, 31-CB-141536, 31-CB-141759, 31-CB-141831  
California Nurses Association/National Nurses Organizing Committee (Kaiser  
Foundation Hospitals, Inc.)  
Cases 31-CB-139496, 31-CB-141491, 31-CB-141537, 31-CB-141829, 31-CB-141830  
Kaiser Foundation Hospitals d/b/a Kaiser Permanente Los Angeles Medical Center  
Cases 31-CA-139468, 31-CA-141534, 31-CA-141757 - 6/12/2015  
<http://case.lawmemo.com/advicememos/140496.pdf>

The Region submitted these cases for advice as to whether NUHW and CNA violated Section 8(b)(1)(A) by their conduct, including (1) entering into an allegedly overbroad servicing agreement that ceded NUHW's Section 9(a) representational obligations to CNA and (2) making misleading statements leading up to and after the vote on the servicing agreement. Additionally, the cases were submitted as to whether the Employer violated Section 8(a)(2) by unlawfully assisting and effectively recognizing CNA as the bargaining unit representative. The Office of General Counsel concluded that the charges should be dismissed, absent withdrawal.

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