

**NEWS FLASH:** Arbitrator finds KINDRED ONTARIO management...

# “Hostile” & “Misleading”

## RN reinstated with full back pay (*and interest!*)

In **2017**, SEIU Local 121RN leaders at Kindred Ontario filed a grievance (and later, unfair labor practice charges) to protest an unjust termination that violated our Union contract.

BECAUSE  
WE STOOD  
TOGETHER

In an **unusually scathing decision** in support of a Kindred Ontario RN, the arbitrator agreed with us:

- “Oh by the way...this is your last paycheck” is ***NOT*** sufficient notice of termination
- Hospital management ***CANNOT*** “surprise” an RN with their reason for termination when we’re already in arbitration (and long after the Union files a grievance)
- Management’s account of a meeting with the RN and Union representation:
  - “included false and misleading statements”
  - “completely misrepresented what happened”
  - “gave a false history”
- In addition, the arbitrator noted that management attacked the RN in a “hostile manner”
- The employer did ***NOT*** have just cause to terminate



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