

AFSCME Local 2715, Hillsborough County Nursing Home Employees v. Hillsborough County Nursing Home, Decision No. 2010-008 (Case No. G-0046-13)

Background: The Union filed an unfair labor practice complaint claiming that the County failed to bargain in good faith and interfered with employee organization when it failed to communicate directly with the Union about the impending elimination of the unit aide positions and placed former unit aides in other positions before the completion of impact bargaining. The County denied the charges contending that it had the right to structure its workforce and to communicate with employees about matters that are not mandatory subjects of bargaining.

Decision: The PELRB sustained the complaint in part and denied it in part. The PELRB found that the County failed to meet its good faith obligations because it failed to notify the Union of the planned changes where the changes entitled the Union to demand impact bargaining and because the County refused to provide the Union with a list of bargaining unit employees in attendance at the staff meeting, at which the announcement of elimination of unit aid position was made. The PELRB denied the Union's other charges. The PELRB ordered the County to cease and desist from interfering with the Union's representation of the employees and to provide, in the future, all material and relevant information directly to the Union.

Disclaimer: This summary is intended to provide a brief description of the issues in this case and the outcome. The summary is not a substitute for the decision, should not be relied upon in place of the decision, and should not be cited as controlling or relevant authority in PELRB proceedings or other proceedings.