



Strength Through Solidarity

May 7, 2008

Ohio Nurses Association

Board of Directors:

Barbara A. Nash
Daniel R. Kirkpatrick
Diane Winfrey
Dorcas C. Fitzgerald
Dorothy Fiorino
Ferlinda L. Powers
Georgetta Prystash
Jacinta Tucker

E&GW Commission:

Kelly Christian
Rose Marie Martin
4000 E. Main
Columbus, OH 43213

Jean A. Ansley
Joyce Powell
Linda Riazzi-Kermani
Paula Anderson
Shirley Fields-McCoy
Tracy Ruegg
Willa Lowe

Joyce Powell
Ferlinda Powers

RE: FORMAL REQUEST FOR INFORMATION AND CLARIFICATION

Dear Elected Officials:

As local unit leaders and ONA members, please accept this correspondence as a formal request for information and clarification regarding dues, specifically UAN dues, and the dues processing charge.

The Registered Nurses Association (RNA) represents approximately 1100 nurses at University Hospital, Cincinnati, Ohio. To our knowledge, ONA disaffiliated with UAN in January 2008. Furthermore, we understand the contract with UAN ends this June. Thus, we are requesting written information and clarification to each of the following issues:

First, for the period from January 2008 to June 2008, when ONA was still under contract with UAN, what did ONA do with these funds?

Second, what can our members expect to occur with those six months of dues? RNA herein requests a formal accounting of said funds including the total amount of funds collected, dates collected, and any expenditure of the said funds.

Additionally, what is our plan for the future regarding the UAN portion of dues? Will dues be decreased by this amount following the UAN contract expiration? Your time and prompt attention to this very important issue is greatly appreciated.

**Registered Nurses Association
of University Hospital**

PO Box 31206
Cincinnati, OH 45231

PHONE 513-584-1171
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EMAIL rna@cincynurses.org
WEB www.cincynurses.org



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Finally, the dues deduction processing charge is of equal concern to our members. Many members choose not to enroll in payroll deduction due to the additional cost (\$54 yearly) above and beyond the increase in dues. This concern has prompted each of the following questions:

- What is the exact cost of administration for this process?;
- Has ONA completed a cost/benefit analysis regarding the cost-effectiveness of lower or eliminating the dues deduction fee which in turn will allow and encourage more nurses to take part in the service?; and
- Which in turn, creates less work for ONA (less letters, invoices, etc.) and potentially vastly increases the revenue for the organization?

Again, we thank you for your time and attention to this matter. Your timely response is greatly appreciated.

Sincerely,

REGISTERED NURSES ASSOCIATION OF UHI

Mary M Murphy RN, BSN, CNOR

Mary Murphy RN, BSN, CNOR
President

Jennifer A Cook RN, BSN

Jennifer Cook RN, BSN
Vice President

Registered Nurses Association
of University Hospital

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June 20, 2008

Ms. Gingy Harshey-Meade, CEO
Ohio Nurses Association
4000 East Main Street
Columbus, Ohio 43213

Dear Ms. Meade:

The questions we asked were clear. We are not joking or playing; we are as serious as a lawsuit. Why did you dismiss our letter? Why did you ignore our questions?

What is ONA leadership doing with the UAN mobilization fund monies? And why are you and the Board failing to be transparent in your communication about these monies and their use? We asked for a thorough accounting of the dollars collected since January 1, 2008. We asked if there has been any use of these funds on the part of ONA. Has there been use of these funds?

As of today's date, we have not received a response with our specific issues addressed. The posting on the web site was disingenuous and misleading, in that, it failed to answer any of the questions posed by our May 16th letter or the questions posed by the letter from RNA.

So at this time, we demand that ONA put an open letter to the membership on its web page accounting for the UAN monies collected by ONA and detailing ONA's use of these funds. If these funds are not being used, then how are they being captured and where are they located? The answer given by the Board and the Commission will not suffice.

Instead of talking about transparency, show transparency. We are not going away. Our questions are not going away. Our request for your resignation (or termination) is not going away.

Be advised that we will continue our efforts until transparency and credibility are restored at the Ohio Nurses Association. Be advised that we will continue our efforts until a new CEO is in place and proper management of the organization is restored.

Sincerely,

A Group of Very Concerned ONA Members

cc: ONA Board of Director
E&GW Commission

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Sincerely,

A Group of Very Concerned ONA Members

cc: ONA Board of Director
E&GW Commission

July 2, 2008

Dear Colleague:

This letter is first being sent to selected individuals at the Ohio Nurses Association to inform them of the urgent need to take action. The Association dirty laundry needs to be washed, dried, folded and put away.

The questions that are asked here should have been asked and answered long ago – by the Board of Directors. Unfortunately, they weren't.

Will “spring cleaning” begin? Will the problem be eliminated? Or will the Association dirty laundry be ignored and allowed to continue piling up on the floor? Will the ONA Board of Directors be held accountable?

If the Association can't take care of its own internal affairs, what will happen if “outsiders” were made aware of the goings-on?

What would SEIU do if sent the same letter you received? What would CaNA-NNOC do? How would UAN and its legal counsel respond? What actions would the Department of Labor take? Would the media run with this story?

The problem is not getting any better; the problem is getting worse. The questions asked here are merely the tip of an iceberg.

It is time for the ONA membership to conduct a thorough “spring cleaning.”

Respectfully,

A Group of Very Concerned ONA Members

The first group of questions deals with the CEO's duty to act in the best interests of the ONA membership to safeguard confidential and proprietary business and membership data.

Did the CEO have a service contract with the computer services firm that was fired in the fall of 2007? If so, what were the terms of the agreement? If there were no service contract, why wasn't a contract in place? Were the computer services firm and its owner licensed and bonded?

Did the CEO conduct a background check, credit review and/or criminal record review, of the owner of the fired computer services firm prior to hiring him and his company and giving him unfettered access to the ONA computer system?

Had even a perfunctory background check of the fired computer services firm and its owner been conducted, would it have lead to information that would have strongly advised against hiring him?

Does the CEO require that its independent contractors be licensed and bonded?

Does the CEO insure ONA against criminal activity, fraud, theft, and the like on the part of employees, independent contractors and business associates? If not, why not?

Was the CEO warned of alleged fraudulent activity on the part of the fired computer services firm and its owner with respect to some of his and his company's other business transactions? When was the CEO put on notice as to this information?

How did the CEO respond? How long did it take the CEO to act to protect confidential ONA membership information and ONA proprietary financial and business information?

What measures have been taken by the CEO to recover the two servers that were stolen from the ONA headquarters in Columbus, Ohio?

What information was contained on those servers?

Has confidential member, proprietary financial and/or business information been compromised?

What measures have been taken by the CEO to ascertain what data was compromised? Was a private forensic computer audit conducted to pinpoint the extent of the fired computer company's access to and compromise of the ONA computer system? If so, what does this report contain? If not, why hasn't this been done? Is it now too late for such measures to be taken?

Did the CEO notify the ONA membership of the potential compromise of their personal data and the potential risk to them of identity theft? Did the CEO notify the ONA membership of the potential compromise of ONA financial and business data? Did the CEO notify the ONA membership of the computer theft and financial loss to ONA? If not, why not?

Did the CEO offer credit protection and monitoring services to the members of ONA? If not, why not?

What measures have been taken by the CEO to recover monies paid to the fired computer services firm and its owner for services and equipment that were never received?

What is the amount of the losses suffered by ONA as a result of the fired computer services firm and its owner's alleged criminal and fraudulent activities?

Were any of these losses covered by insurance? If not, why not? Were any of these losses covered by bonding? If not, why not?

What measures have been taken by the CEO against the fired computer company firm and its owner? Has the CEO pursued this matter in civil court on behalf of ONA? If so, what is the status of these proceedings? If not, why not?

Has the CEO pursued this matter through the local police department and prosecutor's office? If so, what is the status of the criminal proceedings? If not, why not?

What is the status of Sean Meade, the CEO's son? Is he considered an ONA employee, an independent contractor, or an unpaid volunteer?

Does the CEO have a service contract with Sean Meade on behalf of ONA? Is he being paid or reimbursed for his services? If so, what are the terms of the agreement? If ONA does not have a service contract with Sean Meade, what is the rationale for not having such an agreement?

Has Sean Meade been licensed and bonded prior to being allowed access to the ONA computer system? If not, why not?

What did the CEO tell the Board of Directors concerning the above? What did the Board know? When did they know it? And what actions, if any, did they take in response?

The second group of questions deals with the CEO's judgment in creating an apparent conflict of interest and the appearance of impropriety in ONA business dealings.

How much did the insurance premium rates for MEBS/OHCT increase from 2007 to 2008? How much is ONA paying in health insurance premium costs for its employees in 2008 as compared to 2007?

Did the CEO make "requests for proposals" to other health insurers in an attempt to obtain more competitive premium rates for health care? If not, why not?

How many businesses, facing substantial above-market percentage increases in health care premiums, would have not shopped around for a better deal on health insurance? Is there only one health insurer (MEBS/ OHCT) in the state of Ohio?

Did the dual relationship as Chairperson of the MEBS/OHCT Board of Directors and as the CEO of the Ohio Nurses Association influence the decision to not shop around for better health insurance premium rates?

Did this dual relationship on the part of the CEO at the Ohio Nurses Association present a conflict of interest? Was the Board of Directors at the Ohio Nurses Association aware of and did they raise questions about and objections to the potential conflict of interest?

Was the Board of Directors at the Ohio Nurses Association aware of and did they approve of the CEO's decision to not obtain bids from other health care insurers, having full knowledge that failing to do so would guarantee significantly higher costs to ONA?

Is CEO time and travel expenses and staff time and travel expenses for MEBS/OHCT business meetings and activities in furtherance of the mission and goals of the ONA?

Or is CEO time and travel expenses and staff time and travel expenses for MEBS/OHCT business meetings and activities in furtherance of the mission and goals of MEBS/OHCT, as a separate and distinct business entity?

Is MEBS/OHCT reimbursing the Ohio Nurses Association for CEO time and travel expenses and staff time and travel expenses for business meetings and activities conducted on behalf of and in furtherance of MEBS/OHCT? If so, what is the amount of the reimbursement from MEBS/OHCT to ONA for CEO time and travel expenses and staff time and travel expenses? Does the CEO work for ONA or for MEBS/OHCT?

If ONA is paying for CEO time and travel expenses and staff time and travel expenses for business meetings and activities conducted on behalf of and in furtherance of MEBS/OHCT, is the ONA Board aware of and have they approved of these expenditures?

The final group of questions deals with the Board of Directors' oversight and review of the CEO's expenses, time sheets and work performance.

Does the CEO have a contract with ONA? If so, what are the terms of this contract? Should this not be a matter of public record and a legitimate concern of the ONA membership?

Does the individual who conducts the review of the CEO's expenses, time sheets, and/or performance have direct knowledge and observation of the matters being reviewed?

Is there any manager level or administrative supervisory level review of the CEO's work activities, time sheets or expense reports?

Who evaluates the CEO? Are ONA staff members and ONA managerial/ supervisory staff asked for their comments? Are ONA local unit leaders and ONA members asked for their feedback? Who among these groups have ever been involved in the evaluation of the CEO?

Given the hiring of a Chief Financial Officer and a Deputy Executive Director, what remain of the day-to-day duties and responsibilities of the CEO?

How many organizations similar in size and budget to ONA have a Chief Executive Officer, a Deputy Executive Director, a Chief Financial Officer and a Program Director (Economic & General Welfare Department)?