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**FOR IMMEDIATE RELEASE**  
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**NATIONAL LABOR RELATIONS BOARD RULES IN FAVOR OF RNs AT  
CEDARS-SINAI HEALTH SYSTEM**

*THROWS OUT ELECTION RESULTS CITING UNION IMPROPRIETIES; CALLS FOR  
NEW CAMPAIGN*

The National Labor Relations Board (NLRB) in Washington, D.C. today unanimously ruled in favor of Cedars-Sinai Health System and its RNs when it determined that the California Nurses Association engaged in “objectionable conduct” during the December 2002 representation election for a unit of registered nurses. In dismissing the election results, the NLRB called for a new election to be held.

“We are committed to ensuring that our RNs have a voice in a free and fair election, and that is why we are gratified by the NLRB’s ruling,” stated Jeanne Flores, senior vice president of Human Resources and Organization Development.

The Medical Center had challenged the election results based on its nurses’ allegations of improper union campaign conduct. Given a very close vote initially, the NLRB has agreed that a new election is needed.

“Though we have long believed that maintaining our high standard of excellence is best accomplished through a direct relationship with our caregivers rather than through third party, non-health care intervention, we respect the rights and opinions of *all* of our employees and look forward to using this opportunity to reinforce our commitment and to

promote the tremendous benefits our highly renowned Magnet hospital offers them,” Flores added.

“Cedars-Sinai has a strong history of supporting its caregivers through competitive compensation and benefits, investments in research and state-of-the-art technology, and an excellent work environment,” the senior vice president said.

In the past two years the Medical Center has increased its annual contribution to its employees’ retirement by more than \$25 million, and made available a unique feature of offering not one, but two, retirement savings plans. In addition, the Medical Center recently lowered the cost of its employees’ health insurance by absorbing a greater share of the higher premiums charged by health plans.

“As the re-designation of our Magnet Status indicates, we have provided --and continue to provide -- an excellent environment for our nurses to offer world-class patient care,” Flores said. Cedars-Sinai is one of just four hospitals in California and one of 118 of the approximately 5,000 hospitals nationwide to have been awarded the distinguished honor in nursing excellence by the American Nursing Credentialing Center (ANCC).

“Regardless of the outcome, Cedars-Sinai remains committed to being an employer of choice and providing rewarding and lasting careers for *all* of our nearly 9,000 employees,” noted Flores.

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