

Local 1199 and Its Allies Seek to Silence
Yale-New Haven Hospital Employees

We are writing on behalf of a group of Yale New Haven Hospital workers who have banded together under the name "Just Us." We have selected this title, because it seems that everyone else has voiced their opinion concerning the contentious labor relations situation at our hospital, but the workers, themselves. We are the ones directly affected by Local 1199's 9 plus year efforts to organize the hospital's employees and to exclusively represent us and our fellow 1800 plus employees. We are the ones whose future livelihoods hang in the balance, not the Mayor's, the clergy's, the university's, the media's or any of the other voices that Local 1199 has enlisted to speak out on their behalf against the hospital in general and us in particular.

As mentioned above, Local 1199 has been trying for over 9 years to gain the right to extort forced dues payments from the hospital employees it is seeking to represent. In the process, it has spent millions of dollars to achieve this objective and has enlisted, with its political contributions, the support of the Mayor and numerous other political figures, as well as misleading the media and the members of the clergy with their high power propaganda effort. It has, indeed, made a major investment in its corporate campaign, in the hopes of gaining a major return on its investment (ROI) in the form of the millions of dollars it hopes to take out of our pockets for years to come. It's obvious that this union is a firm believer in the old cliché's, "It takes money to make money."

Let's take a look at what's happening now at the hospital and what has been occurring over the past several months. First of all, Local 1199 and its allies pressured the hospital into signing a so-called election principles agreement, using the new cancer center as a pawn in the process. The agreement effectively muzzled the hospital from speaking out on the subject of unionizing its employees, while allowing the union to dispatch its minions to spread its propaganda throughout the hospital. They also held meetings on hospital property and visited employees at their homes, many on several occasions. The hospital, in turn, was prohibited by the agreement from requiring

employees to attend meetings to discuss this union. Contrary to the arbitrator's ruling, which the union and its allies have been touting, the hospital never forced anyone that we're aware of to attend such meetings. Indeed, if anyone engaged in coercion and intimidation, it was Local 1199, by its bullying tactics, intimidating presence when employees tried to speak out against the union, and the presence of their overbearing lieutenants who patrolled the hospital's corridors and atrium throughout the day.

In spite of the communication imbalance that this union enjoyed, it became apparent to them, before the scheduled election, that regardless of their tactics and seemingly unlimited resources, they were not going to win any secret ballot election. This is the real reason that they filed charges with the NLRB shortly before the December 20 and 21 election and succeeded in having the election postponed, pending the NLRB's investigation. When NLRB recently indicated that it felt the parties should move forward with a secret ballot election, Local 1199 withdrew its petition for election, again recognizing that it would not win a secret ballot election.

As indicated in Marna Borgstrom's letter to the Community of March 7th, the hospital has now filed its own petition for an election with the NLRB Regional Office in Hartford. We hope the NLRB will expedite its processing of this petition and schedule an election at the earliest date possible. We sincerely hope that Local 1199 will not do anything to obstruct or delay such an election. However, based on their past performance, we expect further attempts to avoid a fair election. We are confident, as we have said all along, that, if given the chance to vote in a secret ballot NLRB conducted election, our employees will vote against union representation. We still believe this to be the case, and we look forward to the day when we can put Local 1199 behind us once and for all.

We have written this letter because we want the public to be aware of what is really happening at Yale-New Haven Hospital. The real story throughout Local 1199's corporate campaign has been its high powered, high financed, high pressure campaign to force itself on employees who don't want this union to represent them. We believe a secret ballot NLRB election will confirm this fact, and hope that we will be given this

opportunity shortly. This union has already caused enough disruption and distress for us and the hospital. It's time for the hospital's employees to speak via the secret ballot election process.

(Speaking for "Just Us", The employees of Yale-New Haven Hospital)