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Board and Officers of Yale-New Haveri mospher. In mutual respect and the values we hold in common. the undersigned employees of Yale-New Haven Hospital, call on the Yale Corporation and the Board and Officers of Yale-New Haven Hospital to forge a new partnership with us, based on

In these troubled times, we must nurture our democratic values. We must strengthen our hospital and increase the vitality of our community. Meeting these goals requires the inclusion of people whose work makes the hospital grow.

Real inclusion is impossible while hospital management interferes with our right to form a union.

We therefore ask the Yale Corporation and the Board and Officers of Yale-New Haven Hospital to:

 $\label{lem:refrain} \textbf{REFRAIN} \ \text{from threatening workers and holding meetings to discourage unionization;}$ 

 $\label{eq:maintain} \textbf{MAINTAIN} \ \textbf{a} \ \textbf{working} \ \textbf{atmosphere} \ \textbf{free} \ \textbf{of} \ \textbf{pressure}, \ \textbf{intimidation} \ \textbf{harassment}; \ \textbf{and}$ 

 $\label{eq:AGREE} \textbf{AGREE} \ \text{to recognize our union when a majority of workers have signed union cards}.$ 

National Labor Relations Board elections will not protect workers' rights to join unions as long as management is  $free\ to\ intimidate\ and\ pressure\ workers\ into\ voting\ against\ unionization.\ That\ is\ why\ Yale-New\ Haven\ Hospital\ should$ agree to card-count recognition — so that we can truly make our own decisions, in the spirit of democracy.

## We Join

with the union in opposing any efforts by management to influence or interfere with our right to join the union.

with the union in urging hospital management to recognize our union when a majority of workers have signed union cards.

with the union in calling for a fair recognition procedure

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## In the Spirit of Democracy Federation of Hospital and University Employees 129 Church St., Suite 521 New Haven, CT 06510 Harford, CT 0610

