

What's in a "Free & Fair" Election Code of Conduct?

A Free and Fair union election code of conduct means that as employees we are *Free* to decide whether we want to join together as a union, *Free* from management intimidation in a *Fair* secret ballot vote.

Free and fair election agreements often include these principles:

- As hospital workers, we would be allowed to make our own decisions to join together as a union;
- Hospital executives would not devote patient care funds to run an anti-union campaign;
- Hospital workers would not be forced into meetings or taken away from patient care duties to be dissuaded from joining together as a union;
- Union supporters would run a positive campaign without personal attacks against the administration;
- The election would be done quickly, any disputes resolved quickly and fairly, and the election results would be honored, whatever the outcome;
- Management and the union agree to not to violate any labor laws;
- This code of conduct would be agreed to in writing, so that it is legally enforceable.

Register to vote in the presidential election!

Why do you need to register to vote?

To build our voice and power through the ballot box to fight for healthcare workers and their families in Massachusetts! October 15 is the last day to register to vote for the presidential election.

Call **617-727-2828** or **1-800-462-VOTE** or visit

www.sec.state.ma.us/ele/eleifv/howreg.htm to register today.

1199SEIU • 877-409-1199
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Hospital Worker
Voice
For Our Families, For Our Patients, For Each Other

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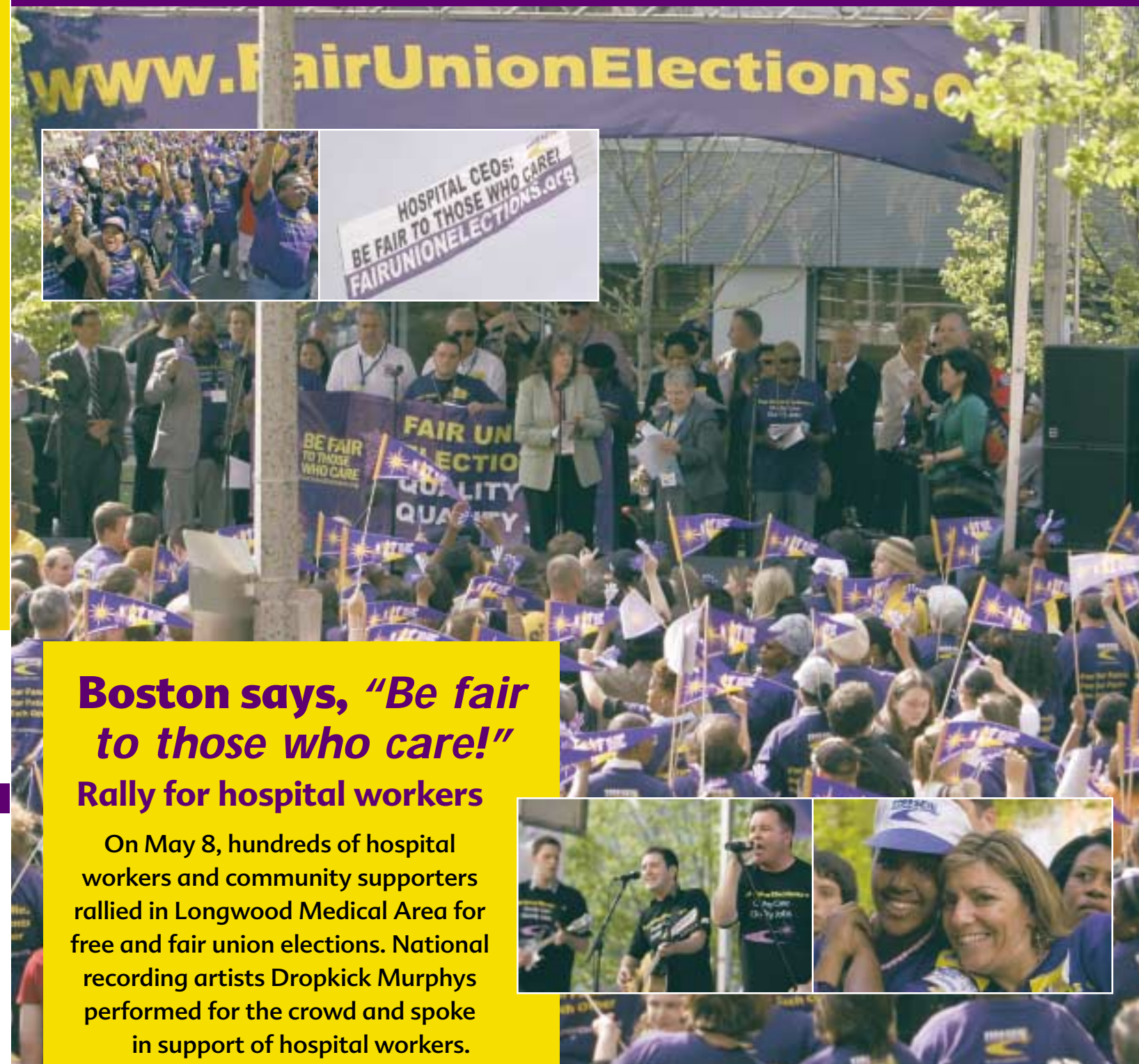
Hospital Worker Voice

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BE FAIR
TO THOSE
WHO CARE
www.FairUnionElections.org



1199SEIU: We make healthcare better



Boston says, "Be fair to those who care!" Rally for hospital workers

On May 8, hundreds of hospital workers and community supporters rallied in Longwood Medical Area for free and fair union elections. National recording artists Dropkick Murphys performed for the crowd and spoke in support of hospital workers.

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Why we believe in the healthcare workers' union

"I'm so proud of my union contract, because here at BMC we were able to win fully employer paid health insurance. That means that nothing comes out of our paychecks. I want to help my co-workers at the other Boston hospitals join our union and help them win what we've got."



—**Donyel Howell**
Operator, Boston Medical Center

"My name is Chris Gainey and I work at Caritas Good Samaritan Medical Center. I am so glad we have a union that has our back! Now management must negotiate with us as a union over wages, benefits and working conditions. And management must listen to our side of any disciplinary action if the worker chooses. We have a voice!"



—**Christine Gainey**
Lab Technician
Caritas Good Samaritan Hospital

"Management tried to fire me a year ago for something that I didn't deserve to be disciplined for. I'm a good worker, and I'm dedicated to our patients. But in the old days, before we had a union, they would have done exactly that. Now, with our 1199 union, we were able to show that I hadn't violated a work rule, and my discipline was thrown out."

—**Cleo Brown**, Patient Access Representative
Boston Medical Center



"As an 1199SEIU member, I have the opportunity to advance my career with the union's Training and Upgrading Fund, something I wouldn't be able to do at a non-union facility. I'm supporting my fellow hospital workers in Boston in their fight to choose free and fair union elections."



—**Mike Caveney**, Radiology Aide
Boston Medical Center

"Gas is going up. Food is going up. Electricity is going up. Everything is going up except our wages. We need to join 1199 to be able to negotiate over wages. The nurses can negotiate with our hospital, and so can the doctors and the people who sell the supplies to the hospital. Once we form a union we'll be able to do the same thing. It's long overdue."

—**Patricia Browkann**
Medical Assistant, Brigham & Women's

"I've been in the patient care profession for 28 years. Nursing assistants and patient care assistants play major roles in the hospital, so I think we should get respect. I feel that we should qualify for some of the benefits the RNs receive—increases in wages and safe staffing levels. I believe 1199 will see us through so we can get free and fair elections."



—**Cynthia Bates**, Patient Care Assistant and Secretary, Caritas St. Elizabeth's Hospital

Community & Elected Leaders say, "We've got your back!"

"This campaign is about insuring the long-term sustainability and prosperity of our city. The healthcare sector is the backbone of Boston's economy... but it's important that you and your family have good healthcare and good benefits. We've already done this at Boston Medical Center. They have 1199SEIU—why can't every hospital in the city of Boston have 1199SEIU?"



—**Boston Mayor Thomas M. Menino**

"We stand with you as you take the steps to make the quality of patient care better by having your voice heard in the decisions made in your hospitals. Right on!"



—**Sister Mary Priniski**
Greater Boston Labor Guild



—**State Representative Marie St. Fleur**, D-Boston

"My mother was a hospital worker at Brigham and Women's, and I can tell you that I wish she had had a union... Unions are good for us, and they're good for our families."

"Perhaps our passion arises from our people's story of slavery to the cruel, oppressive Pharaoh and our miraculous exodus from slavery in Egypt. And there is no higher calling than the work of healing the sick, comforting the weak, and giving life. How much do we depend on hospital workers—for our own health, and that of our parents, our children, our society. As a Jew, as a rabbi, as a descendant of union workers, I stand with the healthcare workers who seek free and fair union elections."



—**Rabbi Barbara Penzner**
Temple Hillel B'nai Torah West Roxbury

"At the Boston City Council, we will not just stand behind you—we will stand with you and in front of you if need be. Know that we will be with you—the fight begins, and we are ready! We will make history."



—**Maureen Feeney**
Boston City Council
President

"As an employee who has worked at facilities that have had a union and ones that have not, I must state that having a union behind you is something that I feel ALL healthcare workers need. Having a union allows for employees to have a sense of security, which I do not feel anyone has at my current job. With the union, I knew I had support to handle any situation. As a current employee of one of the most reputable hospitals in the country, I feel that when any situation arises, I'm left to deal with it on my own with nowhere to turn. We have all been told on several occasions that 'Massachusetts is an employee-at-will state.'"

—**Immacula Bazille**, MGH

"We keep doing more in the lab with fewer people. They keep adding to our job descriptions and there are fewer people now to handle the workload, but the workload is increasing. Our work should be recognized with higher pay and adequate staffing. That's why we need 1199."



—**Yolanda Mays**
Clinical Lab Assistant, MGH

Looking for updates? Looking for materials you can print out and share with co-workers?

Go to www.FairUnionElections.org

To get involved, call Corey Hope Leaffer at 617-284-1142

To receive campaign updates on your mobile phone, text "CARE" to 30644 (Standard rates apply)

Join us!