



Washington Hospital Healthcare System

2000 Mowry Avenue Fremont California 94538-1716 • (510) 797-1111
www.whhs.com

September 26, 2016

Dear Washington Hospital Local 39 Employees:

In yesterday's employee forum, several employees reported to me that some of you have been threatened by Local 39 with job loss if you fail to strike after September 30. Both state and federal law prohibits that type of coercion and threats from either management or the union. I am attaching the letter I have sent to the union asking them to immediately cease and desist from such conduct and put out a statement to all employees advising that the law does not allow anyone to threaten them with job loss in the event they choose not to strike. In fact, the law requires all parties to respect the employee's freedom of choice to voluntarily decide for themselves to strike or not to strike. Only you as the employee have the right to decide for yourself whether to strike or not.

Washington Hospital will not take any action against any employee who wants to keep working and who does not go out on strike. The Union cannot in any way force the Hospital to take any action against its employees.

The Hospital has also given notice to Local 39 that the strike notice and any strike activity is unlawful under the local rules of Washington Hospital which is a public entity Hospital and subject to Resolution 331A, which provides that the Union cannot induce or encourage a strike. We have also requested that the Union withdraw its strike notice and first engage in the resolution process that is required by the local rules for the peaceful resolution of disputes.

We are deeply disturbed by reports that employees are being threatened. Washington Hospital has a strict non-harassment policy. Any complaints of harassment, including threatening remarks related to strike activity, will be taken seriously and should be immediately reported to Human Resources.

Best Regards,

Bryant Welch
Associate Administrator/Human Resources
Washington Hospital

Distribution

Ed Fayen, Sr. Associate Administrator
Robert Alfieri, Chief of Facilities Services
Roy Seisa, Facilities Manager
File

Nancy Farber, Chief Executive Officer

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Washington Outpatient Imaging Center • Washington Outpatient Rehabilitation Center • Washington Outpatient Surgery Center
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Jeff Ajlouny, Business Representative
International Union of Operating Engineers, Local 39
2102 Almaden Road, Suite 122
San Jose, CA 95125

Dear Jeff,

I was very disappointed to learn in yesterday's employee forum that some of your members reported that they have been threatened by the union with job loss if they fail to honor the strike called by Local 39. As you know, both state and federal law prohibit that type of coercion and threats from either management or the union. In fact, such conduct amounts to an unfair labor practice.

By this correspondence, I am asking you and/or representatives of Local 39, including, but not limited to the individual(s) who allegedly made the threat, to immediately cease and desist from such conduct and put out a statement to your members/employees advising that the law does not allow anyone to threaten them with job loss in the event they choose not to strike. In fact, the law requires all parties to respect the employee's/member's freedom of choice to voluntarily decide for themselves to strike or not to strike. Only the member/employee has the right to exercise this choice. We are deeply disturbed by reports that members/employees are being threatened. Washington hospital has a strict non-harassment policy. Any complaints of harassment, including threatening remarks related to strike activity, will be taken seriously and will be investigated by Human Resources.

Best Regards,

Bryant Welch
Associate Administrator/Human Resources
Washington Hospital

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Ed Fayen, Sr. Associate Administrator
Robert Alfieri, Chief of Facilities Services
Roy Seisa, Facilities Manager
Marta M. Fernandez, JMBM
Bart Florence, Lead Union Representative
File

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