



United States of America
National Labor Relations Board
NOTICE OF ELECTION



19-RC-251868

PURPOSE OF ELECTION: This election is to determine the representative, if any, desired by the eligible employees for purposes of collective bargaining with their employer. A majority of the valid ballots cast will determine the results of the election. Only one valid representation election may be held in a 12-month period.

SECRET BALLOT: The election will be by SECRET ballot under the supervision of the Regional Director of the National Labor Relations Board (NLRB). A sample of the official ballot is shown on the next page of this Notice. Voters will be allowed to vote without interference, restraint, or coercion. Electioneering will not be permitted at or near the polling place. Violations of these rules should be reported immediately to an NLRB agent. Your attention is called to Section 12 of the National Labor Relations Act which provides: ANY PERSON WHO SHALL WILLFULLY RESIST, PREVENT, IMPEDE, OR INTERFERE WITH ANY MEMBER OF THE BOARD OR ANY OF ITS AGENTS OR AGENCIES IN THE PERFORMANCE OF DUTIES PURSUANT TO THIS ACT SHALL BE PUNISHED BY A FINE OF NOT MORE THAN \$5,000 OR BY IMPRISONMENT FOR NOT MORE THAN ONE YEAR, OR BOTH.

ELIGIBILITY RULES: Employees eligible to vote are those described under the VOTING GROUPS on the next page and include employees who did not work during the designated payroll period because they were ill or on vacation or temporarily laid off, and also include employees in the military service of the United States who appear in person at the polls. Employees who have quit or been discharged for cause since the designated payroll period and who have not been rehired or reinstated prior to the date of this election are *not* eligible to vote.

SPECIAL ASSISTANCE: Any employee or other participant in this election who has a handicap or needs special assistance such as a sign language interpreter to participate in this election should notify an NLRB Office as soon as possible and request the necessary assistance.

PROCESS OF VOTING: Upon arrival at the voting place, voters should proceed to the Board agent and identify themselves by stating their name. The Board agent will hand a ballot to each eligible voter. Voters will enter the voting booth and mark their ballot in secret. **DO NOT SIGN YOUR BALLOT.** Fold the ballot before leaving the voting booth, then personally deposit it in a ballot box under the supervision of the Board agent and leave the polling area.

CHALLENGE OF VOTERS: If your eligibility to vote is challenged, you will be allowed to vote a challenged ballot. Although you may believe you are eligible to vote, the polling area is not the place to resolve the issue. Give the Board agent your name and any other information you are asked to provide. After you receive a ballot, go to the voting booth, mark your ballot and fold it so as to keep the mark secret. **DO NOT SIGN YOUR BALLOT.** Return to the Board agent who will ask you to place your ballot in a challenge envelope, seal the envelope, place it in the ballot box, and leave the polling area. Your eligibility will be resolved later, if necessary.

AUTHORIZED OBSERVERS: Each party may designate an equal number of observers, this number to be determined by the NLRB. These observers (a) act as checkers at the voting place and at the counting of ballots; (b) assist in identifying voters; (c) challenge voters and ballots; and (d) otherwise assist the NLRB.



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VOTING GROUPS

VOTING GROUP – UNIT A (PROFESSIONAL UNIT):

All full-time and regular part-time registered nurses, case managers – social services, mental health professionals, and therapeutic recreational therapists employed by the Employer and working at its adult psychiatric and transitions inpatient units in its facility located at 1175 Carondelet Dr., Richland, Washington during the payroll period ending November 23, 2019; excluding all non-professional employees, all other employees, confidential employees, managerial employees and guards and supervisors as defined by the Act.

VOTING GROUP – UNIT B (NON-PROFESSIONAL UNIT):

All full-time and regular part-time non-professional employees in the following classifications employed by the Employer and working at its adult psychiatric and transitions inpatient units in its 1175 Carondelet Dr., Richland, Washington location: mental health aides, mental health counselors, health unit coordinators, and secretaries during the payroll period ending November 23, 2019; excluding all professional employees, all other employees, managerial employees, confidential employees, and guards and supervisors as defined by the Act.

OTHERS PERMITTED TO VOTE:

The parties have agreed that registered nurses working as charge nurses may vote in the election but their ballots will be challenged because their status as Section 2(11) supervisors has not been resolved. No decision has been made regarding whether the individuals in these classifications are included in, or excluded from, the bargaining unit. The eligibility or inclusion of these individuals will be resolved, if necessary, following the election.

Note: If a majority of the professional employees voting in Unit A vote “Yes” to the first question, indicating their desire to be included in a unit with non-professional employees, they will be so included, and their votes on the second question will be counted together with the votes of the non-professional employees in Unit B to decide the question concerning representation for the overall unit consisting of the employees in Units A and B. If on the other hand, a majority of the professional employees voting in Unit A do not vote “Yes” to the first question, their ballots will be counted separately to decide the question concerning representation in a separate Unit A.

DATE, TIME AND PLACE OF ELECTION

Thursday, December 19, 2019	6:30 AM to 8:30 AM <u>and</u> 2:00 PM to 4:00 PM	The Employer's facility 1175 Carondelet Dr Richland, WA
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EMPLOYEES ARE FREE TO VOTE AT ANY TIME THE POLLS ARE OPEN.

**ALL BALLOTS WILL BE MINGLED AND COUNTED IMMEDIATELY AFTER THE
CONCLUSION OF THE LAST VOTING SESSION.**

Ballot for Voting Group - Unit A (Professional Unit)

	<p>UNITED STATES OF AMERICA National Labor Relations Board 19-RC-251868</p> <p>OFFICIAL SECRET BALLOT For certain employees of</p> <p>LOURDES HOSPITAL LLC d/b/a LOURDES COUNSELING CENTER</p> <p>Do you wish to be included with nonprofessional employees in a unit for the purposes of collective bargaining?</p> <p>MARK AN "X" IN THE SQUARE OF YOUR CHOICE</p>	
YES	<input type="checkbox"/>	NO
Do you wish to be represented for purposes of collective bargaining by UNITED FOOD AND COMMERCIAL WORKERS, LOCAL 21, AFFILIATED WITH UNITED FOOD AND COMMERCIAL WORKERS?		
YES	<input type="checkbox"/>	NO
MARK AN "X" IN THE SQUARE OF YOUR CHOICE		
SAMPLE		
<p>DO NOT SIGN THIS BALLOT. Fold and drop in the ballot box. If you spoil this ballot, return it to the Board Agent for a new one.</p> <p>The National Labor Relations Board does not endorse any choice in this election. Any markings that you may see on any sample ballot have not been put there by the National Labor Relations Board.</p>		





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CONCLUSION OF THE LAST VOTING SESSION.**

Ballot for Voting Group - Unit B (Non-Professional Unit)

	<p>UNITED STATES OF AMERICA National Labor Relations Board 19-RC-251868</p>	
<p>OFFICIAL SECRET BALLOT For certain employees of LOURDES HOSPITAL LLC d/b/a LOURDES COUNSELING CENTER</p>		
<p>Do you wish to be represented for purposes of collective bargaining by UNITED FOOD AND COMMERCIAL WORKERS, LOCAL 21, AFFILIATED WITH UNITED FOOD AND COMMERCIAL WORKERS?</p>		
<p>MARK AN "X" IN THE SQUARE OF YOUR CHOICE</p>		
<p>YES</p> <input type="checkbox"/>		<p>NO</p> <input type="checkbox"/>
<p>DO NOT SIGN THIS BALLOT. Fold and drop in the ballot box. If you spoil this ballot, return it to the Board Agent for a new one.</p> <p>The National Labor Relations Board does not endorse any choice in this election. Any markings that you may see on any sample ballot have not been put there by the National Labor Relations Board.</p>		

WARNING: This is the only official notice of this election and must not be defaced by anyone. Any markings that you may see on any sample ballot or anywhere on this notice have been made by someone other than the National Labor Relations Board, and have not been put there by the National Labor Relations Board. The National Labor Relations Board is an agency of the United States Government, and does not endorse any choice in the election.



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RIGHTS OF EMPLOYEES - FEDERAL LAW GIVES YOU THE RIGHT TO:

- Form, join, or assist a union
- Choose representatives to bargain with your employer on your behalf
- Act together with other employees for your benefit and protection
- Choose not to engage in any of these protected activities
- In a State where such agreements are permitted, the Union and Employer may enter into a lawful union-security agreement requiring employees to pay periodic dues and initiation fees. Nonmembers who inform the Union that they object to the use of their payments for nonrepresentational purposes may be required to pay only their share of the Union's costs of representational activities (such as collective bargaining, contract administration, and grievance adjustment).

It is the responsibility of the National Labor Relations Board to protect employees in the exercise of these rights.

The Board wants all eligible voters to be fully informed about their rights under Federal law and wants both Employers and Unions to know what is expected of them when it holds an election.

If agents of either Unions or Employers interfere with your right to a free, fair, and honest election the election can be set aside by the Board. When appropriate, the Board provides other remedies, such as reinstatement for employees fired for exercising their rights, including backpay from the party responsible for their discharge.

The following are examples of conduct that interfere with the rights of employees and may result in setting aside of the election:

- Threatening loss of jobs or benefits by an Employer or a Union
- Promising or granting promotions, pay raises, or other benefits, to influence an employee's vote by a party capable of carrying out such promises
- An Employer firing employees to discourage or encourage union activity or a Union causing them to be fired to encourage union activity
- Making campaign speeches to assembled groups of employees on company time, where attendance is mandatory, within the 24-hour period before the polls for the election first open or the mail ballots are dispatched in a mail ballot election
- Incitement by either an Employer or a Union of racial or religious prejudice by inflammatory appeals
- Threatening physical force or violence to employees by a Union or an Employer to influence their votes

The National Labor Relations Board protects your right to a free choice.

Improper conduct will not be permitted. All parties are expected to cooperate fully with this Agency in maintaining basic principles of a fair election as required by law.

Anyone with a question about the election may contact the NLRB Office at (206)220-6300 or visit the NLRB website www.nlr.gov for assistance.