



United States of America  
National Labor Relations Board  
**NOTICE OF ELECTION**



**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. (See VOTING UNIT in this Notice of Election for description of eligible employees.) 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 carried out through the U.S. mail 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. Employees eligible to vote will receive in the mail *Instructions to Employees Voting by United States Mail*, a ballot, a blue envelope, and a yellow self-addressed envelope needing no postage.

**ELIGIBILITY RULES:** Employees eligible to vote are those described under the VOTING UNIT 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. 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.

**CHALLENGE OF VOTERS:** An agent of the Board or an authorized observer may question the eligibility of a voter. Such challenge must be made at the time the ballots are counted.

**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 counting of ballots; (b) assist in identifying voters; (c) challenge voters and ballots; and (d) otherwise assist the NLRB.

**METHOD AND DATE OF ELECTION**

The election will be conducted by United States mail. The mail ballots will be mailed to employees employed in the appropriate collective-bargaining unit from the office of the National Labor Relations Board, Region 20, on November 13, 2020. Voters must return their mail ballots so that they will be received in the National Labor Relations Board, Region 20 office by close of business on December 7, 2020. The mail ballots will be counted via ZOOM Government on December 11, 2020 at 10:00 am.

Voters must sign the outside of the envelope in which the ballot is returned. Any ballot received in an envelope that is not signed will be void.

Those employees who believe that they are eligible to vote and did not receive a ballot in the mail by November 20, 2020, should communicate immediately with the National Labor Relations Board by either calling the Region 20 Election Clerk at (628) 221-8837, the Region 20 Office at (415) 356-5130, or our national toll-free line at 1-844- 762-NLRB (1-844- 762-6572). In order to get the quickest response, employees should contact the National Labor Relations Board from the phone number that is on record with the Employer, which is the number listed on the voter list.



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**VOTING UNITS**

**VOTING GROUP A: - REGISTERED NURSES (PROFESSIONAL EMPLOYEES):**

**EMPLOYEES ELIGIBLE TO VOTE:**

All full-time and regular part-time Registered Nurses, Wound Care Registered Nurses, Dialysis Nurses, and Professional Development Coordinators, employed by the Employer at its facility located at 450 Stanyan Street, 6th Floor in San Francisco, California; who were employed by the Employer during the payroll period ending October 10, 2020.

**EMPLOYEES NOT ELIGIBLE TO VOTE:**

All other classifications, including but not limited to, guards, managers, confidential employees, and supervisors as defined by the Act.

**VOTING GROUP B – TECHNICAL AND SERVICE/MAINTENANCE (NON-PROFESSIONAL EMPLOYEES):**

**EMPLOYEES ELIGIBLE TO VOTE:**

All full-time and regular part-time Admissions Coordinators, Certified Nursing Assistants (CNAs), Case Management Assistants, Case Management Extenders, Certified Pharmacy Technicians, Concierge Coordinators, Dialysis Technicians, EEG Technicians, HIM Clerks/Technicians, Lead Materials Management Technicians, Lead Receptionists, Licensed Practical Nurses (LPNs)/Licensed Vocational Nurses (LVNs), Phlebotomists, Radiology Technologists, Radiology/Ultrasound/SNGRP Technicians, Receptionists, Respiratory Therapists, Staffing Coordinators, Telemetry Monitor Technicians, and Unit Secretary/Clerks employed by the Employer at its facility located at 450 Stanyan Street, 6th Floor in San Francisco, California; who were employed by the Employer during the payroll period ending October 10, 2020.

**EMPLOYEES NOT ELIGIBLE TO VOTE:**

All other classifications, including but not limited to, contracted employees, guards, managers, confidential employees, and supervisors as defined by the Act.

**Also eligible to vote are all employees in the unit who have worked an average of four (4) hours or more per week during the 13 weeks immediately preceding the eligibility date for the election.**

**Ballot for Voting Group – Unit A**



**UNITED STATES OF AMERICA**  
**National Labor Relations Board**

20-RC-267312

**OFFICIAL SECRET BALLOT**

For certain employees of

**125 SIR FRANCIS DRAKE BOULEVARD OPERATING COMPANY, LLC**  
**D/B/A KENTFIELD HOSPITAL**



Do you wish to be included with nonprofessional employees in a unit for the purposes of collective bargaining?

**MARK AN "X" IN THE SQUARE OF YOUR CHOICE**

**YES**

**NO**

Do you wish to be represented for purposes of collective bargaining by  
**SERVICE EMPLOYEES INTERNATIONAL UNION, UNITED**  
**HEALTHCARE WORKERS – WEST (SEIU-UHW)?**

**MARK AN "X" IN THE SQUARE OF YOUR CHOICE**

**YES**

**NO**

**DO NOT SIGN OR WRITE YOUR NAME OR INCLUDE OTHER MARKINGS THAT WOULD REVEAL YOUR IDENTITY. MARK AN "X" IN THE SQUARE OF YOUR CHOICE ONLY. If you make markings inside, or anywhere around, more than one square, you may request a new ballot by referring to the enclosed instructions. If you submit a ballot with markings inside, or anywhere around, more than one square, your ballot will not be counted.**

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.

If a majority of the professional employees voting in Voting Group 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 Voting Group B to decide the question concerning representation for the overall unit consisting of the employees in Voting Groups A and B. If on the other hand, a majority of the professional employees voting in Voting Group 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 of professional employees.

**Ballot for Voting Group - Unit B**



**UNITED STATES OF AMERICA**  
**National Labor Relations Board**

20-RC-267312



**OFFICIAL SECRET BALLOT**

For certain employees of

**1125 SIR FRANCIS DRAKE BOULEVARD OPERATING COMPANY, LLC**  
**D/B/A KENTFIELD HOSPITAL-SAN FRANCISCO**

Do you wish to be represented for purposes of collective bargaining by  
**SERVICE EMPLOYEES INTERNATIONAL UNION, UNITED**  
**HEALTHCARE WORKERS – WEST (SEIU-UHW)?**

**MARK AN "X" IN THE SQUARE OF YOUR CHOICE**

**YES**

**NO**

**DO NOT SIGN OR WRITE YOUR NAME OR INCLUDE OTHER MARKINGS THAT WOULD REVEAL YOUR IDENTITY. MARK AN "X" IN THE SQUARE OF YOUR CHOICE ONLY. If you make markings inside, or anywhere around, more than one square, you may request a new ballot by referring to the enclosed instructions. If you submit a ballot with markings inside, or anywhere around, more than one square, your ballot will not be counted.**

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.

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National Labor Relations Board

**Instructions to Eligible Employees Voting  
By United States Mail**



**INSTRUCTIONS**

1. MARK YOUR BALLOT IN SECRET BY PLACING AN X IN THE APPROPRIATE BOX. DO NOT SIGN OR WRITE YOUR NAME OR INCLUDE OTHER MARKINGS THAT WOULD REVEAL YOUR IDENTITY.
2. IF YOU SUBMIT A BALLOT WITH MARKINGS INSIDE, OR ANYWHERE AROUND, MORE THAN ONE SQUARE, YOUR BALLOT WILL NOT BE COUNTED. YOU MAY REQUEST A NEW BALLOT BY CALLING THE REGIONAL OFFICE AT THE NUMBER BELOW.
3. IT IS IMPORTANT TO MAINTAIN THE SECRECY OF YOUR BALLOT. DO NOT SHOW YOUR BALLOT TO ANYONE AFTER YOU HAVE MARKED IT.
4. PUT YOUR BALLOT IN THE BLUE ENVELOPE AND SEAL THE ENVELOPE.
5. PUT THE BLUE ENVELOPE CONTAINING THE BALLOT INTO THE YELLOW ADDRESSED RETURN ENVELOPE.
6. SIGN THE BACK OF THE YELLOW RETURN ENVELOPE IN THE SPACE PROVIDED. TO BE COUNTED, THE YELLOW RETURN ENVELOPE MUST BE SIGNED.
7. DO NOT PERMIT ANY PARTY – THE EMPLOYER, THE UNION(S), OR THEIR REPRESENTATIVES, OR AN EMPLOYEE-PETITIONER – TO HANDLE, COLLECT, OR MAIL YOUR BALLOT.
8. MAIL THE BALLOT IMMEDIATELY. NO POSTAGE IS NECESSARY. For further information, call the Regional Office at: (415) 356-5130

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**TO BE COUNTED, YOUR BALLOT MUST REACH THE REGIONAL OFFICE**

**BY** 5:00 p.m. on December 7, 2020



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**National Labor Relations Board**  
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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 mail ballots are dispatched**
- **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 (415)356-5130 or visit the NLRB website [www.nlr.gov](http://www.nlr.gov) for assistance.**