



St. Joseph Hospital
Lake Saint Louis
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Dear Registered Nurse:

During the past several weeks, it has been apparent that union organizers have been engaged in an effort to campaign and unionize you and your RN colleagues at St. Joseph Hospital -Lake Saint Louis.

As you know, union efforts to organize registered nurses are nothing new. Some of you may have experienced previous campaigns at other area hospitals. Labor unions are very much aware of the challenges facing all of us working in today's health care environment. The union organizers believe these challenges represent an opportunity for them to recruit additional dues paying union members.

I have had an opportunity to meet and talk with many of you. You have made me aware of this Hospital's enormous potential. You have also made me aware that there are a number of issues and concerns facing all of us at St. Joseph Hospital - Lake Saint Louis. I am convinced that the best way to resolve any issues and concerns we have now or may have in the future is to continue working together – rather than through the often adversarial and divisive process of collective bargaining.

Keep in mind that the very first step in any union's organizing campaign is to get you to sign a union card. **This is not a small step.** Because of the legal significance of these cards, I encourage you to consider the following information about union cards and I hope you will not agree to sign **anything**.

- A signed union authorization card is a **legal document** that indicates you want the union to become your exclusive representative in your relationship with St. Joseph Hospital – Lake Saint Louis.

- The union may use signed authorization cards as part of an attempt to unionize employees without an election.
- Union cards can be signed electronically, as an individual paper document or as part of a list, for example. Be careful to read whenever you are asked to sign anything.
- Once an employee signs an authorization card, the union can use information on the card to call or visit the employee at her or his home.
- Employees who sign authorization cards often have second thoughts after they learn more about the union and the meaning of signing a card. The employee may then ask for the card to be returned, but the union is under no legal obligation to return any authorization card once it's in their possession.

I hope this information about union authorization cards has been helpful. Do not be surprised if union organizers or supporters try to get you to sign one of their cards. But – **remember** – **you have an absolute right NOT to sign a union card**. You are protected by federal law to form your own opinion without pressure or coercion from anyone.

Finally, I've attached a Question and Answer sheet for your reference. If you have any questions or want to discuss this or any other issue, I encourage you to see your team leader or any other member of management including myself.

Sincerely,



Lisle J. Wescott

President