

February 6, 2008

## **Where We Stand**

Dear Colleague,

It has now been nearly 6 months since you voted in the July, 2007 union election. The result was decisive, with 220 employees voting for “neither” and only 106 employees voting for NEMSA or OPEIU, Local 6 (only 26 votes for OPEIU!). The day after the election I was so excited for all of us, for this company, and for all the possibilities that lay before us.

What has happened since makes my head spin. The election we held is not considered “official” until it is certified by the National Labor Relations Board (NLRB). Objections and charges filed by NEMSA and OPEIU have delayed the official certification of the election for nearly 6 months (and counting).

First NEMSA objected to the election and the NLRB held 4 days of hearings in Boston concerning these objections - which I attended. On the 4<sup>th</sup> day of hearings, NEMSA finally decided to withdraw its objections, and it looked as if the election results would finally be certified.

However, OPEIU (which hadn't filed objections of its own), then attempted to prevent NEMSA from withdrawing its objections, and even filed unfair labor practice charges based primarily on the very same facts contained in the objections that NEMSA was simultaneously trying to withdraw. Recently we were told that OPEIU did not respond to certain NLRB inquiries concerning these ULP charges for over a month.

In my view, the delay resulting from these tactics is outrageous!

One thing is clear though – Enough is Enough! All of us are being held hostage by the ongoing legal bickering and this must stop!

Despite the fact that I believe Fallon has done nothing wrong, it is my responsibility, as President, to make sure that we finally resolve this issue and move forward together.

So here is my proposal, since OPEIU will not accept the results of the first election:

**I believe that the NLRB should hold a re-run election right away!**

Its time to take the power away from the lawyers and put it back in the hands of the people who really matter – you!

**Over ➡**



I know that staging a second election may seem annoying or unnecessary – believe me, I feel the same way. However, considering the indefinite delay that we continue to experience, I think that holding a second election will be the fastest way to force all parties to honor your wishes.

As always, I trust your wisdom and will gladly accept the outcome of the election, whatever it may be. We need to finish this process and move forward together as a company!

**So that's my proposal - a second election, NOW.** Fallon has made this proposal to the NLRB, which indicated it could schedule another election promptly if OPEIU would agree.

**No more delays!**

It is in OPEIU's power to agree to the immediate scheduling of a second election by the NLRB. I hope that OPEIU will not seek to prevent this re-run election because of a desire to continue collecting your dues payments for a few more months or because it only received 26 votes in the last election. You have a right to have your voices heard and your decision honored. No one should stand in the way of that right.

I thank you for your patience during a process that has dragged on far longer than any of us could have anticipated. I hope that soon we will be able to move forward together toward our collective goals for Fallon and the brighter future that this will bring.

Sincerely,

A handwritten signature in black ink that reads "Tim". The signature is written in a cursive style with a large, sweeping initial "T".

Tim