

**BREAKING: NLRB ISSUES FINAL DECISION:
QUEEN FOUND IN VIOLATION
OF FEDERAL LABOR LAW**

**NLRB orders Queen to reverse unilateral changes and bargain
in good faith with our union!**

After three years of legal back-and-forth, the National Labor Relations Board in D.C. issued its final decision in our case against the Queen's efforts to ignore and fight our union — and it was an overwhelming victory for us.

The NLRB found, on virtually every count, that Queen management violated the law.

This includes violations for withdrawing recognition of our union, refusing to bargain with us, failing to provide us with information about the terms and conditions of our employment, making unilateral changes to our employment without bargaining with us, and refusing union representation that we are entitled to during investigatory interviews.

The NLRB ordered Queen to recognize our union, bargain in good faith, provide information, reverse its unilateral changes to our employment, and cease and desist from all its unlawful practices.

This is an enormous victory!

These illegal actions aren't news to us. In fact, they are part of why we've never given up in our fight to form our union and win a fair contract. What's amazing is that the

NLRB, which is growing notorious for siding with corporations over workers, sees that Queen has violated the law! This is the fourth decision in a row to go against Queen management on these same issues, despite them wasting tens or hundreds of thousands of dollars in legal fees in their fight against our union.

If the Queen implemented unilateral changes to your working conditions since we formed our union, please inform a member of the bargaining committee from your department or NUHW organizer Tyler Kissinger.

It would have been easy to give up after Queen's endless delays and violations of the law, but we kept up this fight. We struck on November 20th to show Queen that we are tired of their unfair labor practices, and we demand a fair contract that improves our working conditions and patient care at Queen. Now is the time, finally, for Queen management to come to the table and bargain a contract that does just that.

Our next bargaining session is scheduled for December 13 at 10 A.M. All members are encouraged to attend.