



# JUSTICE HAS BEEN SERVED!

## A MAJOR VICTORY FOR OPTUM WORKERS

Optum Brewster workers came together to build a better future for ourselves and our patients by voting to form our union with **1199SEIU: the most powerful voice to improve our jobs and our care**. Rather than respect our rights, Optum Medical Care Management chose to interfere in our union election using threats, surveillance, and more union-busting tactics.

**At long last, National Labor Relations Board's Hearing Officer has ruled Management's conduct ILLEGAL. Soon, we will get the chance to VOTE YES in a second election—with the free and fair environment we deserve.**

***NOW, LET'S WIN OUR UNION!***

**FOR MORE INFORMATION ABOUT COMING TOGETHER TO FORM OUR UNION, PLEASE CONTACT JEAN PIERRE (646) 265-4706.**

**1199SEIU**  
United Healthcare Workers East

Despite Management's dirty tricks, many of us stood strong and voted YES to form our union together. Now, let's get ready to win our union once and for all, joining thousands of healthcare workers united in 1199SEIU who have won:

- No-cost healthcare**
- Higher wages, with guaranteed annual raises**
- Participation in decision-making**
- A strong union pension**
- Job security**
- Respect and a voice**
- And so much more!**

**See the back page for a detailed list of Management's illegal conduct—and stay tuned for updates!**

# OPTUM MANAGEMENT VIOLATED FEDERAL LABOR LAW:

*The National Labor Relations Board's Hearing Officer overwhelmingly ruled in our favor, finding that Optum Medical Care Management engaged in illegal conduct during our union election to join 1199SEIU. During the critical, pre-election period, Optum Medical Care ("the Employer"), through its agents and representatives:*

1. threatened employees with stricter enforcement of work rules and policies if they voted for the Union in the election.
2. threatened employees with more onerous working conditions if they voted for the Union in the election.
3. solicited employees' grievances.
4. promised to remedy employees' grievances if they decided against unionization.
5. threatened employees with the loss of their ability to speak directly to management concerning workplace issues if they voted for the Union in the election.
6. discriminatorily enforced its rules, including its rule regarding discussing non-work subjects during work time.
7. threatened employees with the loss of wage increases if they voted for the Union.
8. solicited employees to sign a petition asking the Union to withdraw the election petition.
9. interrogated employees about their views of the Union.
10. threatened to terminate employees for engaging in protected Union activities.
11. threatened employees with loss of employment if they went on strike.
12. implied to employees it would be futile for them to select the Union.
13. engaged in surveillance of employees' union activity and created the impression of surveillance of employees' union activities.

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