

October 27, 1983

Mr. James P. Leddy, Executive Director  
Howard Mental Health Services  
300 Flynn Avenue  
Burlington, Vermont 05401

Dear Mr. Leddy,

Please be advised that over 75% of the non-supervisory, professional employees at Howard Mental Health Services have signed union authorization cards. We are therefore requesting voluntary recognition pursuant to Sec. 9 (c) (1) of the National Labor Relations Act.

Based on your letter dated 10/21/83 sent to the employees, we believe that you are not in favor of accepting this proposal. We will await your response. If we do not hear from you we will take further steps under the National Labor Relations Act to petition for a certification election.

In Solidarity,