

March 8, 1984

Dear Co-worker:

The representation election is now history. As you know, on February 29th Howard's professional employees chose the American Federation of State, County and Municipal Employees (AFSCME) to represent them.

The vote for a union is a victory for all of us. For the first time we will be able to bargain for higher wages, better benefits and improved working conditions. For the first time, all of us can come together to decide our job priorities and the people we want to negotiate with the administration for them. For the first time, we can begin to know the strength we have as co-workers and as sisters and brothers with a common goal: improved working conditions for us and better care for our clients.

To those of you who supported our organizing effort, we offer our deepest thanks. Quite simply, without your help, we would have no representation.

To those of you who voted against representation, we extend an invitation to join us now and help make the democratic process work. The more ideas, debate and suggestions we hear, the stronger we will be at the bargaining table and the better our representation will be.

Soon we will be voting on our contract priorities and electing a negotiating committee. We ask everyone to join the process.

Working together, all of us can build a strong and progressive working union -- a union that works for all of us and our clients too.

Please join us.

In Solidarity,

Kate Insomb
Jane Mendelson
Anne Blazis
Gini E. Stern

Betsy deCastro
Pat Fontaine
Doris Harte
Mary Bentley

Gatey Carver
Alan Kent
Isak Minsky
Lynn Rockwell