

1235 N.E. 47th Avenue
 Suite 299
 Portland, OR. 97213

May 17, 2006

Bill Bradbury
 Secretary of State
 State of Oregon
 136 State Capitol
 Salem, Oregon 97310-0722

Dear Mr. Bradbury,

I received your May 3, 2006 letter expressing an interest in a fair election process for Providence Health System – Oregon employees who are being approached to join a union. Please be assured that Providence holds the highest respect for our valued employees and fully supports their federal rights to choose whether they want to join a union. I am happy to provide you with further information about Providence's position and commitment to a fair election process.

But first, I feel it is my responsibility to tell you, very candidly, that your decision to insert the Office of Secretary of State into a private organization's labor issues is both perplexing and disturbing. There simply is no merit, precedent or legal foundation for your attempts to use your office as a vehicle for attempting to legislate the union and labor issues of a private company. Our legal experts have confirmed that labor relations is within the exclusive jurisdiction of federal law and is administered by the National Labor Relations Board. *See NLRB v. Savair Mfg. Co.*, 414 U.S. 270, 276-79 (1974); *Weyerhaeuser Co.*, 247 N.L.R.B. 978, 978 n.2 (1980). Free and fair elections are guaranteed by federal law – and Providence has a proven and long history of complying with and honoring the legal principles that are outlined by the National Labor Relations Board.

No one representing Providence will attend your May 25 meeting of the Workers Rights Board Fair Election Oversight Commission. It would be ineffective and legally questionable to attend the meeting of a commission that – by law – should not exist. **We officially request that you disband this commission prior to May 25.**

If you had contacted me for a conversation prior to organizing such a commission, I would have been more than willing to listen to your questions and concerns, just as I would with any other elected official or community leader. There also are a number of points I would have shared with you, including:

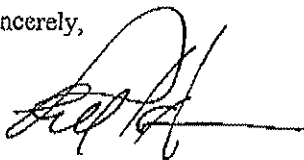
- In the last several months the Service Employees International Union (SEIU) has been trying to garner employee interest at Providence Health System.
- Providence employees certainly have all the benefits and rights to a free and fair union election process.
- Providence currently works collaboratively with nine bargaining units that represent four different unions within our statewide health system.

- Providence Health System
- Providence Health System lives by and adheres to our mission and core values that were begun 150 years ago by the Sisters of Providence. In keeping with Catholic social teachings, Providence believes that our employees deserve to make an informed choice about whether they want to join a union. Providence respects the rights of our employees to make their own informed decision through free and fair elections and will honor whatever decision they choose to make. Providence has done – and will do – nothing to block or bar free and fair union elections for our employees, as spelled out by the NLRB.

To summarize, the use of your office for this matter should be of grave concern to Oregonians for three primary reasons: (1) the lack of your office's legal jurisdiction, (2) the biased tone and slant of this commission, and (3) the inappropriate use of state resources.

At Providence Health System we are careful stewards of our resources, focusing on our mission of providing exceptional health care for Oregonians, with a special emphasis on the poor and vulnerable. My belief is that responsible Oregonians would strongly encourage you to refocus your energies (and the taxpayers' dollars), on the official duties prescribed to you as Oregon's secretary of state.

Sincerely,



Russell E. Danielson
Chief Executive and Vice President
Providence Health System – Oregon

cc: Governor Ted Kulongoski
Pat Egan, Chief of Staff, Governor's Office
Chris Warner, Labor & Transportation Policy Advisory, Governor's Office

