



April 7, 2021

Dear Hawthorn Colleague,

As you know, AFSCME Council 75 has sought to represent some of Hawthorn Walk-In Center's employees. Working with the National Labor Relations Board (NLRB), there will be a secret-ballot election in which every eligible employee will have the opportunity to share your independent choice about whether or not you want the team to be represented by a union.

LEGALLY REQUIRED VOTER LIST

LifeWorks NW is required by law to provide the NLRB and the union with certain personal employee information, including your home address, and if LifeWorks NW has them, your phone number and personal email address. We take employee privacy very seriously and would never voluntarily disclose sensitive information of this nature. However, because of the election petition filed by the union, we are required by law to disclose this information at this time. We apologize for any inconvenience.

ELECTION DETAILS

For your safety, the election will be conducted by mail. On **Thursday, April 29, 2021**, the NLRB will mail ballots to the homes of eligible employees in the appropriate collective bargaining unit. Voting employees must complete and return their mail ballots so that they will be **received by the NLRB office by or before 4:30 p.m. Thursday, May 27, 2021.**

BALLOTS RECEIVED LATE WILL NOT BE COUNTED. The NLRB will tally the ballots on June 1, 2021.

The NLRB categorizes eligible employees as professional and non-professional; under this required grouping, the employees who are eligible to vote are as follows:

VOTING GROUP - UNIT A (PROFESSIONAL UNIT):

Included: All full-time, regular part-time and per diem professional employees in the following classifications employed by LifeWorks NW at our Hawthorn Walk-In Center located at 5240 NE Elam Young Pkwy, Hillsboro, Oregon: Mental Health Therapist, PRN Mental Health Therapist, Psychiatrist, PRN Psychiatrist, and Psychiatric Mental Health Practitioner..

Excluded from this group: All non-professional employees, confidential employees, managers, and guards and supervisors as defined by the Act.

VOTING GROUP - UNIT B (NON-PROFESSIONAL UNIT):

Included: All full-time, regular part-time and per diem non-professional employees in the following classifications employed by LifeWorks NW at our Hawthorn Walk-In Center located at 5240 NE Elam Young Pkwy, Hillsboro, Oregon: Chemical Dependency Counselor II, Office Support Specialist II, Office Support Specialist II (Crisis), Office Support Specialist II (COVID Screener), Peer Family Support Specialist, Peer Support Specialist, PRN Mental Health Associate, PRN Office Support Specialist II, PRN Service Coordinator I, and Service Coordinator I.

Excluded: All professional employees, confidential employees, managers, and guards and supervisors as defined in the Act.

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ISSUE

The issue to be decided in this election is whether you wish to be represented by the union. The group of professional employees will also vote on whether to be included in the bargaining unit with non-professional employees.

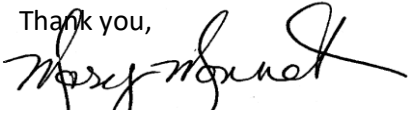
GET THE FACTS

The union has probably supplied you with a lot of information from its perspective. As with anything, there are two sides to every story. Between now and May 27, 2021, we encourage every employee to obtain accurate, factual information about the election process and what it really means to be represented by a union. LifeWorks NW will be sharing information with you. You are also encouraged to contact your manager or HR with further questions. We want you to have the best and most complete information possible because this is an important decision that will have serious consequences for you, your family and the organization. We ask that you keep an open mind and carefully weigh all of the information available before you make a final decision.

We respect your right to choose, but **we ask that you vote no in this election** and give us a chance to continue to work together with you directly, without a third-party between us.

If you have any questions about the election, please contact your manager for a one-on-one discussion, or contact Ronell Warner, our vice president of HR and Work Force Development.

Thank you,



Mary Monnat
President/CEO
LifeWorks NW

