



# Enough with the lawyers, already. Time to Bargain or Strike.

Enloe executives are saying they're waiting to the outcome of the 2004 union election.

On August 27, 2005 the National Labor Relations Board issued the following order:

"It is Certified that a majority of the valid ballots in Case 20-RC-17938 have been cast for Healthcare Workers, SEIU, Local 250, and that it is the exclusive collective bargaining representative of the employees in the [Service] unit..."

That Order was issued after management contested the outcome of the secret ballot election through the highest levels of the NLRB. Management's position was dismissed first by the NLRB Board Agents who conducted the election, then by a Federal Administrative Law Judge—who conducted a full-blown trial— then by the Regional Director of the NLRB **and, ultimately by the full Washington Board of the NLRB appointed by the President of the United States.**

They exhausted all appeals. But they refused to comply with the order to bargain.

So the federal government issued a Complaint. Enloe is now appealing the "Complaint" to the US Court of Appeals, *but they already exhausted their appeals on whether we successfully voted to unionize. The NLRB has the final say over the outcome of a Union election.*

## Can't Have It Both Ways...

It's illegal to do a mass layoff while refusing to bargain with employees who have voted to unionize.

But they say they're "waiting to see" if the final and binding order of the NLRB will go away.

They're under a federal order to bargain.

But they're going to go ahead with layoffs as though that order doesn't exist?

**They want to "wait and see" what happens at the US Court of Appeals, but they won't wait before breaking the law and moving ahead with the layoffs.**

## 👉 Strike: February 7 👈

Federal law allows workers whose rights are being violated to file legal charges (and our lawyers sure have been doing that).

But it also gives workers the right to conduct an "Unfair Labor Practices Strike" to force their employer to honor the law.

And on February 7, that's exactly what we will have to do.