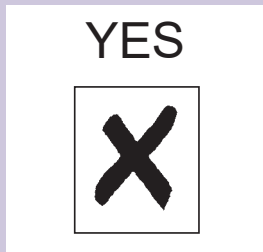


VOTE YES! Here's how to do it:

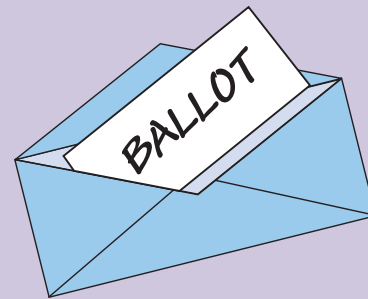
Locate the ballot and mark an "X" in the "Yes" box. Check only one box and DO NOT SIGN your ballot or make any other marks on it.

1



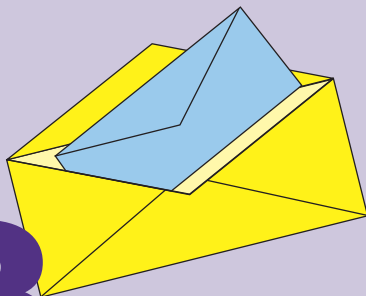
Fold your ballot, put it in the blue envelope, and seal the envelope. DO NOT SIGN or write anything on the blue envelope.

2



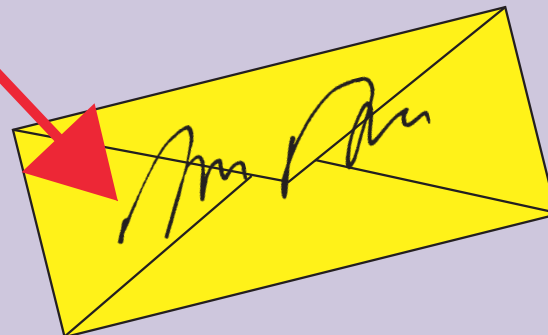
Put the blue envelope into the yellow return envelope and seal it.

3



SIGN (DO NOT PRINT) the back of the yellow envelope across the flap. Later on, the blue envelope will be separated from the yellow envelope so your vote will be kept secret.

4



Mail your ballot by Friday, April 23

If you have not received your ballot by Wednesday, April 12, call the NLRB at **(212) 776-8627**. Your ballots will be opened and counted on Tuesday, April 27th, via videoconference.

5



LET'S LOOK AT THE SPECIFICS

Here is what Northern Dutchess Hospital have compared to what 1199SEIU members at VBMC/GHMC have negotiated:

NO UNION

1199SEIU MEMBERS AT VBMC/GHMC

VOICE AND RESPECT

Management has the final say in everything.

Northern Dutchess Hospital may modify or eliminate any benefits or programs it currently provides, as well as increase the cost to employees of such benefits and programs.

Employees have a real voice and are respected.

- Management has to sit down with employees and negotiate wages and benefits in a written contract.
- Labor-management committees address safe staffing, scope of practice, job safety, patient care and other policies.

HEALTH BENEFITS

Expensive and limited.

Employees can pay hundreds of dollars a month for health, dental, vision and prescriptions, especially with family coverage.

Healthcare at no cost.

- Most full-time (and many part-time) 1199 members have no-cost health, vision, dental and prescriptions for employee, children and spouse.
- No premiums, no deductibles, no co-pays.

RETIREMENT

Insecurity and risk.

- Amount fluctuates with the stock market
- You don't know what your retirement will be until the day you retire.

Strong, secure pension.

- If we choose the 1199 Pension, we would keep all of the retirement money we currently have invested.
- Then we would continue to earn more with our 1199 Pension, with a guaranteed monthly payout for the rest of our lives when we retire.
- Vested in pension after 5 years of service.

RETIREMENT HEALTHCARE

None.

You could work your whole life at Northern Dutchess Hospital and then be without healthcare when you retire.

Retiree healthcare at no cost.

No-cost healthcare and prescriptions for members and our spouses when we retire at 62.5 with 25 years of service or at 65 with 10 years of service.

CONTINUING EDUCATION

Inadequate.

Employees have to pay out-of-pocket and then be reimbursed.

Education at no cost.

- 6 free credits per semester at CUNY and SUNY schools, no out of pocket expenses.
- No-cost continuing medical education seminars and conferences.

CHILDCARE

None.

Childcare benefits at no cost or low cost.

- Includes vouchers for day care and summer camp.

1199SEIU
United Healthcare Workers East

For more information contact:
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