



Dear (First Name),

The Service Employees International Union (SEIU) Local 500 filed a petition with the National Labor Relations Board (NLRB) requesting a union election for our teachers, assistant teachers and program aides. As you know, our multi-disciplinary teams include many other professionals who deliver IEP instruction and services; provide instructional, behavioral and technological supports; and routinely collaborate on the development and delivery of these services and supports provided to our students. Based on the way we are structured to provide services to students, we filed a request with the NLRB to include additional positions in the voting unit. We felt this was the right thing to do because the NLRB uses a “community of interest” standard to determine which classifications of employees should be represented together by a union, and we believe that everyone who would be impacted by a union coming to Kennedy Krieger School Programs should have the right to vote.

A hearing was scheduled for June 1, at which the NLRB would review the information and ultimately decide what classifications of employees should be included in a union election. However, on Friday, May 29, the union withdrew the petition, thus cancelling the hearing and the election. However, the union has vowed to continue working to organize Kennedy Krieger School Program employees.

To file a new petition for a union election, SEIU Local 500 needs at least 30% of the schools staff that are part of the proposed “community of interest” to sign what is called a union authorization card, as this is the first step a union must take to try to become your exclusive representative. Attached to this letter, please find more information regarding union authorization cards and why we believe a union is not right for our students, our schools or you.

Please take a few minutes to read this information. If the union or one of your colleagues asks you to sign a union card, please read it carefully and understand the ramifications to you and your job before you sign.

Thank you for all you do for our students, their families, each other and Kennedy Krieger Schools Programs.

A handwritten signature in black ink that reads "Aaron".

Aaron Parsons, Ed.D
Vice President of Schools Programs

A handwritten signature in black ink that reads "Linda".

Linda Myers, EdD
Vice President of Schools Services