

1199SEIU

United Healthcare Workers East

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March 6, 2008

Ms. Helen Sieger
Kingsbridge Heights Rehabilitation Care Center
3400-26 Cannon Place
Bronx, NY 10463

Re: **1199 and Kingsbridge Heights
Memorandum of Agreement**

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Daniel J. Ratner, Esq.

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MR:cc

Attachments

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(212) 582-1890
www.1199seiu.org

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155 Washington Ave.
Albany, NY 12210
(518) 396-2300

KINGSTON
75 Crown Street
Kingston, NY 12401
(845) 339-1900

BALTIMORE
611 North Eutaw Street
Baltimore, MD 21201
(410) 332-1199

ROCHESTER
225 W. Broad St., Ste. B
Rochester, NY 14608
(585) 244-0830

BOSTON
150 Mt. Vernon Street, 3rd Fl.
Boston, MA 02125
(617) 284-1199

SYRACUSE
404 Oak St., Suite 120
Syracuse, NY 13217
(315) 424-1743

BUFFALO
974 Kenmore Ave
Buffalo, NY 14216
(716) 982-0540

UNIONDALE
50 Charles Lindbergh, Ste. 602
Uniondale, NY 11553
(516) 542-1115

GOVERNEUR
95 E Main St., 2nd Fl.
Governor, NY, 13642
(315) 287-9013

WHITE PLAINS
99 Church St.
White Plains, NY 10601
(914) 993-6700

Handwritten: Sent 3/06/08

Dear Ms. Sieger:

In an effort to end 1199's unfair labor practice strike at Kingsbridge Heights, a strike that both 1199 and the Federal Mediation and Conciliation Service tried very hard to avoid, but could not do so without your cooperation. I have enclosed a **Memorandum of Agreement** that does what 1199 offered to do before the strike. The **Memorandum of Agreement** permits Kingsbridge Heights to adopt the June 1, 2004 industry contract, as extended through April 30, 2011, as an independent employer. I note, as I agreed before the strike started, that the **Memorandum of Agreement** substitutes, at your request, the American Arbitration Association for the industry Impartial Chairman.

The fundamental reason for this strike as stated by you and your representatives to media and political leaders---no longer exists, either now and nor did it exist prior to the strike. (See Attachment "A").

All you need to do to bring this strike to an end is to sign the enclosed **Memorandum of Agreement** and to make immediate arrangements with the Benefit Fund to pay your Benefit Fund delinquency, so that the health benefits of our members can be reinstated. Any other issues that remain with respect to outstanding obligations of the facility to the workers and the other Funds can be resolved through further discussion. Failing resolution, these issues can be referred to arbitration in accordance with the Memorandum of Agreement.

I urge you to sign the **Memorandum of Agreement** and make the necessary arrangements with the Benefit Fund for the payment of the facility's delinquency so the facility, its residents, and our members can move beyond this unfortunate strike.

Very truly yours,

Signature of Mike Rifkin
Mike Rifkin
Executive Vice President
1199 SEIU

