Dear Employees of Edgewood San Francisco,

We are aware of the working conditions at Edgewood in San Francisco. As employees who impact our community and our youth at risk, you have an important role of working with kids and making a difference in their lives. You have a huge responsibility in helping these kids be successful in the future. What you do every day is of great value, and I commend you for your commitment and hard work.

Because it has been brought to my attention that some employees have been misinformed about what it is to form a union, I wanted to share with you that the National Labor Relations Act, Section 7:

“Employees shall have the right to self-organization, to form, join, or assist labor organizations, to bargain collectively through representatives of their own choosing, and to engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection, and shall also have the right to refrain from any or all of such activities except to the extent that such right may be affected by an agreement requiring membership in labor organization as a condition of employment as authorized in section 8(a)(3).”

You have the right to form a union and to bargain over wages, benefits, and working conditions with your employer. This is your decision to make, and it is a violation of the law for any person to interfere with this process.

I have sent a letter to your employer informing them of you rights to organize and bargain wages, benefits, and working conditions.

Thank you again for the good work that you do. Please feel free to call me for assistance with any matter.

Sincerely,