



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

SUBREGION 34
450 Main St Ste 410
Hartford, CT 06103-3078

Agency Website: www.nlr.gov
Telephone: (860)240-3522
Fax: (860)240-3564

December 10, 2013

RECEIVED

DEC 11 2013

**AFT CONNECTICUT
ROCKY HILL, CT**

Greg Kotecki, Field Representative
American Federation of Teachers, AFL-CIO, CLC
35 Marshall Rd
Rocky Hill, CT 06067-1400

Re: LAWRENCE & MEMORIAL CORP., ET AL
Case 01-CA-118645

Dear Mr. Kotecki:

The charge that you filed in this case on December 09, 2013 has been docketed as case number 01-CA-118645. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

Investigator: This charge is being investigated by Field Attorney RICK CONCEPCION whose telephone number is (860)240-3374. If the Board agent is not available, you may contact Deputy Regional Attorney TERRI A. CRAIG whose telephone number is (860)240-3532.

Right to Representation: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701, Notice of Appearance*. This form is available on our website, www.nlr.gov, or at the Regional office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

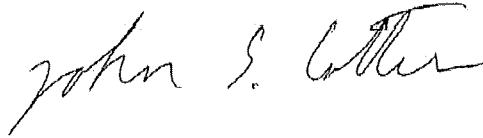
Presentation of Your Evidence: As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. Because we seek to resolve labor disputes promptly, you should be ready to promptly present your affidavit(s) and other evidence. If you have not yet scheduled a date and time for the Board agent to take your affidavit, please contact the Board agent to schedule the affidavit(s). If you fail to cooperate in promptly presenting your evidence, your charge may be dismissed without investigation.

Procedures: We strongly urge everyone to submit all documents and other materials (except unfair labor practice charges and representation petitions) by E-Filing (not e-mailing) through our website www.nlr.gov. However, the Agency will continue to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website www.nlr.gov or from the Regional Office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,



John S. Cotter
Officer in Charge

cc: Thomas W. Meiklejohn, Esq.
Livingston Adler Pulda Meiklejohn
& Kelly P C
557 Prospect Ave
Hartford, CT 06105-2922

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

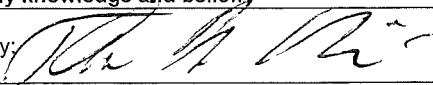
DO NOT WRITE IN THIS SPACE	
Case	Date Filed
01-CA-118645	Dec. 9, 2013

INSTRUCTIONS:

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer: Lawrence & Memorial Corporation, Lawrence and Memorial Hospital, and L&M Physicians Association, a/k/a Lawrence and Memorial Medical Group, a single employer and alter egos		b. Tel. No. (860) 442-0711
d. Address (street, city, state ZIP code) 365 Montauk Avenue New London, CT 06320		c. Cell No.
e. Employer Representative Donna Epps, Vice President/Chief Human Resources Officer		f. Fax No.
		g. e-Mail
		h. Dispute Location (City and State) New London, CT
i. Type of Establishment (factory, nursing home, hotel) Hospital	j. Principal Product or Service Health Care	k. Number of workers at dispute location about 1500

1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsection 1 and 3 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (<i>set forth a clear and concise statement of the facts constituting the alleged unfair labor practices</i>)	
<p>Since on or about December 2, 2013, the above-named Employer, by its officers, agents and representatives, has discriminated against employees who engaged in union activity by terminating their employment and by discontinuing health insurance benefits for employees on leave.</p> <p>The Charging Party requests injunctive relief pursuant to section 10(j) of the Act to require the Employer to reinstate striking employees following an unconditional offer to return to work.</p>	

3. Full name of party filing charge (<i>if labor organization, give full name, including local name and number</i>) AFT Connecticut	
4a. Address (street and number, city, state, and ZIP code) 35 Marshall Road Rocky Hill, CT 06067 ATT: Greg Kotecki	
4b. Tel. No. (860) 257-9782	
4c. Cell No. (860) 303-1384	
4d. Fax No. (860) 257-1482	
4e. e-Mail GKotecki@aftct.org	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (<i>to be filled in when charge is filed by a labor organization</i>) American Federation of Teachers, AFL-CIO	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.	
By:  Its Attorney	
(signature of representative or person making charge)	
Thomas W. Meiklejohn Livingston, Adler, Pulda, Meiklejohn & Kelly, PC 557 Prospect Avenue, Hartford, CT 06105	
Date: 12/9/13	
Tel. No. (860) 570-4639	
Office, if any, Cell No. (860) 214-9676	
Fax No. (860) 232-7818	
e-Mail: TWMeiklejohn@lapm.org	

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.