



SEIU Healthcare

United for Quality Care

New England Health Care Employees Union
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July 21, 2009

Brian Dickstein
David Kelly
Spectrum Care
27 Naek Rd.
Vernon Rockville, CT 06066

Via fax: 871-5757
& regular mail

Dear Mr. Dickstein and Mr. Kelly:

It has come to the union's attention that a section of the Spectrum Care website, specifically http://www.spectrumcare.com/strike_info.html, publishes inaccurate and misleading information regarding (1) the status of our contract negotiations with your company and (2) the full facts regarding the strike notices issued in May 2009 for Hilltop, Laurel Hill and Park Place.

Your website publishes our initial statewide contract proposals which, as you are well aware, have been extensively modified since they were presented in April, without any effort to indicate that they have been modified at all, let alone specifying how they have been changed. No attempt has been made to update the information since its initial publication.

Moreover, your "complete statement from Spectrum Care" amplifies the misleading impression by asserting that "the union has proposed, among other things, a 12 percent wage increase over two (2) years." Again, there is nothing to suggest anywhere on your website that this very specific economic demand has been modified in any way, as you well know it has been.

Lastly, you publish copies of our May strike notices and mention them in your "complete statement" without any effort to update the information or note the withdrawal of those notice prior to any labor action.

These statements on your website are your public commentary used in news stories. This led directly to an error of fact in today's story in the Connecticut Post, "Nursing home looks to hire strikebreakers ahead of walkout," which not only repeats your inaccurate and misleading assertions about our proposals as a direct quote, but is factually inaccurate regarding a strike in May that did not occur.

The union does not believe that conducting detailed negotiations in the press, with or without accurate characterizations of the parties' positions, is a useful way to proceed toward reaching an agreement. But, if you choose to do so, you must take immediate steps to correct inaccurate and misleading statements in the public domain. Even if the Post does print a correction of the factual error regarding the strike, those inaccurate and misleading statements will continue to be widely available.

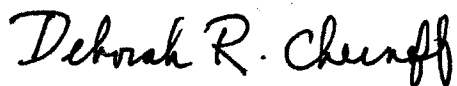
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Therefore, the union demands demand that you (1) immediately remove from your website any inaccurate or out-of-date information regarding our contract proposals; (2) either cease and desist from publishing any specific information about ongoing negotiations or, at the very least, note that negotiations are continuing, that the parties' positions change, and that any information on your site may not be accurate or up-to-date; (3) immediately remove the strike notices you published on your site; and (4) ensure that any public statements you make regarding the May notices also includes information about the withdrawal of those notice prior to any job action.

Failure to comply with these requests will signal to the union that the publication of inaccurate and misleading information was deliberate on your part rather than careless or inadvertent. The union is exploring its options under both civil and labor law, should that prove to be the case.

I await your immediate response.

Sincerely,



Deborah R. Chernoff,
Communications Director
The New England Health Care Employees Union, District 1199

Cc: Carmen Boudier, President
Almena Thompson, Vice President
Spectrum Care employees
Rob Varnon, Connecticut Post