

FOR IMMEDIATE RELEASE

March 20, 2025

ADVOCATE HEALTH FIGHTING UNION ELECTION

IUOE LOCAL 399 CONDEMNS THE ACTIONS OF ADVOCATE HEALTH FOR TWICE REJECTING EMPLOYEES' MAJORITY ELECTIONS & FIRING THREE WORKERS WITHIN SIX DAYS OF SECOND ELECTION FILING

CHICAGO, IL (March 20, 2025) - The International Union of Operating Engineers, Local 399 ("Local 399") unequivocally condemns the actions of Advocate Health and Hospitals Corporation ("Advocate") for dismissing the results of two separate elections advocating for union representation at Advocate Good Samaritan Hospital and Advocate South Suburban Hospital. Furthermore, the union denounces the termination of three employees within just six days of the most recent petition.

Local 399 is challenging Advocate Health for ignoring two clear union votes and firing three workers within six days of the latest election filing, undermining the voice of hospital staff. Notably, a public objection reveals that Advocate is deploying the same constitutional tactics recently used by Amazon, SpaceX, and Tesla to thwart union organizing efforts.

Advocate Health has twice rejected clear majority union votes and fired three workers within six days of the latest filing—actions that undermine the voice of hospital staff.

To summarize the key facts:

Two Elections, Clear Choice:

- On November 20, 2024, 21 employees at Good Samaritan Hospital voted in a representational election.
- On March 4, 2025, 18 employees at South Suburban Hospital voted in a representational election.

Retaliatory Firings:

Within six days of the South Suburban petition filing, Advocate fired three employees from the unit seeking representation.

Pending Labor Practice Charges:

Two Unfair Labor Practice charges are now pending before Region 13 of the National Labor Relations Board, alleging wrongful dismissals and a refusal to honor union victories.

Controversial Legal Objections:

Advocate's attorneys have filed objections using constitutional arguments similar to those used in recent high-profile anti-union disputes by Amazon, SpaceX, and Tesla.

Patrick J. Kelly, President-Business Manager of Local 399, stated, *"Facilities staff are the backbone of these hospitals. Advocate's actions not only ignore two clear votes but also punish workers who want a voice in their workplace—actions that jeopardize both employee rights and patient safety."*

Local 399 calls on Advocate Health to recognize the Good Samaritan and South Suburban workers' choice and reinstate the dismissed employees.

About Local 399

Local 399 represents over 10,000 skilled maintenance employees in the public and private sectors. It is the second largest Stationary Engineers local in North America and has jurisdiction in the state of Illinois and Indiana. Its members are responsible for the maintenance and repair of building operating systems in commercial office buildings, hotels, hospitals, government complexes, industrial facilities, schools, and data centers.



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