

October 20, 2022

Ronald Vale, HHMI Vice President
and Executive Director
19700 Helix Drive
Ashburn, VA 20147

Greetings Mr. Vale:

My name is Joe Cicala. I am an organizer with the International Association of Machinists and Aerospace Workers (IAM). Recently, I was contacted by some of the employees at Janelia Research to discuss their options regarding union representation.

Given your email to Janelia staff on September 9, 2022, this information comes as no surprise. This email, combined with other events and feedback, lead us to believe that you have hired an outside firm to persuade employees from exercising their Constitutional right to form a union and collectively bargain.

Under section 203 of the Labor Management Reporting Disclosure Act (LMRDA), your outside firm was required to file an LM 20 form within 30 days of being hired. My research over the last couple of weeks indicates that no form has been properly filed, indicating your firm is in violation of the LMRDA.

As noted by the Department of Labor, "The Labor-Management Reporting and Disclosure Act (LMRDA) establishes reporting and recordkeeping requirements for employers and labor relations consultants. The transparency created by these requirements is designed to better inform workers in making determinations regarding the exercise of their rights to organize and bargain collectively. For example, with the knowledge that the source of the information received is an anti-union campaign managed by an outsider, workers will be better able to assess the merits of the arguments directed at them and make an informed choice about how to exercise their rights" (<https://www.dol.gov/agencies/olms/compliance-assistance/employer-consultant-reporting>).

Mr. Vale, you claimed you fully respect your employees' right to unionize, then proceeded to supply them with the standard, often incorrect and exaggerated anti-union rhetoric circulated by union-busting firms across the country. You claim these actions are in the spirit of transparency, yet the legal process by which the law ensures transparency is being disregarded and violated by people you've hired.

All the information I supply to any worker I speak to is validated by the law, the IAM Constitution or our organizational bylaws. I respect workers and care too much about my professional integrity to lie to them. Won't you join me by doing the same?

- Admit to your workers that the information in your email came from a firm you hired to persuade them from seeking union representation.
- Require your hired firm to comply with the law and file an LM 20 form.
- Provide your staff a copy of your contract with the outside firm so everyone will know what you're willing to pay to prevent them from having a voice in the workplace and the ability to negotiate their wages, hours, benefits and working conditions.

Janelia staff are intelligent people. Based on my conversations, I can tell they are doing their research. I will continue to be truthful and transparent in my conversations with them; will you?

Thank you,

Joe Cicala
IAM Organizer
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cc: Spruston
Cho
George
Jayaraman
Korff
Lavis
Lippincott-Schwartz
Young
Muroff
Saalfeld