Celebrating the Successful Election for LightHouse United!

Dear LightHouse Team,

I hope this message finds you well. Today, I am writing to share an important update regarding the recent election for unionization at the LightHouse for the Blind and Visually Impaired San Francisco. I’m pleased to inform you that the election results indicate a majority vote in favor of forming a union, and as a result, the LightHouse United will soon be representing our workforce.

While I must honestly express that I believe this may not be the optimal path for our agency, I want to assure you that our leadership, including the board of directors, is committed to working cooperatively throughout the contract negotiation process. We recognize the importance of open dialogue, collaboration, and ensuring that your voices are heard.

Although the outcome of the election may differ from what we expected, I want to emphasize that I understand your desire for something that the LightHouse could not provide at a particular moment in time. I want you to know that you, our incredible employees, are the LightHouse's most valuable asset, and I deeply appreciate the dedication and hard work each one of you brings to our organization.

Moving forward, we will embark on a new chapter together, where we will strive to maintain a culture of respect, support, and collaboration. I'm confident that by working hand in hand, we can navigate the challenges ahead and
continue to make a positive impact on the lives of those we serve.

If you have any questions or concerns, please don't hesitate to reach out to me or our People and Culture department. We are here to support you through this transition and ensure a smooth process.

Thank you once again for your unwavering commitment to the LightHouse for the Blind and Visually Impaired San Francisco. Together, we will forge a brighter future.

Warm regards,

Sharon L. Giovinazzo
CEO
LightHouse for the Blind and Visually Impaired San Francisco