

Rumor of the Day

08-26-20

RUMOR	THE FACTS
<p>If I vote against the union, those who support the union will find out and then the union won't help me if they win the election.</p>	<ul style="list-style-type: none"> ✓ FACT: The election is conducted by secret ballot. ✓ FACT: No one will know how you vote unless you tell them. This includes your co-workers, management, and the union. ✓ FACT: The National Labor Relations Act forbids the union or those speaking on its behalf to restrain or coerce those who do not support the union. ✓ The National Labor Relations Act gives you the right to file an unfair labor practice charge against the union if you feel your rights are violated.

If you believe your rights have been violated, you may contact ELR and/or the National Labor Relations Board.

**NLRB Regional Office – Baltimore
 Bank of America Center, Tower II
 100 S Charles Street, 6th Floor
 Baltimore, MD 21201
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MedStar Health

MedStar Health Truth Pledge.

Deciding whether to vote against or for a union is one of the most important work decisions you may face. The decision you make will impact you, your family and your coworkers. That's why it is important that you know the facts and the truth before you decide how to vote.

Because our ongoing strategies are often complex and you may find them difficult to follow, we believe it is your best choice to vote on the union side.

The Pledge:

1. We respect your rights to decide for yourself whether to support or not support a union.
2. In providing you our NLRB advice and our commitment to integrity, we will communicate openly and honestly, and without coercion, including to the extent other employees. We will share information that you will need to know and you will determine your own course of action.
3. We will always tell you the truth and focus on the facts.
4. We will not initiate against anyone based on their position on union representation or whether you vote for or support union representation in the workplace.
5. We will treat all affairs with dignity and respect regardless of your position or union representation.

Signed: *[Signature]* Date: 11/20/20
 Manager, Human Resources
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