

To: MFLC Counselors

I'm reaching out to you to let you know about a potential union outreach. This may include receiving information from organizers working for a union or from some of your fellow MFLCs who are supporting the union. These materials may vary by location but have the same goal: to get your signature and ultimately your vote.

I'm writing not only to explain the importance of this matter, but to reaffirm that Magellan values the direct working relationship we have with you today. Respectfully, we do not believe a third party is in your best interest, or the service members and their families we serve. And please know that we respect your rights in these matters.

The materials you may see are common when a union is attempting to organize a group of employees. Organizers may tell you that signing these materials has no consequences or is a way to signal that you want more information. But, before you take any action, please read the fine print and ask a lot of questions.

Why does it matter? Because your signature is very valuable to the union.

By signing union materials, you may be giving away your legal right to speak and act on your own behalf about the terms and conditions of your employment. Signing an authorization card or petition gives the union the right to represent what *they* believe are your interests – without checking with you and even if you disagree with the union's position.

No one can force you to take an action that you don't feel is right for you. Read any materials closely, ask questions, seek the guidance of those you trust, and make up your own mind because you have rights in these matters, rights that we deeply respect:

- You have the right to make the decision best for you...and keep your decision private.
- You have the right to take your time and not be rushed or pressured into an action.

Know that signing a union document could have consequences for MFLCs working in your state, because in union campaigns the *minority* can determine the outcome. If only 30% of MFLCs in a location sign cards it can trigger the union election process.

Magellan is committed to providing you with facts about union representation and encourages you to ask lots of questions before you sign any union document so that you are fully aware of the impact it could have for you, your family, and your fellow MFLCs.

Please let us know if you have any questions or would like to discuss further.

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