



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 co-workers. That's why it is important that you Know the Facts and the truth **before** you decide how to vote.

Because union organizing campaigns are often contentious and you may feel like you don't know who to believe (i.e., your leadership team or the union), we are making the following pledge to each of you:

Our Pledge:

1. We respect your right to decide for yourself whether to support or not support a union.
2. In accordance with our SPIRIT values and our commitment to Integrity, we will communicate openly and honestly, and conduct ourselves according to the highest ethical standards. We will share information we think you will want to know, and you are welcome to come to us with questions.
3. We will always tell you the truth and focus on the facts.
4. We will not retaliate against anyone based on their position on union representation or whether you vote for or against union representation in the election.
5. We will treat all officers with dignity and respect regardless of your position on union representation.

Signed Gregory J. Argyros, MD
Gregory J. Argyros, MD, President

Date 7/28/20

Signed _____
Paul Hagens, Vice President, Human Resources

Date 7/28/20

Signed _____
Tracey Hayes, Director, Public Safety

Date 7/28/20

Signed William Pallozzi
William Pallozzi, Vice President and Chief Security Officer

Date 7/28/20