

Your Guide to Mail Voting

Make Your Voice Heard – Return Your Ballot Before September 22

The National Labor Relations Board (NLRB) will conduct a mail-in secret-ballot election.

Ballots Mailed: 9/1/20

Ballots Due: **3 pm on 9/22/20**

Your vote will determine whether you will be represented by, SPFPA, GUSP or **NEITHER** union.

Mail Ballot Process

-**Tuesday, September 1** – A Ballot Packet will be mailed to your address of record. **Look for your ballot packet in your mail.**

-**Tuesday, September 8** - If you have not received your ballot, CALL THE NLRB at (410) 962-2822 to request a replacement Ballot Packet!

-**Tuesday, September 22** - Ballots must be received by the NLRB office before 3pm.

*Please remember postal delays are common due to the pandemic. We **recommend** you put your ballot in the mail by **Tuesday, September 15th** at the latest to make sure your vote counts!*

Confidentiality

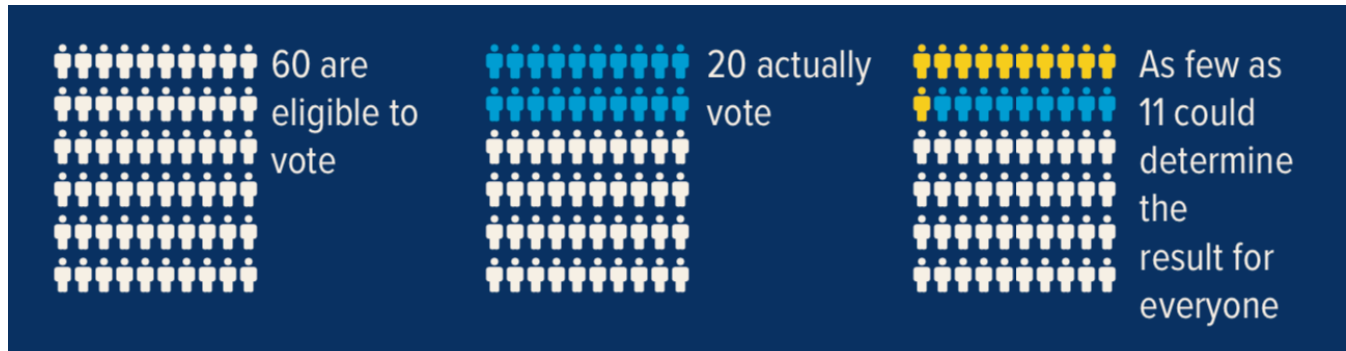
- **The secret-ballot election is private and confidential.**
- **The ballot does not contain names or any identifying information.**
- **No one will know how you vote unless you choose to tell them.**

The Vote Count – Here’s How It Works

If one of the unions wins the election, it will represent all eligible voters – **even those who did not vote or who did not want the union. Once a union is elected, you cannot opt out!**

A majority of those who return their ballot to the NLRB by September 22 will decide the outcome!

You determine your own future by voting – don’t leave it up to someone else – Please Vote!



We do not believe that a union is necessary at MWHC and we prefer to keep the open and direct relationship we have without a union. We enjoy the ability we have presently to work with each and every one of you, one-on-one so to accommodate your individual needs and situations. Let’s continue this direct relationship. We ask you to:

PLEASE VOTE – PLEASE VOTE “NEITHER” UNION!

The Secret Ballot

Your official ballot from the NLRB will say:
 “Do you wish to be represented for purposes of collective bargaining by:

**International Union, Security,
 and Fire Professionals of America
 (SPFPA)**


**Governed United
 Security Professionals
 (GUSP)**

Neither

FORM NLRB-4175
 (5-20)

United States of America
 National Labor Relations Board

**Instructions to Eligible Employees Voting
 By United States Mail**



INSTRUCTIONS

1. MARK YOUR BALLOT IN SECRET BY PLACING AN X IN THE APPROPRIATE BOX. DO NOT SIGN OR WRITE YOUR NAME OR INCLUDE OTHER MARKINGS THAT WOULD REVEAL YOUR IDENTITY.
2. IF YOU SUBMIT A BALLOT WITH MARKINGS INSIDE, OR ANYWHERE AROUND, MORE THAN ONE SQUARE, YOUR BALLOT WILL NOT BE COUNTED. YOU MAY REQUEST A NEW BALLOT BY CALLING THE REGIONAL OFFICE AT THE NUMBER BELOW.
3. IT IS IMPORTANT TO MAINTAIN THE SECRECY OF YOUR BALLOT. DO NOT SHOW YOUR BALLOT TO ANYONE AFTER YOU HAVE MARKED IT.
4. PUT YOUR BALLOT IN THE BLUE ENVELOPE AND SEAL THE ENVELOPE.
5. PUT THE BLUE ENVELOPE CONTAINING THE BALLOT INTO THE YELLOW ADDRESSED RETURN ENVELOPE.
6. SIGN THE BACK OF THE YELLOW RETURN ENVELOPE IN THE SPACE PROVIDED. TO BE COUNTED, THE YELLOW RETURN ENVELOPE MUST BE SIGNED.
7. DO NOT PERMIT ANY PARTY – THE EMPLOYER, THE UNION(S), OR THEIR REPRESENTATIVES, OR AN EMPLOYEE-PETITIONER – TO HANDLE, COLLECT, OR MAIL YOUR BALLOT.
8. MAIL THE BALLOT IMMEDIATELY. NO POSTAGE IS NECESSARY. For further information, call the Regional Office at:
 410-962-2822

TO BE COUNTED, YOUR BALLOT MUST REACH THE REGIONAL OFFICE

BY September 22, 2020

UNITED STATES OF AMERICA
 National Labor Relations Board
 05-RC-263925

OFFICIAL SECRET BALLOT
 For certain employees of
**WASHINGTON HOSPITAL CENTER CORPORATION D/B/A MEDSTAR
 WASHINGTON HOSPITAL CENTER**

Do you wish to be represented for purposes of collective bargaining by
**INTERNATIONAL UNION, SECURITY, POLICE AND FIRE PROFESSIONALS
 OF AMERICA (SPFPA), GOVERNED UNITED SECURITY PROFESSIONALS (GUSP)
 OR NEITHER?**

MARK AN X IN THE SQUARE OF YOUR CHOICE

INTERNATIONAL UNION, SECURITY, POLICE AND FIRE PROFESSIONALS OF AMERICA (SPFPA)	GOVERNED UNITED SECURITY PROFESSIONALS (GUSP)	NEITHER
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

DO NOT SIGN OR WRITE YOUR NAME OR INCLUDE OTHER MARKINGS THAT WOULD REVEAL YOUR IDENTITY. MARK AN "X" IN THE SQUARE OF YOUR CHOICE ONLY. If you make markings inside, or anywhere around, more than one square, you may request a new ballot by referring to the enclosed instructions. If you submit a ballot with markings inside, or anywhere around, more than one square, your ballot will not be counted.

The National Labor Relations Board does not endorse any choice in this election. Any markings that you may see on any sample ballot have not been put there by the National Labor Relations Board.

Mail Ballot Union Election

- Follow all NLRB instructions carefully. If you don't, your vote won't count.
- Do not give your ballot to anyone, including friends, coworkers, family or the union to handle, collect or mail.
- Mail your completed ballot to the NLRB as soon as you can. It must be there by 3pm on September 22 to count! Remember, the mail is running slow. Vote early!!

Don't let others decide your future

PLEASE VOTE – PLEASE VOTE NEITHER!