



# Know the Facts. Answers to Your Questions.

The following questions were submitted via text message or through the **Ask Us** feature on [KnowtheFactsMedStar.net](https://www.knowthefactsmedstar.net).

## 1. Who is sending us texts?

- The text messages are from Public Safety leadership and ELR to ensure that you get the information you need to make an informed choice in the upcoming union representation election.

## 2. Kenyetta Keyes told us that 60% of MWHC employees are represented by a union. If that's true, what is the issue with us getting one?

- While we are committed to working collaboratively with existing unions, we believe that a direct working relationship between associates and their leadership team is the most meaningful and productive way to create a positive and rewarding environment for you and our patients.
- The majority of MWHC associates currently represented by unions didn't even get to vote on whether they want to be in a union because those union elections took place decades ago. Their union contract says that being represented by the union and paying union dues is a condition of employment at MWHC, so they did not have a choice, unlike you.
- We believe we have a responsibility to provide you with factual information so you can make an informed choice about what is right for you and your personal circumstances.



## 3. I have yet to hear anyone say, 'hey guys, there's an issue. You have had a push for the union 4 times in 5 years and two of those pushes were back to back.' If you really want to promote change, actually find out what the problem is.

- While we certainly don't claim to be perfect, and we recognize there is always room for improvement, no department-wide issues have been brought to Tracey's attention or to ELR, despite our open door.
- If individual problems, like attendance, are the issue, this is not something a union has the authority to change. Officers will continue to be held accountable whether represented or not.
- In terms of the Department "finding out what the problem is," the law prohibits the Hospital from "soliciting grievances" (asking what the issues are) during a union campaign and election, or while waiting for an election appeal to be resolved. When the union filed an appeal to last year's election because they didn't like the result, and then immediately filed another petition after the appeal was dismissed, it limited our ability to proactively ask about department-wide concerns or make substantial positive changes since early in 2020. Once the issue of union representation is settled, and legal limitations removed, we are committed to addressing any concerns you may have regardless of the outcome of the election.

