

Rumor of the Day

08-28-20

RUMOR	THE FACTS
<p>Regardless of whether or not one of the unions wins, management will be vindictive because we tried to bring in a union.</p>	<ul style="list-style-type: none"> ✓ FACT: We respect your right to vote for or against either union. This right is protected by law. ✓ FACT: As we guaranteed in writing in our Truth Pledge (below): <ul style="list-style-type: none"> ○ “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.” ○ “We will treat all officers with dignity and respect regardless of your position on union representation.”
<p>Whether or not a union wins the election, we will continue to treat all associates with dignity and respect and embody our SPIRIT values.</p>	



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 <u><i>Gregory J. Agnew</i></u>	Date <u>7/28/20</u>
<small>Gregory J. Agnew, MD, President</small>	
Signed <u><i>Paul Hagani</i></u>	Date <u>7/28/20</u>
<small>Paul Hagani, Vice President, Human Resources</small>	
Signed <u><i>Tacey Hayes</i></u>	Date <u>7/28/20</u>
<small>Tacey Hayes, Director, NALC Safety</small>	
Signed <u><i>William Palazzo</i></u>	Date <u>7/28/20</u>
<small>William Palazzo, Vice President and Chief Security Officer</small>	

MHS-20-008