

# Rumor of the Day

08-27-20



RUMOR	THE FACTS
If we vote in a union, we might not get everything, but at least we'll get something.	<ul style="list-style-type: none"> <li>✓ FACT: In collective bargaining (i.e., contract negotiations) there are <b>no guarantees</b>.</li> <li>✓ FACT: The law states that neither side can make the other agree to their proposals.</li> <li>✓ FACT: There are three possible outcomes of collective bargaining: <ul style="list-style-type: none"> <li>○ You could <b>get less</b> than you have now</li> <li>○ You could get the same as you have now</li> <li>○ You could get more than you have now</li> </ul> </li> <li>✓ FACT: It's possible the union could negotiate increases that don't even cover the amount you have to pay in union dues.</li> </ul>
<p><b>Why risk paying union dues up to <b>\$900/year</b> when there's no guarantee you'll even get enough to cover that cost.</b></p> <p><b>Hospital Center has a proven track record of annual wage increases, market adjustments when necessary, and a comprehensive Total Rewards Program!</b></p> <p><b>You get all of this <b>without paying union dues!</b></b></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 SPHR 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 as much as you need 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: Date: 7/28/20  
Gregory J. Rogers, Vice President

Signed: Date: 7/28/20  
Paul Rogers, Vice President, Human Resources

Signed: Date: 7/28/20  
Terry Hays, Director, Patient Safety

Signed: Date: 7/28/20  
William Palmer, Vice President and Chief Security Officer