

Memorandum

To: All PHCMC RN Caregivers

From: Bernie Klein, MD, Chief Executive

Date: July 31, 2017

We are hearing that some of you are being approached by union members in an effort to organize Holy Cross. At some point during your career you may be approached by a union organizer or asked to sign a union authorization card. Because this is such an important decision for you, your family and Providence Holy Cross, we want to make sure you are empowered with information so that you can make an informed choice.

Our Philosophy

We respect your right to choose whether or not union representation is right for you. At the same time, we believe that the work environment that best serves you, our patients and Providence Holy Cross can best be achieved through a direct relationship and open discussion, rather than through an outside party.

The Process of Organizing

Some of you have expressed that you don't know much about unions – this is another reason we are taking this opportunity to provide education. This is an important issue that could affect you directly if you are ever involved in a union organizing effort or representation election.

Before a union can ask the government to conduct an election, it must demonstrate that caregivers are interested in the union. The union does this by asking caregivers to sign “union authorization cards,” which state caregivers’ desire for the union to be their exclusive representative in matters of pay, benefits and working conditions. This can be done via paper, online or even on iPads. Once the union obtains signatures from at least 30% of caregivers in the targeted group, it can ask the National Labor Relations Board (NLRB) – a federal agency – to conduct an election. In an NLRB election, a simple majority of caregivers who vote determines the outcome.

Authorization Cards

If you are asked to sign a union authorization card, know that it is a legal document, not simply a request for more information about the union. Authorization cards also provide the union your personal information, such as your home address, telephone number and email address. The union may use these to contact you, whether in person, over the phone or via social media.

As always your leadership and HR team is here to help. If you have questions or want more information, we will be happy to help you better understand this topic and how it could impact you.

Please reach out to your manager or Human Resources for questions or for support you may need.

Thank you,

Bernie