

NOTICE

FALSE INFORMATION, THREATS AND HARASSMENT

We have had several reports from employees regarding harassment and false information being communicated by union representatives to employees in-person, by phone, by text, and otherwise, that seem intended to intimidate.

About Harassment: We have a policy that is printed in our handbook that discusses workplace violence and harassment (including by phone.) No matter whether someone is for union representation or against it, we should all be respectful of each other. Harassment at Parkview Community Hospital Medical Center is not something we tolerate.

About False Information Intended to Frighten: A few employees have reported that they were told things that they feel are threatening to them. For example, one employee was told that if she didn't vote YES for union representation, she would have to pay union dues but would not be represented, so she better vote YES in order to be represented. This clearly is false information intended to harass and/or frighten the employee.

It is everyone's right to choose to be represented by a union – OR NOT. This decision should be made freely with valid information and without intimidation. We are committed to providing an environment where employees can learn about union representation free from threats, intimidation or coercion by any party or individual. The organization has a duty to protect the rights of all employees, including those who support union representation and those who do not.

Important Fact: When there is a vote, it will be a secret ballot. No one will know how you voted. So, there is no way anyone could be treated differently based upon how they voted.

