

# Union Outreach and Your Privacy Rights

Unions often try to connect with employees directly in order to influence them, which can result in **unwelcome intrusions** including **text messages, phone calls, personal emails and even unsolicited home visits** from union organizers.

As part of the union election process, Fred Hutch was required by law to share your contact information with UAPD, including your personal cell phone number, home phone number, personal email and your home address. **Fred Hutch would not provide this information to an external party unless required by law to do so.**

You have the right to ask the union to remove you from their contact list and/or explicitly request that they **do not contact you or your family**:

- At home
- By phone and/or text (you can choose to block calls and texts)
- During or outside of work hours

**Due to the outreach model used by unions, it can be difficult to stop unwanted contact. Under the law, Fred Hutch cannot make privacy requests to the union on your behalf, but we can provide you with a message you can use in responding to the UAPD. If the outreach persists, you may contact the NLRB at 1-844-762-NLRB.**

**To: [NAME], Organizer, UAPD**

Hello [NAME],

Please remove my name and contact information from any list you have of Fred Hutch APPs as part of your organizing efforts.

Please don't call, text or email me or my family, don't mail me anything, and don't visit my home or send representatives to speak to me.



**PLEASE VOTE ON JULY 8 OR 9**

Visit [www.GetTheFactsFredHutch.com](http://www.GetTheFactsFredHutch.com) to learn more.