

UAPD and Unionizing: Get the Facts from a Trustworthy Source



During union organizing, the law allows unions to campaign **under different rules** than an employer. Similar to someone campaigning for public office, a union such as **UAPD is allowed to make any promises they wish**, even if there is little chance of the promised outcome and even if the promise is misleading or misstates facts. Employers like Fred Hutch, on the other hand, are **legally barred from making promises or being misleading**. Employers can only state the facts. As you educate yourself in preparation to vote, make sure you separate promises from the facts.

Fred Hutch Can...

- **Share facts** related to unions, union organizing and the collective bargaining process with employees.
- **Share real examples** of how the Union of American Physicians and Dentists (UAPD) has—or has not—represented their members across the country.
- **Share Fred Hutch's preference** on unions, and managers can share their own opinions and experiences.

Fred Hutch cannot and will not make promises to get your vote.

Union of American Physicians and Dentists Can...

- **Make promises that are misleading** or unlikely to occur to get your vote.
- During an election campaign, unions can **promise wage increases, different schedules and better benefits**, but they have no actual power to guarantee what they promise, as those issues are subject to collective bargaining, negotiation and compromise.¹
- **Tell employees they can make more money** if they are represented by the union, even if that is not necessarily true.

Unions are legally allowed to make promises they can't keep.

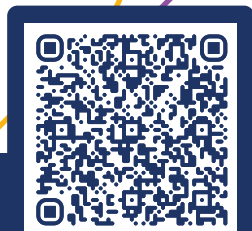
The Bottom Line

UAPD can make promises, but Fred Hutch cannot. If something sounds too good to be true, it probably is, and you have the right to push back against the union and ask them to put their promise in writing.

As you are considering how you will vote, please ask questions—of us and the union.

Fred Hutch is committed to providing employees with truthful information so that you can make an informed decision leading up to the secret-ballot election.

¹ Shirlington Supermarket, Inc., 106 NLRB 666 (1953)



PLEASE VOTE ON JULY 8 OR 9

Visit www.GetTheFactsFredHutch.com to learn more.