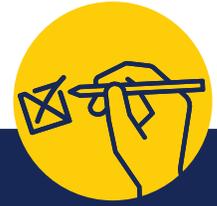




MedStar Health



Your Guide to Mail Voting.

MAKE YOUR VOICE HEARD

Return Your Ballot Before **OCTOBER 18th**

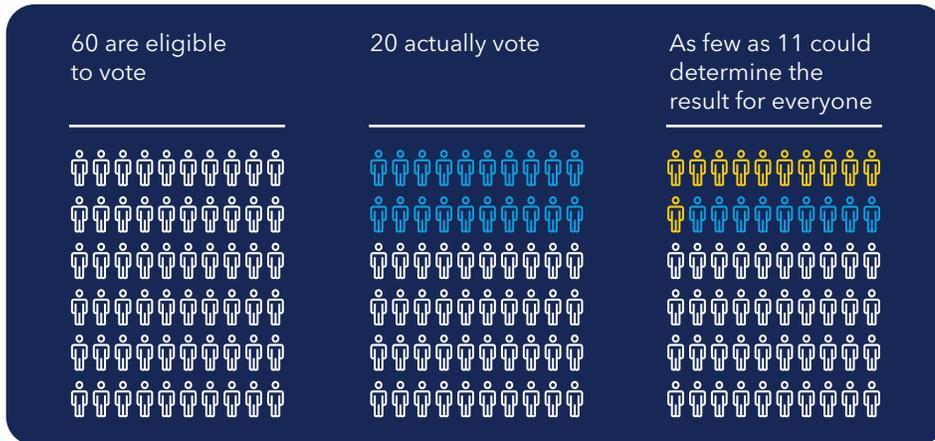
The National Labor Relations Board (NLRB) will conduct a mail-in *secret-ballot election*.

Ballots Mailed: 9/27/21 | **Ballots Due:** 3 pm on 10/18/21

Make sure your vote counts! Mail your ballot early!

The Vote Count – Here’s How It Works

The outcome of the election will be determined by the majority vote of those who return their properly completed ballot to the NLRB by **10/18!**



You determine your own future by voting. Don't leave it up to someone else. Please Vote!

If the union wins the election, it will represent all eligible voters – even those who did not vote or who did not want the union. Once a union is elected, you cannot opt out of representation!

Our Position: We do not believe that a union is in your best interest and prefer to keep the open and direct relationship we currently have with you, without a union. We enjoy the ability to work with each and every one of you, one-on-one to accommodate your individual needs and situations rather than be held to the terms of a restrictive union contract. Let's keep the flexibility we currently enjoy!

PLEASE VOTE - PLEASE VOTE "NO" UNION!

IMPORTANT DATES



SEPTEMBER 27

A Ballot Packet will be mailed to your address of record. **Look for your ballot packet in your mail.**

OCTOBER 4

If you have not received your ballot, CALL THE NLRB at (410) 962-2822 to request a replacement Ballot Packet.

OCTOBER 18

Ballots must be received by the NLRB office before 3 pm.

We **recommend** you put your ballot in the mail **no later than October 5th** to make sure your vote counts!

Confidentiality

- **The secret-ballot election is private and confidential.**
- **The ballot does not contain names or any identifying information.**
- **No one will know how you vote unless you choose to tell them.**

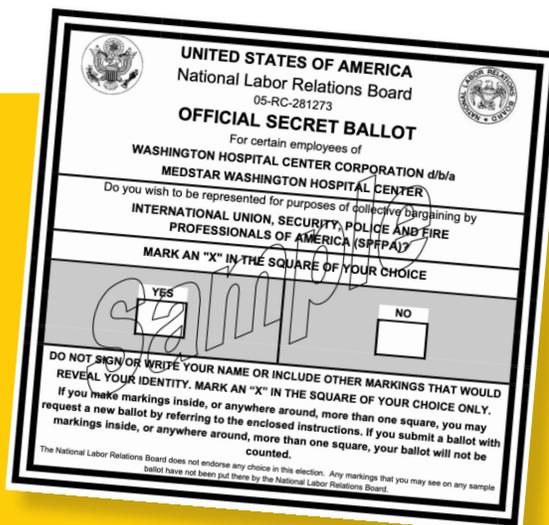


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The Secret Ballot

Your official ballot from the NLRB will say:
"Do you wish to be represented for purposes of collective bargaining by: International Union, Security, and Fire Professionals of America (SPFPA) "

You will then select either "Yes" or "No"
Remember: "NO" means NO UNION!



Mail Ballot Voting Instructions

The NLRB will mail ballots to the homes of eligible voters on **SEPTEMBER 27**.
The ballots must be completed and returned to the NLRB by **OCTOBER 18**.

Important: Maintain the integrity and secrecy of your vote by not letting anyone complete, handle, collect or mail your ballot. This includes your co-workers, your supervisors, and union representatives.

1. Mark your ballot in secret by placing an X in the appropriate box. Do not sign or write your name or include other markings on the ballot.
2. Put your ballot in the blue envelope and seal the envelope.
 - **If you submit a ballot with markings inside, or anywhere around more than one square, your ballot may not be counted.** If you make a mistake you may request a new ballot by calling the regional office at the number on this guide
3. Put the blue envelope containing the ballot into the yellow return envelope.

4. Sign the back of the yellow return envelope in the space provided. **To be counted, the yellow return envelope must have a legible signature to help with verification.** This ensures that no one can vote on your behalf. The NLRB will match your signature on the outside of the envelope to the eligible voter list.
5. Your unsigned ballot will be removed from the envelope by an NLRB agent and co-mingled with all of the other votes. This is important to maintain the secrecy of each person's vote.

Make sure your vote counts!
Complete and mail your ballot early so it will be counted on October 18.



Important Reminders

- Follow all NLRB instructions carefully to make sure your vote counts.
- Complete the integrity and secrecy of your vote by completing and mailing the ballot yourself.
- Mail your completed ballot to the NLRB as soon as you can. It must be there by October 18th to count! Vote early!!

Don't let others decide your future!

PLEASE VOTE - PLEASE VOTE "NO" UNION!