

Be Aware of Union Misinformation

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Union supporters and organizers might share rumors and incorrect information when they are trying to get you to sign a union authorization card (electronic or paper) or a petition. Be sure you have all the facts before you sign anything.

We are committed to making sure you have the accurate information so you can make an informed decision about joining, or not joining, a union.

The Union Says: Union supporters and representatives say they have enough signatures from Penn Medicine at Home (PMAH) employees to file a petition for a union election, so it's no big deal for us to sign since the election is going to happen anyway.

The Facts: This is a typical union tactic to get more people to sign union authorization cards, online forms, and petitions. Unions typically like to tell people that "everyone is supporting the union, so they might as well sign." Remember, your signature is valuable, and you should never sign anything without getting all the facts. There are no rules about how union supporters use your signature, and you could be giving them a blank check to misrepresent your wishes.



The Union Says: Handouts and information shared by your managers are just "propaganda" that you can't trust.

The Facts: This is a big misconception promoted by the union and their supporters. All employees should ask questions of all sides to ensure they have accurate information. Under the National Labor Relations Act (NLRA), the law holds employers to a higher standard than union organizers during a union campaign.¹ PMAH is **legally** required to stick to the facts, and can't make promises to employees, can't make misleading statements, and can't threaten negative outcomes if the union gets in. NLRB case law has repeatedly held that unions are the ones who are allowed to make misleading claims and make promises that they know they can't deliver on. We are committed to communicating honestly and openly, and hope employees will ask questions if they don't understand something, or it seems like they're getting different stories.



The Union Says: The union will create staffing ratios and make PMAH abide by pre-determined staffing ratios.

The Facts: Unions make lots of promises but can't offer any guarantees. It's important to remember that if a union is elected, it can only guarantee that it will ask for what the union wants in contract negotiations. The process of negotiating a contract is a back-and-forth, give-and-take in which the outcome is uncertain. With regard to staffing, PMAH does not have staffing ratios for at-home clinicians because the ratio is always 1 to 1 in the home. Patient load is something that we are always monitoring. PMAH is committed to ensuring that our clinicians have what they need and are not over-burdened by the schedule.



For more information, visit [KnowTheFactsPMAH.org](https://www.knowthefactsPMAH.org)



¹National Labor Relations Act. Act; 29 U.S.C. §§ 151-169. <https://www.nlr.gov/guidance/key-reference-materials/national-labor-relations-act>