



KNOW THE FACTS

What can a union say?

The law says union organizers can say whatever they want to convince you to vote for the union in an election—it doesn't have to be true!

They can make promises even though they don't have the ability to deliver on them.

They can make misleading statements hoping to get you to mistrust your managers and St. Luke's.

What can St. Luke's say?

The law says employers are held to a higher standard and must be truthful with employees.

In our Truth Pledge, we committed to communicating openly and honestly, and to conducting ourselves according to the highest ethical standards.

We will always tell you the truth!









“Unions can issue **misleading campaign propaganda** because the NLRB does not think employees are 'naïve' enough to believe all that they are told in the course of a union election campaigns.”

Shopping Kart Food Market, Inc., 228 NLRB 1311 (1977)

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Working Together, We Achieved....

...at St. Luke's Health System*

-  Zero layoffs during the pandemic
-  Provided three pay increases over the past 12 months
-  Created COVID-19 relief fund to support team members
-  Launched the Safety Together initiative
-  Added additional clinical support staffing resources to support acute care
-  Implemented a one-time PTO sell back option
-  Boosted supply chain efforts to ensure our staff always have the equipment they need
-  Excellent collaboration and teamwork between the Treasure Valley hospitals during the pandemic

**Together, We Can
Achieve Even More**

...at St. Luke's Boise Medical Center*

-  In the final stages of receiving official designation as a Pediatric Trauma Center
-  Dramatic improvements in care experience scores for the Emergency Department
-  Significant improvement in Culture of Safety scores in the Pediatrics Departments
-  New St. Luke's Catalyst Journey leadership development program introduced and first of several cohorts completed with great response and excitement



For more information visit
stlukesknowthefacts.org



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*The specified items are only a limited list.