

# 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)*

*This message has been approved for distribution by St. Luke's executive leadership in accordance with Solicitation and Distribution Policy LD048.*







# 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 Nampa Medical Center\*

-  Team members from multiple non-clinical departments assisted the ICU and Tele during the first COVID-19 surge with non-clinical support, freeing up RNs to care for patients
-  Team members from Surgical Services helped other team members comply with changing PPE guidelines
-  Redeployed surgical staff to support other hospital departments during COVID surges ensuring continued employment during surgical pauses
-  Cross trained tier staff to areas of need to support during the surges creating new models of teamwork and support throughout the site and system
-  Regeneration and relaxation rooms were created
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[stlukesknowthefacts.org](https://stlukesknowthefacts.org)



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\*The specified items are only a limited list.