

Keeping You Informed

TEAM MEMBER RIGHTS

What it Means

- ▶ Team members have a protected right under the National Labor Relations Act (NLRA) to support or not support unionization, which includes the right to distribute literature for or against union representation in the appropriate places during appropriate times.
- ▶ As a reminder, Corewell Health printers, copiers, and the tube system cannot be used for the production and distribution of union literature.
- ▶ We also would prefer team members to engage with each other in a kind and respectful way, comply with the law, adhere to the Corewell Health policy against harassment, and follow the Corewell Health policy on non-solicitation and non-distribution.
- ▶ We encourage team members to seek information about unions, ask questions, and discuss this important decision with other team members and your leaders.
- ▶ We ask for your cooperation in ensuring these activities take place during non-working hours and in designated non-work areas.
- ▶ Your understanding and adherence to these guidelines contribute to a workplace that balances individual expression with the collective goal of a thriving and collaborative work environment.

Summary of Non-Solicitation and Non-Distribution Policy Rules

Location/Times	Team Members	Non-Team Members
Working time	Prohibited	Prohibited
Patient care areas	Prohibited	Prohibited
Work Areas - that are not patient care areas, such as nurse stations, as long as no patients or visitors in the area	Distribution Prohibited¹ Solicitation Permitted (non-working time)	Prohibited
Non-work areas – breakrooms, locker rooms, lounges, etc.	Permitted on non-working time	Prohibited
Public areas – cafeterias, lobbies, etc.	Permitted (non-working time)	Prohibited
Outdoor areas on campus – entrances, roads, sidewalks, parking lots, etc.	Permitted (non-working time)	Prohibited
Public sidewalks/parking lot and grounds	Permitted (non-working time)	Permitted

¹ No distribution of union literature. Discussion of union permitted as long as no patients or visitors in the area

The Truth About Teamsters

Visit **The Well** intranet site for additional information

<http://bit.ly/TruthAboutTeamsters>

