What the Unions Can Say vs. What Endeavor Health Can Say

The Teamsters, NNU, and Endeavor Health have been sharing a lot of information with you, and you may be wondering who you should trust? When it comes to union elections, Endeavor Health and the unions are legally bound by different rules on what we're allowed to say to our team members.

THE FACTS

Unions are legally allowed to promise anything to influence votes, even if it's not true.

When it comes to union campaigns, companies and unions play by different sets of rules.

Unions are allowed to promise everything from wage increases, better benefits, greater scheduling flexibility, and more—**even if they aren't certain they can achieve those promises in collective bargaining**.

Endeavor Health will *not*—and is legally barred from—making promises to win your vote. We are only allowed to share:

- **Facts** about unions, union organizing, and the collective bargaining process
- The **hospital's perspective** on union representation
- Leaders' **opinions & experiences** with unions
- **Real examples** of how Teamsters and NNU have—or have NOT—represented members

Unions can make campaign promises. Endeavor Health cannot.

Endeavor Health

NO UNIONS = VOTE NEITHER!

Learn more at ***EndeavorUnionFacts.com***