

## Do you know your rights if the union contacts you at home?

We're hearing reports that the union is texting and calling associates on their mobile phones at some Centura ministries and has approached associates at other local hospitals in the parking lots and areas near the hospital.

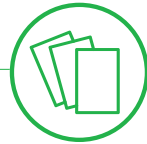
**These are organizing tactics straight from National Nurses United's (NNU) playbook:**



**Text messages**



**Automated, unsolicited calls and voicemails**



**Flyers**



**Letters sent to associates**



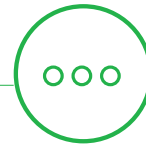
**Facebook and Twitter ads**



**Union meetings**



**Waiting in parking lots**



**And other similar tactics**

## 4 Things to Remember About Union Organizing:

**1**

Penrose-St. Francis Health Services (PSF) did not give any personal contact information to the union. Ask the union where they got your home address and phone number.

**2**

Unions have the legal right to make campaign promises they can't keep, but you have the legal right to say "no" to union organizers.

**3**

You can get your questions answered without signing anything.

**4**

If you feel harassed or threatened by the union when outside of work, you can contact the National Labor Relations Board (NLRB) or the local authorities.

To get more information, visit **PSFfacts.com** or scan the QR code

