



# SEIU-UHW Admits Its Threats Against SFMC Workers are Illegal

NUHW Supporters Win Unfair Labor Practice Charge,  
SEIU-UHW Signs Settlement

Form NLRB-4751  
(1-02)

 **NOTICE TO EMPLOYEES AND MEMBERS** 

POSTED PURSUANT TO A SETTLEMENT AGREEMENT  
APPROVED BY A REGIONAL DIRECTOR OF THE  
NATIONAL LABOR RELATIONS BOARD  
AN AGENCY OF THE UNITED STATES GOVERNMENT

FEDERAL LAW GIVES YOU THE RIGHT TO:

- Form, join, or assist a union
- Choose representatives to bargain with us on your behalf
- Act together with other employees for your benefit and protection
- Choose not to engage in any of these protected activities

WE WILL NOT threaten employees that we will have St. Francis Medical Center discipline or terminate them because they engage(d) in activities in support of the National Union of Healthcare Workers or any other labor organization.

WE WILL NOT in any like or related manner restrain or coerce you in the exercise of the rights guaranteed you by Section 7 of the Act.

SERVICE EMPLOYEES INTERNATIONAL UNION,  
UNITED HEALTHCARE WORKERS WEST  
(Union)

Date: \_\_\_\_\_ By: \_\_\_\_\_ (Representative) (Title)

Si quiere, puede hablar con un agente de la Junta Nacional de Relaciones del Trabajo en confianza. (A Board agent who speaks Spanish can be made available to speak with you in confidence.) La pagina electrónica de red de la Junta Nacional de Relaciones del Trabajo también tiene información en español: www.nlr.gov (Information in Spanish is also available on the Board's website: www.nlr.gov)

## What does this settlement mean?

SEIU-UHW cannot interfere with our rights to organize with NUHW. In settling this charge, SEIU-UHW admitted:

- It has threatened to use the boss to retaliate against its own members
- Those threats are illegal
- SEIU-UHW “will not threaten employees that we will have St. Francis Medical Center terminate them because they engage(d) in activities in support of the National Union of Healthcare Workers or any other labor organization.”

Any violation of these rights is an Unfair Labor Practice (ULP). If an SEIU-UHW staff member or supporter violates this law record the event and contact your NUHW Organizing Committee Member and/or NUHW organizer.



**“We don’t want to be part of a union that would threaten to use management to keep us from disagreeing with them.** What would happen if we disagreed about a dues increase or another sellout contract, would SEIU-UHW threaten to get us fired?”

Now **the federal government has made it clear that SEIU-UHW’s scare tactics are illegal** and we have the right to organize with NUHW. It’s time to leave SEIU-UHW and their threats behind.”

**Maria Henriquez, SFMC, EVS**