

You Have Rights

MedStar Montgomery Medical Center respects our associates' right to make free and informed decisions. Further, we support our associates' legal right to choose for themselves whether or not to unionize.

- The right to refrain from any union activity.
- The right to engage in union activity and support the union.
- The right to campaign against the union.

We are aware that union organizers can be extremely persistent. We support Federal law that provides our associates with the following rights:

- **YOU** have the right to sign or not sign a union card, petition or online form.
- **YOU** have the right not to be bothered by union supporters while you are working or in patient care areas.
- **YOU** have the right to talk or not talk to a union representative if you are contacted at home.
- **YOU** have the right to tell union organizers you are not interested.
- **YOU** have the right to say "No."

Our mission to provide extraordinary patient care is best accomplished when our associates' voices are heard, when we work directly with one another, and when associates speak for themselves and our patients without intervention from outside organizations.

At MedStar, we care about our nurses. That's why we want you to have the facts. Visit mmmcnursesfacts.net for FAQs, updates, and an anonymous feedback form.

It's how we treat people.