

Every Employee Has the Right to Campaign For or Against Unionization

You Can:

Solicit other employees “for” or “against” union representation, as long as you are not on work time or in immediate patient care areas; and **distribute information “for or “against”** union representation as long as you are not on work time and not in work areas or immediate patient care areas.

(Refer to the Solicitation and Distribution Policy.)

	Solicitation	Canvassing/ Leafleting
Employees at work and ON work time	Immediate patient care areas	No
	Non-work areas (break room, parking areas, cafeteria.)	No
	Public property	No
Employees at work but not on work time. This includes rest and meal breaks as well as before or after shifts. This also includes off-duty employees (i.e. employees who are on Highland Hospital property who are not scheduled to work on the day in question).	Immediate patient care areas	No
	Non-work areas (break room, parking area, cafeteria.)	Yes
	Public property	Yes

If you would like more information, please contact your leader, Human Resources or any member of leadership.