



United States of America
National Labor Relations Board
NOTICE OF ELECTION



PURPOSE OF ELECTION: This election is to determine the representative, if any, desired by the eligible employees for purposes of collective bargaining with their employer. (See VOTING UNIT in this Notice of Election for description of eligible employees.) A majority of the valid ballots cast will determine the results of the election. Only one valid representation election may be held in a 12-month period.

SECRET BALLOT: The election will be by secret ballot carried out through the U.S. mail under the supervision of the Regional Director of the National Labor Relations Board (NLRB). A sample of the official ballot is shown on the next page of this Notice. Voters will be allowed to vote without interference, restraint, or coercion. Employees eligible to vote will receive in the mail *Instructions to Employees Voting by United States Mail*, a ballot, a blue envelope, and a yellow self-addressed envelope needing no postage.

ELIGIBILITY RULES: Employees eligible to vote are those described under the VOTING UNIT on the next page and include employees who did not work during the designated payroll period because they were ill or on vacation or temporarily laid off. Employees who have quit or been discharged for cause since the designated payroll period and who have not been rehired or reinstated prior to the date of this election are not eligible to vote.

CHALLENGE OF VOTERS: An agent of the Board or an authorized observer may question the eligibility of a voter. Such challenge must be made at the time the ballots are counted.

AUTHORIZED OBSERVERS: Each party may designate an equal number of observers, this number to be determined by the NLRB. These observers (a) act as checkers at the counting of ballots; (b) assist in identifying voters; (c) challenge voters and ballots; and (d) otherwise assist the NLRB.

METHOD AND DATE OF ELECTION

The election will be conducted by United States mail. The mail ballots will be mailed to employees employed in the appropriate collective-bargaining unit. At 4:30 p.m. on Wednesday, December 2, 2020, ballots will be mailed to voters from the National Labor Relations Board, Subregion 36, Green-Wyatt Federal Building, 1220 SW 3rd Avenue, Suite 605, Portland, OR 97204. Voters must sign the outside of the envelope in which the ballot is returned. Any ballot received in an envelope that is not signed will be automatically void.

Those employees who believe that they are eligible to vote and did not receive a ballot in the mail by Wednesday, December 16, 2020, should communicate immediately with the National Labor Relations Board by either calling the Subregion 36 office at (503)326-3085 or our national toll-free line at 1-844-762-NLRB (1-844-762-6572).

In order to be valid and counted, the returned ballots must be received in the Subregion 36 office by 4:30 p.m. on Tuesday, January 5, 2021. No ballots will be counted that are received after the due date. All ballots will be commingled and counted by a designated Board Agent of the National Labor Relations Board on Thursday, January 7, 2021 at 2:00 p.m. with participants being present via electronic means.



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VOTING UNITS

VOTING GROUP – UNIT A (PROFESSIONAL UNIT):

All full-time, regular part-time and per diem professional employees in the following classifications employed by the Employer at its Tuality Hospital located at 335 NE 8th Avenue, Hillsboro, Oregon and Tuality 7th Avenue Medical Plaza located at 333 SE 7th Avenue, Hillsboro, Oregon: Night Pharmacist, Infusion Oncology Pharmacist, Pharmacy Resident, Physical Therapist, Behavioral Health Consultant, Pharmacist, Pharmacist Intern, Medical Social Worker, Occupational Therapist – Rehab, Speech Pathologist, and Dietitian who were employed during the payroll period ending November 7, 2020; excluding all other employees, non-professional employees, technical employees, skilled maintenance employees, service employees, office clerical employees, Registered Nurses, physicians, chaplains, employees at all other locations, managers, and guards and supervisors as defined by the Act.

VOTING GROUP – UNIT B (NON-PROFESSIONAL UNIT):

All full-time, regular part-time, and per diem non-professional employees, skilled maintenance employees, technical employees, and service employees employed by the Employer at its Tuality Hospital located at 335 NE 8th Avenue, Hillsboro, Oregon and Tuality 7th Avenue Medical Plaza located at 333 SE 7th Avenue, Hillsboro, Oregon who were employed during the payroll period ending November 7, 2020; excluding all other employees, professional employees, office clerical employees, physicians, Registered Nurses, chaplains, employees at all other locations, managers, and guards and supervisors as defined in the Act.

If a majority of the professional employees voting in Unit A vote “Yes” to the first question, indicating their desire to be included in a unit with non-professional employees, they will be so included, and their votes on the second question will be counted together with the votes of the non-professional employees in Unit B to decide the question concerning representation for the overall unit consisting of the employees in Units A and B. If on the other hand, a majority of the professional employees voting in Unit A do not vote “Yes” to the first question, their ballots will be counted separately to decide the question concerning representation in a separate Unit A.

Also eligible to vote are all per diem employees in the unit who have worked an average of four (4) hours or more per week during the 13 weeks immediately preceding the eligibility date for the election.



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BALLOT FOR VOTING GROUP - UNIT A (PROFESSIONAL UNIT)



UNITED STATES OF AMERICA
ESTADOS UNIDOS DE AMERICA
National Labor Relations Board
Junta Nacional De Relaciones Del Trabajo
19-RM-268311



**OFFICIAL SECRET BALLOT
PAPELETA SECRETA OFICIAL**

For certain employees of
Para Ciertos Empleados de
TUALITY HEALTHCARE

Do you wish to be included with non-professional employees in a unit for the purposes of collective bargaining?
¿Desea ser incluido con los empleados no profesionales en una unidad de a los efectos de la negociación colectiva?

**MARK AN "X" IN THE SQUARE OF YOUR CHOICE
MARQUE CON UNA "X" DENTRO DEL CUADRO DE SU SELECCIÓN**

YES
SI

NO
NO

Do you wish to be represented for purposes of collective bargaining by
¿Desea usted estar representado para los fines de negociar colectivamente por
OREGON AFSCME COUNCIL 75?

**MARK AN "X" IN THE SQUARE OF YOUR CHOICE
MARQUE CON UNA "X" DENTRO DEL CUADRO DE SU SELECCIÓN**

YES
SI

NO
NO

DO NOT SIGN OR WRITE YOUR NAME OR INCLUDE OTHER MARKINGS THAT WOULD REVEAL YOUR IDENTITY. MARK AN "X" IN THE SQUARE OF YOUR CHOICE ONLY. If you make markings inside, or anywhere around, more than one square, you may request a new ballot by referring to the enclosed instructions. If you submit a ballot with markings inside, or anywhere around, more than one square, your ballot will not be counted.

NO FIRME O ESCRIBA SU NOMBRE O INCLUYA OTRAS MARCAS QUE REVELARÍAN SU IDENTIDAD. MARQUE UNA "X" EN EL CUADRADO DE SU ELECCIÓN SOLAMENTE. Si hace marcas dentro, o en cualquier lugar alrededor, en más de un cuadrado, puede solicitar una nueva papeleta consultando las instrucciones adjuntas. Si envía una papeleta con marcas en el interior, o en cualquier lugar alrededor, en más de un cuadrado, su papeleta no será contada.

The National Labor Relations Board does not endorse any choice in this election. Any markings that you may see on any sample ballot have not been put there by the National Labor Relations Board.

La Junta Nacional de Relaciones del Trabajo no respalda a ninguna de las opciones en esta elección. Cualquier marca que se pueda ver en cualquier muestra de la papeleta no fue hecha por la Junta Nacional de Relaciones del Trabajo.



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BALLOT FOR VOTING GROUP - UNIT B (NON-PROFESSIONAL UNIT)



**UNITED STATES OF AMERICA
ESTADOS UNIDOS DE AMERICA**
National Labor Relations Board
Junta Nacional De Relaciones Del Trabajo



19-RM-268311

**OFFICIAL SECRET BALLOT
PAPELETA SECRETA OFICIAL**

For certain employees of
Para Ciertos Empleados de
TUALITY HEALTHCARE

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¿Desea usted estar representado para los fines de negociar colectivamente por

OREGON AFSCME COUNCIL 75?

**MARK AN "X" IN THE SQUARE OF YOUR CHOICE
MARQUE CON UNA "X" DENTRO DEL CUADRO DE SU SELECCIÓN**

YES
SI

NO
NO

SAMPLE

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RIGHTS OF EMPLOYEES - FEDERAL LAW GIVES YOU THE RIGHT TO:

- Form, join, or assist a union
- Choose representatives to bargain with your employer on your behalf
- Act together with other employees for your benefit and protection
- Choose not to engage in any of these protected activities
- In a State where such agreements are permitted, the Union and Employer may enter into a lawful union-security agreement requiring employees to pay periodic dues and initiation fees. Nonmembers who inform the Union that they object to the use of their payments for nonrepresentational purposes may be required to pay only their share of the Union's costs of representational activities (such as collective bargaining, contract administration, and grievance adjustment).

It is the responsibility of the National Labor Relations Board to protect employees in the exercise of these rights.

The Board wants all eligible voters to be fully informed about their rights under Federal law and wants both Employers and Unions to know what is expected of them when it holds an election.

If agents of either Unions or Employers interfere with your right to a free, fair, and honest election the election can be set aside by the Board. When appropriate, the Board provides other remedies, such as reinstatement for employees fired for exercising their rights, including backpay from the party responsible for their discharge.

The following are examples of conduct that interfere with the rights of employees and may result in setting aside of the election:

- Threatening loss of jobs or benefits by an Employer or a Union
- Promising or granting promotions, pay raises, or other benefits, to influence an employee's vote by a party capable of carrying out such promises
- An Employer firing employees to discourage or encourage union activity or a Union causing them to be fired to encourage union activity
- Making campaign speeches to assembled groups of employees on company time where attendance is mandatory, within the 24-hour period before the mail ballots are dispatched
- Incitement by either an Employer or a Union of racial or religious prejudice by inflammatory appeals
- Threatening physical force or violence to employees by a Union or an Employer to influence their votes

The National Labor Relations Board protects your right to a free choice.

Improper conduct will not be permitted. All parties are expected to cooperate fully with this Agency in maintaining basic principles of a fair election as required by law.

Anyone with a question about the election may contact the NLRB Office at (503)326-3085 or visit the NLRB website www.nlr.gov for assistance.