



We Stand United Against the Freedom Foundation and the Anti-Union Billionaire Bullies Who Bankroll It

Their Agenda: Weaken Our Union and Destroy the Labor Movement. We Won't Let Them!



Many of us, including our coworkers across UW Medicine, have received emails, letters or postcards from the Freedom Foundation containing misinformation about the values of our union and urging us to "Opt Out" of union dues. But we won't be fooled by their fishy attempts to weaken us. We know that this organization is an extremist political project funded by elite ultra wealthy billionaires who view the power we as workers gain through our union as a threat to their profits.

Who is behind the Freedom Foundation?

The Freedom Foundation is in the pocket of corporate billionaires like Charles Koch, Lynde and Harry Bradley, and many more like them. The Foundation's goal is to boost corporate interests by driving down our wages and taking down our benefits and retirement that we have always come together to maintain and improve.

The Freedom Foundation is using a common strategy that the wealthy elite use to weaken worker power: divide and conquer and pointing the finger at different groups of us to blame for the challenges we face. We know that we all want the same things, a good job that we are proud of and helps us take care of our families. If healthcare workers stop paying our union dues, we will be less powerful at the bargaining table to win what we need – that's what these billionaires want!

Because we have a union, we can count on protections in our workplaces that we wouldn't have otherwise. Let's stand strong to protect ourselves, our families, and our communities from this blatant display of corporate greed and support each other to win a great contract for Valley.

What we win by standing together in our union

What we win through the Freedom Foundation if we drop our union dues

- ✓ The strength and collective power of 33,000 healthcare workers united in SEIU Healthcare 1199NW
- ✓ The right to bargain our collective bargaining agreements and have a seat at the table where decisions are made
- ✓ Regular increases to our wage steps in addition to cost-of-living raises every year – often multiple times per year
- ✓ Work-life balance and protections against mandatory overtime
- ✓ Participation in staffing committees and a say in staffing decisions
- ✓ Funding for continuing education and training to advance our careers
- ✓ The power to advance pro-worker legislation through our Healthcare Leadership Fund
- ✓ And so much more!

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What you can do to stop the attacks:



It is not appropriate that our work email accounts accept emails from an outside special interest organization. For those of us who are public-sector employees, such emails represent state resources used for political purposes. If you receive an email from the Freedom Foundation, sometimes under the guise of “opt out today,” take the following steps:

- 1 Copy/save that email to your desktop.
- 2 Send the email as an attachment to your employer’s Labor Relations department and IT and ask that all emails from that sender be blocked across the system.
- 3 Notify your union organizer.

Remember!

The Freedom Foundation is a pro-corporation, anti-worker organization that is not looking out for us. We’re not “Opting Out” of living wages, good benefits, and retirement security. The only thing we’re “Opting Out” of is unwanted emails and letters from the Freedom Foundation.

We're union strong!



On our first day of bargaining, we met with Valley management’s team and shared our vision for a better VMC. Our priorities: making sure we have wages that lead the market in King County; benefits like sick leave, vacation, retirement and medical that we can count on; safe staffing for patient care; equity and inclusion; and a strong union voice for changes that impact all of us.

Everyone on the bargaining team is committed to the work ahead to stand together for quality patient care and secure the contract we deserve. We are back to the bargaining table on April 24 to bring proposals that we are ready to fight for!



“All of us want to win a good contract and it will take everyone being united behind the bargaining team in order to win. All of us need to maintain our union membership right now to show Valley how strong we are.” **–Mandy Becker, RN, 5S Gen Surg**



“We are stronger together with our unity in our union. When we sign our membership card we are sending management a message that we are united and strong to achieve our goals together as a union.” **–Abdullahi Jibril, PCA, Nursing Float Pool**



“Being a member of the union is important to show management we are united and strong. When we stand together, we can win the wages we need.” **–Jake McMurray, IR**