

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 have received emails, letters and 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 right-wing 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 wages and taking down our benefits and retirement.

The Freedom Foundation is using a common strategy that the wealthy use to weaken worker power: divide and conquer. If healthcare workers stop paying our union dues, we will be less powerful at the bargaining table – that's what these billionaires want! Because we have our 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.

What we win by standing together in our union

- ✓ 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
- ✓ Wage increases on our anniversary 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!

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

crickets

What you can do to stop the attacks:

It is not appropriate that our UW email accounts accept emails from an outside special interest organization. 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 security@uw.edu and the Labor Relation department (laborrel@uw.edu) and ask that all emails from that sender be blocked across the system.



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!



"The Freedom foundation is paid for by libertarian billionaires and exists for the express and sole purpose of destroying the union movement. Their misleading emails are encouraging us to "opt out" of paying our fair share. This serves their purpose by limiting our union's resources and sowing division in our workplaces. Union dues are like potluck dishes. Will there still be a potluck if a few freeloaders keep coming back for food without contributing a dish? Yes.

What about if the few become the many? No. We need to stick together and support one another if we are to continue to receive competitive raises, improve staffing, and protect the quality of patient care. Please, friends, don't succumb to misleading rhetoric from folks who want to take away our power and voice in the workplace. Don't 'opt-out' of a bright future for US healthcare. Don't abandon your co-workers. Don't be a deadbeat freeloader."

Joe Hufford, RN, Downtown Programs



"Being a union member is crucial to protect our voice and build our strength. Membership and participating in union activities matters! Our Unity has led to historic wins. These would not be possible without us standing in solidarity while advocating for our patients. We must continue building our strength and protecting our voice. That's the union difference! Opt Out Today and the Freedom Foundation want our work to be cheap, for us to not have retirements, and for good healthcare to only be available to the wealthy few. Don't let them fool you."

Melanie Arciaga, RN, 5EH



"Let's stay focused on unity and strength within our SEIU Healthcare 1199NW union and HMC Administration. Our relationships matter, and opting out isn't the answer. There will always be dream stealers and despite loud voices in emails, our foundation is strong. Reach out to your organizer, let's address concerns together. #SEIU1199Strong #HMCSTRONG"

Lori Davis, RN, 2EH