



NOTICE TO EMPLOYEES

**POSTED PURSUANT TO A SETTLEMENT AGREEMENT
APPROVED BY A REGIONAL DIRECTOR OF THE
NATIONAL LABOR RELATIONS BOARD
AN AGENCY OF THE UNITED STATES GOVERNMENT**

THE NATIONAL LABOR RELATIONS ACT GIVES YOU THE RIGHT TO:

- Form, join, or assist a union;
- Choose a representative to bargain with us on your behalf;
- Act together with other employees for your benefit and protection;
- Choose not to engage in any of these protected activities.

WE WILL NOT interfere with, restrain, or coerce you in the exercise of the above rights.

WE WILL NOT remove, or attempt to remove, union stickers you are wearing.

WE WILL NOT disparately enforce our Solicitation and Distribution policy by asking you to remove union stickers from your badge in patient care areas while allowing you to wear other non-related stickers on your badge.

WE WILL NOT enforce our Solicitation and Distribution policy to prohibit you from distributing Union stickers on hospital premises in non-patient care areas during your non-work time.

WE WILL NOT in any like or related manner interfere with your rights under Section 7 of the Act.

Virginia Mason Medical Center

(Employer)

Dated: 5/11/2025

By: Larin Edenbrohm HR Manager
(Representative) (Title)

Case 19-CA-346995

The National Labor Relations Board is an independent Federal agency created in 1935 to enforce the National Labor Relations Act. It conducts secret-ballot elections to determine whether employees want union representation, and it investigates and remedies unfair labor practices by employers and unions. To find out more about your rights under the Act and how to file a charge or election petition, you may speak confidentially to any agent with the Board's Regional Office set forth below. You may also obtain information from the Board's website www.nlr.gov and the toll-free number at 1-844-762-NLRB (6572).

THIS IS AN OFFICIAL NOTICE AND MUST NOT BE DEFACED BY ANYONE

This notice must remain posted for 60 consecutive days from the date of posting and must not be altered, defaced, or covered by any other material. Any questions concerning this notice or compliance with its provisions may be directed to the Regional Office's Compliance Officer or Compliance Assistant.

Patricia Ramirez, Compliance Assistant
Telephone: (206) 220-6288