

St. Joseph Health Guiding Principles

- Our Ministry calls us to create communities of healing. Central to this Ministry are the communities we serve and the individual dignity of those who work to serve them. As such, we are committed to provide a work environment characterized by justice, dignity and collaboration.
 - We endorse the right of employees to choose whether or not they want to have union representation.
 - We prefer a direct relationship with employees, to ensure the opportunity to achieve our strategic goals of, Sacred Encounters, Perfect Care, and Healthiest Communities.
 - We embrace the SJH Code of Conduct for union representation discussions.
 - We are committed to fostering positive working relationships with existing unions.
 - We do not accept “neutrality agreements” or “fair election agreements,” as we have seen them to date, as representative of the teachings of the Church.
 - We support the current election procedure as outlined by the NLRB.
 - We will remain committed to continued discernment and dialogue to ensure that our position reflects our values and Catholic social teachings

St. Joseph Health Code of Conduct for Union Representation Discussions

As a Catholic healthcare ministry, St. Joseph Health is committed to treating all individuals with dignity and respect. We respect each person as an inherently valuable member of the human community and as a unique expression of life. As an organization we firmly believe in our mission of nurturing a quality of work life that advances the healthcare ministry of Jesus.

The presence of organized labor in healthcare has increased significantly over the last several years. While St. Joseph Health prefers a direct working relationship with employees, we endorse employees' rights to seek union representation. We pledge to create an environment whereby employees can make informed choices following the National Labor Relations Board's guidelines.

During any union representation discussions, St. Joseph Health pledges to conduct itself in a manner consistent with our faith and values.

- Employees and management will remember during this time that, first and foremost, our priority is to provide quality care and compassion to patients and families.
- We embrace open and fair discussions so employees can make informed decisions.
- Information we provide about union representation will be factual and shared in an honest and forthright manner.
- We will not hold mandatory staff meetings for the sole purpose of discussing our views on union representation.
- An employee's choice – no matter what the choice – will be respected.
- Any communication that we share with employees during union representation discussions will attempt to reasonably, respectfully and fairly convey our points of view in the context of both sides of the issue.