This is your guide to voting.

As an eligible voter, it’s time to decide whether or not you want to unionize with the Committee of Interns and Residents/Service Employees International Union (CIR/SEIU).

Let your voice be heard by voting during the upcoming National Labor Relations Board (NLRB) election.

Polls will be open for in-person voting January 24, 25 and 26.
Hello,

The time has come to decide whether or not to unionize with CIR/SEIU. This is an important decision, and we urge you to take the time to vote.

Throughout this process, we've asked you to keep an open mind and consider both sides before you vote. As we know from our medical training and in treating patients, there is rarely one magical answer that will solve a problem – drugs come with side effects, lifestyle changes are difficult, and treatment plans don’t always work.

Our situation is not so different. We know we have work to do to meet your needs; maintaining a competitive and successful GME program means we must always evolve. We also know a union will likely not have one-size-fits-all solutions to fix all of our issues, and it will come with its own set of complexities, costs and frustrations.

As you consider your vote, we hope you will think about the information we’ve shared, what promises you’ve been able to get in writing from the union, and whether or not CIR/SEIU has successfully made meaningful changes to the ways residencies and fellowships operate.

More than anything, we are committed to you, your education, and the future of medicine – and that will not change. We are proud of the care we provide to patients and to our communities. Regardless of what happens with this election, we are confident that we will continue to come together to support our patients, communities, and each other.

Thank you for your thoughtful consideration,

Marianne Green, MD
President, McGaw Medical Center

Joshua L. Goldstein, MD
DIO, McGaw Medical Center
This guide is designed to share information you need to know about the upcoming secret ballot election.

Election details

The NLRB is conducting an election for eligible residents and fellows to decide whether or not they want to unionize with CIR/SEIU.

The election will be held in person on Wednesday, January 24; Thursday, January 25; and Friday, January 26, 2024.

You may choose to vote at any of the locations listed below or on the next page...

Northwestern Memorial Hospital (Feinberg Pavilion)
Conference Room E on the 3rd Floor
251 E Huron St, Chicago, IL 60611

**DATES:**
Wednesday, January 24, 2024,
Thursday, January 25, 2024, AND
Friday, January 26, 2024

**HOURS:** (all three days)
6:00 am to 9:00 am;
11:30 am to 3:00 pm;
6:00 pm to 9:00 pm

Lurie Children’s/ American Dental Association Building
Room 15-039, 15th Floor
211 E. Chicago Avenue, Chicago, IL 60611

**DATES:**
Wednesday, January 24, 2024,
Thursday, January 25, 2024, AND
Friday, January 26, 2024

**HOURS:** (all three days)
6:00 am to 9:00 am;
11:30 am to 3:00 pm;
6:00 pm to 9:00 pm

Prentice Women’s Hospital
Conference Room P (3rd Floor)
250 E. Superior Street, Chicago, IL 60611

**DATES:**
Wednesday, January 24, 2024,
Thursday, January 25, 2024, AND
Friday, January 26, 2024

**HOURS:** (all three days)
6:00 am to 9:00 am;
11:30 am to 3:00 pm;
6:00 pm to 9:00 pm

Shirley Ryan AbilityLab
GME 21-2127 (Resident Classroom/Lounge)
355 E. Erie, Chicago, IL 60611

**DATES:**
Wednesday, January 24, 2024,
Thursday, January 25, 2024, AND
Friday, January 26, 2024

**HOURS:** (all three days)
6:00 am to 9:00 am;
11:30 am to 3:00 pm;
6:00 pm to 9:00 pm
You may choose to vote at any of the locations listed below or on the previous page...

**Jesse Brown VA Hospital**
Damen Building, Room 10-440 Conference Room
820 S. Damen Avenue, Chicago, IL 60612

**DATE:** Wednesday, January 24, 2024

**HOURS:** 11:00 am to 1:00 pm

**Family Medicine Lake Forest**
Hughes Conference Center Rooms AD
1000 N. Westmoreland Rd, Lake Forest, IL 60045

**DATE:** Thursday, January 25, 2024

**HOURS:** 12:00 pm to 2:00 pm

**Family Medicine Delnor**
Resident Work Room, 2nd Floor, Room #223
298 S. Randall Road, Geneva, IL 60134

**DATE:** Thursday, January 25, 2024

**HOURS:** 12:00 pm to 2:00 pm

**Family Medicine Humboldt Park (Erie)**
Chestnut Conference Room, 2nd Floor
2750 W. North Avenue, Chicago, IL 60647

**DATE:** Thursday, January 25, 2024

**HOURS:** 5:00 pm to 6:30 pm

**Stroger Hospital**
PB Conference Room 3904
1969 W. Ogden Avenue, Chicago, IL 60612

**DATE:** Friday, January 26, 2024

**HOURS:** 11:00 am to 1:00 pm
What to know before you vote

- You can vote at any time or location during the designated polling periods.
- If you want to vote during work time and need support getting coverage or arranging your schedule, your program director can support you.
- If you aren’t scheduled to work during the voting time, please come in to vote. This includes residents and fellows who are on a leave of absence.
- There are no absentee ballots. Please make every effort to vote in person. This is an important decision, and not voting means allowing someone else to make the decision for you.
- Even if you are in your last program year or a one year program, you should let your voice be heard and vote.
- If you are unsure, consider voting “No.” The union can always come back, but decertifying a union after it’s been elected is a lengthy, difficult process.

Your legal rights

- You can vote even if you did not sign a union authorization card or petition.
- You have the option to vote “No” or “Yes” to union representation.
- You can vote “No” even if you signed a union authorization card or petition, or initially supported the union.
- No one will know how you vote. This is a secret ballot election designed to protect the confidentiality of voters.

Who will be in the room where you vote (and who won’t)

- An NLRB agent responsible for overseeing the election will be in the room.
- Observers who are available to assist the NLRB agent will be present. Observers are non-leadership colleagues who represent both McGaw Medical Center and CIR/SEIU.
- Other eligible voters may be present.
- During voting, leadership and union employees are not allowed to be present, and no campaigning is permitted in the room.

Eligible voters

Who is eligible to vote:

- All fulltime and regular part-time House Staff employed by the Employer in the classifications of Intern, Resident, Chief Resident, and Fellow during the payroll period ending December 15, 2023.

Who is not eligible to vote:

- All other employees, Directors, confidential employees, office clerical employees, managerial employees, guards and supervisors as defined in the Act.
How to cast your vote

• When you arrive to vote at one of the available voting locations, you will provide your name to the NLRB agent, who will check your name off the list of eligible voters.

• The NLRB agent will give you your ballot. Ballots do not contain names or any other identifying information. Your vote is completely confidential.

• Complete your ballot.
  — In the designated voting booth, mark an “X” in the square of your choice to answer the question:
    Do you wish to be represented for purposes of collective bargaining by COMMITTEE OF INTERNS AND RESIDENTS, SEIU?

    MARK AN “X” IN THE SQUARE OF YOUR CHOICE [ ] YES [ ] NO

  • Do not sign your name, write anything else, or otherwise deface your ballot. Any markings other than your vote may result in the NLRB voiding your ballot and your vote not counting. If you make a mistake on your ballot, take it to the NLRB agent and ask for a new ballot.
  • After you vote, fold your ballot once and place it in the ballot box.

How the election is decided

The election is decided by the simple majority (50%+1) of those who vote, but the outcome affects everyone in the voting group.

For example, if 1,284 residents and fellows are eligible to vote, and

Only 500 cast a ballot; and

251 vote “yes” to representation; then ...

ALL 1,284 residents and fellows would be unionized.

Let your voice be heard. Vote in this important election.

Election outcome information

• All ballots will be comingled and counted at the Region 13 office located at 219 S. Dearborn Street, Suite 808, Chicago, Illinois 60604 at 10:00 am on Monday, January 29, 2024, or at the regional director’s discretion by videconference at a date and time to be determined by the regional director in consultation with the parties.

• McGaw will share election results via email with residents and fellows following the count.
Consider the numbers before you vote

1.6%  Amount CIR-SEIU charges each member for dues, according to its LM-2 financial report. It’s likely you would be required to pay dues in order to stay in your program.

<table>
<thead>
<tr>
<th>Year</th>
<th>2023-2024 Stipend</th>
<th>Monthly CIR/SEIU Dues</th>
<th>Annual CIR/SEIU Dues</th>
<th>CIR/SEIU Dues Over Life of 3-Year Contract</th>
</tr>
</thead>
<tbody>
<tr>
<td>PGY1</td>
<td>$70,460</td>
<td>$94</td>
<td>$1,127</td>
<td>$3,381</td>
</tr>
<tr>
<td>PGY2</td>
<td>$73,240</td>
<td>$98</td>
<td>$1,172</td>
<td>$3,516</td>
</tr>
<tr>
<td>PGY3</td>
<td>$75,707</td>
<td>$101</td>
<td>$1,211</td>
<td>$3,633</td>
</tr>
<tr>
<td>PGY4</td>
<td>$79,983</td>
<td>$107</td>
<td>$1,280</td>
<td>$3,840</td>
</tr>
<tr>
<td>PGY5</td>
<td>$83,215</td>
<td>$111</td>
<td>$1,331</td>
<td>$3,993</td>
</tr>
<tr>
<td>PGY6</td>
<td>$85,792</td>
<td>$114</td>
<td>$1,373</td>
<td>$4,119</td>
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<tr>
<td>PGY7+</td>
<td>$89,122</td>
<td>$119</td>
<td>$1,426</td>
<td>$4,278</td>
</tr>
</tbody>
</table>

$1.6 million  The total amount of dues CIR/SEIU stands to make from McGaw residents and fellows in a single year.

0  Number of promises a union can guarantee. No one can predict what will be in a collective bargaining agreement—you could end up with more, less or the same as you have now.

528  Average number of days it takes to reach a first-time collective bargaining agreement in health care, according to an analysis by Bloomberg Law.

180+  Number of residency and fellowship programs that will be covered under one, singular collective bargaining agreement. This means unique policies and services we currently are able to offer for individual programs may be lost in a one-size-fits-all contract.
We hope you will make your voice heard by voting in the election on January 24, 25 and 26.

Please visit mcgaw.northwestern.edu/unionization to review more information or submit a question.