



# 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  
Case 32-CA-302404**

**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** fail or refuse to bargain in good faith with the Committee of Interns and Residents/SEIU ("the Union") regarding wages, hours and other terms and conditions of the employees in the following unit:

All full-time and regular part-time House Staff (Interns, Residents, Chief Residents, and Fellows) employed by the Employer at facilities located in Atherton, CA; Burlingame, CA; East Palo Alto, CA; Madera, CA; Menlo Park, CA; Mountain View, CA; Oakland, CA; Palo Alto, CA; Pleasanton, CA; Portola Valley, CA; Redwood City, CA; San Francisco, CA; San Quentin, CA; San Jose, CA; San Mateo, CA; Santa Clara, CA; Santa Monica, CA; Seaside, CA; Stanford, CA; Sunnyvale, CA; and Truckee, CA; excluding all other employees, directors, managers, confidential employees, office clerical employees, guards, and supervisors as defined by the Act.

**WE WILL NOT** unreasonably delay in providing the Union with information that is relevant and necessary to its role as your bargaining representative.

**WE WILL NOT** refuse to provide the Union with information that is relevant and necessary to its role as your bargaining representative.

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

**WE WILL** promptly provide the Union with the information it requested on June 2, 2022, relating to: (1) The Employer's health insurance claims and rate history, (2) The current meal stipend system applicable to Residents and Fellows, (3) The current housing stipend system applicable to Residents and Fellows, and (4) The current total amount of paid time off for Residents and Fellows.

**STANFORD HEALTH CARE**

(EMPLOYER)

Dated: 3/17/23 By: [Signature] ADMIN DIR. ECR  
 (Representative) (Title)

The National Labor Relations Board is an independent Federal agency created in 1935 to enforce the National Labor Relations Act. We conduct secret-ballot elections to determine whether employees want union representation and we investigate and remedy 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 or you may call the Board's toll-free number 1-844-762-NLRB (1-844-762-6572). Hearing impaired callers who wish to speak to an Agency representative should contact the Federal Relay Service by visiting its website at <https://www.federalrelay.us/tty> (link is external), calling one of its toll free numbers and asking its Communications Assistant to call our toll free number at 1-844-762-NLRB.

1301 Clay St Ste 300N  
Oakland, CA 94612-5224

Telephone: (510)637-3300  
Hours of Operation: 8:30 a.m. to 5 p.m.

**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 above Regional Office's Compliance Officer.