



**To:** Healthcare Workers Whose Positions are Represented under the Caregivers and Healthcare Employees Union (CHEU) Collective Bargaining Agreement

**From:** Human Resources

Pursuant to the decision of the Board of Directors on June 18, 2003, Palomar Pomerado Health (PPH) recognizes the Caregivers and Healthcare Employees Union as the exclusive collective bargaining representative for specifically designated PPH Healthcare Workers.

Membership:

As a condition of continued employment, Healthcare Workers covered by the Collective Bargaining Agreement shall, within 31 days after hiring, be required to do one of the following:

1. Join, maintain and pay dues membership in the Association;
2. Choose not join the Association, but instead pay to the association a monthly service charge equivalent to his/her share of the costs incurred by the association related to collective bargaining, contract administration and grievance adjustment.
3. For reasons of a bona fide religious conviction, choose not to join the association but pay a monthly sum equivalent to association dues to a bona fide non-religious non-labor organization charitable fund of your choice, exempt from taxation under Section 501(c) of the Internal Revenue Code.

**You will be invited to attend a brief meeting by a CHEU representative during your lunch break of New Employee Orientation.**