



AFAQs About the Upcoming Election: Ensuring the Fairness of the Vote

Q: What is Rush doing to encourage nurses to exercise their right to vote?

Rush is allowing eligible voters who are not scheduled to work during the NLRB election periods (on May 14, 15 and 16) to utilize valet services across campus free of charge.

The valet service is being offered so that nurses not scheduled to work will not have to pay for parking, but can still exercise their right to vote. Anyone wishing to utilize the valet service needs only to tell the valet that they are an eligible voter and will return promptly after they have voted. Short-term parking at the valet is open to all eligible voters. It is about ensuring every nurse's right to participate and choose, not about how you plan to vote.

This effort is open to all nurses included in this election, regardless of how they intend to vote.

Q: Are we allowed to check Rush IDs to ensure that voters are who they say they are in an NLRB election?

No. The NLRB makes these decisions, not Rush. The NLRB ordinarily does not check employee ID badges during elections. Voters will be asked for their name; those names will be checked against the list of voters previously provided and a list kept by the NLRB (but not Rush or the union) of who has voted so that no one can vote twice.

Q: Will there be additional security in place outside of the polling places during the elections?

No. The polling place is under the control of the NLRB agents running the election. Board agents are solely responsible for ensuring the integrity of the election, and it would not be appropriate have security there. The NLRB knows how to run fair elections, and we do not anticipate any issues at the polls.

Q: I'm concerned about voters pretending to be someone else and voting in this election. How frequently is voter fraud an issue in NLRB elections?

Voting for another person is not permitted. In practice, voter fraud is almost never an issue in NLRB elections (*extremely rare to nonexistent*). Board agents are present throughout the election and monitor the voting process to ensure its integrity.

Additionally, there are observers (Rush employees) selected by the union and Rush in the polling area to assist the NLRB in spotting any issues. One of the jobs of observers is to check off the names of voters on the eligible voter list to show they have already voted. If a person tries to vote under the name of someone who has already been checked off, the vote will be segregated and challenged for later investigation. This helps deter and flag any issues. Observers also can challenge voters whom they do not believe are voting properly.



Q: What mechanisms are in place to protect against voter fraud in NLRB elections?

Voter fraud is extremely rare in NLRB elections. Under NLRB procedures, a list of voters is kept and a person's name is checked off the list once they have voted. If a person comes in to vote under that same name later, they are given a ballot and permitted to vote. But that vote is placed in a "challenged ballot" envelope for later discussion and investigation. The NLRB permits either the union or Rush (via the observers) to challenge the ballot in this situation before it is counted.

When the ballots are counted, those challenged ballots are separated and addressed one by one. If the issue with the ballot cannot be resolved, a hearing may be held to determine what happened and whether the ballot should be counted.

Similarly, either side can file "post-election objections" within seven days, alleging conduct that affected the election results. Those are investigated, and if appropriate, a hearing is held to determine if there is evidence of voter fraud or other voting irregularities sufficient to overturn the result.

Again, fraud is extremely rare and is something we do not anticipate.