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What type of action will be taken with those who violate this policy?

Employees who violate the policy by soliciting for any purpose during working time and/or in any of the areas where solicitation is prohibited or who distribute literature any time in working areas will be subject to disciplinary action.

What rights do employees have?

Employees have the right to participate or choose not to participate in any solicitation permitted under this policy, including commercial solicitations, solicitation for union support/membership, and/or Tenet approved solicitation for charitable causes. Their participation or non-participation should be respected. Employees must also be free from retaliation for refusal to participate in any solicitation, including Tenet approved solicitation.

What rights do employees have under the National Labor Relations Act?


Note that all employees have rights under the National Labor Relations Act to engage in protected concerted activities including discussing your terms and conditions of employment, wages or benefits or work conditions. Nothing in this policy is meant to, nor should it be interpreted to, in any way limit your rights under any applicable federal, state, or local laws, including your rights under Section 7 of the National Labor Relations Act, including but not limited to the right to engage in protected concerted activities with other employees for the purposes of their mutual aid and/or protection, or to improve terms and conditions of employment, such as wages and benefits.

What are the responsibilities of Human Resources?

1. Monitor compliance with this policy.
2. Provide direction and guidance to supervisors in enforcing this policy.
3. Contact VP, Labor Relations whenever solicitation or distribution is taking place at your facility or whenever you are asked to permit or deny such solicitation or distribution.

What are the responsibilities of Entity Leaders?

If you observe solicitation or distribution of literature you should immediately contact Human Resources at your facility to determine whether such solicitation or distribution is permitted by

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this policy. Leaders should monitor compliance with this policy in the course of their work responsibilities, for example, during hospital rounding.