

Keeping You Informed

Myths and Facts About Unionization



- During union organizing campaigns, it is common to receive inaccurate or misleading information about what it means to unionize.
- We encourage you to seek facts and ask questions to better understand the potential impact of unionization on our hospital, our patients, and our working relationships with one another.

MYTH

FACTS



If we unionize, the Teamsters will get us better health care benefits.

- Union organizers **make “promises” to team members to obtain their signatures on union cards.**
- In fact, Ascension Genesys nurses who are unionized with the Teamsters are in **the same Ascension health care plan that applies to all of the system’s non-union team members.**
- Corewell Health has four union bargaining units with four different collective bargaining agreements. **All four of those agreements have the same health care plan** as all other Corewell Health team members.



If we unionize, we will be able to keep the same flexibility as we have today.

- You **may lose the flexibility you have now** to work directly with management and other team members to resolve workplace issues, such as scheduling, paid time off, and holidays.
- Seniority generally governs labor contracts. **If you have less seniority than others, you may lose current rights, opportunities, and privileges** to more senior team members.



If we unionize, we will have an overall site-based union contract and sub-contracts for every unit.

- Generally, union labor contracts are **one size fits all, so the same provisions apply to all units**, including scheduling, vacation, and other policies. If you have unique, individual needs, they may not be considered.
- **We are not aware of any Teamsters health care labor contracts** with unit sub-contracts anywhere in the U.S.



If we unionize, I can choose to opt-out of joining the union later.

- There is **no ability to “opt out” of union representation.** The Teamsters would be your exclusive representative, and you would be required to follow the terms of any negotiated and ratified labor contract - even if that means losing benefits or other conditions of employment.
- Plus, with a union security clause, a union would **require you to pay dues or fees** - even if you didn't sign a union authorization card, didn't participate in the election or don't want to be unionized.

To get more information, visit **BeInformedCH.org** or scan the QR code

