

Welcome to your step-by-step election guide

The National Labor Relations Board election is November 12, 13 and 14.
This guide contains details about the election and information that
is helpful to know before you vote.

**Your voice matters!
Make your voice heard
by voting in the election.**





Dear Fellow Nurses,

You will soon have the opportunity to vote in a secret ballot election governed by the National Labor Relations Board (NLRB) on November 12, 13 and 14.

This is an important election. It comes at a time when we are looking ahead at building a stronger health system to serve our patients. All three of us are relatively new to Corewell Health East. We began our careers as nurses, and even though we have transitioned into leadership roles, we are nurses at our core. We joined Corewell Health because we knew about the long history of nursing excellence at the East hospitals, and we have truly enjoyed getting to know the nursing team.

Nurses are critically important to the patients and communities we serve. Yes, it's been a challenging few years – you went from the pandemic right into a merger. You have all been navigating tremendous change, and we know that change has been difficult. However, we have managed through it by working directly together in the ever-changing field of health care. Now, we are asking you to give us a chance to show you that we are focused on a future built upon a strong foundation and a culture of professionalism and teamwork.

Without a union involved in our business and operations, we have been able to react quickly to the employment market and health care industry changes. We have been able to provide wage increases over the past three years that far outpaced the contractual increases the International Brotherhood of Teamsters negotiated at other hospitals. And, you did not have to pay monthly union dues. We have also been able to provide scheduling flexibility based on personal needs, including for appointments, family events, vacations and other time off requests.

You can learn more about the voting process and your legal rights in this guide. Please make the best decision for you, your family, and your colleagues based on facts, not just on the International Brotherhood of Teamsters' promises.

We recognize we have plenty of room for improvement and more we can achieve together. But, we do not need the International Brotherhood of Teamsters between us. Let's keep the lines of communication open. Let's keep making health care better.

We hope you find this voting guide helpful. More information and resources are also available here: beinformedch.org. Thank you for everything you do, every day, for our patients. Together, we can and will continue to make a difference.

With gratitude,



Kelli Sadler, RN
Corewell Health East
Chief Nursing Executive

Lamont Yoder, RN
Corewell Health East
President

Liz Youngblood, RN
Corewell Health East
Chief Operating Officer

This election guide is designed to provide you with information about the NLRB election process, so you feel prepared to cast your ballot.



Election Details

The NLRB is holding a secret ballot election on November 12, 13 and 14 for eligible team members to decide whether or not they want to be unionized with the International Brotherhood of Teamsters.

To cast your ballot, **you must vote in-person.**

It's recommended you **vote at your designated voting location** to ensure your ballot will not be challenged. **Scan the QR code and follow the directions** to see details about your designated voting location.



Scan QR code to find your

DESIGNED VOTING LOCATION

votersearch.beinformedch.org

Here is a full list of polling dates, times and locations:

NLRB Election - Voting Schedule

Nov 12-14, 2024

VOTING LOCATIONS	Royal Oak	Dearborn	Farmington Hills	Grosse Pointe	Southfield	Troy	Taylor	Trenton	Wayne
	3601 W. 13 Mile Rd. Royal Oak, MI	18101 Oakwood Blvd. Dearborn, MI	28050 Grand River Ave. Farmington Hills, MI	468 Cadieux Rd. Grosse Pointe, MI	26901 Beaumont Blvd. Southfield, MI	44201 Dequindre Rd. Troy, MI	10000 Telegraph Rd Taylor, MI	5450 Fort St. Trenton, MI	33155 Annapolis St. Wayne, MI
	In the 1C Heart Center Conference Room	In Adray D	In the 2 East A Conference Room	In the Connelly Auditorium	In the F-31 Conference Room	In the Classrooms 1 - 4	In the PDR - Private Dining Room in Back of Cafeteria	In the Community Rooms on the Ground Floor	In the Gift Shop Conference Room
DATES / TIMES									
Tuesday, November 12, 2024	AM	1:00 am - 9:00 am							
	PM	1:00 pm - 9:00 pm							
Wednesday, November 13, 2024	AM	1:00 am - 9:00 am	6:00 am - 9:00 am	5:00 am - 8:30 am	6:00 am - 9:00 am	5:00 am - 8:30 am	6:00 am - 9:00 am	6:00 am - 8:00 am	
	PM	1:00 pm - 9:00 pm	3:00 pm - 9:00 pm	1:30 pm - 3:30 pm 5:00 pm - 8:30 pm	6:00 pm - 8:00 pm	1:30 pm - 3:30 pm 5:00 pm - 8:30 pm	3:00 pm - 9:00 pm	2:30 pm - 4:00 pm 6:30 pm - 8:00 pm	
Thursday, November 14, 2024	AM	1:00 am - 9:00 am	6:00 am - 9:00 am	5:00 am - 8:30 am	6:00 am - 9:00 am	5:00 am - 8:30 am	6:00 am - 9:00 am		6:00 am - 9:00 am
	PM	1:00 pm - 9:00 pm	3:00 pm - 9:00 pm	1:30 pm - 3:30 pm 5:00 pm - 8:30 pm	6:00 pm - 8:00 pm	1:30 pm - 3:30 pm 5:00 pm - 8:30 pm	3:00 pm - 9:00 pm		5:00 am - 8:30 am 1:00 pm - 3:30 pm 5:00 pm - 8:30 pm

Challenged ballots

If you vote at a location other than your designated voting location, your ballot will be challenged. This does not mean that your vote won't count - it just means that your ballot will be placed in a special envelope before being put into the ballot box. After the polls close, but before the votes are counted, the NLRB will confirm that you were an eligible voter and that you did not vote multiple times. If you voted at only one polling location, even if it was not your assigned polling location, your ballot will be opened and counted. It will be mixed together with the other ballots so that **your vote will still be completely secret.**

Things to Know



Things to know before you vote



- You can vote at any point within the polling date(s) and time(s). But, voting at your designated location will help ensure your vote is not challenged.
- If you want to vote during work time, your supervisor can help arrange coverage.
- If you vote during work time, you will not need to clock out.
- If you work remotely, aren't scheduled to work during one of your designated voting times, or are out on PTO or a leave of absence, we hope you will come into vote. We will reimburse mileage and tolls in these instances – visit the FAQs on the homepage of [BelInformedCH.org](https://www.belinformedch.org) for more details.
- There are no absentee ballots, so please make every effort to vote in-person. This is an important decision and not voting means allowing someone else to make the choice for you.

What to expect when you vote



- When you arrive at your voting location, you will give your name to the NLRB agent. They will have a list of eligible voters.
- To make sure your vote is not subject to challenge, **make sure you have an ID with your legal name** (rather than preferred name or nickname) – It's recommended you bring your team member badge and a government issued ID like a driver's license or passport.
- You will not need to sign in.
- The NLRB agent will give you your ballot. Ballots do not contain names, departments or any other identifying information. Your vote is confidential.

Who's in the room when you vote (and who's not)



- NLRB agent, who is responsible for overseeing the voting process.
- Observers, who are non-management colleagues that represent both Corewell Health and The Teamsters and are there to assist the NLRB agent.
- Other eligible voters may be in the room to vote.
- Who's not there? No one from human resources or Corewell Health management will be there and no one from The Teamsters will be in the room. No campaigning is permitted in the room.

What happens after the election?

- All ballots cast will be commingled and counted beginning at 9:00 a.m. on Friday, November 15 at the Region 7 Detroit Regional Office.

Please Vote
November 12, 13, 14

To get more information,
visit [BelInformedCH.org](https://www.belinformedch.org)
or scan the QR code



Steps to cast your in-person ballot



1.

Show up to vote! This is your voice and your vote. Showing up is the first step.



2.

Get your ballot. Once the NLRB agent confirms your name on the voter eligibility list, they will give you your ballot.



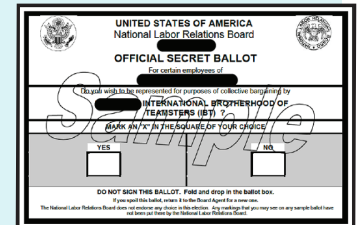
3.

Complete your ballot. You will be asked one question:

Do you wish to be represented for collective-bargaining purposes by Nurses for Nurses, A Committee of Michigan Teamsters Joint Council No. 43, affiliated with the International Brotherhood of Teamsters?

[] YES [] NO.

Mark the square of your choice.



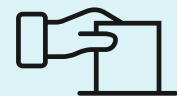
4.

Do not sign your ballot or write anything else on it beyond your vote. Any markings other than your vote may result in the NLRB discarding your ballot, and your vote won't count. If you make a mistake on your ballot, please take it to the NLRB agent so you can get a new ballot.



5.

Submit your ballot. After you select "No" or "Yes", fold your ballot once and put it in the ballot box.



**Please Vote
November 12, 13, 14**

To get more information, visit [BelformedCH.org](https://www.belformedch.org) or scan the QR code



Your Vote Matters



If you are being told you don't need to vote – that's not accurate. Take a look at how the election outcome is determined:



A simple majority of those who vote will determine the election outcome

Not voting in the election is not a "No" vote

You must vote in the election to have your voice heard.

9,700

Nurses are eligible to vote

6,000

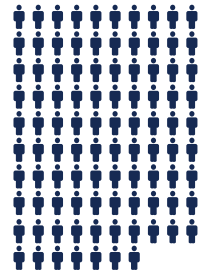
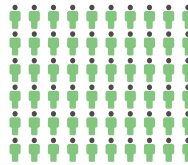
Vote in the election

3,001

Vote to join the union

9,700

ALL nurses are represented by the union



=100 =100 =100

Important tips to remember:



Voting is the only way to have your voice heard.

In our view, not voting is like giving a vote to the union.



Your vote is 100% secret. No one will know how you voted – not the NLRB, the Teamsters, Corewell Health or your coworkers.



Signing a union authorization card has nothing to do with voting – regardless of whether or not you signed a card, you can vote.

"NO"

You can vote however you want.

If you signed a union authorization card, you can still vote "No".

Signature **X**

Don't sign or initial your ballot.

A signed or initialed ballot will not be counted by the NLRB.

Please Vote
November 12, 13, 14

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Why Vote No?



Union dues add up

The Teamsters dues are 2.5 times your base hourly wage every month. Your dues or fees likely will be deducted directly from your pay – and are not tax deductible. The Teamsters stand to collect \$11.6 million of your money every year in dues payments. And if you don't pay dues, the Teamsters may have the legal right to demand that you be fired.



One size fits all

Union contracts generally take a “one-size-fits-all” approach and are not known for being highly individualized by location or department. Consider how one master labor contract covering 9,700 individual nurses across nine locations will work. Despite its promises, the Teamsters cannot guarantee it can secure hospital-specific or department/unit-specific contract language – that's up for negotiation.



Collective bargaining can be hazardous

The Teamsters can promise whatever they would like, but a promise is not the same as a guarantee. The fact is, collective bargaining can be a risky process, and you can end up with the same, more or less than what you have today.



Bargaining could take a long time

The collective bargaining process can take an average of 465 days for first-time contracts, and even longer for health care contracts – and that doesn't account for the size of this bargaining unit and the fact The Teamsters have a specialty in trucking not nursing. There's also no legal requirement that a labor contract ever be reached.

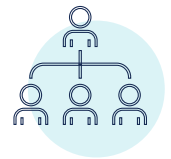


Stuck in status quo

If the union wins, nurses would be stuck in status quo – meaning Corewell Health would not be legally allowed to make discretionary changes to wages, benefits or working conditions while a labor contract is being negotiated.

Seniority and flexibility

Labor contracts are often governed by seniority, and this could mean things like paid time off requests, promotions, and compensation would be decided by seniority rather than merit or your individual needs.



You can't just try out a union

Having a union is a long-term decision. It's a lengthy, difficult process to remove a union once it's in place and Corewell Health is legally not allowed to help you.

Teamsters aren't nurses

The Teamsters traditionally represent transportation and manufacturing industries – not nurses and health care workers. Less than 3% of their members are health care workers and even fewer members are actually registered nurses. The Teamsters don't have the knowledge and experience to represent professional registered nurses.



Before you vote, consider the facts and vote “No” November 12, 13 and 14

Please Vote
November 12, 13, 14

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Vote “No”
November 12, 13 and 14