

Frequently Asked Questions 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 each other.
- » We will continue to provide you with factual answers to frequently asked questions about unionization.

QUESTION	FACT
<p>1 Can a union guarantee better wages, benefits, or working conditions?</p>	<ul style="list-style-type: none"> • No. However, union organizers can and will make “promises” to team members to obtain their signatures on union authorization cards. • In contract negotiations, the hospital has no obligation to agree to any specific union demand. Any changes to wages, benefits, or working conditions would have to be negotiated and agreed upon by both parties. • In other words, team members may get less, more or the same in terms of wages, benefits and conditions of employment.
<p>2 If we unionize, will we be able to keep the same flexibility as we have today regarding scheduling, paid time off and holidays?</p>	<ul style="list-style-type: none"> • You may lose the flexibility you have now to work directly with management and 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. • Conversely, more senior team members may lose certain rights they have earned over years of service.
<p>3 How long does it take to negotiate a labor contract?</p>	<ul style="list-style-type: none"> • The back-and-forth of negotiations can be a lengthy process. • In health care, first contracts take an average of 528 days to negotiate.¹ • The law requires that the hospital and the union meet at reasonable times, make a good faith effort to reach an agreement, and put any agreed upon terms in writing. That’s all. There is no legal requirement that a labor contract ever be reached. • The hospital is legally required to maintain the status quo while negotiating, meaning you would not receive discretionary pay increases or benefit enhancements until an agreement is reached with the union. • The Teamsters may ask you for input about bargaining priorities, but the bargaining committee members are legally allowed to prioritize their own interests over your interests. • And the union is legally permitted to negotiate away your current benefits to obtain rules like a union security clause that would require you to pay the union just to keep your job at the hospital.

¹ Combs, R. "ANALYSIS: How Long Does It Take Unions to Reach First Contracts?" Bloomberg Law, 2021