

# Important Questions Deserve Clear Answers



**1.** Why do I have to sign something to get information about your union?

**2.** Will I be required to pay dues<sup>i</sup> to keep my job?

**3.** How long will it take to negotiate a first contract, and will I miss out on pay increases during that time?

**4.** Will the Teamsters pay my salary and provide benefits, including health care, if it takes us on strike?

**5.** Will the Teamsters guarantee mandatory nurse-to-patient staffing ratios?

**6.** How will seniority<sup>ii</sup> in the labor contract affect nurses' ability to get holidays off or vacation time preferences? Or shift and schedule preferences, transfers, filling open positions, or bumping a junior team member from a shift, unit, or job?

**7.** Will the Teamsters guarantee language in the labor contract blocking Corewell Health from mandating overtime?

**8.** Will the Teamsters guarantee that we will receive a better or cheaper benefit plan than other Corewell Health team members?

**9.** Is it possible things that I like about my job will change if I become a union member? Things such as my schedule, PTO approval, or direct relationship with my manager?

**10.** Why won't you put your promises in writing?



**Paying someone to be your representative at work is a big decision and you deserve to have clear, factual answers on how unionizing will impact you.**

**Take a moment to ask a union organizer these questions and any others you may have.**

<sup>i</sup> In 2023, Michigan repealed its right-to-work law. This means beginning in February 2024, union security provisions in a collective bargaining agreement are permitted and team members can now be required to pay dues to a union as a condition of employment.

<sup>ii</sup> Seniority can be determined by years of service with Corewell Health, your hospital, by unit, current position, shift, job status FT or PT and can be applied differently in a collective bargaining agreement.