

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 patients, and our working relationships with each other and our hospital.
- » We will continue to provide you with factual answers to frequently asked questions about unionization.

QUESTION	FACT
<p>1 If we unionize, how much would I pay the Teamsters in dues?</p>	<ul style="list-style-type: none"> • The Teamsters' standard dues are currently 2.5 times your base hourly rate each month. Dues are typically deducted from your after-tax take home pay. • If you earn \$38 per hour, you'll owe the Teamsters \$95 every month, which would total \$3,500 over a typical three-year contract.
<p>2 If we unionize, will we be able to keep the same flexibility 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 fellow 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. • Unionization is not equal for all nurses. Contingent or casual nurses could face additional risk to job security and lose seniority under a Teamsters labor contract.
<p>3 If we unionize, can I choose to opt-out of joining the union, now or in the future?</p>	<ul style="list-style-type: none"> • 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, the Teamsters would require you to pay dues or fees and could force Corewell Health to terminate team members who refuse to authorize dues deductions. In these situations, Corewell Health would not have a choice and would have to comply with the contract.
<p>4 If we unionize, would Corewell Health have to agree to our demands in contract negotiations?</p>	<ul style="list-style-type: none"> • No. The Teamsters cannot force Corewell Health to agree to its demands. • Pay, benefits and working conditions would all be negotiated between Corewell Health and the union, and it's impossible to predict how a contract would look. You might get more under a Teamsters-negotiated contract or you might end up with less. There are no guarantees. • According to Bloomberg Law, a first contract in the health care field takes an average of 528 days to negotiate*.

When you have the facts, the choice is clear.

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



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