

## Unionization is Not Equal for All Nurses

### The Dilemma for Contingent and Casual Nurses

The Teamsters' labor contract with Ascension Genesys provides insight into how the union may apply different treatment for full-time RNs vs. contingent and casual RNs at Corewell Health.

#### Eliminates Contingent/Casual RNs<sup>1</sup>

In order to create and promote a more stable workforce of Registered Nurses, and to eliminate the use of casual RN employees, the Medical Center and the Union have created a classification of Per Diem RNs. The Medical Center agrees that casual RNs will no longer be utilized.

#### Eliminates Job Security<sup>2</sup>

B. Per Diem RNs shall have no obligation to schedule work days with the Medical Center or to accept work schedules offered by the Medical Center, however a Per Diem RN who has failed to work at least one scheduled day during any ninety (90) day period, shall lose all accrued seniority, and shall not be offered further work opportunities by the Medical Center.

#### Eliminates Accrued Seniority<sup>3</sup>

C. Seniority full time and regular part-time RNs who resign, rehire and or transfer into a Per Diem position, shall lose all prior accrued seniority in accordance with Article 17, Section 6, and will begin accruing new seniority on all hours worked and/or paid from the commencement of her employment in Per Diem status.

The Ascension Genesys contract also imposes a limit on the number of contingent/casual RNs employed.

### Paying Dues for Different Treatment

Under a union security clause in a labor contract, the Teamsters may require all nurses to pay dues, and nurses who do not pay dues risk losing their jobs.

## The Choice is Clear

Unionizing could cost contingent and casual nurses more money and may add little or no value.

<sup>1</sup> Article 18, Collective Bargaining Agreement between Ascension Genesys and Teamsters Local 332  
<sup>2</sup> Article 18, Section 4(B), Collective Bargaining Agreement between Ascension Genesys and Teamsters Local 332  
<sup>3</sup> Article 18, Section 4(C), Collective Bargaining Agreement between Ascension Genesys and Teamsters Local 332



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