

Frequently Asked Questions About Unionization

- During Teamsters organizing campaigns, you may receive incomplete or inaccurate information from the union about how unionization could affect you and our hospital.
- 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.

QUESTION	FACTS
<p>1 In a union election, how is the outcome determined?</p>	<ul style="list-style-type: none"> • If there is an election, the National Labor Relations Board (NLRB), a federal government agency, would conduct a secret ballot election. The outcome would be determined by a simple majority of those who actually vote. • For example, let's say 100 team members are eligible to vote. If only 60 team members actually vote in the election and 31 vote to unionize, all 100 team members would be unionized.
<p>2 Who can vote in a union election?</p>	<ul style="list-style-type: none"> • In health care, the NLRB recognizes eight bargaining units (e.g. group of employees with a community of interest). Registered nurses are one of the eight bargaining units. • If there is an election, members of the appropriate bargaining unit would be determined by Corewell Health, the NLRB and the union that petitioned for an election.
<p>3 Is a union focused on seniority?</p>	<ul style="list-style-type: none"> • Seniority generally governs labor contracts. More senior team members may have priority over those with less seniority when determining certain privileges and other opportunities. • Decisions related to staffing, vacation scheduling, holidays worked and promotions generally are determined by seniority in unionized environments.
<p>4 How would the union be organized? By unit, by hospital or by region?</p>	<ul style="list-style-type: none"> • Generally, labor contracts are one-size-fits-all, so the same provisions apply to all team members under the contract. If a labor contract is negotiated, it would, in all likelihood, be site specific. • We are not aware of any Teamsters health care labor contracts with unit sub-contracts anywhere in the United States.
<p>5 How are union stewards selected?</p>	<ul style="list-style-type: none"> • If a union wins the right to unionize you, a co-worker would become your union steward. Union stewards are typically appointed by the union, or, in the case of a steward election, the union usually provides a slate of its choices from which you are expected to choose. • Often, union stewards enjoy perks that other team members do not, including paid time to conduct union business and access to confidential employee records and information. Union stewards are also granted "super seniority," which means they will always be at top of the seniority list, regardless of their tenure.

When you have the facts, the choice is clear.

To get more information, visit **BeInformedCH.org** or scan the QR code

