

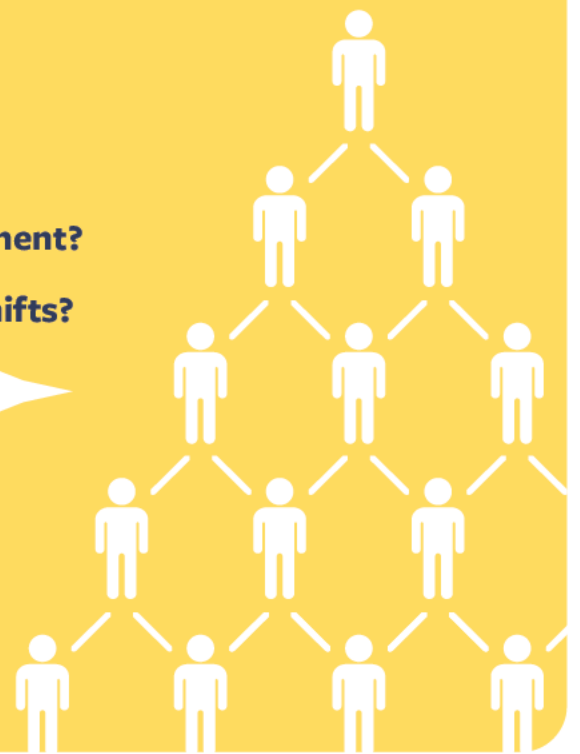


With a union, Seniority may rule. Literally.

Look at any union contract and you'll find pages and pages of rules associates must follow. Many of those specifically lay out that the hospital would be required to make important decisions based on how long you've been employed here.

- **Do you have vacation plans?**
- **Do you want particular holidays off?**
- **Are you thinking of applying for a promotion?**
- **Would you like to transfer to another department?**
- **Are you looking for more overtime or extra shifts?**

If you don't have much seniority, you most likely won't like the answer you'd get for these questions. What YOU want isn't important. What IS important is how long you've been there, as more seniority means a higher priority.



**Under many union contracts,
associates with the most seniority typically get to go first.
But the newer they are, the lower down the list they fall.**

Get more information about union representation
at **PSFfacts.com** (scan the QR code)

