

Beware of Union Misinformation

Union myths and rumors spread when the union and its supporters, who can even be your colleagues, are trying to get your support and signature on a union authorization card.

We want you to get ALL the facts, so you can make an informed decision about unions and union representation.

Myth: The union representatives said they can provide job security.

The Truth: Good associates and job performance provide job security. When a business needs to require layoffs, those happen in both unionized and non-union workplaces. The union can't unilaterally deliver on this promise because the leadership of the hospitals will have the right to make decisions about many topics. Most contracts provide that a company can discharge associates for just cause. We have never seen a contract that would prevent any employer from terminating an associate who was not able to perform his or her job or who did not report to work.

Myth: A union will protect my license.

The Truth: Unionized associates are accountable to the same Colorado state licensing board and must follow the same licensure rules as non-union nurses. Unions do not have any extra sway with state licensing boards or relationships that would protect your license.

Myth: Union supporters said that if we were part of the union, it will be possible to advocate for fairness and patient safety.

The Truth: Patient care is at the heart of everything we do at Penrose and St. Francis hospitals to serve our communities. The hospital has unit-based practice councils and a shared governance infrastructure where you can achieve those objectives now, without a union.

Myth: The union said they will defend us with legal assistance if we are disciplined or discharged.

The Truth: Ask the union representative to guarantee in writing that they will provide you with free legal assistance for as long as you wish to dispute your discipline or discharge. You should be careful not to believe union promises without having all of your questions answered, and you should have them put any promises to you in writing. Even if the union gives you promises in writing, everything must be negotiated through collective bargaining.

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

