

Beware of Union Misinformation

Vol. 5

Union supporters and organizers are not always truthful when trying to get your support for a union. We want you to have ALL the facts, about unionization.

Myth:

A union can get us a union contract quickly.

The Truth:

Unions do not bring a contract with them. Contracts have to be negotiated between the union and the employer. If the union wins an election, the hospital would be obligated to bargain in good faith to reach a contract agreement. However, the hospital is not obligated to agree to any union proposal. A recent Bloomberg Law analysis shows that first time contracts in health care take an average of 528 days to negotiate. So, the union may not be able to deliver on the promises it is making to you.

Myth:

The union said they will get us higher wages and better benefits.

The Truth:

There are no guarantees in contract negotiations. Your wages and benefits may remain the same in a contract agreement, they may go up or they may go down. Wages and benefits are mandatory subjects of negotiation should the union win an election, and a union has no crystal ball that can predict what you might actually wind up with.

Myth:

Union representatives will often tell associates that the union can influence the selection of supervisors and have managers fired.

The Truth:

Absolutely not. The law prohibits the union from restraining or coercing the hospital in the selection of its supervisors and managers. In fact, many union contracts include "management rights" clauses that guarantee that the hospital retains its right to run its business effectively and efficiently. This includes the right to hire and fire leaders and associates.

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