

7 WAYS A Union Can Impact Your Work Life

1

You can't just take a union for a "test drive" to see if you like it.

If the union gets in, they are allowed one year before associates can attempt to kick them out. The process to get rid of the union is called "decertification" and it is difficult. It can be barred by union contract for up to 3 years.



Don't overlook these facts about how a union could directly impact your work life.

2

NNU doesn't come cheap.

This union will expect you to pay about 2.2 times your base hourly wage rate per month in dues. If you make \$35 an hour that could cost you \$77 every month—which could add up to \$2,700 over the life of a 3-year contract.

5

Union strikes are serious business.

NNU has taken more than 96,000 members on strike over the last decade. Are you willing to walk away from your patients and your paycheck if the union tells you to strike?

3

If the union wins an election, you can't opt out.

Union contracts are "one-size-fits-all" even if the working conditions negotiated by the union don't work for your personal situation. Once a union is voted in, they legally become your "exclusive representative," meaning you're stuck with them and you are subject to whatever the union negotiates in the contract, like it or not.

6

With a union, there are no guarantees what you'll wind up with.

Negotiations typically take a long time – according to a recent survey, first contracts take an average of 528 days in health care and could take longer. You would be subject to the contract when it comes to time off, promotions and other matters. We prefer the flexibility you have today where we can work together to meet your individual needs.

4

Unions can make promises they don't have the power to keep.

The National Labor Relations Board (NLRB) and courts are very clear – unions do not have the power to guarantee their promises about what you might actually end up with after union contract negotiations. They can tell you they'll get you more money, better benefits, a return to "the way it used to be," power over management – anything to get your vote. But in reality, the union *can only ask* during collective bargaining but the hospital has the right to say "no".

7

With a union, seniority rules.

Seniority is the key word in typical union contracts, and seniority could be determined in a lot of ways like how long you've been with the company, how long you've been in your position and even how long you've been in the union. It's not just based on your time on a unit or with Centura. Seniority rules sometimes make it impossible for leaders to make decisions based on needs or fairness because the rules will dictate decisions on assignments, scheduling, vacations, promotions or transfers.

Get more information about union representation at [PSFacts.com](https://www.psfacts.com) (scan the QR code)

