



KNOW THE FACTS

We're committed to an open dialogue with you

Some St. Luke's team members are discussing the merits of a union.

St. Luke's believes a union would be detrimental to the positive relationship we have with our team members, patients and our communities.

Your leader is always available to listen to your questions and ideas about how we can make St. Luke's an even better place to work and provide care.

Here are some facts about unions we'd like you to consider:

This message has been approved for distribution by St. Luke's executive leadership in accordance with Solicitation and Distribution Policy LD048.

Do St. Luke's employees need a union?

Why pay union dues with no guarantee of more?

- It is **impossible** for a union to **guarantee** you will receive more than your current wages, benefits and working conditions.
- A union will expect you to pay **dues** as unions are a **business**, funded by employees' money.
- St. Luke's pays competitive wages and benefits. We regularly survey other employers and health care providers in the community to ensure that we stay competitive.

A union usually means less flexibility

- **Union contracts are usually one size fits all.**
- The law prohibits employers from making exceptions to negotiated policies for individuals without first negotiating any changes with the union.
- Currently, you and your leader have the ability to work one-on-one to address your concerns, solve problems and support you. Collective bargaining would interfere with this working relationship.

Why pay a union for change when it's impossible to guarantee?

- A union may say they will guarantee change; however,
- A union has no input and no impact in the recruitment and retention of senior leadership.
 - It is impossible for a union to force a company to change or upgrade facilities.
 - It is impossible for a union to improve communication. The leadership of St. Luke's, together with team members, are responsible for effective communication.
 - Patient care and medical protocols are non-mandatory subjects of bargaining.

With a union, there is always potential for a strike

- A strike would be damaging for our patients and communities.

For more information visit
stlukesknowthefacts.org



scan QR code