

# KNOW THE FACTS

## *Without a Union = Flexibility*

Have you and your co-workers ever been allowed to:

- Work with your co-workers to determine holiday and/or weekend staffing requirements based upon anticipated patient care volume?
- Work with your department through your unit-based council to self schedule?

Have you ever gone to your leader with an individual request and been able to:

- Change your schedule last minute to deal with a personal or family issue?
- Change your schedule last minute for significant life events, such as a wedding?
- Trade shifts with short notice?
- Change your schedule to accommodate your school schedule?
- Leave during a shift for a medical appointment, or for a loved one's appointment?

Without a union, you can work directly with your leader or HR to accommodate your individual or department needs.

Are you willing to risk losing this flexibility in a one-size-fits-all union contract that will apply to you, and you will be bound by, whether you support the union or not?

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

For more information visit  
[stlukesknowthefacts.org](http://stlukesknowthefacts.org)



scan QR code

# KNOW THE FACTS

## ***With a Union = Complexity***

If a union represents you, it will be illegal for management to treat you like an individual by working directly with you and bypass the union to address your personal terms and conditions of employment.

**No matter what a union may promise you—federal law requires that the employer address your personal employment issues through the union, not with you individually.**

Duties of Bargaining Representative (union) and Employer. Once a collective bargaining representative has been designated or selected by its employees, it is illegal for an employer to bargain with individual employees, with a group of employees, or with another employee representative.

Source: Basic Guide to the National Labor Relations Act, page 13 – [www.NLRB.gov/sites/default/files/attachments/basic-page/node-3024/basicguide.pdf](http://www.NLRB.gov/sites/default/files/attachments/basic-page/node-3024/basicguide.pdf)