

Your Voice. Your Vote. Your MGH.

VOTE
JANUARY 22 & 23

Bargaining: No Guarantees

You have told us the union is promising you better pay and benefits if you vote yes.

The union cannot guarantee any single thing it has promised.

Promises are not a substitution for negotiating a contract. In fact, a union can't guarantee anything in the negotiations process, including whether it will advocate for an issue that is personally important to you. Negotiations aren't predictable.

NO GUARANTEE OF ANY IMPROVEMENT – could win, lose or stay the same.	SENIORITY: Years of service is typically the primary determining factor in labor agreements for shift bidding, schedules, time off, and transfers.	VOICE IS NOT YOUR OWN: Can you trust the Union will look out for your interests? ...Your voice may not end up being that of the bargaining group.
The union negotiated on behalf of care access RNs at North and bargained in 49 sessions over the course of 4 years. They agreed to a deal with no pension, the same healthcare benefits as you and they are paying union dues.	At Robbinsdale Hospital this means RNs with less than 10 years of service are not eligible for a straight day shift. And 10 years may still not result in a straight day shift if others ahead of you have more seniority. Seniority is a topic of bargaining with no guarantees.	“It is true, of course, that employees can lose benefits in the process of collective bargaining . . .” Case Citation: <i>Thriftway Supermarket</i> , 276 NLRB 1450 (1985)

**STAY INFORMED.
KNOW THE FACTS.**

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