

# Your Voice. Your Vote. Your MGH.

## Working with You to Accommodate Your Needs

### Have you ever needed your schedule adjusted?



- ... Did you request an adjustment to your schedule to attend your child's extra curricular activities?
- ... Have you requested to be off on certain days because you have a personal preference for what days you work?
- ... Did you ask leadership for adjustments to schedules to take an impromptu vacation?
- ... Has leadership worked with you to flex your schedule or add shifts so you work certain days or times of the week due to other obligations in your life?

Everyone has different scheduling needs for workdays as well as days off. You are all unique in what your life looks like outside of North - Maple Grove Hospital.

### What could happen with a union contract?

A union contract could lead to a "one size fits all" approach. Is your need for an adjusted schedule the same as what your peers need?

- **With a union contract, your work schedule may be negotiated** in the labor agreement as a group.
- **Your leaders may not have the flexibility that they have today** to unilaterally adjust each of your schedules to fit your individual needs.
- **When it comes to a day off, seniority is likely to be negotiated** as the deciding factor that determines the limits of when PTO can be requested.

Today your managers work directly with you to make adjustments that fit your needs, your lifestyle, and your requests.

Two dark grey silhouettes of human figures are shown from the chest up. Above each figure is a yellow speech bubble containing text. The figure on the left has a speech bubble that says "With a union contract, will I have to rebid for my schedule?" The figure on the right has a speech bubble that says "We don't know what will be in the contract."

"With a union contract, will I have to rebid for my schedule?"

"We don't know what will be in the contract."

Do you really want to put staffing and scheduling on the negotiation table and potentially lose the flexibility that you currently enjoy?

**STAY INFORMED.  
KNOW THE FACTS.**

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