

Union promises **are not guarantees**

Union organizers make many promises when they are asking for your support, but there are no guarantees in contract negotiations. **You could end up with more, less or the same as you have today** and the union will expect you to pay dues.

Here are 3 common union promises with the facts:

1

Pay



- **Union promise:** Higher wages.
- **Fact:** The union and MedStar must agree to everything in a labor contract, if one is reached. MedStar is not required to agree to a union's demand for higher pay. Today, you have competitive pay and benefits and you don't have to pay union dues.

2

More staff or staffing ratios



- **Union promise:** A labor contract will force MedStar to hire more staff or implement staffing ratios.
- **Fact:** Hospitals hire staff – not unions. No one, including the union, knows what will be agreed until the contract is complete. We believe staffing decisions should be made in collaboration with caregivers based on patient needs. Rigid rules in a labor contract may not allow the flexibility we need to make appropriate staffing decisions. MedStar has not agreed to staffing ratios in any of its union contracts.

3

Workplace safety



- **Union promise:** A union will guarantee a safer work environment.
- **Fact:** Workplace safety is a top priority and the responsibility of hospital leadership and local hospital leaders. No one can control the behavior of others; but we can control how we prepare and respond. We are committed to collaborating with caregivers to ensure their safety, as well as the safety of our patients and their families.

