

A union contract may make it harder to reward exceptional performers

Rather than recognizing and rewarding merit, hard work, and skill, unions often create a system that treats everyone the same - regardless of effort or performance.

A union contract may:



Focus on
seniority
over skill



Make it harder
to correct poor
performers



Treat wage
increases
the same,
regardless
of effort



Limit
accountability,
putting patient
care at risk

What it Means

Union contracts are one-size-fits-all, regardless of an associate's effort, performance, or attitude. That means high-performers are often treated the same as those who do the bare minimum.

