

# 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.

