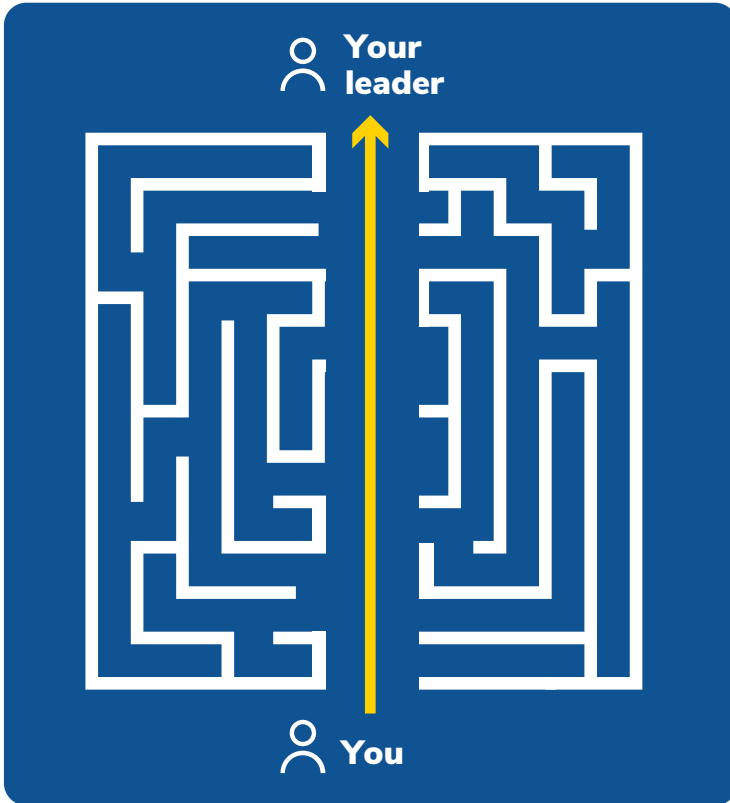
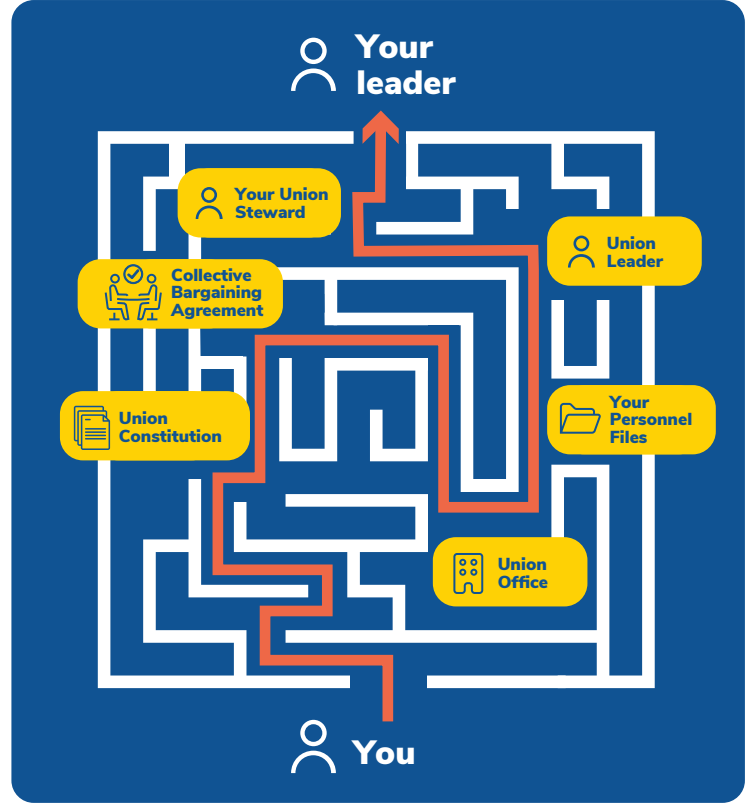


A union contract could compromise your flexibility

Flexibility without a union contract



Complexity with a union contract



Today, you work directly with your leader about individual needs related to schedules, time off, emergency leave, challenges in the workplace and other issues that come up every day.

Have you ever:

Worked with your leader one-on-one to change your schedule?



Had to request a day off for a last-minute urgent need?



Asked your leader to assist with patient care when your unit is short-staffed or to cover for you?



Under a union contract:

Once a scheduling system is agreed to in a union contract, everyone has to follow the system with no exceptions.

Leaders can't easily make case-by-case adjustments for work-life balance needs, or unique situations if the contract doesn't specifically allow it.

Depending on the definition of union work in a contract, your leader may not be able to assist you or assign someone to help you.

**MedStar Montgomery
Medical Center**

Visit <https://mmmcnursesfacts.net/facts-about-union-organizing/> for more information about unions and union organizing.




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