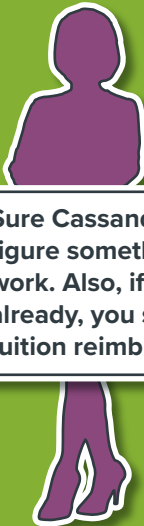


Today

Hi Tracy, I'm hoping to switch my schedule so I can go back to school next semester.



Sure Cassandra. I'm sure we can figure something out to make this work. Also, if you haven't done it already, you should look into our tuition reimbursement benefit.



With a union

Hi Tracy, I'm hoping to switch my schedule so I can go back to school next semester.



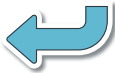
I'd love to help but we'll need to check your union contract. It likely includes rules about scheduling assignments and seniority that we will have to follow. Since you don't have a lot of seniority among your co-workers under the union contract, it may be difficult to accommodate your request.



Today, we have the flexibility to support you when life happens, and you need to make changes. With a union, the labor contract dictates how we respond – and it may not give you the flexibility you need.



Scan the QR code to find out more,
or visit beinformedcollegehill.org



Frequently asked questions

Q How could having a union change the way we work with one another?

A In a unionized environment, leaders and employees would need to strictly follow any rules in the labor contract and work through a union delegate (also known as a shop steward or representative) on certain matters rather than directly with each other. We would much rather solve problems and work directly with you than through a third-party.

Q How could a union affect the flexibility employees currently have?

A Having a union may change how we handle many matters here at Cincinnati Children's. Today, we do our best to accommodate schedule changes, including swapping shifts, moving from day shift to night shift, or adjusting your FTE up or down so you can focus on your individual goals like family priorities or pursuing additional education. Additionally, we have a fair system to approve PTO and assign holiday schedules.

In a unionized environment, we would have to follow the labor contract rules. Generally, under a labor contract, an employee's seniority is used to determine many things, including schedules, PTO, holiday work, promotions and other matters. The definition of seniority is usually negotiated by the employer and union during labor contract negotiations and could be how long an employee has been with the employer, how long an employee has worked in a certain facility, role or unit/department or even how long the employee has been a union member. This greatly reduces the amount of flexibility we would be able to offer employees.

Q If I can't go to my manager about certain matters who would I go to?

A With a union, your union delegate (or steward) would be your union representative on a day-to-day basis and make decisions for you about work-related matters during negotiations, regardless of your input.

Q Who would my union delegate be?

A Union delegates are employees from the bargaining unit (a unionized employee group) who act as the day-to-day union representative. Sometimes a union rewards internal union supporters with a position of a delegate. They may even get special treatment and perks for helping to organize their fellow employees. This may be why some employees are pushing so hard to unionize.

Sometimes, a union delegate may be elected by employees, but the union delegate generally still gets perks. These special privileges may be paid time off to engage in union business, all-expenses-paid trips to union conferences, meals and swag. Union delegates also usually have access to a lot of information you may consider personal like your Social Security number, pay rate, retirement contributes, disciplinary actions, home address, signature and personal contact information.