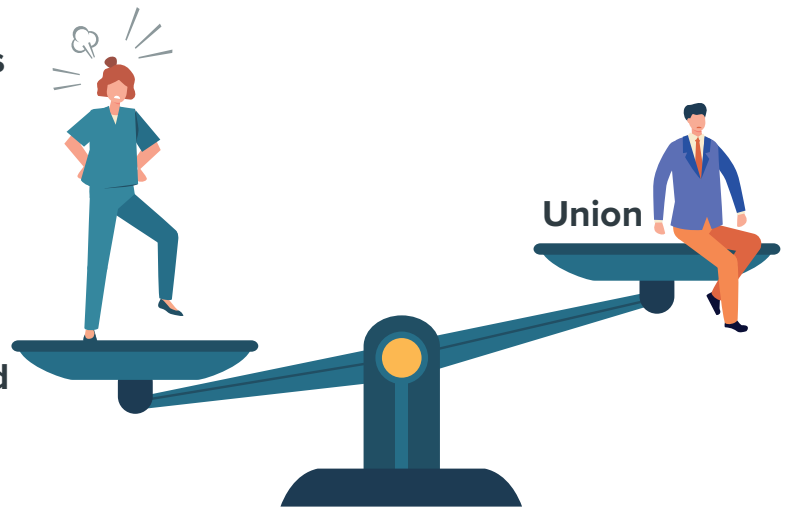


# Unions say they level the playing field, but is a relationship with a union really one of equals?

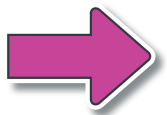
Unions charge dues and in states like Ohio they can demand contract language requiring an employer to terminate any employee who doesn't pay dues or fees. Plus, unions can make you promises they can't guarantee so you could be forced to pay dues and fees just to get working conditions that are the same, better or worse than what you have now.



Right now, you already have a voice and can go directly to your leaders to share your feedback, and talk about changes you'd like to see.

Don't tip the balance! Think twice before signing a union authorization card.

See the back to learn the truth about the steps to unionization.



Scan the QR code to find out more,  
or visit [beinformedcollegehill.org](http://beinformedcollegehill.org)



# UFCW makes a lot of claims about the steps to unionization, but you should have both sides of the story:

## 1. Unite with your coworkers

- At Cincinnati Children's we are already a united team. We support one another and ask for team members to share their feedback.
- The reality is unions can cause divisiveness among teams:
  - A union may bring a "you're either with us or against us" mentality.
  - Having a union changes the direct relationship you have with your leaders. We strongly believe inserting a union into the middle of our relationship will not be in the best interests of you or our patients and families. The direct relationship you have with your managers is critical to how Cincinnati Children's operates.
  - A union contract usually says people who are not part of the bargaining unit cannot do bargaining unit work – which means leaders can be prevented from providing needed coverage if the team is short-staffed.

## 2. A petition is filed and voting date is set

- UFCW claims that union cards are always kept confidential, but union organizers have no obligation to keep your information confidential and often use it to call, email or even show up unannounced at your house to try to gain your support.

## 3. Vote

- If there is an election, you have the right to vote "No" or "Yes" to unionization
- You continue to have the right to be free of harassment from others about your choices

## 4. Form a negotiation committee

- The union may form a small negotiation committee, but there is no guarantee that the issues you care about will be prioritized, or even heard. Whereas today, you can have a direct conversation with your leaders to share concerns or feedback.
- Even with a committee, negotiations are between the union and employer, and unions are allowed to prioritize their needs above those in the bargaining unit.

## 5. Vote on your contract

- Most unions do not begin charging dues until a contract is ratified, but it's important to remember unions set their own dues amounts – they are not negotiated. Unions can raise their dues at any time AND in states like Ohio that do not have a Right-to-Work law, unions typically add a Union Security clause into the contract that states you must pay your dues or be terminated. We don't believe there is a need for you to pay dues/fees to a third party so they can speak to management on your behalf.