

Know the Facts



Promises 1199C May Make to Get Your Support

Union organizers may tell you what you want to hear to convince you to sign a union card or petition. The truth may be different than what 1199C tells you.

| Union organizers may promise... | The truth is... |
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| ...they will get your supervisor fired | <ul style="list-style-type: none"> ○ Hospital leadership makes decisions about who its managers are – not the union. ○ If 1199C represents you and you don't pay \$53.70 every month in union dues or fees, 1199C may have the right to demand Einstein fire you! |
| ...they will get nurses to give you more respect | <ul style="list-style-type: none"> ○ Respect is not a topic that is negotiated by a union. Einstein supports respect for each individual's dignity and addresses respect issues through our performance accountability policies. |
| ...they will make management adjust schedules | <ul style="list-style-type: none"> ○ 1199C could ask Einstein to make scheduling changes during negotiations, but the hospital is not legally required to give in to union demands. Additionally, a contract may contain language limiting management's to change schedules even when changes may benefit employees. |
| ...they will get you the equipment and supplies you need | <ul style="list-style-type: none"> ○ There are no commitments for supplies or equipment in the labor contract between PASNAP and Einstein. ○ There also aren't any commitments for more supplies or equipment in the Thomas Jefferson University Hospital collective bargaining agreement with 1199C. |
| ...they will make Einstein hire more staff | <ul style="list-style-type: none"> ○ Labor contracts generally include "Management Rights" language that protects the employer's right to decide how many people to employ and to outsource or eliminate departments. |
| ...they will protect you from COVID | <ul style="list-style-type: none"> ○ Our employees – regardless of whether or not they are unionized – receive PPE based on their potential exposure and what is necessary to keep them safe. ○ Unions across the country are trying to use fears about COVID-19 exposure to organize workers but even union-represented workers have concerns about PPE – unions DO NOT give employees more protection from COVID. |
| ...they will get you higher wages | <ul style="list-style-type: none"> ○ There are no guarantees in the negotiations process; the union may get you more, the same or less. 1199C would expect you to pay union dues or fees regardless of the outcome in negotiations. |

**1199C failed to deliver on its promises at other Philadelphia hospitals.
Be careful about believing what they say they can do for you –
there are no guarantees because of the collective bargaining process.**