

## Know Before You Vote



**What does it mean to be represented by a union?**

### **You should know that being represented by a union:**

- X** does not guarantee that employees will receive wage and benefit increases.
- X** does not guarantee you would keep the current scheduling flexibility.
- X** does not guarantee that a contract will be reached.
- X** does not guarantee that strikes will not happen.
- X** does not guarantee that layoffs will not occur.
- X** is not required when Peace Officer status is granted.
- X** does not guarantee you would keep your job if you don't pay union dues.

### **Highland Hospital already provides employees with:**

- ✓** Competitive compensation and benefits.
- ✓** Investments in employee development through education and training enhanced scheduling flexibility at the department level.

**If you would like more information, please contact your leader, Human Resources or any member of leadership.**