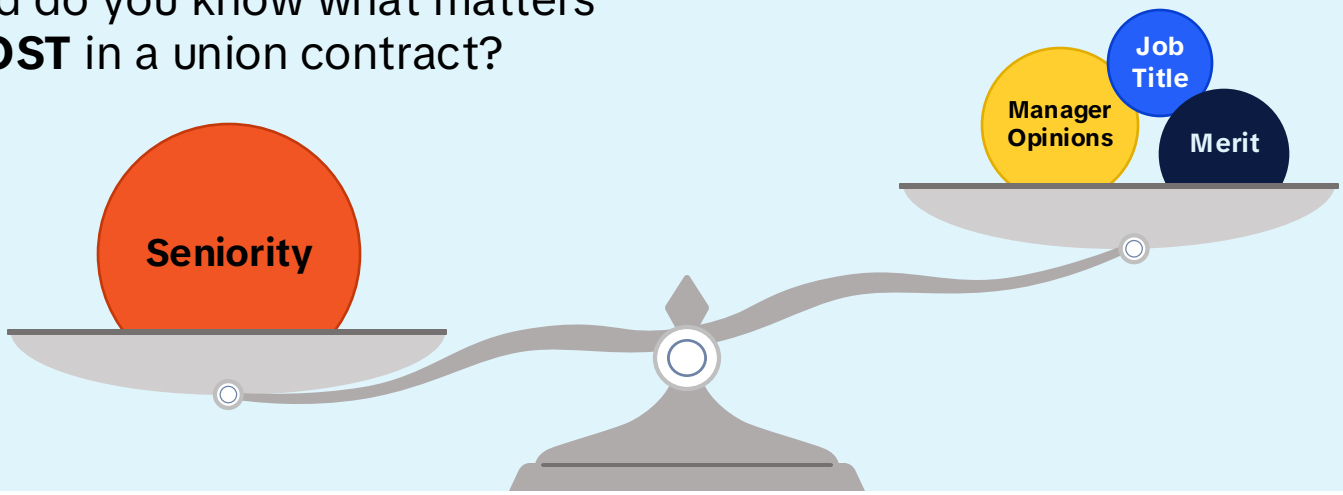
Last In. First Out...of Luck?

Today, your manager can work with you to make decisions about scheduling and shift changes — including vacations and holidays — that work for you and your team.

When a union represents you in the workplace, the contract — not you or your manager — usually drives decisions on those issues.

And do you know what matters **MOST** in a union contract?



Seniority is defined by unions as the length of time a nurse has worked in the bargaining unit. If that time is a tie with another nurse, then seniority is decided by how long nurses have worked in the organization.

This can often be a real disadvantage for more junior nurses just starting their careers, or newer nurses working at Endeavor Health.

Remember, if you vote for the Teamsters...

...it will likely be **your hire date** that determines things like:

NOT how good you are at your job, your title, or even what your manager thinks is best for you and your fellow team members.

- holiday time off
- overtime
- and access to opportunities

NO UNIONS = VOTE NEITHER!

Learn more at ***EndeavorUnionFacts.com***

Endeavor Health