Endeavor Health

The Truth About

Collective Bargaining



If the Teamsters or NNU are voted in, they would become the only bargaining representative for all team members in the voting unit. Endeavor Health and the Teamsters or NNU would then enter a process known as “collective bargaining” to negotiate all terms and conditions of your employment.

WHAT YOU SHOULD KNOW

There Are No Guarantees

Unions may make promises during an organizing campaign, but nothing is guaranteed. Collective bargaining is a negotiation process in which both sides—the Teamsters or NNU and Endeavor Health—must bargain in “good faith”, but **neither side is required to agree to the other’s proposals**.

Collective Bargaining Takes Time

Collective bargaining can take a long time. On average, **collective bargaining can take well over a year to complete—465 days, to be precise.**[1]

Almost Everything is on the Table

There are no guarantees that negotiations will allow you to keep what you have right now, including your pay, benefits, and time off. You could end up with more, the same or less than what you have now. Are the Teamsters or NNU worth the risk?

What’s for certain? Union dues. Get the facts. Why pay to work? Are the Teamsters or NNU worth the risk?

Learn more at
EndeavorUnionFacts.com

NO UNIONS = VOTE NEITHER!

[1] ANALYSIS: Now It Takes 465 Days to Sign a Union’s First Contract