What You Have Without a Union

At Endeavor Health, our goal is to provide a transparent, competitive, and supportive environment where you can do your best work and succeed in every aspect of your life.

If you vote in the Teamsters or the NUU, then by law, every term and condition of your employment—including pay, health insurance benefits, schedules, paid time off and more—must be bargained for by Endeavor Health and the union. That includes **everything you have now**, such as:

Compensation

- Annual performance-based merit increases, market-based adjustments and no base rate cap
- Holiday worked pay, on-call, call-back and low activity on call pay
- Shift and weekend differentials
- Extra shift incentives
- Preceptor and charge pay
- Nursing Professional Advancement Program *(up to $7,500/yr)*
- Specialty certification and continuing education support

Health, Retirement & Insurance

- Medical, prescription, dental, and vision plans
- 401(k) plan with employer match of up to 6% of salary
- Life, disability, and AD&D insurance
- Health savings and other tax-advantaged accounts
- Voluntary critical illness, legal, identity-protection, and pet insurance

Time off, Leave & Employee Assistance

- Paid time off
- Paid parental, bereavement, military, and caregiver leave
- Leaves of absence and jury duty leave
- Employee assistance, adoption assistance, fertility support, and wellness programs
- Tuition reimbursement and public service loan forgiveness

This a sample of what you have now *without paying union dues*. Collective bargaining over these items could leave you with more, the same, or less than you have now. **Are the Teamsters and the NNU worth the risk?**

NO UNIONS = VOTE NEITHER!

Learn more at
EndeavorUnionFacts.com

Endeavor Health