

# In a unionized workplace, it's almost like you're having a conversation with the labor contract—not your leader.



"Our daycare is closing, and I'll need to adjust my schedule for my kids."

"Sorry, but our contract does not allow for individual scheduling decisions."



"Can my coworker cover my shift tomorrow? I have an urgent appointment."

"Sorry, under the new contract rules, we cannot make changes after the schedule is posted."



"We're swamped today and need coverage. Can my leader step in to help?"

"Sorry, under the union contract, leaders cannot assist with bargaining unit work."



"We're swamped - I'm happy to stay and help. Can I work overtime this week?"

"Sorry, but it clearly states in the union contract that OT is determined by seniority."



Today, you collaborate directly with your leader regarding individual needs related to schedules, time off, and other daily issues.

With a union contract, simple requests can become complex and limit your flexibility at work.

Are you willing to risk losing flexibility with a union contract?

**MedStar St. Mary's  
Hospital**

Visit <https://msmhnursesfacts.net/facts-about-union-organizing/> for more information about unions and union organizing.



  
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