

A union contract may make it harder to reward exceptional performers

Rather than recognizing and rewarding merit, hard work, and skill, unions often create a system that treats everyone the same - regardless of effort or performance.

A union contract may:



Focus on seniority over skill



Make it harder to correct poor performers



Treat wage increases the same, regardless of effort



Limit accountability, putting patient care at risk

What it Means

Union contracts are one-size-fits-all, regardless of an associate's effort, performance, or attitude. That means high-performers are often treated the same as those who do the bare minimum.

