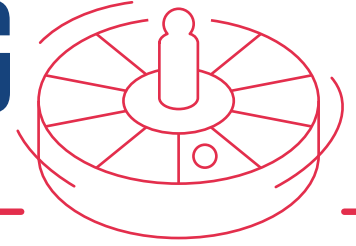




COLLECTIVE BARGAINING CAN BE RISKY



Negotiating a labor contract is a back-and-forth process between an employer and union.

TWU can make demands in negotiations, but Care Flight is not required to agree to them.

There are no guarantees that TWU will be able to deliver on their campaign promises.

As a result of negotiations, you may receive less, more, or the same as you have now.

There is no time limit on negotiations; it might take months, or even years to reach an agreement.

Care Flight would be required to maintain the “status quo” during contract negotiations, meaning it might be legally prohibited from increasing your pay or improving your benefits until an agreement is finalized with the union.

Regardless of the outcome, TWU could expect you to pay monthly dues of 2 times your base hourly wage.

FAQs

Q What happens if TWU wins the election?

A If TWU is certified as the winner of the election, both Care Flight and the TWU would have an obligation to bargain in “good faith” in an effort to reach a contract.

Q Does bargaining in “good faith” mean the parties will be forced to agree?

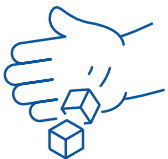
A No. Both sides would have to hear each other out and try to reach an agreement, but neither side can be forced to agree to anything.

Q If Care Flight and TWU reached a contract agreement, would I be guaranteed improvements to pay, benefits and working conditions?

A No. Pay, benefits and working conditions would all be negotiated between Care Flight and TWU, and it’s impossible to predict how a contract would look. You might get less under a TWU-negotiated contract or you might end up with more or the same. There are no guarantees.

Q Would I receive pay increases or benefit improvements during contract negotiations?

A No one knows. Care Flight would be required to maintain the “status quo” during contract negotiations, meaning it might be legally prohibited from increasing your pay or improving your benefits until an agreement is finalized with the union.



Don't Bet on TWU. Vote No.



CARE FLIGHT



For more information, visit

www.remsahealth.com/know-the-facts