

WHY A UNION IS NOT RIGHT FOR CARE FLIGHT

The Transport Workers Union of America (TWU) labor union has filed a petition with the National Mediation Board (NMB) to be the exclusive representative of flight nurses and flight medics at Care Flight.

Care Flight believes a union would be detrimental to the positive relationship we have with our employees, patients, and the communities that depend on us.

Please consider these facts when thinking about what unionizing would mean:



Why pay union dues with no guarantee of more?

- It is impossible for a union to guarantee you will receive more than your current wages, benefits, and working conditions.
- Whether you get more or not, a union will expect you to pay dues as unions are a business, funded by employees' money.
- Care Flight is conducting a third-party survey to ensure our wages and benefits are market competitive.



Why pay a union for change when it's impossible to guarantee?

A union may say they will guarantee change; however,

- Equipment, aircraft type and selection, clinical protocols, level of care, patient safety, staffing, business decisions and locations, are not mandatory subjects that must be bargained over.
- It is impossible for a union to force a company to change or upgrade facilities.
- Care Flight has to take into consideration what is best for all of its employees and will not agree to anything that is not in the best interest of the entire company.



A union usually means less flexibility.

- Union contracts are usually one size fits all.
- The law prohibits employers from making exceptions to negotiated policies for individuals without first negotiating any changes with the union.
- Currently, you and your leader have the ability to work one-on-one to address your concerns, solve problems, and support you. Collective bargaining would interfere with this working relationship.



With a union, there is always the potential for a strike

A strike would be harmful for our patients and the communities we serve.



CARE FLIGHT



For more information, visit

www.remsahealth.com/know-the-facts