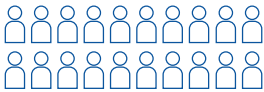






YOUR VOTE IS IMPORTANT

A simple majority of those who vote will determine the election outcome. Not voting in the election is not a “No” vote. You must vote in the election to have your voice heard. Look at this example:

<p>If 40 people are eligible to vote, and if only 20 people vote</p> 	<p>and 11 vote for the union...</p> 	<p>all 40 people will be represented by the union</p> 
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MARCH 18 Ballots were mailed to the homes of eligible voters on March 18, 2026.

APRIL 22 Ballots must be returned to the NMB before the vote count on April 22, 2026.

Reasons To Vote No

Union dues add up

Your dues with TWU could be \$33 to more than \$44 a month. That might not sound like a lot, but it really adds up. Your dues or fees likely will be deducted directly from your pay – and are not tax deductible.

Collective bargaining can be hazardous

What you have now could change; wages, benefits, and working conditions are mandatory subjects of bargaining. You could end up with less, more, or the same as what you have now.

Seniority and flexibility

Labor contracts are often governed by seniority, and this could mean things like paid time off requests, promotions, and compensation would be decided by seniority rather than merit or your individual needs.

The union can't guarantee any of its promises in writing

How confident are you that the union will deliver on things like pay increases, improved benefits, working conditions?

Stuck in status quo

If the union wins, employees will be stuck in what is called “status quo” – meaning Care Flight would not legally be allowed or required to make changes to things like wages, including giving raises, while a labor contract is being negotiated.

You can't just try out a union

Having a union is a long-term decision. It's a lengthy, difficult process to remove a union once it's in place and Care Flight is legally not allowed to help you.

Before You Vote, Please Consider the Facts and Vote No.



CARE FLIGHT



For more information, visit

www.remsahealth.com/know-the-facts