



## Frequently Asked Questions: May 25

### Union Activity

With another union talking with team members at Endeavor Health, several important questions have come up.

#### FAQs

#### Q1: [Why is all this union activity happening?](#)

Like any business that puts profit before people, Endeavor Health's mistreatment of employees, chronic understaffing, and negligent executive team scream for collective bargaining, and both the Teamsters and NNU have noticed.

#### Q2: [What are the unions selling?](#)

Working together to solve the pain-points of working for Endeavor Health. Instead of standing alone fighting for better pay, more safety and a brighter future, a union (which is you and your co-workers united) works as a collective to improve things for you. We'd much rather keep you divided and disheartened, so pretty please, don't join the union.

#### Q3: [How do unions sell memberships?](#)

Unions don't sell memberships, they make it so you and your co-workers together can pushback on management. As your leadership team, help us pay you as little as we can while still demanding your best work by not joining a union. Union members stand together fighting for pensions, proper staffing, sane break policies, and reasonable compensation. But if you stay divided, leadership can run the hospital however we see fit, at your detriment. And honestly, who do you think you are, asking for a retirement that isn't in abject poverty? We've got yachts to buy; priorities people.

#### Q4: [Would voting in a union solve our problems?](#)

Union membership isn't a promise that life will be all roses and champagne, but it helps address the power disparity we enjoy between a nurse who makes less than the average national income and the 1% in the c-suite extracting the value of your work for pennies on the dollar. Management will still work diligently to exploit you, but if you unionize, we'll have to fall back on blaming the union for everything, including how you deserve poverty, despite being an essential element allowing our hospitals to function. Please let us keep degrading your work life. Leave yourselves isolated and disorganized so we can make our tee times more easily.

Teamsters and NNU members go on strike because they are unhappy with the contracts management offers them to work under. Unions don't promise to solve your problems, but they give you a fighting chance that we would rather you not have.

ASK -- Will the Teamsters or NNU be willing to give you a personal guarantee they can force management, that's us, to give a fair deal when we don't respect you and would rather see you starve?

## Q5: Can voting in a union create other problems?

Certainly. Consider some of the following examples:

- How will a small union dues payment hurt your finances if a union fighting together is better at getting you higher pay, than you can be all by your lonesome? Mo Money Mo Problems, am I right?
- Will your seniority impact your ability to get the shift or time off you want more if your union fights for it or if you stand alone and let us run you over?
- What happens if the union refuses to handle your grievance because our fantasy of a union is craven poor people shafting other poor people so us wealthy folks don't have to do it?
- What happens if your manager is prevented from dealing with poor performers, despite every single union contract having language about performance and grounds for dismissal? We want to frighten you with hypothetically carrying underperforming colleagues to distract you from the wildly problematic decisions from leadership that you can't fight against alone.

It's very important to understand how your life could change if you collectively bargain, represented by a union, and are covered by a union contract instead of the whim and caprice of hospital leadership.

## Q6: Why are some nurses working so hard to support one union or the other?

Only they know the real answer. Be aware that management vilifies unions by falsely claiming the unions offer special perks or positions (that entail additional unpaid work) in exchange for aggressive support. Forget that nurses often chose their profession because they innately care about people, and their welfare, instead of their stock portfolio and third homes like leadership does. Chumps.

Have you asked those individuals if the union promised them anything? Do it, we want you infighting.

Don't believe what someone tells you without doing your own research, unless it maximizes our profit off your work.

## Q7: I'm already tired of being harassed; can leadership make it stop?

Absolutely. We could, today, accept the union as your representatives, offer a fair contract that gives you some of what you want and deserve, and also gives us some of what we want and feel our business needs. A deal that everyone on both sides sees as good enough is possible, but we want more. We enjoy scapegoating the unions instead of doing any actual introspection or taking accountability.

**If you don't want to talk with a union representative or team member, say, "Please leave me alone." If you don't want to talk to us, you're S.O.L.** because we can suspend you without pay (as we have already to some) and we know where you live. We have more money and less compunction than you, don't think we won't stoop to hurt you just to feel powerful.

Keep in mind that both unions and management are legally restricted in what they can say about a union that's organizing. We are ignoring those laws and lying because we feel you are stupid, we keep you too exhausted to fight back, and we feel entitled to the value of your work without giving you fair compensation, safe conditions, or human dignity. Your work is ours, and fuck you for thinking otherwise.

Don't think for a second that we invited a second union in to muddy the waters and create confusion. We think you are unaware of how fiercely Teamsters advocate for their members. Please do your research and make a choice informed by only us!