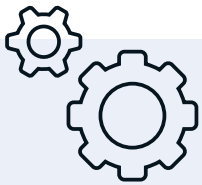


## Get the Facts

# No Opting Out No Trial Period

There is no ability to “opt out” of the union if your co-workers unionize. The union would be your exclusive representative, and you would be required to follow the terms of any negotiated and ratified labor contract – even if that means losing benefits or other conditions of employment that you now have.

Plus, with a union security clause, a union would require you to pay dues or fees – even if you didn’t sign a union authorization card, didn’t participate in the election or don’t want to be unionized. And you may have to pay the union just to keep your job at Good Samaritan.



If employees unionize, the union is permanent unless employees decide to attempt, and are successful with, the long and difficult process called “decertification.” It could take YEARS for team members to achieve this, if ever.

Here’s how the decertification process works:



You have to wait at least **ONE YEAR** before attempting to remove a union.



If a contract is reached, it could be up to **THREE YEARS** before you can attempt to remove a union.



If you miss the window for filing, it could be up to another **THREE YEARS** before you can try again.

**>> You could be stuck with a union for a long time.**