

1. Why can't Mercy tell us what they would do if the SEIU doesn't get in?

Because the law prevents a “party capable of carrying out a promise” from making a promise. Look at the Notice of Election – there is a section that addresses that, and your care manager can show you. Mercy IS capable of carrying out a promise. If the union is promising things, aren't they just **admitting they are NOT capable of carrying out that promise?**

The best we can do right now is to ask you to work directly with us and give us an chance to work directly with you. In a year, if you still think you need a union, you can get one then, and if so, you might find a union that has fewer problems or a better balance sheet.

2. Is there any guarantee the union will ever have a contract?

No. In fact, unions complain that they fail to get first contracts about half the time, and that when they do, they say it takes too long. That's a valid complaint but “*the law does not require either party to agree to a proposal or require the making of a concession...*” [NLRB, *Basic Guide*, page 24].

Both parties have to bargain in good faith but even when they do agree, you may find what is in the proposal isn't what you wanted, or it addresses someone else's issue at your expense. You just don't know.

Since the union would be your exclusive agent, you couldn't cut a “side agreement” on your own. Remember, only dues paying members in good standing are allowed to vote on contracts, or strikes.

3. A lot of people were angry at all the changes and feeling they weren't being listened to, why should they give Mercy a chance?

Well, that's the question we hear the most.

The fact is, *Mercy* doesn't want a chance, Karen and the people who are responsible for the success and well being of the agency and the patients want a chance. And that includes all of us: The office based care managers, the educator and schedulers the quality team, the home care coordinators, the therapy staff, the leaders and the nurses themselves.

What Karen wants is a chance for all of us to work together to give us ALL a chance to show we don't need a third party here between us.

Some staff – therapists for example – have had issues addressed because we can work directly with them. Other problems we have tried to address (like scheduling late visits because of late discharges from the hospital) through your leaders. We believe these things are best and most quickly addressed by working directly together.

