

Do a thorough examination before election day

- Providence does not have any contracts — with any union for any caregivers — which have patient staffing ratios.
- Unions are free to promise caregivers almost anything and often make excessive demands in bargaining. This typically raises caregivers' expectations and could create divisions in the workplace, including a strike.
- Unions are in the “fee for service” representation business. Employees pay for the union's representation by paying monthly dues and are subject to a variety of additional costs the union may impose like initiation fees for new caregivers and special assessments for strike funds and political causes.
- Do you know how much dues would be? Is there going to be an initiation fee for new caregivers?
- Have you received the Constitution and bylaws of IAM? Do you understand the rules and regulations you will have to follow?