

## When It's Time to Vote

What should I consider	YES	NO
Can a union guarantee you will receive wage and benefit increases?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Can a union guarantee the same or greater scheduling flexibility?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Can a union guarantee they will secure new benefits?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Can a union guarantee increased staffing levels?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Can a union represent me for the purposes of Collective Bargaining?	<input checked="" type="checkbox"/>	<input type="checkbox"/>

**Remember, wages, scheduling, and other benefits changes would be subject to negotiations between the union and UR Medicine HomeCare.**

**There are no guarantees. This means you could get the same, more or less than the current pay and benefits you already receive.**