



Know the Facts.

The Truth About Shop Stewards.



When a union represents a group of employees, one or more of those employees is appointed or elected as a shop steward (union representative). The shop steward becomes the spokesperson for everyone in the group. If SPFPA is elected, the shop steward will have the right to speak and act on your behalf with the union and with MedStar about work-related matters important to you.

Have you thought about...



1. Who the shop steward will likely be?
2. Are you okay with this person speaking for you and making decisions that affect your pay, benefits and working conditions?
3. What if you don't get along with this person? What if he or she doesn't like you?
4. What happens if your priorities are different than those of the shop steward? Are you willing to leave it up to this person to decide what issues are discussed with management?
5. Are you okay with this person having access to your confidential information including disciplinary files and compensation or pay records as part of their roles as shop steward?

Union contracts give perks to shop stewards.

Superseniority

SPFPA Contract with Chenega Security and Support Solutions, LLC

Article 8.5(c) Seniority: In the event of a layoff, the Local President, Vice President and Chief Steward shall have super seniority to include shift, days off and will be continued at work, provided he is qualified to perform the work available...

MWHC Contract with SEIU 722

Article 8.2 (e) Superseniority for Shop Stewards: In the event of a layoff, the shop stewards of Local 722 shall be the last to be laid off from their respective job classifications provided they have the qualifications, skill and ability to perform the available work.

Extra Time Off for "Union Business"

SPFPA Contract with Commonwealth of Pennsylvania

Article 16.2 and 16.3 Leaves of Absence Without Pay: Employees who are elected or appointed as Union officials or representatives shall be granted leaves without pay for the maximum term of office, not to exceed three years; and up to six weeks leave without pay each year without loss of seniority credit where such time is necessary to enable them to attend official union conventions or conferences...

**Are you willing to risk your future
by handing over your individual voice to a shop steward who will decide what's good for everyone as a group?
If your answer is "no," please **VOTE NO UNION** when you receive your ballot in the mail.**