

COLLECTIVE BARGAINING: UNION PROMISES V. REALITIES

You may hear promises from the union, but decades of rulings by the National Labor Relations Board, an independent federal agency, make clear: **there are no guarantees.**



The Reality

Under a union contract, you could end up with the same, more or less than you have now.

The NLRB Ruling

“... collective bargaining is potentially hazardous for employees and as a result of such negotiations employees might possibly wind up with less benefits after unionization than before.” (Coach and Equipment Sales, 228 NLRB No. 51)



The Reality

A union can “bargain away” employees’ existing benefits to gain things that benefit the union.

The NLRB Ruling

“... in the give-and-take of bargaining the Union might give up insurance, holidays, or vacation time to obtain dues checkoff from the Company. (La-Z-Boy, 281 NLRB No. 54)



The Reality

A union cannot force a hospital to give in to unreasonable demands.

The NLRB Ruling

“... there is no requirement in the [National Labor Relations] Act that an employer accede to all union demands or, after bargaining, retain all current benefits.” (Oxford Pickles, Division of John E. Cain Co., 190 NLRB No. 24)

The truths about union representation and collective bargaining:

- ✘ NWMU could insist you pay dues, even if you don’t get what you want from a contract
- ✘ Union contracts routinely put seniority over performance, with one-size-fits-all policies that could limit scheduling flexibility
- ✘ There is no opting out of the contract. You would have to live under the terms negotiated by the NWMU bargaining committee, which may not share your priorities

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