

Union representatives and supporters may say the union will get you better staffing ratios, pay and benefits, but can they guarantee that?

In fact, a union can't guarantee anything in the negotiations process, including whether it will advocate for something important to you. Negotiations aren't predictable and may take months or years.



The National Labor Relations Board (NLRB) has said:

“Unions can promise wage increases, better benefits and protecting what you have now during an election campaign, even though they have no actual power to guarantee those things, because those promises are considered mere ‘pre-election propaganda.’”

What You Should Know About Collective Bargaining

- Bargaining is a give and take process and unionized associates may not have a final say in what the union says or does.
- There are no time limits on negotiations. First contracts may take a long time to negotiate - 528 days on average in health care.**
- For the duration of negotiations, employers generally must maintain the status quo, meaning that any new wage and benefit improvements would also be subject to the bargaining process.

Can you trust the union will look out for your interests?

*Shirlington Supermarket, Inc., 106 NLRB 666 (1953)

**Combs, R. "Analysis: How Long Does It Take Unions to Reach First Contracts?" Bloomberg Law. June 1, 2021.

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