

Beware of Union Misinformation Vol. 7

During union campaigns, it is hard to separate what is true from what is false. We want you to have all the facts when it comes to unions.

Myth:

The union can guarantee it will get us everything we want in negotiations.

The Truth:

Federal law requires the union and the employer to meet and exchange proposals about wages, benefits and other conditions of employment like scheduling, overtime, transfers and promotion rules, holidays and paid time off and other matters. But the law provides no guarantees about what you'll wind up with after bargaining. You could end up with more, the same as you have now, or less. The law also says that nothing requires a company to agree to specific union demands during negotiations, particularly anything that is not in the best interests of employees or the company.

Myth:

We can try out a union and always easily go back if we don't like it.

The Truth:

It's not that easy. The process to get a union out is called "decertification" and it can be long and complex. The process is controlled by the National Labor Relations Board (NLRB) and involves employees collecting signatures of those that don't want the union anymore, followed by another election. The process also must be done without any assistance from the employer. Employees would have to wait a year after a union election is certified to file for a decert election. If a contract is signed, that would stop any decert effort in progress and would mean waiting until the contract expires, which can often be a minimum of three years.



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