


# Promises are Not Guarantees


Much like a politician, union organizers may make various promises in order to gain your support. But can you really count on those promises coming through for you?

**The National Labor Relations Board has made some rulings over the years that directly reflect on that issue.**



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

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



Unions can tell employees that if the union wins the election, they can make more money, even if that is not necessarily true, because “employees generally understand that a union cannot automatically obtain benefits by winning an election but must attempt to achieve them through the collective-bargaining process.”

~ Thrifty Rent-A-Car, 234 NLRB 525 (1978)

The bottom line is that unions can make NO GUARANTEES about what you might wind up with if they got in. That’s because wages, benefits and other specific items related to your working conditions must go through the process of collective bargaining.



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