Unions Can Make Promises... But There Are No Guarantees

As a result of collective bargaining…

Employees covered by a union contract could end up with less, the same, or more than they have now.

Despite union promises that you will "get more," the NLRB ruled:

> **"… 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."**

Source: Coach and Equipment Sales, 228 NLRB. No. 51.

A union can "bargain away" existing benefits to gain things that benefit the union.

A union may trade away your benefits to secure contract language that directly benefits the union. For example, "dues checkoff" clauses that enable the union to withhold your dues directly from your paycheck. The NLRB ruled:

> **"…in the give-and-take of bargaining the Union might give up insurance, holidays, or vacation time to obtain dues checkoff from the Company."**

Source: La-Z-Boy, 281 NLRB. No. 54.

A union cannot force a hospital to agree to its demands.

Regardless of any promises made by union representatives, nothing requires a hospital to agree to specific union demands during contract negotiations. The NLRB ruled:

> **"…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."**

Source: Oxford Pickles, Division of John E. Cain Co., 190 NLRB. No. 24.

Know the Facts: The Risks of Collective Bargaining

In collective bargaining, the only thing the union can do is ask… and things only change if MedStar agrees.

- Collective bargaining offers no guarantees.
- The union can negotiate a clause that requires associates pay union dues to keep their jobs, even if the contract fails to deliver on the union's campaign promises.
- The union can negotiate a clause where dues could be withheld from paychecks – like taxes.
- Union contracts favor seniority and one-size-fits-all policies, and could limit our flexibility to implement good ideas or meet an individual associate's needs.
- There are no opt-outs of union representation. All associates in the bargaining unit would have to live under the terms of a contract negotiated by the union bargaining committee, which may have its own agenda and may or may not share your priorities.

Your vote is valuable! Are you willing to risk throwing it away based on union promises with no guarantee. Bet on Tracey and Bill instead and vote "Neither" union!

MedStar Washington Hospital Center