

Keeping You Informed

Do unions make promises they can't keep?

YES! Union representatives and supporters, which can include your peers, often make promises they can't keep to get you to support the union or sign a union authorization card.



We can get you better pay.



We can guarantee staffing ratios.



We can get you a seat at the table.

...the truth is **they have no power to guarantee** any of those things because changes must be collectively bargained.

In fact, the National Labor Relations Board (NLRB) has called these campaign tactics “pre-election propaganda.”
— Shirlington Supermarket, Inc., 106 N.L.R.B. 666 (1953)

Don't sacrifice your current right to a direct relationship with your leader for false promises. When the union starts talking, **FOLLOW THESE SIMPLE STEPS:**



Use your best judgment.

Is the union promising they can make changes at the same time they're asking you to sign a card or petition? Use your best judgment to decide what is mere propaganda and what can be guaranteed.



Ask questions.

Ask the union representatives to guarantee their promises, in writing, with their signature.



Not interested? Just say “NO!”

If you don't want a union, you have the right to say “no.” If you feel you are being harassed at work after saying “no,” contact Human Resources.

To get more information, visit **SAHfacts.com** or scan the QR code

