

Know the Facts

Risks of Collective Bargaining

The National Labor Relations Board has written about the Risks of Collective Bargaining:

Are team members guaranteed the same benefits in a union contract that they had prior to collective bargaining?

No. Your wages, benefits, work hours and employment terms may change because of bargaining. You could end up with less than you have now, more than you have now or keep the same as you have. It is not possible to know what will result from collective bargaining. In fact, the NLRB has said that:

“...collective bargaining is potentially hazardous for employees and that 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.

Does an employer have to agree to union demands?

No. A union can only get what management is able and willing to give.

“...there is no requirement in the 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.

Could SEIU trade away in bargaining things you enjoy now to get things it wants – like the automatic deduction of dues from your paycheck?

“...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

Yes. Bargaining means give and take. At the table, some benefits may be traded for language that the union may want in a contract like dues “check off” – the automatic deduction of dues from your paycheck.

In bargaining, everything is negotiable. There is no guarantee you will get more or will not end up with less!

