



Unions are a roll of the dice

AFSCME can't guarantee you a better deal

A union win wouldn't mean its promises come true – the company has to agree to any changes. During collective bargaining, employees may end up with more, less or the same as they already have.

See for yourself what the National Labor Relations Board says:

Union Promise	AFSCME is telling you the truth.
In Reality	AFSCME is legally allowed to use campaign promises to win your support. Employers, like REMSA, are required to tell the truth.
<i>Federal Law Says</i>	“Unions can also use misleading statements even if they have no intention of doing them because the NLRB does not think employees are naive enough to believe all that they are told in the course of a union election campaign.” <i>Shopping Kart Food Market, Inc. 228 NLRB 1311 (1977) – 228 NLRB No. 190, 94 LRRM 1705</i>
Union Promise	AFSCME will get you a big raise.
In Reality	AFSCME could mean less money for you. Even in a right-to-work state, you can opt out of paying dues, but you will have to take whatever the union negotiates in a contract for your pay, benefits and working conditions. There is no “opt out” from that.
<i>Federal Law Says</i>	“If a union tells you that what you have now is guaranteed, it is not telling you the truth. The truth is that you can lose wages and benefits in collective bargaining. ” <i>Ludwig Motor Corp., 222 NLRB 635</i>
Union Promise	AFSCME will win all of its promises and demands.
In Reality	If AFSCME is elected, the only thing the union will win is the right to bargain with REMSA. The employer does not have to agree to the union's demands and there is no requirement that a contract must be reached.
<i>Federal Law Says</i>	“... there is no requirement in the (National Labor Relations) Act that an employer accede to all union demands. ” <i>Oxford Pickles, Division of John E. Cain Co., 190 NLRB. No. 24.</i>

Union Promises are Not Guarantees

