

DID YOU KNOW?

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS® AFL-CIO



If managers claim that negotiations start from scratch, tell them The Supreme Court DISAGREES

BARGAINING DOES NOT START FROM SCRATCH

With union representation, employees have a true voice. Once employees choose a union, their employer cannot make any changes to wages, benefits, or other terms of employment without bargaining with the employees' union. U.S. Supreme Court – NLRB v. Katz, 369 U.S. 736 (1962).

Therefore, employer statements to employees during an organizing campaign that bargaining will “start from zero” or “from scratch” or “with a blank sheet” violate federal law because they threaten employees with the loss of existing benefits. National Labor Relations Board – Conley Trucking, 349 NLRB 308 (2007).

Bargaining doesn't start from scratch – it starts from the status quo, with employees finally having a true voice to demand improvements.

The only way to protect your wages and benefits from the whims of management is to vote “**Union Yes.**”

Without union representation, management can make changes to employees' wages, benefits, or other terms of employment without employees having any say.

- What is your wage next Year?
- How about the following Year?
- How much will your Health Care cost?
- Will you have Health Care?
- Will you have a Retirement?
- How about Health Care after you Retire?

Protect yourself and your family today.

Vote Yes!

It is the only way to have a say!