Providence
St. Joseph Hospital

Did you know? A union cannot guarantee its promises

During a campaign, union organizers have significant leeway to "promise" higher wages, more benefits, and other changes. However:

✗ Unions cannot guarantee they can achieve those promises during collective bargaining (the process to negotiate a contract) because no one can predict the outcome of negotiations

? As a result of collective bargaining, you may end up with more than you have today, the same as you have today, or less than you have today

What does the National Labor Relations Board say about collective bargaining?

"Collective bargaining is potentially hazardous for employees, and as a result of such negotiations, employees might possibly end up with less benefits after unionization than before."

— Coach & Equipment Sales Corp., 228 NLRB 440 (1977)

The law is clear: unions cannot guarantee their promises. If union organizers are promising they'll "fix" things at SJO, ask them for details and to **put those promises in writing**. **VOTE NO.**

BETTER TOGETHER

We are here to support you. If you have any questions, please reach out to your manager.