

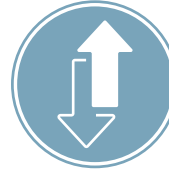
# The Risks of Collective Bargaining

## As a result of collective bargaining...

Employees covered by a union contract could end up with less, the same, or more than they have now.



A union can “bargain away” existing benefits to gain things that benefit the union.



A union cannot force a company to agree to its demands.



Despite union promises that you will “get more,”

**The National Labor Relations Board (NLRB) has stated:**

“...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, 225 NLRB No. 51.*

A union may trade away employees’ benefits to secure contract language that directly benefits the union.

**The National Labor Relations Board (NLRB) has stated:**

“...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.*

Regardless of any promises made by union representatives, nothing requires a company to agree to specific union demands during contract negotiations, particularly those not in the best interest of its employees and company.

**The National Labor Relations Board (NLRB) has stated:**

“...there is no requirement in the [National Labor Relations] 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.*