

# Unions Can Make Promises ...But There Are No Guarantees

Scripps will not make any misleading statements, promises, or threats to its employees. However, unions are allowed to make campaign “promises,” even though they are not able to guarantee results. If you hear the union make promises that seem too good to be true, they probably are.

## **The union will not guarantee to you in writing that in collective bargaining...**

- You won't be pressured to pay union dues or fees.
- You will receive \_\_\_\_% (fill in the blank) in wage increases.
- You will receive better benefits.
- You will not have changes to scheduling practices.
- You won't lose any pay, benefits or working conditions you already have.
- Any contract will guarantee job security.
- There will not be a strike.

**Remember, anything can happen in collective bargaining. Unions can make campaign promises, but cannot guarantee results.**

