

# What Does it Mean to be Represented by a Union?

**If a union represents your work group, there is no opting out; they will represent your entire work group.**

The National Labor Relations Act states that it would be illegal for your supervisor to deal directly with you to address wages, hours of work and/or terms and conditions of employment.

***“Duties of Bargaining Representative and Employer:** Once a collective bargaining representative has been designated or selected by its employees, it is illegal for an employer to bargain with individual employees, with a group of employees, or with another employee representative.”*

**Source: Basic Guide to the National Labor Relations Act, page 9**

If a union represents your work group, you and your supervisor would be legally and contractually bound to follow the scheduling system agreed upon in the collective bargaining agreement. Supervisors would not be allowed to make exceptions for you, or deviate from the collective bargaining agreement, unless agreed upon in advance by the union.

