

# What Does a Written Contract Mean?

With a written contract, managers and supervisors are legally required to follow all terms and cannot accommodate special individual requests in conflict with what was agreed to for ALL in the collective bargaining process.

Once a union contract is in place, “exclusive representation” means there is little to no flexibility for staff to collaborate or work directly with their supervisor or manager on matters included in the contract.

## Under a Contract:

- Can we work with our manager to change work conditions we don't like? **NO!**
- If the union negotiates something I don't like, can I change it? **NO!**
- If the union negotiates something I don't like, can I ignore it? **NO!**
- Can the union protect my job from a reduction in force or in a layoff? **NO!**

