

DID YOU KNOW?

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS® AFL-CIO



If managers claim that negotiations start from a **BLANK** piece of paper, tell them the **Supreme Court DISAGREES**

BARGAINING DOES NOT START FROM SCRATCH

With union representation, employees have a true voice. Once employees choose a union, their employer cannot make any changes to wages, benefits, or other terms of employment without bargaining with the employees' union. **U.S. Supreme Court – NLRB v. Katz, 369 U.S. 736 (1962).**

Therefore, employer statements to employees during an organizing campaign that bargaining will “start from zero” or “from scratch” or “with a blank sheet” **violate federal law** because they threaten employees with the loss of existing benefits. **National Labor Relations Board – Conley Trucking, 349 NLRB 308 (2007).**

Bargaining doesn't start from scratch – it starts from the status quo, with employees finally having a true voice to demand improvements.

The only way to protect your wages and benefits from the whims of management is to vote **“Union Yes.”**

Without union representation, management can make changes to employees' wages, benefits, or other terms of employment without employees having any say.

- What is your wage next Year?
- How about the following Year?
- How much will your Health Care cost?
- Will you have Health Care?
- Will you have a Retirement?
- How about Health Care after you Retire?

Protect yourself and your family by forming a union with your co-workers and negotiating a written contract.