



HAVE YOU HEARD THE UNION USE ANY OF THESE ARGUMENTS? READ FURTHER FOR THE OTHER SIDE.

"You can't lose".

The union organizers will try to make unionization sound like a no lose proposition. They promise improvements in pay and benefits with statements such as "the union would never agree to pay and benefit cuts so you can't lose". The fact is, bargaining is a game of GIVE and take. By law, unions cannot collect dues until they have a contract in place so it is not uncommon for unions to agree to concessions just to get the first contract and start taking money from your paycheck.

Once a union wins an election their first order of business is to lower the employee expectations. Often the organizers have spent months making promises knowing that they can never be fulfilled. Bargaining is a two way street. Some contract provisions will benefit the union (this does not mean it will benefit the employees) and some will cost the employees and yes, some provisions may be in favor of the employees. Ask for union promise of wage and benefit improvements as a written guarantee and see what happens.

"Just try it, if you don't like the union, you can vote us out."

Many organizers try to overcome an employee's concerns and objections by telling them the union can be voted out later. The truth is that once the employees vote the union, it is very difficult to decertify. Unions often use harassment to thwart decertification activities. Some union contracts even prohibit decertification.

"You are the union".

When a union wins an election, it only wins the right to speak for employees for the purpose of collective bargaining. The union can legally do whatever it wants regardless of what the employees want. The NLRB almost always sides with the union on this contentious point.