

Beware of union promises



Unions often make promises to get your support or get you to sign a union authorization card. The National Labor Relations Board (NLRB), the federal agency that governs labor relations, cautions that union promises may be “propaganda.”

Warning from the NLRB

Unions can “Promise wage increases, better benefits, and protecting what is currently offered during an election campaign, even though they have no actual power to guarantee those things, **because those promises are considered mere pre-election propaganda.**”

Shirlington Supermarket, Inc. 106 NLRB 666

Warning from the NLRB

Unions can “**Issue misleading campaign propaganda**” because the NLRB does not think employees are ‘naïve’ enough to believe all that they are told in the course of a union election campaign.”

Shopping Kart Food Market, Inc., 228 NLRB 1311

A union may promise:



Fair wages and to boost retention



Competitive benefits



Safe staffing



To prevent SSM Health from making more changes



Protections from mandatory overtime



A seat at the table



Consistent schedules



Anything else it wants

But the truth is, the only thing a union can guarantee, if elected, is the right to try to negotiate a labor contract.

528

On average, it takes **528 days to negotiate a first labor contract in healthcare¹**. And if change comes, it may not come quickly – or at all.

NLRB's Basic Guide to the National Labor Relations Act

“... the law does not require either party (the employer or the union) to agree to a proposal or require the making of a concession.”

Meanwhile, by law, SSM Health is **prohibited from making any promises**. Leaders can share their opinions with you about unionization, but anything in writing must be factual and based on the law.



Scan the QR code for more information.
wearessmhealth.com

¹ “ANALYSIS: How Long Does It Take Unions to Reach First Contracts?” Bloomberg Law. 2021.