

Important Questions Deserve Clear Answers



You may be approached by a union organizer or pro-union co-worker to talk about unionizing. A labor union – like UFCW Local 75 – is a business paid to negotiate collective bargaining agreements and member dues and fees are its primary revenue source.

Deciding whether or not to support unionization is an important decision, and important decisions deserve clear answers.

You might want to ask an organizer:

1. Why do I have to sign something to get information about UFCW?

2. How much will I have to pay UFCW Local 75 in dues and fees?

3. Will I be required to pay union dues or fees to keep my job?

4. Does UFCW Local 75 represent any clinical, hospital-based healthcare workers?

5. How soon will the UFCW be able to deliver on its promises? How long does the negotiations process take?

6. Will the UFCW Local 75 guarantee a safer workplace and more staff if we unionize?

7. How will seniority in the labor contract affect my ability to get holidays off or vacation time preferences?

8. Will aspects that I like about my job possibly change if we unionize – such as my schedule, PTO approval or my direct relationship with my manager?

9. Will the UFCW Local 75 pay my full salary and provide benefits, including healthcare, if it requires us to strike?

10. Can you guarantee your promises in writing?

Paying a union to be your voice at work is a big decision. You deserve to have clear, factual answers on how unionizing will impact you. Take a moment to ask a union organizer these questions and any others you may have.

Frequently asked questions

Q What is a union?

A A union – like UFCW Local 75 – is a business. All businesses require revenue. For a union, its primary revenue sources are member dues and fees. Members pay for the union to negotiate a collective bargaining agreement, also known as a labor contract. Even though members pay for this service, unions do not have to uphold promises made during a campaign.

Q Does a union organizer get paid?

A Yes, union organizers are like the sales team of the business. Their job is to generate new business. Once employees join the union (or the sale is made), the organizers typically hand off the business to a representative to negotiate the contract. That person may or may not be aware of promises made during the campaign and is not obligated to keep any of them.

Q What can a union guarantee?

A A union is allowed to make any promises it would like during a campaign, but it cannot guarantee anything – wages, benefits, or that the terms and conditions of employment will improve. No one knows what will be in a collective bargaining agreement ahead of time, and neither party can simply demand things from the other party during bargaining.

Q The union says things will only improve. Isn't that worth the cost of dues?

A There is no way the union can guarantee that things will only improve. You may end up paying dues whether or not you like the terms negotiated in the labor contract.

Q Can't we just try out the union and remove it if we don't like what we end up with?

A Once elected, it's a difficult and lengthy process to decertify or remove a union, regardless if you like the terms negotiated. There are specific timeframes when you can attempt to remove a union. Also, employers are not legally allowed to help employees with this process. The union uses member dues to pay for "representational activities," which can include dissuading employees who want to leave from doing so.