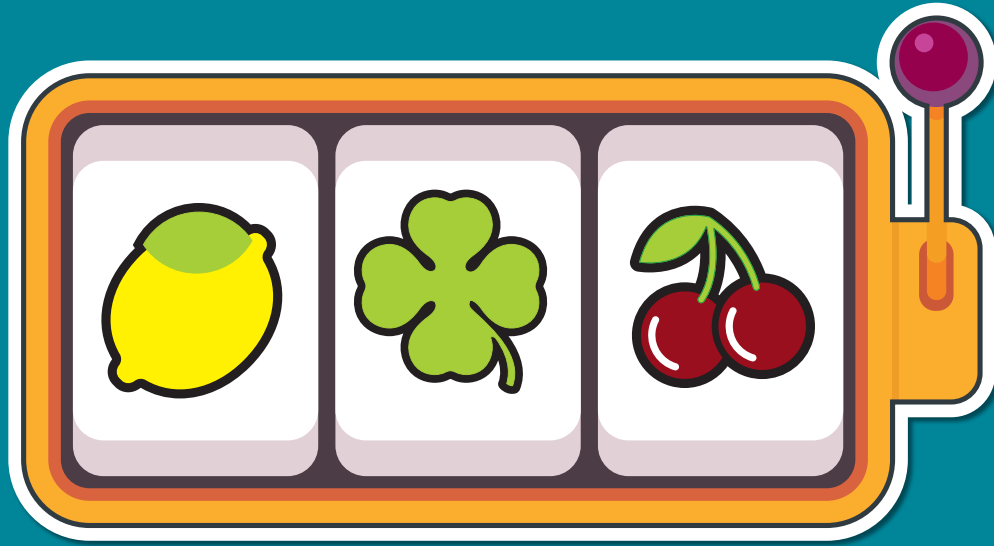


Collective bargaining is a gamble



A union cannot guarantee the promises it makes to you and cannot guarantee that things will only improve.

Before making a bet with your pay, benefits and working conditions at stake, consider:

Does United Food and Commercial Workers Local 75 have a track record for negotiating contracts for clinical, hospital-based healthcare workers?

You could end up with more, the same or **even less.**



Scan the QR code to find out more, or visit BelInformedCollegeHill.org



Frequently asked questions

Q What is collective bargaining?

A Collective bargaining is the back-and-forth process between a union and employer to try and reach an agreed upon labor contract, also known as a collective bargaining agreement. If a union is elected, the union will collect dues and/or fees from you in exchange for managing this process on your behalf.

Q How long does collective bargaining take?

A According to a 2021 analysis by *Bloomberg Law*, it takes an average of 528 days to reach a first-time labor contract in healthcare. While waiting for a contract, the employer must legally keep the status quo, meaning wages, benefits, and terms and conditions of employment generally cannot be changed.

Q What topics must a union and employer bargain?

A The only topics that must be bargained are pay, benefits, and terms and conditions of employment, such as working hours, seniority, scheduling practices, promotions, transfers and grievances. These topics are mandatory to discuss if one party brings them up and would likely be negotiated.

Subjects not mandatory for bargaining include: safety protocols; patient care procedures; equipment and supplies; number of employees hired, promoted or discharged; the right to manage and operate the business; or finances.

Q Are the union's demands automatically granted in collective bargaining?

A No. Like most negotiations, the process is two-sided and neither side is legally required to accept the other side's demands. Cincinnati Children's is able to agree to or decline any union demand.

Q Is it true that only things can get better with a labor contract?

A With collective bargaining, things can get better, worse or stay the same. The National Labor Relations Board's case law states: "Collective bargaining is potentially hazardous for employees, and as a result of such negotiations, employees might possibly wind up with less benefits after unionization than before." (228 NLRB 440).

Q Will everyone be at the bargaining table?

A No. Collective bargaining occurs between the union and employer. Each party may have a bargaining committee. The union's bargaining committee could consist of a few members of the bargaining unit. These members can push to have the union focus on their priorities, even if they don't align with yours.

Q If I don't like the contract that's negotiated, can I opt out of it?

A No. Once a union has been voted in and a labor contract has been negotiated, you cannot opt out of the contract – even if you don't like the terms, never supported the union, voted no in the election or don't want the union.