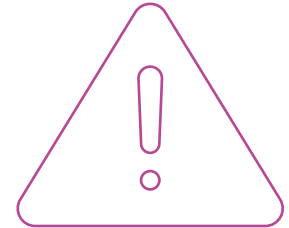


Beware of Union Misinformation

Union supporters and organizers often spread rumors and misinformation when they are trying to get you to sign a union authorization card or petition. Check the facts before you sign anything.



We want you to have all the facts about unions and union representation.



MYTH:

If we bring in a union but decide we don't like it, it's easy to get rid of the union.

TRUTH:

The process to get a union removed is called "decertification," and it is not as easy as some people might lead you to believe. The process is controlled by the National Labor Relations Board (NLRB) and requires employees to collect signatures from those who don't want the union anymore, followed by another election. The process also must be done without any assistance from leadership. But employees would have to wait a year after a union election is certified before they could file for a decertification election. If a contract is signed, that would stop any decert effort in progress and would mean waiting until the contract expires, which can often be a minimum of three years.



MYTH:

The union says we should form and join a union because everyone is doing it these days.

TRUTH:

This is a common myth because of some union efforts that have received a lot of media attention. The truth is that union membership in the U.S. is stagnating and, in some cases, declining. A recent story by National Public Radio reports data from the U.S. Bureau of Labor Statistics showing that only 10% of the U.S. workforce belonged to unions in 2023, which is an all-time, historic low. The percentage of unionized workers in the private sector is even lower at only 6%. Story here: <https://www.npr.org/2024/01/23/1226034366/labor-union-membership-uaw-hollywood-workers-strike-gallup>.



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