

# Union Negotiations Can Be Unpredictable

**The process of negotiating a union contract is called Collective Bargaining. It's basically a give-and-take process in which often neither side gets exactly what they want.**

Union organizers or supporters might promise to get you things like more pay, better benefits, improved schedules and staffing, but the truth is it is impossible to predict the outcome of contract negotiations.

Federal law requires the union and the employer to meet and exchange proposals about wages, benefits and other conditions of employment like scheduling, overtime, transfers and promotion rules, holidays and paid time off and other matters.



But there are no guarantees about what you'll wind up with after bargaining. You could end up with more, the same as you have now, or less. The law also says that nothing requires a company to agree to specific union demands during negotiations, particularly anything that is not in the best interests of employees or the company.

The NLRB has stated:

***“... there is no requirement in the [National Labor Relations] Act that an employer accede to all union demands or, after bargaining, retain all current benefits.”***

Source: Oxford Pickles, Division of John E. Cain Co., 190 NLRB. No. 24.



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