

# BARGAINING DOES NOT START FROM SCRATCH

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## **Bargaining starts with the working conditions you currently have.**

Employer statements to employees during an organizing campaign that bargaining will “start from zero,” or “from scratch,” or “with a blank sheet” violate federal law because they threaten employees with the loss of existing benefits.

National Labor Relations Board – Conley Trucking, 349 NLRB 308 (2007)

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## **During negotiations, Management cannot change your current working conditions.**

With union representation, employees have a true voice. Once employees choose a union, their employer cannot make any changes to wages, benefits, or other terms of employment without bargaining with the employees’ union.

U.S. Supreme Court – NLRB v. Katz, 369 U.S. 736 (1962)

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## **VOTE YES for IBEW!**

Voting YES is the only way to protect your wages and benefits today and in the future. Without union representation, Management can make changes to your wages, benefits, or other employment terms without discussing it with you first.



**Stand up for your rights.**