

# THERE IS NO TRIAL PERIOD WITH A UNION

If PASNAP were to unionize you, the union **is permanent** unless employees decide to go through the long and difficult process called "decertification." It could take YEARS for employees to achieve this, if ever.



1

YEAR

You have to wait at least **ONE YEAR** after an election before attempting to remove PASNAP.



3

YEARS

If a contract is reached, you would have to wait until the end of the contract (up to **THREE YEARS**) before you could attempt to remove PASNAP.



3

YEARS

If you miss the window for filing and another contract is reached, you could not try again until the end of the new contract (up to **THREE YEARS**).

**Even if you're dissatisfied and feel the union is not addressing your concerns, you could be stuck with the union for a long time.**

