

Are Union Promises Guaranteed?

During a union organizing campaign, both unions and employers communicate information with employees. It can be confusing to hear one message from leadership and a different message from union supporters, so we think it's important that you know exactly what **the law says**.

Penn Medicine at Home Communications

At Penn Medicine at Home (PMAH), we firmly believe in educating employees about their options, and we only provide factual information.

Employers are held to a high standard. The law says we must stick to the facts, and cannot make misleading statements, promises or threats to employees.

This is enforced by a federal agency called the National Labor Relations Board (NLRB).



What PASNAP is Promising

Union organizers and supporters have told PMAH employees they will get them pay increases with transparent wage scales, higher safety standards, staffing improvements and many other benefits changes. The NLRB has ruled in the past that unions are allowed to make campaign promises even though they are not able to guarantee results because union promises are like political campaign rhetoric.

If you hear the union make promises that sound too good to be true, that's because they probably are.

If you are not sure, ask the union to put their promises in writing and guarantee results.



How do you know?

PASNAP organizers are not required to be accurate in communicating with employees.

Specifically, in key precedent-setting cases, the National Labor Relations Board has ruled:

Unions can promise wage increases, better benefits and protecting what you now have during an election campaign, even though they have no actual power to guarantee those things, because **those promises are considered "mere pre-election propaganda."**

Shirlington Supermarket, Inc., 106 NLRB 66 (1953)

Unions can tell employees that if the union wins the election, they can make more money, **even if that is not necessarily true**, because "employees generally understand that a union cannot automatically obtain benefits by winning an election but must attempt to achieve them through the collective-bargaining process."

Thrifty Rent-A-Car, 234 NLRB 525 (1978)

Unions can issue "**misleading campaign propaganda**" because the NLRB does not think employees are "naive" enough to believe all that they are told in the course of union election campaigns.

Shopping Kart Food Market, Inc., 228 NLRB 1311 (1977)



What can you do?

When PASNAP organizers and supporters start talking, follow these simple steps:



USE YOUR BEST JUDGMENT

Is the union organizer promising they can make changes at the same time they're asking you to vote for them or sign a card or petition? Use your best judgment to decide what they are really after and remember they can't negotiate anything on your behalf until after the election, and they can't get you anything that PMAH doesn't agree to in negotiations.



ASK QUESTIONS

Your signature means something. Ask union organizers to guarantee their promises, in writing, with their signature.

No!

NOT INTERESTED? JUST SAY "NO."

If you don't want a union, you have the right to tell union supporters and organizers "no." You also have the right to share your opinion with others of why you don't support the union without intimidation. If you feel you are being harassed at work, contact Human Resources.

Remember:
**A union can make campaign promises
but cannot guarantee results.**

For more information, visit [KnowTheFactsPMAH.org](https://www.knowthefactsPMAH.org)

