

# Can a union guarantee things?

- Union organizers are legally allowed to say whatever they would like during a campaign – including making promises they may not be able to keep.
- If someone is making a promise, ask them to put it in writing, because the truth is a union cannot guarantee things during collective bargaining.
- Even the NLRB says collective bargaining can be “potentially hazardous”, a “roll of the dice” and that the union has “no actual power to guarantee those things” as promises are considered “mere pre-election propaganda”:

**“Collective bargaining is potentially hazardous for employees and as a result of such negotiations, employees could possibly wind up with less benefits after unionization than before.”**

*Coach and Equipment Sales, 228 NLRB 440 (1977)*

Unions can promise wage increases, better benefits and protecting what is currently offered 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 666 (1953)*

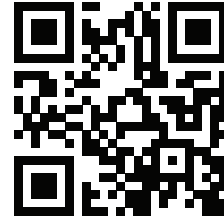
“[C]hoosing to be represented by a union does not automatically guarantee better wages or benefits. ... **[C]ollective bargaining amounts to a ‘roll of the dice’ that could result in wages and benefits getting better, getting worse, or staying the same.”**

*Ludwig Motor Corporation, 222 NLRB 635 (1976)*

Modern work still follows the precedent set by case law many years ago.

[beinformedchlmg.org](http://beinformedchlmg.org)

# Learn more about collective bargaining.



Please reference pages 7-17 of the  
Basic Guide to the National Labor  
Relations Act for more information  
about Collective Bargaining.