If managers claim that negotiations start from scratch, tell them The Supreme Court DISAGREES

**BARGAINING DOES NOT START FROM SCRATCH**

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).*

Therefore, 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).*

Bargaining doesn’t start from scratch – it starts from the status quo, with employees finally having a true voice to demand improvements.

The only way to protect your wages and benefits from the whims of management is to vote “Union Yes.”

Without union representation, management can make changes to employees’ wages, benefits, or other terms of employment without employees having any say.

- What is your wage next Year?
- How about the following Year?
- How much will your Health Care cost?
- Will you have Health Care?
- Will you have a Retirement?
- How about Health Care after you Retire?

Protect yourself and your family today.

**Vote Yes!**

**It is the only way to have a say!**