**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.**

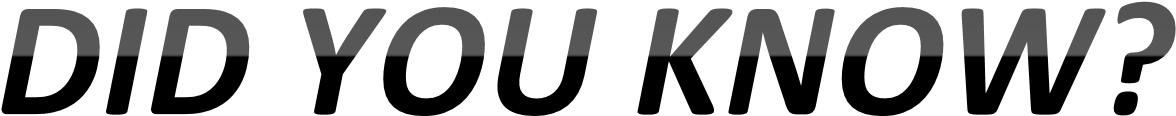
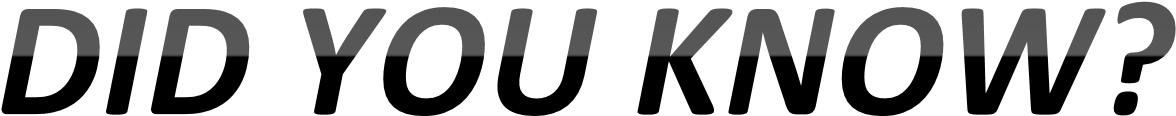
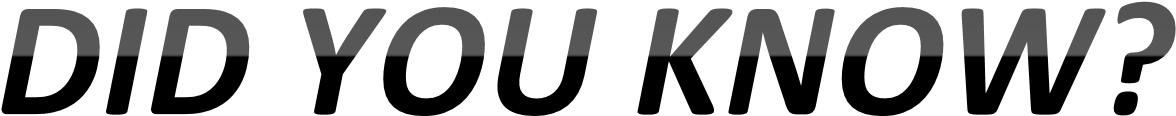
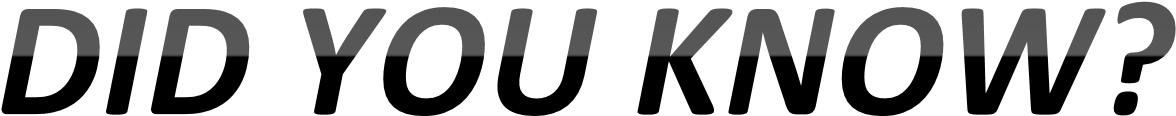
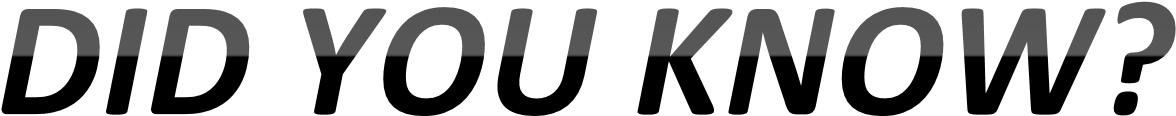
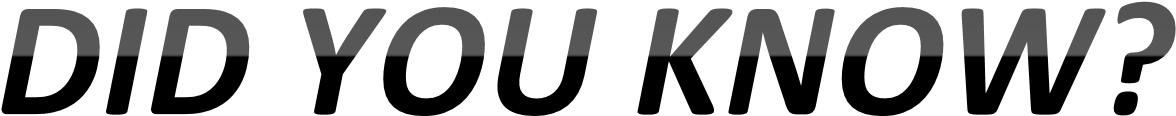
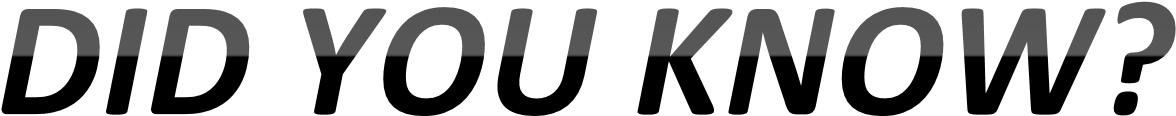
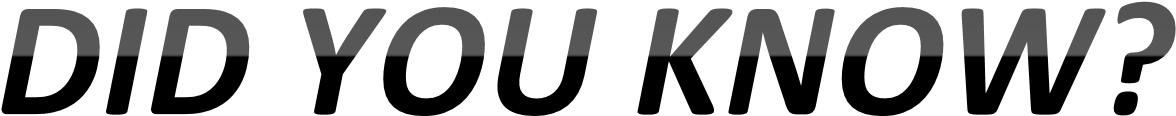
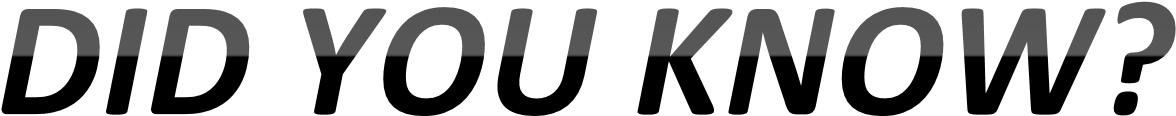
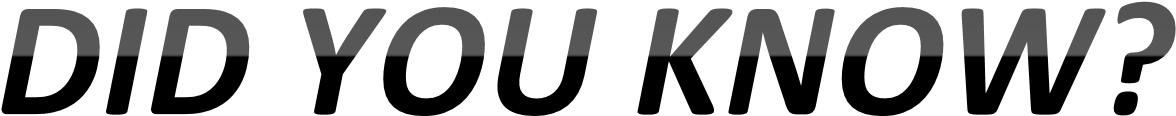
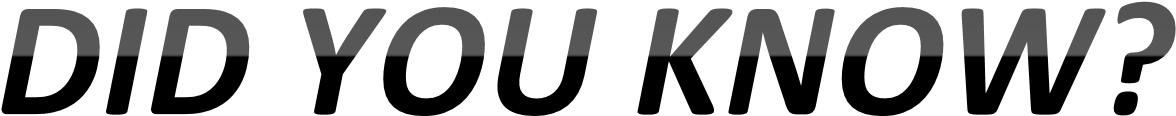
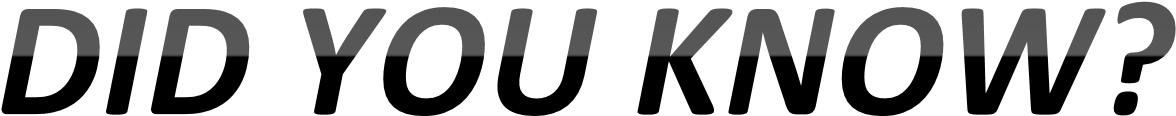
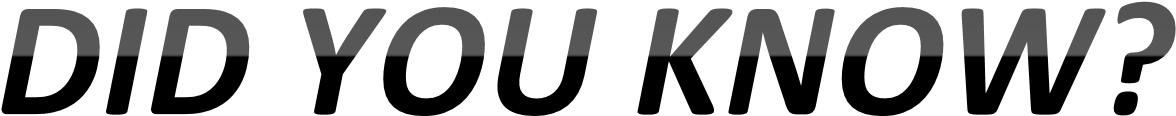
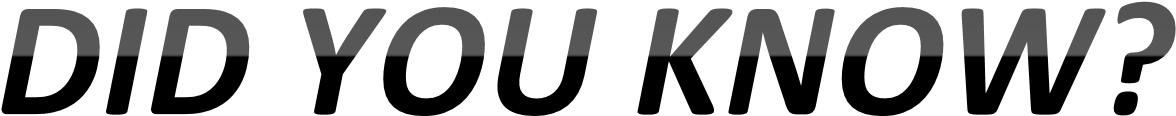
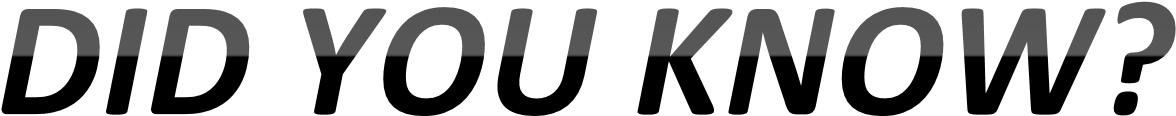
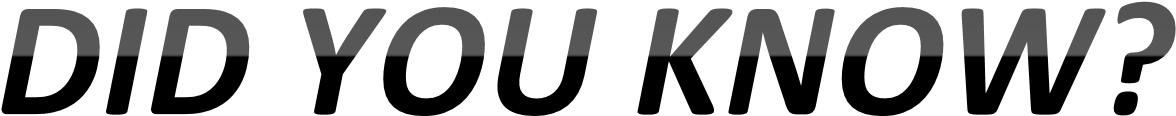
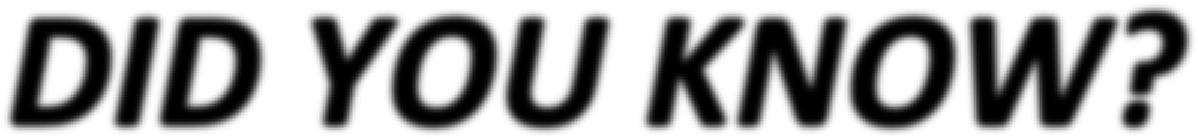
*INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS*

*®*

*AFL*

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*CIO*



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?

**Don’t believe us? Contact your local NLRB office and ask if Bargaining starts from scratch 404-331-2896 or contact us at 601-590-0698**