

# What Really Happens When a Union Wins?

**A union win doesn't mean automatic changes.**

It simply gives the union the right to *negotiate* with the company over things like wages, benefits, and working conditions.

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## Nothing Is Guaranteed

Wages and benefits can:

- Go **up**
- Stay the **same**
- Or even go **down**



**The NLRB said it clearly:**

“Collective bargaining is potentially hazardous for employees and... employees might possibly wind up with less.”



— *Coach and Equipment Sales Corp.*, 228 NLRB 440

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## Don't Be Misled

No matter what the union promises, **they can't guarantee you anything.**

-  Bargaining must be done in good faith...
-  But **neither side is required** to agree to the other's demands.
- The company can say **no** — and so can the union.