



Know the Facts.

The truth about union promises.

Wondering who you can trust when you hear conflicting information about unionization? At MedStar Washington Hospital Center, we hold ourselves to the highest standards and have signed a Truth Pledge to reinforce our commitment to providing you with truthful, fact-based information.

YOU SHOULD KNOW:

Under the National Labor Relations Act, the law holds employers to a higher standard than labor unions during a union campaign.

(National Labor Relations Act, Act; 29 U.S.C. §§ 151-169. www.nlrb.gov/resources/national-labor-relations-act-nlra.)

EMPLOYERS

- ▶ Must stick to the facts
- ▶ May not make promises to employees
- ▶ May not make misleading statements
- ▶ May not threaten negative outcomes if the union gets in

UNIONS

- ▶ Do not have to tell the truth
- ▶ Can make promises they don't have the power to deliver
- ▶ Can mislead employees to get them to sign cards or vote for the union
- ▶ Can threaten negative outcomes if not signing a card or voting for the union

YOU SHOULD KNOW:

The union is not required to be truthful in its communications with you.

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 666 (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 "naïve" enough to believe all that they are told in the course of a union election campaigns.

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

Ask Yourself: Can You Believe SPFPA's Promises?