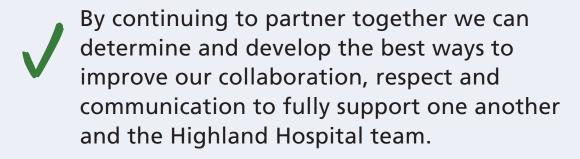


Did You Know a Union Cannot Guarantee Its Promises?

During a campaign, unions have significant leeway to "promise" employees higher wages, more benefits, and other changes. However, unions cannot guarantee they can follow through on those promises.

Remember the following:

- A union cannot require Highland Hospital to agree to their demands.
- A union cannot guarantee wages and benefits will increase.
- A union cannot guarantee job security or policy changes.



The law is clear: unions cannot guarantee their promises. In a union workplace, all terms and conditions of employment are subject to collective bargaining.