




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.



By continuing to partner together we can determine and develop the best ways to improve our collaboration, respect and communication to fully support one another and the Highland Hospital team.

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