

IF MANAGERS CLAIM THAT NEGOTIATIONS START FROM A BLANK  
PIECE OF PAPER, 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.*

See 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” may violate federal law because they threaten employees with the loss of existing benefits.*

See National Labor Relations Board – *Auto Nation, Inc.*, 360 NLRB 1298 (2014).

Bargaining doesn't start from scratch – it starts from the status quo, with employees having a true voice to demand improvements.

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.

**PROTECT YOURSELF AND YOUR FAMILY BY FORMING A UNION WITH  
YOUR CO-WORKERS AND NEGOTIATING A WRITTEN CONTRACT.**



**IBEW** **THE RIGHT CHOICE!**

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