

Union Promises vs. Sharp Reality

During a union organizing campaign, both unions and employers communicate information with employees. It can be confusing to hear one message from administration and a different message from the union, so we think it's important that you know exactly what the **law** says about what Sharp can say versus what the union can say.

Sharp Communications

At Sharp, we firmly believe in educating employees about their options and we will only provide factual information.

Employers are held to a high standard; we must stick to the facts, and cannot make misleading statements, promises or threats to employees.

This is enforced by a federal agency called the National Labor Relations Board.



What the union is promising

Unlike employers, unions are allowed to make campaign promises – even though they are not able to guarantee results – because union promises are like political campaign promises. If you hear the union make promises that sound too good to be true, that's because they probably are.

If you are not sure, ask the union to put their promises in writing and guarantee you results.

Union Promises Are Not Guarantees

Ask the union tough questions!

1. Can you put your promises in writing?
2. Can you guarantee me a raise?
3. Can you guarantee changes in policy?
4. Can you guarantee improvements in benefits?
5. Can you guarantee job security?
6. Can you guarantee there will not be a strike?
7. Can you guarantee that I will get my money's worth if I pay union dues?
8. Can you guarantee that we'll get more staff and that we won't ever have to work short?
9. Can you guarantee me that I won't ever have to float to another unit?
10. Can you guarantee me that I won't lose anything I currently have in negotiations?

The SHARP logo, featuring the word "SHARP" in a bold, blue, serif font, with a horizontal yellow bar above the letters.

Remember: A union can make campaign promises, but cannot guarantee results.