

# The Facts on Elections and Contracts

**Q:** *SEIU organizers say that if we vote to switch unions, we'll have to start from scratch at the bargaining table and could lose all of the wages and benefits guaranteed in our current contract. Is this true?*

**A:** **NO.** This is simply a scare tactic. Here are the facts: After we vote in NUHW, federal labor law requires our employer to maintain the wages, benefits and other conditions of employment in our current contract. With the terms and conditions of that contract in place, we'll sit down and bargain for the improvements that we want to make in our next contract.

**Q:** *Are these requirements set out in federal labor law?*

**A:** **Yes.** The National Labor Relations Board and the U.S. Supreme Court state that it's illegal for an employer to unilaterally change the terms and conditions of our work after we select a union to represent us. Such actions would violate Section 8(a)(5) of the National Labor Relations Act. *NLRB v. Katz*, 369 U.S. 736, 743 (1962); *Consolidated Printers, Inc.*, 305 NLRB 1061, 1067 (1992).

**Q:** *Why are SEIU organizers using scare tactics?*

**A:** Think about it. The SEIU organizers have little to rely on besides scare tactics. SEIU UHW-W is run by trustees who don't even come from California and have absolutely zero experience in bargaining with our employers. The few contracts that they've negotiated are vastly inferior to contracts bargained by the old local. What kind of track record is that? Furthermore, virtually all of the trusted staff from the old local have quit their jobs because they want to be part of NUHW – a union of trusted leaders who have decades of experience and a proven track record of winning industry-leading contracts for healthcare workers.