**Collective Bargaining Overview**

When it comes time to vote, your ballot is going to ask you one question:

That is the one thing you are voting on.

If the majority of voters, which may not be the majority of all residents and fellows, vote “Yes,” the union is elected. It will collect dues from members in exchange for bargaining a labor contract.

Choosing not to vote is not the same as voting “no.” Make your voice heard by voting.

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**Facts about collective bargaining:**

- **Labor contracts are collectively bargained and must be collectively followed by all members.**
  - Labor contracts are not individualized by program or department, even if you are being told yours would be.
  - Collective bargaining by its very nature is a "one-size-fits-all" approach.
  - Different benefits and perks that make our individual GME programs unique could be standardized.

- **Contracts are negotiated between the union and employer.**
  - Like most negotiations, there is a back-and-forth process when labor contracts are negotiated. It is not a one-sided process.
  - The union can prioritize what it wants—which may not necessarily be what you want. Consider how the union could possibly know what each of our 1,284 residents and fellows wants from a single contract.

- **Collective bargaining is slow.**
  - A 2021 analysis by Bloomberg Law shows the average time to a first-time contract in health care is 528 days.
  - While waiting for a contract, the employer must legally keep the status quo.

- **You cannot opt out.**
  - Once a contract is negotiated, you will need to abide by it.
  - You cannot choose to ignore provisions in the contract that you don’t like.

- **No one can guarantee what will be in a contract. You can end up with less, more or the same as you have now.**
  - Unions can make demands, but a collective bargaining agreement needs to have terms that both the union and McGaw agree upon.
  - If anyone is making promises, you should ask for them in writing.
  - National Labor Relations Board (NLRB) case law states that collective bargaining is "potentially hazardous" and "a roll of the dice." (See right.)

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**Excerpts from NLRB case law:**

“[C]hoosing to be represented by a union does not automatically guarantee better wages or benefits.

...[C]ollective bargaining amounts to a ‘roll of the dice’ that could result in wages and benefits getting better, getting worse, or staying the same.”

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Apex Linen Serv. Inc., 28-CA-192349 (NLRB Div. of Judges, June 6, 2018)

The subjects of collective bargaining are wages, benefits and working conditions — that is all.

If you are being told that the union will create a new governance structure at the hospitals you work at or that it can change community benefits or healthcare inequities, review other contracts that the union has negotiated. The contracts do not address those issues.