

→ Know the Facts

You can't just take a union out for a test drive

Union representation is not as simple as test driving a car. If a union represented employees, everyone would be bound by the rules and restrictions of the union contract and there would be no guarantees what will be in the contract.

Once the union represents employees, the legal process to get the union out – called decertification – is very complicated.

The union knows this, which is why it's important that you understand what you're being asked to vote for.

What is Decertification?

The law says that the union is protected for at **least 1 year** while they try to get a union contract. But, if there's a contract in place, the contract **protects the union for 3 years or until the expiration of the contract, whichever comes first.**

During this time, employees are not allowed to ask the NLRB for a decertification election.

The law also says that employees have to decertify a union all on their own, without any help from leadership. Employees would have to use their own resources to collect signatures to petition the NLRB for an election. **The union can use any resources they want to block employees from decertifying.**

For these reasons, decertification of unions doesn't happen very often.

