

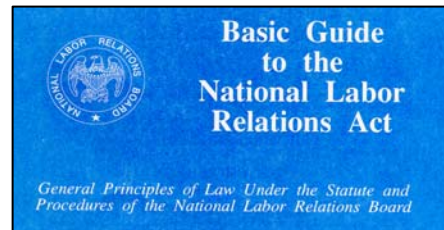
What does the NLRB say about collective bargaining?

Despite what a union may tell employees, the fact is that if a union wins a representation election, it wins the right to represent employees for the purpose of collective bargaining. That's all. And except for the fact that employee would then have an outsider speaking for them, nothing else would automatically or immediately change in the organization.

The National Labor Relations Board (NLRB) enforces rules and guidelines for collective bargaining as spelled out in the National Labor Relations Act. This booklet is called *A Guide to Basic Law and Procedures Under the National Labor Relations Act*. This book is no longer in print but can be downloaded from the Internet (www.nlr.gov).

The guide explains what collective bargaining is and defines the duty to bargain of both the union and the employer:

**The duty to bargain is the duty to talk –
not to agree.**



Collective bargaining is defined in the Act. Section 8(d) requires an employer and the representative of its employees to meet at reasonable times, to confer in good faith about certain matters, and to put into writing any agreement reached if requested by either party. The parties must confer in good faith with respect to wages, hours, and other terms or conditions of employment, the negotiation of an agreement, or any question arising under an agreement.

These obligations are imposed equally on the employer and the representative of its employees. It is an unfair labor practice for either party to refuse to bargain collectively with the other. The obligation does not, however, compel either party to agree to a proposal by the other, nor does it require either party to make a concession to the other.