



# IBEW® The right choice!

## The Truth About Contracts

### The Company will tell you:

The union can't guarantee you anything and you may lose wages and benefits with the union, or that you may have to start negotiations with a blank sheet of paper.

### The Truth is:

**YOU** have a right to negotiate a contract that is legal and binding and indeed does guarantee you the wages, benefits and working conditions that you deserve.

**WITHOUT A CONTRACT,  
THE COMPANY MAKES ALL DECISIONS  
CONCERNING YOUR TERMS AND CONDITIONS  
OF EMPLOYMENT!**

In accordance with Federal Laws (NLRA), once our union election date was established, our wages, fringe benefits and our terms and conditions of employment were frozen. After we win our union election we will be able to commence contract negotiations with everything intact as it is today.



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