

# Statement from the National Labor Relations Board (NLRB)

The NLRB warns employees of the potential risks of collective bargaining:

**“...collective bargaining is potentially hazardous for employees, since as a result of such negotiations, employees might possibly wind up with less.” \***



## Fact

Bargaining doesn't automatically result in raises, better benefits, or improved schedules. Outcomes rely entirely on negotiations. **The NLRB notes that these outcomes could be “hazardous for employees,” as associates might “...end up with less.”**



## Fact

Associates might have to give up certain aspects of their job they enjoy – negotiations involve tradeoffs. **The NLRB recognizes that associations may risk losing aspects of their job that they value.**



## Fact

If associates are unionized, the union becomes the exclusive representative for employees in the bargaining unit. **The NLRB recognizes that employees can no longer negotiate on their own or advocate for individual issues, even if they disagree with the outcomes of negotiations.**

**Remember, unionizing involves real risks. Think about what you might lose.**

\*Coach and Equipment Sales Corp., 228 NLRB 440, 441.

**MedStar St. Mary's  
Hospital**

Visit <https://msmhnursesfacts.net/facts-about-union-organizing/> for more information about unions and union organizing.



  
**MedStar Health**