




Did You Know a Union Cannot Guarantee Its Promises?

During a campaign, unions have significant leeway to “promise” employees higher wages, more benefits, and other changes. However, unions cannot guarantee they can follow through on those promises.

Remember the following:

-  A union **cannot** require UR Home Care to agree to their demands.
-  A union **cannot** guarantee wages and benefits will increase.
-  A union **cannot** guarantee job security or policy changes.



By continuing to partner together we can determine and develop the best ways to improve our collaboration, respect and communication to fully support one another and the UR Medicine Home Care team.

Unions cannot guarantee the outcome of collective bargaining such as changes to wages and benefits. All terms and conditions of employment would be subject to collective bargaining and reaching a contract which URMCH agrees to. A union cannot force an employer to agree to any of its demands.