THE RISKS OF

Collective Bargaining

United Food and Commercial Workers (UFCW) may make promises, but **nothing is ever guaranteed in collective bargaining**.

Collective bargaining takes time

It usually takes many bargaining sessions to come to a final written agreement. A recent study reported it **takes an average of 461 days to reach a first contract**.[1]

Everything is on the table in negotiations, including the things you already have

If a union is voted in, all terms and conditions of employment must be negotiated, including pay, benefits, job duties, scheduling, and bidding for shifts.

Nothing is guaranteed

Negotiations are a give-and-take process where both sides exchange proposals and negotiate. A union can't force an employer to agree to any proposals or make concessions. **If UFCW organizers are making promises about what you might get with a union contract, you should ask them to guarantee their promises in writing**.

Negotiations can be risky

There are no guarantees in collective bargaining. **You could end up with more, the same, or less than you have today**.

Learn how a union might impact you, your job, and your family at
www.GetTheFactsFestFoods.com

[1] Bloomberg Law (May 2026).

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