

# The Realities of Unionization

**465** Average number of days to negotiate a first contract\*

**0** Guarantees in collective bargaining

**0** Guarantee your individual interests will be represented during negotiations

**0** Legal obligation for either party to reach an agreement

\*Source: Bloomberg Law, ANALYSIS: Now It Takes 465 Days to Sign a Union's First Contract

That's a long time to wait for something so uncertain.

**This is your decision. Before you make it, we encourage you to ask questions about what unionization will mean for you.**

## What else you should know:

- Unions may promise changes or improvements that sound appealing, but those promises aren't automatically granted. In fact, the union isn't legally required to deliver on any of its promises.
- Any changes to your pay, benefits, or other terms and conditions of your employment would have to be negotiated during collective bargaining.
- The negotiations process is a give-and-take, and while some roles may be represented, not everyone will have a seat at the table.
- Our NTT team is diverse, and so are the needs of each faculty member, but union contracts typically take a one-size-fits-all approach that may not be right for everyone.
- Once a contract is in place, you can't opt out of it – even if there are parts you do not agree with or that do not reflect your individual needs.
- Regardless of what a final contract may look like, you'll be required to pay dues to SEIU Local 721.
- You can't opt out of paying dues. Unions often include a clause in contracts requiring members to pay dues as a condition of employment. Unfortunately, the University of San Diego wouldn't have a say in how the union handles members who do not pay their dues.

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