

Recertification Myths VS Truths

Recertification elections can be confusing. Given the complexities of this topic, and the fact that there is a lot of misinformation out there, please take a moment to familiarize yourself with the facts about recertification elections.

Myth: Employees can get a bigger raise if they don't certify the union.

The Truth: A certified bargaining unit can formally bargain over “base wages” up to the rate of inflation. However, **no law prohibits the employer from paying additional compensation for a recertified union.** Local unions still have the right to meet and confer with the employer over wage increases above and beyond this cap – and any other topic, for that matter. The product of these less formal meetings cannot be reduced to a bargained contract, but they do occur. Ultimately, the employees’ success in this meet and confer process depends on their ability to organize themselves and their community in support of their issue(s). Most Districts are not doing individual bargains with employees. They are still bargaining wages with the Union and applying those wages to all members eligible to be in the bargaining unit.

Myth: My vote doesn't matter because the union's role is limited; it's not relevant any more.

The Truth: The union is more relevant now than ever. As individuals, we do not have the same power that a collective voice can have with the District. Together, through our union, we can remain a strong, collective voice advocating for our role in public education. Our union will continue to organize within our schools and within our communities around educational and economic issues of concern to our members. Non-members still reap the benefits of what we sow.

Myth: You can't vote in the recertification election unless you are a union member.

The Truth: All employees are eligible to vote in the recertification election, regardless of whether they have joined the union as dues paying members. Your vote is by secret balloting run by the American Arbitration Association which is independent from the State, the employer and the union.

Myth: The local union is just a “third party” that gets in the way of progress at this school.

The Truth: The local union is a democratically run organization made up of district employees. Members make the decisions that determine the direction of the union – it is our organization. And as such, **it represents the collective voice of all union members in a school district.**