

JUNE 9



DID YOU KNOW?

First Contracts Can Take A Long Time To Negotiate

You may be thinking,
*“What do we have to lose?
If we vote in OCU we’ll get
a contract quickly.”*

In reality:

- ✓ There is no set timeframe to complete negotiations but they take well over a year on average, with no guarantees the union can deliver on its promises.
- ✓ During negotiations, union-represented Associates would be in “status quo,” which often means no new changes to wages, benefits, and other working conditions.



Visit CMACGMNorfolkBetterTogether.com for more information. There are many available resources for those interested in learning more.

**BE INFORMED BEFORE
YOU SIGN SOMETHING**

Remember: if you signed a union authorization card, you can change your mind.

