

What You Can Expect from Collective Bargaining



Mud Bay is committed to providing you with all the information you need to make an informed decision about whether or not you want UFCW to represent you in the workplace.

The union may make many promises about what you can expect to gain in collective bargaining with Mud Bay — but the truth is, nothing is guaranteed.

Before voting in the UFCW election, here are a few things to consider about collective bargaining:

Almost everything is on the table, including what you already have now.

During collective bargaining, your interests will get weighed against other Muddies and may get weighed against the interests of the UFCW more broadly. There is no assurance that the UFCW will prioritize your individual interests or that negotiations will allow you to keep what you have right now, including your pay, benefits, or time-off. You could end up with more, the same or less than what you have now.

Most union contracts include a provision that allows a company to make certain decisions without having to bargain with the union.

Issues that could be covered by a management rights clause include schedules, staffing levels, employment standards, and more.

There are no promises.

Negotiations are a give-and-take process, and the UFCW can't force Mud Bay to agree to any specific proposals. The process only requires both sides to bargain in good faith — it does not mean an agreement must be reached.

Paying dues.

The UFCW is a third-party organization, largely dependent on member dues for its operations (including salaries, offices, and bargaining costs). As reflected in numerous UFCW contracts, they will likely insist that the contract require you to pay dues as a condition of employment and that Mud Bay deduct dues from your paychecks and automatically transmit them to the union.¹

Collective Bargaining can be a lengthy process.

Collective bargaining is not a quick process. It takes an average of 461 days to reach a first contract.² During that time, there are legal restrictions on Mud Bay's ability to make changes on its own to your pay, benefits, or other working conditions outside of the collective bargaining process.

¹ Agreement by and between UFCW 3000 and Downtown Dog Lounge, LLC, effective: 4/26/24 - 5/1/2026: Article 2.1: "Membership in the Union shall be a condition of continued employment. At the close of fourteen (14) working days after receipt of written notice from the Union that an employee has not complied with the Union Security clause of this agreement, for failure to submit a membership application, or has been suspended for failure to tender dues and/or fees, the Employer shall discharge such employee if the employee is then not in good standing in the Union."

² Bloomberg Law (5/26/26).

Remember to VOTE September 9, 10 or 12

Visit **MudBayUnionInfo.com** regularly to get the information you need to make this very important decision.

