

Do You Need a Union?

Ask yourself...

Do you:

- get paid time-and-a-half of your hourly rate when you work more than eight (8) hours a day, forty (40) hours a week? OR does your salary represent the actual hours of labor that you put into your job?
- have representation when you are mistreated at work?
- have someone looking out for your best interests so that you don't have to deal with problems all by yourself?
- have an Employer Paid Retirement or Annuity Plan?
- get **EMPLOYER PAID HEALTHCARE?**
- get paid personal or sick days?
- get paid holidays?
- work in a place where seniority/time on the job means something?
- work under a contract that your employer is legally bound to follow?

If You answered “No” to one or more of these questions, look into your Right to Organize, the Benefits of Union Membership, and the Power of Bargaining as a Collective of Workers.

Union Workers make more money than non-Union workers
in every cross section of our labor force.
According to the Department of Labor, The Bureau of Labor Statistics,
having Union representation is proven to increase wages
over those without Union Representation.

This Includes:

- Management
- Professional
- Service
- Sales
- Office
- Natural Resources
- Construction
- Production
- Transportation

Don't forget!

Compensation is about more than money.

Union workers also benefit from the following more than non-Union workers in Civilian, Private, and Public sectors:

- Retirement (Defined Benefits & Defined Contribution)
- Medical
- Life Insurance
- Short and Long-Term Disability
- Paid Holidays
- Paid Sick Leave
- Paid Vacations
- Paid Personal Leave

But Who Do I Contact?

From: www.aflcio.org

UNION	INDUSTRIES REPRESENTED
AFSCME	State, county and municipal employees
AFT	Teachers; higher education, education support staff; education paraprofessionals
AIR LINE PILOTS	Airline pilots (Membership application)
AMALGAMATED TRANSIT UNION	Metropolitan, interstate and school bus drivers; paratransit, light rail, subway, streetcar and ferry boat operators; mechanics and other maintenance workers; clerks, baggage handlers, municipal employees
BAKERY, CONFECTIONERY, TOBACCO WORKERS AND GRAIN MILLERS	Manufacturing/production; maintenance and sanitation in the bakery, confectionery, tobacco and grain milling industries in North America
BOILERMAKERS	Construction, shipbuilding, railroad, manufacturing and mining industries throughout the United States and Canada Contact: https://www.boilermakers.org/organize
BRICKLAYERS	Craftworkers in the trowel trades across the United States and Canada, including bricklayers, stone and marble masons, cement masons, plasterers, tilesetters, terrazzo and mosaic workers, and pointers, cleaners and caulkers Contact: snelms@bacweb.org ; 202-383-3210

COMMUNICATIONS WORKERS OF AMERICA	Telecommunications; broadcasting; cable TV; journalism; publishing; manufacturing; airlines; customer service
ELECTRICAL WORKERS	Utilities; construction; telecommunications; broadcasting; manufacturing; railroads Contact: troyjohnson@ibew.org ; 202-728-6280
INTERNATIONAL ASSOCIATION OF SHEET METAL, AIR, RAIL AND TRANSPORTATION WORKERS	Sheet metal workers in the construction, manufacturing, service, railroad and shipyard industries; railway workers Contact: richardrossutu@msn.com ; 708-446-6299 Contact: jwhite@smart-union.org ; 717-579-3480
INTERNATIONAL FEDERATION OF PROFESSIONAL AND TECHNICAL ENGINEERS	Professional, technical, administrative and associated occupations in the private and public sectors Contact: clangford@ifpte.org ; 202-239-4880
IRONWORKERS	Ironworkers in building, bridge and industrial structures Contact: dgornewicz@iwintl.org ; 202-383-4817
LABORERS	Building and construction trades workers
MACHINISTS	Aerospace; transportation Contact: gmyers@iamaw.org ; 301-967-4750
NABET/CWA	Broadcasting, telecasting, recording, cable, video and sound recording
NATIONAL NURSES UNITED	Nursing and health care Contact: organizing@nationalnursesunited.org
NATIONAL TAXI WORKERS ALLIANCE	Taxi industry in New York City and other areas
OPERATING ENGINEERS	Operating engineers—heavy equipment operators, mechanics and surveyors in the construction industry—and stationary engineers in maintenance and operations in building, industrial and service complexes
PLUMBERS AND PIPEFITTERS	Workers in the fabrication, installation and servicing of piping systems
THEATRICAL STAGE EMPLOYEES	Theatrical stage employees, including animation, motion picture and television production, stagehands, ticket sellers and animation Contact: ditolla@iatse-intl.com ; 212-730-1770
TRANSPORT WORKERS	Railroad; gaming; airline; transit; utility, university
UAW	Auto, aerospace and agricultural workers, graduate teaching assistants, writers
UNITE HERE	Hotel; motel; gaming; food service; manufacturing; textile; laundry; airport Contact: ccarrera@unitehere.org
UNITED FOOD AND COMMERCIAL WORKERS	Grocery; retail; wholesale and department store workers; food and food processing; service, manufacturing and warehousing industries; chemical industry; poultry workers; marijuana and hemp workers Contact: estewart@ufcw.org ; 202-466-1506

UNITED STEELWORKERS	Steel; glass and metal; oil refineries; chemical plants; pharmaceutical; rubber; paper; energy-saving wind turbines
UNITED UNION OF ROOFERS AND WATERPROOFERS	Roofers; waterproofers Contact: gigr@unionroofers.com ; 740-649-6578
UTILITY WORKERS	Workers in electric, gas, water and nuclear industries across the United States Contact: bobhouser@uwua.net ; 888-843-8982
WRITER'S GUILD OF AMERICA, EAST	Writers living east of the Mississippi River Contact: organizing@wgaeast.org ; 212-767-7808

Your employer does not want to you have a way to guarantee wage increases, paid sick days, paid vacation days, and other basic necessities. And without a contract, your boss can promise you anything they want and then give you nothing. With a Union Representative on one side and a Collectively Bargained Contract on the other, you can ensure you are treated justly, humanely, and with the dignity that working America deserves.

Remember, this is YOUR contract and nothing is final until it is approved by a majority of workers.

Here is a list of items often prioritized in contracts—they vary by industry:

Wages: All employees shall receive regular wage increases each year depending on the length of your contract, which is normally three to four years. This covers all classifications, full-time employees, and part-time employees.

Classification: All employees shall be classified and a complete description of their job duties and responsibilities will be negotiated. They will be paid properly for their experience and skill level.

Hours: All employees will be paid time-and-a-half their hourly rate in overtime. Overtime includes any hours worked over eight (8) hours per day or forty (40) hours per week. Or a salary commiserate with hours worked. All employees will be entitled to lunch periods and breaks depending on how many hours worked in a day. The employer will be required to, one week in advance, post a schedule of hours for all employees. This schedule will not be changed unless that change is agreed upon by the Union and the employee.

Health Care Benefit: Each employee shall have health care benefits that shall be paid for by the Employer. The employee will incur no cost.

Retirement Benefit: The employer will either contribute to an Annuity Fund on behalf of each employee or will establish a pension. In the case of an Annuity Fund, the Employer puts money into an annuity account for every employee on a monthly basis. This account

then becomes the employees' and remains his or her personal account until the time he or she retires.

Vacations: A vacation period will be negotiated for each employee.

Holidays: Holidays will be negotiated for all employees. In addition, pay for worked holidays will be negotiated for time-and-a-half their hourly rate.

Sick Leave: Sick leave will be negotiated for all employees. Pay outs for unused sick time will also be negotiated.

Funeral Leave: Funeral leave will be negotiated. An extended leave will be negotiated for employees whose families are overseas.

Representation/Grievance Procedure: If at any time or for any reason, the employer takes an action against any employee, or fails to follow the contract, the employee may then seek representation from the Union against the employer. The Union will represent the employee to ensure the employee's rights and contract are being respected. Once the employee demands Union representation, Federal Law protects that employee. The employer must wait until the Union is present before talking to the employee about disciplinary action. The Union will provide attorneys and bear all costs of representation to uphold the contract. If the problem does not get resolved at shop level or plant level, the Union shall then take the case to arbitration. An Arbitrator (Judge) will offer the final decision.

Safety: The safety language in our contracts goes above and beyond the base-line Federal Regulations. Local 342 will negotiate for safe and sanitary working conditions. No employee shall be required to work in an unsafe or unhealthy workplace.

Supplies/Tools/Uniforms: The employer is required to provide all tools and uniforms necessary to perform the job covered under each classification at no cost to the employee. If at any time the equipment or tools become damaged, it is the employer's responsibility to maintain and repair them.

Union Visitation: The Union shall have the right to visit the employee at any time during normal working hours to ensure the employer is following the contract and that no violations of employee rights have occurred.