



JOIN Together ★ FIGHT Together ★ WIN Together!

# Union Facts

for Employees at \_\_\_\_\_

## A Union is OUR Employee Organization

- A union is a non-profit employee organization which runs completely by and for its members.
- It's an organization we build and use to speak up in a unified voice for improvements that benefit us all.
- **Without a union**, management has total say over our pay, our benefits, our hours and our working conditions.
- **With a union**, we will have more power to make positive changes in our jobs and protect and advance our interests.

## We'll Come Out Ahead with a Union

- Currently, our working conditions, pay, benefits, hours, policies, etc. all get decided by management. It's very one-sided. Creating a union changes this lopsided relationship.
- A union gives us a more level playing field where we can negotiate over improvements and get those improvements guaranteed in a legally-binding contract. We'll decide through surveys and meetings which issues are most important to address in bargaining.

## What We Can Expect from Management

- Be prepared: nearly all employers oppose their employees' uniting for voice at work because it means they have to give up some power. They will go to great lengths to try to convince employees to not support joining together in a union.
- They will hire expensive "consultants" or "educators" to advise on how to stay "union free." With this comes mandatory meetings, individual meetings and letters designed to weaken our strong employee group. Our goal is to stay united as a strong employee organization.

## We Only Pay Dues *After* We See the Results

- No one pays any dues until **after** we negotiate, vote on, and approve our own union contract.
- We wouldn't approve a contract that didn't make improvements and more than pay for our dues. If we don't like the first iteration of a contract, we'll go back to the bargaining table until we get what we deserve.
- **Dues are currently \$42 a month** for full-time employees.

## Strikes are Rare and It's Your Decision

- Strikes are rare and only used as a last resort. There are many other effective ways to put pressure on an employer to win a fair contract.
- No strike could ever happen unless an overwhelming majority of employees in the bargaining unit at \_\_\_\_\_ voted to do so.
- OPEIU Local 2 union staff or members of other unions can't "call for a strike".

## **We Protect What We Currently Have and Make Improvements from There**

- Once we vote to form a union, our current benefits and employment conditions get protected in place until we negotiate and approve any changes and improvements.
- Employees at \_\_\_\_\_ choose which issues are brought to the bargaining table.

## **It's Our Legal Right to Support Forming a Union**

- Under the National Labor Relations Act (NRLA), it is illegal for our employer to question us about our union activity or to fire, demote, discipline, or any way interfere with our right to form a union.

## **We Can Talk about the Union at Work**

- If you're allowed to talk about other non-work topics, like what you watched on TV last night, then you can talk about the union.
- Most often, it's best to keep our union activity to "off the clock" time like breaks, meal time and before and after work.

## **We Can Be Loyal Employees and Still Support Having a Union**

- We want to make sure \_\_\_\_\_ is the best possible place to work for ourselves, our families, and our community—having a union will help.
- Supporting a union can have a positive impact on morale, turnover, and the services we provide. Supporting a union doesn't mean we're against our employer.

## **Greater Job Protection**

- The impacts of moving our jobs, eliminating or restructuring work, introducing new initiatives, laying off positions and other changes that might occur all must be negotiated with Union members (being each of us) *first* before any of them take place.

## **Next Steps in Creating Union**

- First, we find leaders at work and begin to systematically talk to our co-workers. When we're ready, we collect union show of support cards.
- Once it's clear we have a large majority of support, we can request the National Labor Relations Board (NLRB) a neutral government agency, to hold a secret ballot election to make our union official.
- Once the NLRB certifies our election victory, management must recognize our union and we begin bargaining our first contract.