

## No Union = No Rights

### What is the difference between:

<b>... if your workplace is non-union</b>	<b>... if you join a union and have a contract</b>
You are an "employee at will." Your employer can discipline or fire you at any time for any reason; you have no recourse.	Discipline, up to and including discharge, is subject to a grievance procedure and binding arbitration, depending on the terms of your contract.
"Open door" policy means the employer will listen to you... and then do whatever he or she wants.	Contract negotiations require both sides — labor and management — to listen, and reach reasonable compromises acceptable to both sides.
Employer determines wages, benefits and other terms and conditions of work. If you're not satisfied, your only option is to get another job.	Wages, benefits and working conditions are negotiated. If you are not satisfied, you can work for changes during contract negotiations.
Wages, benefits and other terms and conditions can be changed by the employer at any time.	Neither labor nor management can make unilateral changes to a signed contract. If modifications are necessary during the life of a contract, both sides must agree.
Hiring and promotion is up to the discretion of the employer.	Hiring and promotion is covered by contract. Seniority and other factors can be written into the agreement.

Source: <http://www.uaw.org/node/166>