

No Union = No Rights

What is the difference between:

| ... if your workplace is non-union | ... if you join a union and have a contract |
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| 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>