



# **“UNIONS, THE PEOPLE WHO BROUGHT YOU THE WEEKEND”**

**What is the difference between.....**

<b>...if your workplace is non-union</b>	<b>...if you join a union and have a contract</b>
<ul style="list-style-type: none"> <li>You are an “employee at will.” Your employer can discipline or fire you at any time for any reason; you have no recourse.</li> </ul>	<ul style="list-style-type: none"> <li>Discipline, up to and including discharge, is subject to a grievance procedure and binding arbitration depending on the terms of your contract.</li> </ul>
<ul style="list-style-type: none"> <li>“Open door” policy means the employer will listen to you... and then do whatever he or she wants.</li> </ul>	<ul style="list-style-type: none"> <li>Contract negotiations require both sides – labor and management- to listen, and reach reasonable compromises acceptable to both sides.</li> </ul>
<ul style="list-style-type: none"> <li>Employer determines wages, benefits and other terms and conditions of work. If you’re not satisfied, your only option is to get another job.</li> </ul>	<ul style="list-style-type: none"> <li>Wages, benefits and working Conditions are negotiated. If you are not satisfied, you can work for changes during contract negotiations.</li> </ul>
<ul style="list-style-type: none"> <li>Wages, benefits and other terms and conditions can be changed by the employer at any time.</li> </ul>	<ul style="list-style-type: none"> <li>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.</li> </ul>
<ul style="list-style-type: none"> <li>Hiring and promotions is up to the Discretion of the employer.</li> </ul>	<ul style="list-style-type: none"> <li>Hiring and promotion is covered by contract. Seniority and other factors can be written into the agreement.</li> </ul>

**VOTE  
UNION  
YES**





**Union workers earn higher wages and get more benefits than workers who don't have a voice on the job with a union.**

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|--|--------------|
| <b>• Union workers median weekly earnings</b>  | <b>\$781</b> |
| <b>Nonunion workers median weekly earnings</b> | <b>\$612</b> |
| <b>Union wage advantage</b>                    | <b>28%</b>   |
  
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|---|-------------|
| <b>• Union workers with access to guaranteed (defined-benefit) pension.</b> | <b>73%</b>  |
| <b>Nonunion workers with access to guaranteed (defined-benefit) pension</b> | <b>16%</b>  |
| <b>Union pension advantage</b>  | <b>356%</b> |
  
- |  |            |
|--|------------|
| <b>• Union workers whose jobs provide access to health insurance.</b>  | <b>92%</b> |
| <b>Nonunion workers whose jobs provide access to health insurance.</b> | <b>68%</b> |
| <b>Union health insurance advantage</b>                                | <b>35%</b> |
  
- |  |             |
|--|-------------|
| <b>• Union workers without health insurance coverage</b>   | <b>2.5%</b> |
| <b>Non union workers without health insurance coverage</b> | <b>15%</b>  |
| <b>Union advantage</b>                                     | <b>500%</b> |
  
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|--|-------------------|
| <b>• Union workers' average days of paid vacation</b>  | <b>15 days</b>    |
| <b>Nonunion workers' average days of paid vacation</b> | <b>11.75 days</b> |
| <b>Union paid vacation advantage</b>                   | <b>28%</b>        |

Vote  
Union  
Yes ✓



Vote  
Union  
Yes ✓

## Why you should vote for a union

**You will:**

- **Have a voice in your workplace**
- **Have a signed labor agreement with the company**
- **Negotiate wages and benefits**
- **Have the ability to negotiate rules for overtime distribution, vacation selection and promotion (and other employment issues)**
- **Have a negotiated grievance procedure**

**Also:**

- **Wages would not be a secret**
- **Union stewards would be on site to assist you**
- **The Union provides steward training for interested members**
- **The company could not change wages, benefits or working conditions without negotiating with the union in advance**

**You have everything to gain and nothing to lose**

