

What is a Union?

- A union is a simply a group of workers who organized together for representation and collective bargaining rights.
- The truth is, YOU and YOUR CO-WORKERS are the UNION.
- Having a union is how we can negotiate for and get improvements on the job and in the workplace.
- Unions fight for working families.

Differences Between a Union and Non-Union Workplace.

We sometimes take for granted the protections the union provides for us on the job, and the difference a union can make in the way we are treated at work. Sometimes it's worth reminding ourselves and others what things would be like without a union.

Union	Non-Union
1. Your wages, benefits & working conditions are protected by a legal contract.	1. Management can change wages, benefits, working conditions whenever they want.
2. The contract spells out how much everyone earns.	2. No one knows how much anyone else earns.
3. The union negotiates raises for everyone. The members vote on the settlement. If they think that it is not a fair settlement, they can vote it down.	3. If you want a raise, you have to beg for it, or kiss up to the boss.
4. If you are disciplined for something you didn't do, the union will defend you.	4. If you are disciplined for something you didn't do, you are on your own.
5. If you do a good job and are in line for a promotion, you will get it.	5. Promotions can be handed out on any basis – friendship, loyalty, etc.
6. If you don't like something at work, you can work to change it.	6. If you don't like something at work, you can quit.
7. Vacations, shifts, layoffs are based on seniority.	7. Vacations, shifts, layoffs can be based on the bosses' desires.

Weingarten Rights

In 1975, the United States Supreme Court, in the case of NLRB v. J Weingarten, Inc., upheld a National Labor Relations Board (NLRB) decision that employees have the right to union representation at investigatory interviews.

The following rules apply:

Rule 1: The employee must make a clear request for union representation before or during the interview. **The employee cannot be punished for making this request.**

Rule 2: After the employee makes the request, the employer must choose from among three options.

The employer must: grant the request and delay questioning until the union representative arrives and has a chance to consult privately with the employee; deny the request and end the interview immediately; or give the employee the choice of having the interview without representation or ending the interview.

Rule 3: If the employer denies the request for union representation, and continues to ask questions, it commits an unfair labor practice and the employee has a right to refuse to answer. The employer may not discipline the employee for such a refusal.

If you are called into a meeting with management, read the following to them when the meeting begins:

“If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative, officer, or steward be present at this meeting. Until my representation arrives, I choose not to participate in this discussion.”