

Unions: Frequently Asked Questions

Q: Will I have more job security as a union worker?

A: Yes. All UWUA contracts require that employers have just cause to discipline or discharge employees. All UWUA contracts allow the union to contest disciplinary action and discharges to a binding arbitration procedure. Non-union employees are “at will” and can be disciplined or discharged for any reason.

Q: Will I lose benefits I now have if I join the union?

A: Absolutely not; it is against the law for the company to take away any benefits you now have in order to punish you for voting for a union. The company must maintain your wages and benefits until a contract is negotiated.

Q: Is the contract imposed on members by the union or do we have a say?

A: The union is a democracy, and you have a right to vote to approve your contract or not, you elect your own officers and you run your own local union affairs. Contracts are ratified by majority vote of the members.

Q: Does the union use members' dues to support politicians?

A: No, membership dues are never used for political contributions.

Q: How much are the dues and do I have to pay an initiation fee?

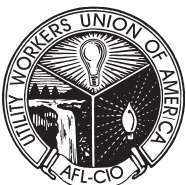
A: The dues are set by members for the operation of their local union, and some of those dues go to the UWUA as part of the per-capita. No dues are paid until a majority of members accept an agreement with the company.

Q: What are mandatory subjects of bargaining?

A: Wages, hours and other conditions of employment, such as overtime pay, pay differentials, holidays and holiday pay, healthcare, pensions and retirement, drug testing, profit sharing, sick leave, work-rules, relocation decisions, job security and layoffs.

Q: Will the national union force me to strike?

A: Never. In order to go on strike, you would have to vote by majority decision to do so. Across the entire UWUA, there have been a total of 5 strikes since 2012.



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