

FACTS YOU SHOULD KNOW

QUESTION WHO (OR WHAT) IS A UNION?

ANSWER THE UNION IS A GROUP OF WORKERS BANDED together for THE PURPOSE OF OBTANING BETTER WAGES, WORKING CONDITIONS, JOB SECURITY, SENIORTIY RIGHTS, EMPLOYER PAID INSURANCE AND OTHER BENEFITS BY THE process of collective bargaining.

QUESTION WILL WE LOSE ANTHING BY VOTING FOR THE UNION?

ANSWER ABSOLUTELY NOT: It is against the law (Pennsylvania Public Employee Relations Act) for the employer to take away, or even threaten to take away, any benefits that you have now because you vote for the Union. It is also illegal for the employer to promise you added benefits if you vote against the Union.

QUESTION WILL THE EMPLOYER KNOW HOW I'VE VOTED?

ANSWER NO. Not unless you tell them. This is a SECRET BALLOT election conducted by a representative of the PENNSYLVANIA LABOR RELATION BOARD which is an agency of the State Government set up for this purpose. Neither the Employer nor the Union Officials can be around the area in which you vote.

QUESTION HOW DOES NEGOTIATIONS WORK FOR A UNION STARTING OUT WITH A NEW CONTRACT (COLLECTIVE BARGAINING AGREEMENT)?

ANSWER Employees/members select who they want to represent them on the committee from their workforce and the negotiation team is made up of full time officers, your fellow employees/members selected and a union attorney.

QUESTION WHAT IS A COLLECTIVE BARGAINING AGREEMENT?

ANSWER A book of rules, which constitute a sincere contract, which must be observed by both parties.

QUESTION WHEN DOES LOCAL 464 START COLLECTING DUES?

ANSWER No Union Dues are collected until there is a contract ratified by the employees.

QUESTION HOW MUCH ARE LOCAL 464 UNION DUES?

ANSWER Currently they are \$31.00 per month.

QUESTION IS THERE AN INITIATION FEE TO JOIN LOCAL 464?

ANSWER Yes, there is a onetime fee of \$25.00, but this fee is waived for the employees of a newly organized contract with Local 464.

SO TO HAVE A VOICE AT YOUR WORK PLACE, BETTER WAGES, JOB SECURITY, SENIORITY RIGHTS, AND A GRIEVANCE PROCEDURE, WHICH GIVES YOU THE PROTECTION TO DEFEND ALL YOUR RIGHTS

Section 7 of the National Labor Relations Act (NLRA) Guarantees workers the right to form, join or assist Labor Organizations, to bargain collectively through representatives of their own choosing, and to engage in other protective concerted activities of mutual aid and protection.



It is an Unfair Labor Practice for management to violate the below written rights.

Employees have the right to do the following:

As a general rule, employees have the right to campaign for the BCTGM union during non-working times in non-working areas. The employer cannot discriminate or harass you because you support the BCTGM Union and you encourage others to support the Union.

Employees may campaign orally for the union whenever talking about other non-work topics is allowed even during work hours and in work areas.

Any no-solicitation rules adopted by the employer may not discriminate against union activities.

It is illegal for supervisors to spy on or give the impression of surveillance of union activities.

It is illegal for management to question employees about their Union sympathies (if they are for or against the Union).

It is unlawful for the employer to threaten to retaliate against employees for supporting the BCTGM Union.

It is important to know your legal rights and don't let your supervisors or managers violate your rights!

If your supervisor or manager has violated your rights, please report it to a BCTGM Representative along with a written statement and the names of all witnesses. It's Your Right as an American to join the BCTGM!

Do You Know?

It is unlawful for your employer, manager or supervisor to interfere with, restrain, or coerce workers seeking to organize or join a union.

What Employers and Supervisors CANNOT Do

1. They CANNOT tell workers that the company will fire or punish them if they engage in union activity.
2. They CANNOT lay-off or discharge any worker for union activity.
3. They CANNOT grant workers wage increases or special concessions in order to stop workers from joining the union.
4. They CANNOT bar workers from soliciting members during non-working hours.
5. They CANNOT ask workers about confidential union matters, meetings, etc.
6. They CANNOT ask workers about the union or about union representatives.
7. They CANNOT ask workers how they intend to vote.
8. They CANNOT ask workers whether or not they belong to a union or have signed up for a union.
9. They CANNOT by the nature of the work assignment, create conditions intended to get rid of a worker because of his or her union activity.
10. They CANNOT threaten workers or coerce them in an attempt to influence their vote.
11. They CANNOT tell workers that existing benefits will be discontinued if the company is organized.
12. They CANNOT say unionization will force the company to lay off workers.
13. They CANNOT say unionization will take away vacations or other benefits and privileges presently in effect.
14. They CANNOT promise workers promotions, raises or other benefits if they get out of the union or refrain from joining it.
15. They CANNOT **threaten workers with closing the plant if they are union**

The above are just a few examples of what management cannot do according to the United States National Labor Relations Act.