

# UNIONS

- Who are they?
- What do they do?
- Impact on YOU, the worker.



## Who are they?

- 15% of the workforce are union members.
- They represent just about every occupation you can name.
- They have national offices as well as local offices.
- AFL-CIO – largest conglomerate of unions.

## What do they do?

- Negotiate contract for workers which regulate topics such as:  
Wages, working environment, rights, job descriptions, benefits, employee assistant programs, training, procedures for resolving conflicts, hiring and firing regulations, retirement/pensions.

### **Collective bargaining** – negotiation of contract.

- Represent your rights as stated in the contract.

## Impact upon YOU, the Worker:

- Through contract negotiations you get a better working environment and pay scale.
- You pay for this service:
  - a. Initiation fee
  - b. Monthly dues



# UNION STRUCTURE:

**PRESIDENT**



**TREASURER**



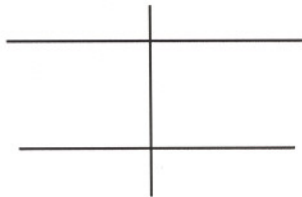
**SECRETARY/  
RECORDER**

**Legal Services**

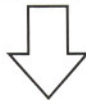
**Health & Welfare**

**Credit Union**

**Pension**



**BUSINESS REPRESENTATIVES  
AND  
ORGANIZERS**





## MORE ABOUT UNIONS:

- Open shop – option to join union or not.
- Closed shop or Union Shop – must join union in 30 – 60 days.
- Non-union shop – no union presence

**“Organize”** - union members come to your place of business; inform you about the union program, and then ask you to sign up. If the union gets 50% or more of the employees to sign up, they now represent the workers and it becomes an Open Shop.

## Why it is not good to be part of a Union?

- Loss of individual rights.
- Seniority.
- Rigid structure for career path.
- Cost
- Difficult time in communicating to Business Representative.
- Strikes

Boycott –

# UNION MATCHING TEST

AFL-CIO	1	A worker paid by the hour.
negotiations	2	A worker who's pay is stated in yearly amounts.
Collective bargaining	3	A program to assist the worker with family problems.
Initiation fee	4	Your employment is protected by a union contract.
dues	5	A sum of money used by the union for unfortunate times.
Business representative	6	The act of persuading people not to buy a product or service.
pension	7	The term used for describing your years on the job.
Open shop	8	The largest union in the world.
Closed shop	9	A group of union members negotiate a contract.
organize	10	The form you sign for union membership.
seniority	11	The act of refusing to go to work because of a disagreement.
boycott	12	Eyeglass benefits.
strike	13	Reimbursement for missing work because of a funeral.
exempt	14	Entitled to overtime pay.
Non-exempt	15	Not entitled to overtime pay.
Contract entitlements	16	Medical benefits.
Grievance procedure	17	Your right to the pension plan because of employed for a certain number of years.
Vested rights	18	Recruit new members for a union.
Job security	19	A benefit for non-exempt employees.
Employee assistance programs	20	The steps you should follow if you have a complaint.
"Comp" time	21	The act of bargaining for what you want.
Salary worker	22	The first amount of money you pay to join a union.
Hourly worker	23	Money for retirement.
Benevolent fund	24	An environment in which you have the choice to join a union.
Bereavement pay	25	Shop steward.
Authorization card	26	An environment in which you must join a union.
Optical plan	27	Rights that are given to you because of a contract.
Basic health benefits	28	Monthly charge for belonging to a union.