



FAQ'S ABOUT UNIONS

Get The Facts!

Do union officials become your voice and representative?

You have more power to make positive change when working together than you do as individuals. Without you and your coworkers coming together to take collective action, the organization decides by itself whether or not to make improvements, increase wages, or change working conditions. Unionized workers continue to have direct relationships with managers. However, with a union contract, management cannot choose to pay a worker more or less based on their opinion of that worker. Union organizers and representatives are there to help workers navigate this process.

What about union dues?

Dues at SEIU Local 105 are 2.25% and they never come out of overtime pay. You will not pay dues until the company recognizes the union, you go through the bargaining process, and you vote to ratify a finished contract. Dues are important because they provide the resources that help empower you to make positive changes in your workplace. Employees of the union have the duty to safeguard member dues. The union must investigate grievances to make sure they have merit and funds are not being wasted.

Can you opt-out of union representation?

A union is a democratic organization. Unless an employer chooses to recognize a union voluntarily after a majority of workers have signed union cards, the decision to join a union is determined by an election in which all workers who can be represented vote. A union's power is in its unified voice, everyone in the workplace gets representation.

What about the status-quo relationship with management?

Once you have won a union election and told your employer that you want to stand together and fight for workplace improvements, they are no longer allowed to make unilateral decisions about your employment without your consent. This is part of Federal law, meant to protect you from employer retaliation. However, your employer can ask SEIU for consent to make changes. If management wants to give you a raise and asks you and Local 105 for permission, then you will get that pay raise.

How does collective bargaining work?

Without you, there is no CCH. Collectively, you hold the power within the organization. During collective bargaining, management has the legal obligation to bargain with you as equals. You bargain your own contract with the help and advice of SEIU employees. You determine how many workers are on your bargaining committee, its composition, and you elect its members. Ultimately, you will determine what your contract looks like.

How does this impact communication?

Most union workplaces have worker leaders known as stewards. Stewards are your coworkers who go through special training to act as liaisons between the union itself, other workers, and management. They help enforce a contract and help other workers resolve workplace issues. The first step most stewards take when resolving an issue is to ask a worker, if they feel comfortable, to bring that issue to management. Changes in communication within a union shop tend to happen when workers feel unsafe or harassed. When that is the case, those workers can use the union structure for protection.



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Will seniority impact the workplace?

Seniority is not a perfect system. However, it is the best system we have when it comes to treating workers fairly. Under a seniority system, people are rewarded for their tenure with the company rather than being rewarded for being liked by a particular manager. Special arrangements covered by the Americans with Disabilities Act are not affected by a union contract.

What about our work coverage?

Contract language protecting bargaining unit work protects the jobs of union workers. Because certain types of work are protected, management is unable to effectively take over that work using temporary workers. However, any contract that governs your workplace is bargained by you. There can be exemptions to bargaining unit work rules and you can work to find the balance that you want to see.

Do employees still have privacy?

Union workers have special rights known as Weingarten Rights. This means that whenever a manager calls you into a meeting to ask you questions, you have the right to request a steward be present. This is not mandatory, but it is highly recommended. Under most contracts, union workers have a right to file a grievance when they are being mistreated or their contract is not being followed.

During the course of a union election, employers are required to disclose contact information for all eligible voters to the organizing committee. Your employer already has access to all of your contact information and your organizing committee needs the same information to ensure a free and fair election. The bargaining and committee and union do not pass this information on to anyone else.

What kind of rules are there in a union?

Like all other democratic organizations, SEIU Local 105 is governed by a constitution and bylaws. These documents concern the operation of the union, how officers are elected, and enshrines the rights of all union members.

Can the union call a strike?

The union does not vote to strike at CCH. CCH workers vote to strike at CCH. Employees of SEIU do not determine whether or not CCH employees strike. Strikes are extremely rare, even more so in the leadup to a first contract. Any decision to withhold labor is determined by you through a strike vote. Successful strikes require 90% or more of workers to vote yes to strike. Strikes involving healthcare workers require 10 days notice to ensure that patients can be cared for in the event of a work stoppage.

QUESTIONS?

If you still have questions about unions or the process of unionizing, feel free to reach out to your organizer, **Ben Ullrich**, at **303-809-9885**. You can also email **CCHWU@seiu105.org!**

SEIU LOCAL 105

www.seiu105.org



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