

WHAT ARE UNIONS?



UNIONS give you A VOICE in the workplace

People with some of the same concerns often get together to talk about and look for answers to problems in the workplace. That is exactly what a union is all about; it is people, coming together to voice their mutual concerns. By saying "**UNION Yes**", you can make life better on the job, and for your families.

Unions are families

Our families are shaping the lives of those that are our Nation's future.

The working people in unions want to be sure the family remains vital. With the changes in today's economy, that can be tough. The I.A.M. is always searching for new ways to face the challenges affecting members and their families. We fight for ideas like affordable childcare, help for senior citizens, and family and medical leave for use in emergencies. By working together, we can see these ideas and more become realities. The I.A.M. is helping to find ways to overcome the challenges facing families today, and into the future.

Unions are working people

It is working people who have made this country great. A good job with good pay brings prosperity and growth to our communities and helps strengthen our Nation's economy. Working people from all over this country have joined together to make life better by joining the I.A.M.

Today the I.A.M. is working to ensure workplaces are safe, and jobs are secure.

SAFETY – You have the right to know what hazards exist in your workplace, and what precautions should be taken to ensure your Safety and Health while on the job.

SECURITY – With today's global economy, you need a voice on issues that could or will affect your job, and your family's future.

Unions are solidarity

We have all heard about personal freedoms being under attack. Whether it is speaking out and voicing concerns in the workplace or people speaking out to enact change in their countries political system. There is one common thread in each victory. The people were united in solidarity. That is what trade unionism is all about. People united for a common cause. Whether it is in Poland, Egypt, South Africa, or in our own workplace, Solidarity is the key to success!

A negotiated I.A.M. contract gives you a strong voice in your workplace.

America Works Best When We Say Union – YES!

For more information contact:

Chub McCrory
I.A.M. District 776 Organizer
Cell Phone: 830-422-1557
Email: KeithMcCrory@776iam.org
<http://goiam.org>

THE LAW

SAYS YOU HAVE A RIGHT TO JOIN A UNION

YOUR LEGAL RIGHTS

You have the legal right under Section 7 of the National Labor Relations Act to join or support a union and to:

1. Attend meetings to discuss joining a union.
2. Read, distribute, and discuss union literature (as long as you do this in non-work areas during non-work times, such as during breaks or lunch hours.)
3. Wear union buttons, T-shirts, stickers, hats, or other items on the job.
4. Sign a card asking your employer to recognize and bargain with the union.
5. Sign petitions or file grievances related to wages, hours, working conditions, and other job issues.
6. Ask other employees to support the union, to sign union cards or petitions, or to file grievances.

Secret Ballot Elections

To establish a union in a workplace, a majority of employees must express support for the union.

In most situations, the employees prove majority support through a secret-ballot election conducted by the National Labor Relations Board.

“Good Faith” Bargaining

After the union’s election victory is officially certified by the National Labor Relations Board, your employer is legally required to negotiate in “good faith” with the union on a written contract covering wages, hours, and other working conditions.

PROTECTION FROM EMPLOYER ACTION

Under Section 8 of the National Labor Relations Act, your employer cannot legally punish or discriminate against any worker because of union activity.

For example, your employer cannot legally do the following:

- Threaten to or actually fire, lay off, discipline, harass, transfer, or reassign employees because they support the union.
- Favor employees who don’t support the union over those who do in promotions, job assignments, wages, hours, enforcement of rules, or any other working condition.
- Shut down the work site or take away any benefits or privileges employees already enjoy in order to discourage union activity.
- Promise employees a pay increase, promotion, benefit, or special favor if they oppose the union.

ENFORCING YOUR RIGHTS

Some employers try to prevent the workers from joining a union.

The best way to encourage your employer to recognize your union and negotiate a fair contract is to build a strong organization where you work.

If your employer violates the law, the union can help you file "unfair labor practice" charges with the National Labor Relations Board.

The Labor Board has the power-backed up by the federal courts-to order an employer to stop interfering with employee rights, to provide back pay, and to reverse any action taken against workers for union activity.

You can help protect your legal rights by:

- **Keeping written notes** of any incidents in which company officials or supervisors threaten, harass, or punish workers because of union activity.
- **Immediately reporting** any such incidents to your organizing committee and the union staff.

Your notes don't have to be worded a certain way, but you should include what was said or done, who was involved, where and when it happened, and the names of any witnesses.

NATIONAL LABOR RELATIONS ACT SAYS:

Section 7: "Employees shall have the right to self-organization, to form, join, or assist Labor organizations, to bargain collectively through representation of their own choosing, and to engage in other concerted activities for the purpose of collective bargaining..."

Section 8 (a): "It shall be an unfair labor practice for an employer to interfere with, Restrain, or coerce employees in the exercise of the rights guaranteed in Section 7



INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS



We are the International Association of Machinists and Aerospace Workers, AFL-CIO. We are better known as the Machinists Union (IAM&AW).

The IAM&AW was founded in Atlanta, GA on May 5, 1888. We are the only Union born in the SOUTH. The progress of our Union has grown from 19 machinists secretly meeting in an Atlanta locomotive pit in 1888 to an International Organization of 700,000 active and retired members. This year will make our 130th year of representing the working men and women of the United States of America.

- ★ **Your Right to join a Union is protected by
Federal Law**
- ★ **Take the first step in forging a better life
for you and your family**

THE NATIONAL LABOR RELATIONS (NLRB) Is a Federal Government Agency Established to enforce the National Labor Relations Act (NLRA) A FEDERAL LAW

The NLRB says.....RIGHTS OF EMPLOYEES

Sec. 7. [§ 157.] Employees shall have the right to self-organization, to form, join, or assist labor organizations, to bargain collectively through representatives of their own choosing, and to engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection, and shall also have the right to refrain from any or all such activities except to the extent that such right may be affected by an agreement requiring membership in a labor organization as a condition of employment

As a general proposition, an employer cannot reduce wages, take away any insurance or other benefits already established, or close down the plant because the union has established its majority status and bargaining rights. Neither can they threaten to do so if the union wins the election. Such conduct would be in direct contravention of the underlying principles of the National Labor Relations Act which our Board enforces."

What is the National Labor Relations Board?

They are an independent Federal agency established to enforce the National Labor Relations Act (NLRA). As an independent agency, they are not part of any other government agency--such as the Department of Labor.



Q&A	IAM (UNION) SHOP	NO UNION
Can employees be terminated at will?	NO! Just cause only. The company must prove to a neutral arbitrator that the cause is just.	YES! An employer can terminate you at any time; for any reason or no reason at all.
Does a single employee have protection on the job when complaining to management?	YES! Supreme Court rule. A single employee is part of a contract and has the protection to represent his/her self if he or she chooses to do so.	NO! Supreme Court rule. A single employee is not protected without a union and does not have protection to represent his or her self.
Can employees lose benefits at will?	NO! A contract is a legally binding document, enforceable in Federal Courts.	YES! An employer can take away any or all benefits and make changes at any time!
Do employees have an effective grievance procedure?	YES	NO
Do employees have arbitration?	YES	NO
Do employees have seniority?	YES	NO
Do employees have real bidding rights?	YES	NO
Do employees have dignity and respect on the job?	YES	NO
Do employees have a contract guaranteeing wages, working conditions and benefits?	YES	NO

Do You Need Better Wages?
Do You Need Better Benefits?
Do You Want A Voice and A Vote at Your Work Place?
If you said yes to any of these please contact the
International Association of Machinists and Aerospace Workers
For more information please contact the following IAM&AW Representative
All calls are confidential

Chub McCrory
Organizer
District 776
Office: 1-800-249-9786
1-830-422-1557
keithmccrory@776iam.org

DIGNITY IN THE WORKPLACE **JUSTICE ON THE JOB** **SERVICE TO THE COMMUNITY**

PAUL BLACK, PRESIDENT & DIRECTING BUSINESS REPRESENTATIVE
INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS, AFL-CIO
IAMAW DISTRICT 776
7711 Clifford St., Fort Worth, TX 76108

UNIONS ARE PROTECTION
ALL DIFFERENT KIND OF PEOPLE JOIN UNIONS
FOR EXAMPLE:

LAWYERS.....BELONG TO THE AMERICAN BAR ASSOCIATION
DOCTORS.....BELONG TO THE AMERICAN MEDICAL ASSOCIATION
INDUSTRIALISTS.....BELONG TO THE NATIONAL ASSOCIATION OF
MANUFACTURERS – A UNION
BUSINESSMEN.....BELONG TO THE CHAMBER OF COMMERCE -A UNION
MERCHANTS.....BELONG TO THE MERCHANTS ASSOCIATION – A
UNION
TEACHERS.....BELONG TO UNIONS AND ASSOCIATIONS
FARMERS.....BELONG TO FARM BUREAUS, THE FARMERS UNION
AND FARM GRANGE - UNONS
LAW ENFORCEMENT.....BELONG TO THEIR UNIONS AND FRATERNAL
ORGANIZATONS
GOVERNMENT EMPLOYEES..BELONG TO THEIR UNIONS – MANY IN THE I.A.M.

WHY DO PEOPLE HAVE THEIR OWN UNIONS?

SIMPLE!!! To protect their Wages, Benefits, Jobs and Rights. Doctors get together with other doctors to protect each other and themselves. The same applies to nurses, lawyers, businesspersons, farmers, industrialists, teachers, law enforcement, government employees, etc.

Companies oppose their workers from having unions. Wonder why they want their workers to be the only ones without protection?

VOTE YES!! Companies belong to a union. So do its lawyers, doctors, etc. Companies know from experience that uniting is effective. They belong! That's why they want you to be "Union Free".

Don't be misled by Company officials and their bosses and lawyers. The Company is rubbing your shoulders now and telling you that you "don't need a union", but we all know that without your I.A.M. UNION, it's back to the old "...WHO you know, not what you know!"

When you are sick.....you go see a doctor
When your car is broken down.....you go see a mechanic
When you need clothes dry cleaned.....you go to the cleaners
When you need copies.....you go to the Secretary
The Secretary is a Union member.....you should be too!
You need representation.....SUPPORT YOUR I.A.M. UNION

BE SAFE!

NOT SORRY!.....

VOTE YES

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