

Unions Matter

MYTH-BUSTERS #2

Union 101

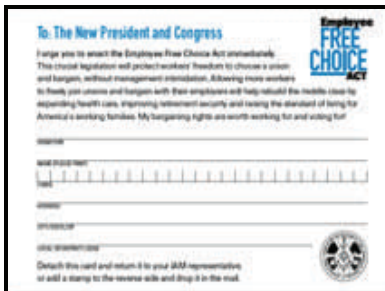
(From the IAMAW Organizing Manual)

MYTH # 2: “THE UNION IS ONLY FOR PROBLEM EMPLOYEES.”

FACT: THE UNION IS FOR ALL EMPLOYEES.

There are two types of problems: workplace problems and policy problems. Workplace problems can crop up for even the best employees. These problems often seem more immediate. Problem employees may seem to get more attention from their union than good employees, but this is unavoidable. The union’s obligation is primarily to uphold the contract. The contract must be enforced for all employees, or it will grow weak. Then, when a “good” employee needs help, they will be at a disadvantage. Joining the union is the best assurance that contract administration remains sharp and your rights are guaranteed.

Policy problems, like pay, benefits, retirement and job security, are problems for individuals as well as all employees. Right-to-Work (for less) laws at the federal and state levels, make it difficult for unions to bargain to raise their members’ standards of living.



That’s why the Employee Free Choice Act is so important. America’s workers are struggling to make ends meet and the middle class is disappearing. The best opportunity working people have to get ahead economically is by joining together in unions to bargain with employers for better wages and benefits. But the current system for forming unions is broken. Some employers harass and intimidate workers who try to form unions and bargain for economic well-being. The Employee Free Choice Act (H.R. 800, S. 1041) would level the playing field for workers and employers and restore our freedom to choose a union. To find out more information about the Employee Free Choice Act see the AFL-CIO website www.aflcio.org/joinaunion/voicetowork/efca/

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