

# Advantages of Labor Union Membership

CONCERNS	UNION	NO UNION
Dignity, Rights, and Respect.	Equal treatment.	Only given if they like you.
Wages and Other Compensation.	Spelled out in the Union Contract	SECRET - privately negotiated by management.
Raises.	Will be bargained for everyone and everyone votes.	Favoritism can determine individual raises.
Discipline/Dismissal.	The Union will defend you with Legal Assistance and a Grievance Process.	You are an " <b>AT WILL</b> " employee. Good luck, you're on your own.
Problems on the Job.	Your <b>VOICE</b> is heard. You have a Grievance Process.	Their way or the highway.
Seniority Rights.	Union Contracts give recognition to time of Service.	Rights <b>DO NOT</b> exist.
Policies.	Must notify the Union of changes and negotiate working conditions.	Forever Changing.
A Voice in the Political Arena.	Work for laws to protect Employees and their families.	Take away and weaken laws such as Overtime, Health and Safety, etc.