

# UNDERSTANDING THE VALUE OF BELONGING TO A UNION



*"Our Joint Board faces many challenges from hostile companies and their allies in government, impacting our locals, families and communities. Our mission is to empower our members with a strategy to defend our contracts using new, offensive strategy and tactics. Our duty is to fight for strong contracts and social change while uniting with other groups that are fighting back against the attacks on working families in our nation and international arena."*

**Richard Monje - CMRJB Manager and Workers United International Vice-President.**

## KNOW YOUR RIGHTS Weingarten Rights

### YOUR RIGHT TO UNION REPRESENTATION

"If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative, officer, or steward be present at this meeting. Until my representative arrives, I choose not to participate in this discussion."

By joining together, **Chicago and Midwest Regional Joint Board** members have a voice in their workplace: they can negotiate with management to improve their working conditions, to improve their jobs and to make sure everyone is treated fairly.



[www.cmrjb.org](http://www.cmrjb.org)

**CHICAGO AND MIDWEST REGIONAL JOINT BOARD  
WORKERS UNITED - SEIU**  
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Chicago, IL 60607  
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Find us and like us on Facebook:  
[www.facebook.com/CMRJBWorkersUnited](http://www.facebook.com/CMRJBWorkersUnited)

# Welcome to your UNION



Local number: \_\_\_\_\_  
Union Rep: \_\_\_\_\_  
Phone number: \_\_\_\_\_  
Steward: \_\_\_\_\_

# YOUR RIGHTS TO FAIR TREATMENT



**Chicago and Midwest Regional Joint Board** members understand the value of belonging to a union.

Our union has more than two million working people and retirees in the United States, Canada and Puerto Rico, who are working together for justice in the workplace and beyond. Together, we are building better jobs through organizing and collective bargaining. **Union members** have jobs that are safer, higher paying, and provide health care and pensions, paid vacations and holidays, job security, fair treatment on the job at a higher rate than their non-union counterparts.

Our membership is incredibly diverse and our members work in laundries, hotels, hospitals, distribution centers, food service, apparel, textile factories, light manufacturing and several other industries.



# UNION DEMOCRACY MAKES US STRONGER

## HOW TO GET INVOLVED

\* **Know your contract** - ask your steward and union officers to explain your benefits under the contract.

\* **Insist on your rights** - Let your steward and other co-workers know if you think management is acting unfairly. If a manager/supervisor asks you a question that might lead to discipline, you have a legal right to have a union steward present to help represent you.

\* **Support your union** - If a co-worker is being treated unfairly, back them up. Stand by your union leaders when they ask for your help.

\* **Join other Union members** - Members from different workplaces than yours will need your support in rallies, petition campaigns or visits to lawmakers in their offices.

\* **Register to Vote** - Your local union officials can tell you how to register. Encourage your family, neighbors and friends to register and vote.

\* **Take and active part in Elections** - During campaigns, **Chicago and Midwest Regional Joint Board** members canvass neighborhoods, staff phone banks and distribute materials to promote our issues and pro-labor candidates.

\* **Attend Union meetings** - Participate and learn what the union is doing to better your conditions at work.



# HOW ARE DUES ARE USED



• **Negotiation of contracts** - At times the union will have to pay for meeting rooms, meals for negotiating committee and legal advice when needed.

• **Handling of grievances and contract enforcement** - Funds are spent on training of stewards to better know how to handle grievances. Other funds are spent in legal fees every time we take a case to arbitration.

• **Organizing** - We conduct organizing campaigns to help non-union workforce join our union, give them and all of us more power at the bargaining table, our communities and our world.

• **Research** - It helps us prepare for bargaining and to protect protect our interests during the life of the contract.

• **Political Action** - We work to protect and improve the rights of working people in our country.

• **Educational Programs** - We strive in providing the best educational oportunities to our union officers, stewards and members.

• **Mobilization** - Our members are public in their support of our union's goals in bargaining, organizing and legislative campaigns.

• **Industrial Development** - We work with employers to better preserve our member's jobs.

• **International Solidarity** - We proudly stand with workers from all over the world, so their labor will not be used to lower our living standards.

