

The IUE-CWA Union Difference

	UNION	NON UNION
Wages	Union workers have guaranteed increases including: 3% increase in January, 12.6% for most employees retro to April 1, 2022. Across the Board increases of 3.5% in January 2023, and 3.25% increase in January 2024 and step increases thereafter.	No clear progression scale. The boss decides how much they want to pay you. No guaranteed raises
Top out Pay	"Union workers continue to receive step increases for a guaranteed 20 years of service. With the longevity increases and shift differential boosts, some employees will see an increase of as much as 39% between January 1, 2022 to January 1, 2024. The vast majority of union employees will see individual wage increases of 18%-30% over the next nineteen months."	Your pay tops out whenever the company decides. The company decides when to give increases and can give them and take them away at any time.
Voice in the Workplace	Union members elect their representatives who negotiate as one voice with management. Management cannot make unilateral changes without a say from union workers.	Management can make any changes to terms of employment whenever they want. Nothing is guaranteed and you have no say in the process.
Terms & Conditions of Employment	Union workers have right to "just cause," which means that management has to prove serious violations or infractions. Union workers cannot be targeted for any reason by their boss, and there isn't any favoritism. There is a fair process for all union workers.	Management can change your working conditions or fire you at any time for any reason.
Health Benefits	"Union workers have had their premiums frozen, effectively keeping their rates at 2015 levels. For those union workers who do not take the coverage through New Flyer, a payment of \$2,500/yr. will be provided"	Management can make changes at any time, including raising your premiums whenever they want.
Rights on the job/grievance procedure	If union workers are treated unjustly by management, they have union and legal representation. There is a clear and fair grievance procedure to address issues with management.	You can be disciplined at any time with no right to appeal or representation.
Retirement Plan	Starting in January 2023, union workers will receive 401(k) contributions that will include 1% (regardless of employee contribution) and then 75% match up to 6% (i.e., if an employee contributes 6% or more, the employer will contribution 1% plus a match of 4.5% for a total of 5.5%).	Employer contributions are entirely up to management and you have no right to bargain for a different plan.
Job Security	All union workers are treated fairly, by the same set of rules. Management cannot make arbitrary decisions changing your working conditions without consultation from union members.	Management has total discretion in all working conditions. They can change your job or fire at will.

No matter where you look **you're better off as a union member!**



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Paid Time Off	Union workers bargained to add additional holidays, two additional vacation days to those with 25 years of service, and two-weeks of paid maternity leave. There is a clear process for requesting vacation time and management cannot deny when the process has been followed. Union workers can take unpaid days (or choose to use vacation time) for two religious holidays that aren't traditionally off (e.g., Eid), without limitation or penalty, as long as two weeks notice is provided.	Taking time off is entirely management's discretion.
Promotions/ Hiring	The Company has to let everyone apply, its not based on favoritism. Jobs and promotions are clearly posted and there is a process for bidding for a new position.	Management can promote based on who they like, rather than a fair system that works for everyone.
Overtime	Union workers get advance notice of OT--no last second notice. Union workers are guaranteed no more than one Saturday in in the first two months of each quarter and for no more than 6 hours each. Weekday overtime is limited to no more than 1 hour/day. No mandatory overtime on Mondays, holiday weekends (or the day before), or on the days of monthly union meetings. Other mandatory overtime limits as well.	Management mandates OT when they want.
Lack of Work	Union workers are never forced to go home because of lack-of-work. Leaving for lack of work is always voluntary.	Management can send people home for lack of work when they want.
Weekend Work	Union workers receive advanced notice and double time on weekends.	Management can mandate weekend work as part of your work week.
Other Perks	<p>Union workers receive safety boots allowance increased to \$250 every other year, and an additional \$50 is available for those with special shoe size issues). For those that require metatarsal toe guards, the Company pays \$440.</p> <p>Union worker new hires are immediately eligible for benefits.</p> <p>Union workers who worked more than 120 hours during the COVID shutdown (March-June 2020) will receive \$750 COVID pay. Those who worked 60-119 hours during that period will receive \$375.</p> <p>Company pays \$315 toward prescription safety glasses for those that need them every two years.</p> <p>Company pays 100% of short term and long term disability insurance, life insurance including accidental death and dismemberment, dental and vision.</p> <p>Company provides CPR, AED, and first aid training to 20 employees each year. Employees who are emergency responders receive a \$0.35 premium.</p> <p>Union workers receive referral bonuses.</p>	Management has total say in your working conditions and benefits. You have no right to negotiate additional benefits.

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