

Chicago and Midwest Regional Joint Board

WELCOME TO YOUR

UNI  N

WORKERS UNITED

Welcome to YOUR Union

Congratulations on your employment and welcome to our union family, Local _____ of the Chicago and Midwest Regional Joint Board, Workers United. Your union represents workers all across the United States and Canada in Manufacturing, Distribution, Hospitality, Industrial Laundries, Food Service, and Gaming in addition to others.

Together, we all make up the Union, and together we have more power! We have more power to bargain good contracts for better wages, vacation time, paid holidays, affordable healthcare, and more. We also, always advocate for a safe and respectful environment free from intimidation and harassment.

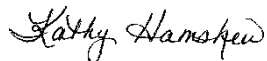
As you get settled in your new job, I am certain you will have numerous questions. Information will be provided to you to get you started. Our contracts (negotiated between management and the union) contain important information about working conditions, worker rights and responsibilities. You will be provided a copy; keep it handy.

Also, get to know who your shop floor representation is. Be it a member of a Local Executive Board or your Stewards, they are always willing to assist and answer any questions you may have.

Being a member entitles you to voting rights during all union elections, the right to participate in union activities, surveys, functions and to receive union benefits. I urge you to participate, sign and turn in your membership card.

Together, we are the union and together we are stronger!

In Solidarity,



Kathy Hanshew
International Vice President, Workers United
Manager- Chicago and Midwest Regional Joint Board

UNDERSTANDING THE VALUE OF THE UNION



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.

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 80,000 working people and retirees in the United States and Canada, 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.



HOW TO GET INVOLVED

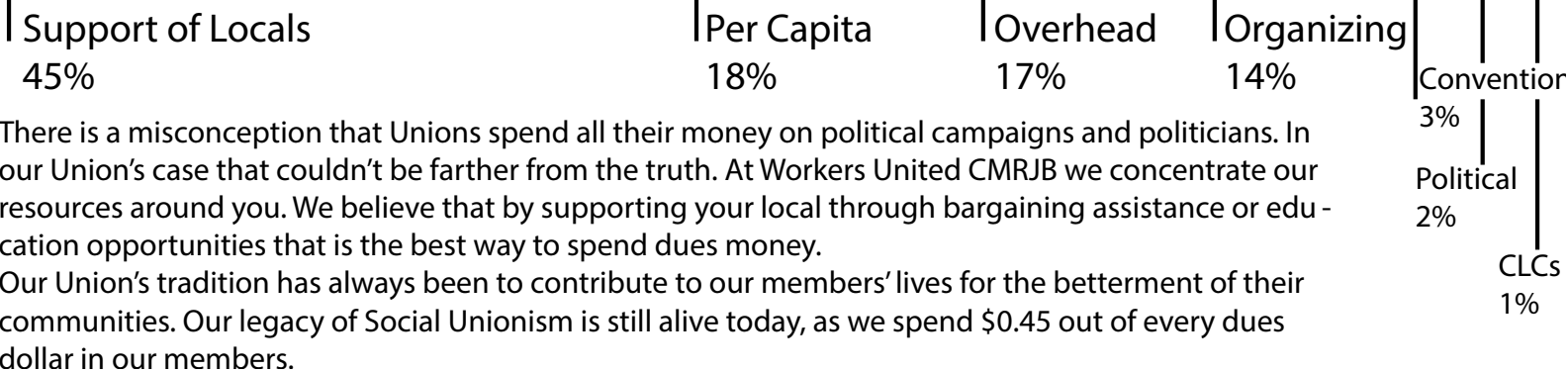


- Know your contract - ask your steward and union officers to explain your benefits under the contract.
- Attend Union meetings - Participate and learn what the union is doing to better your conditions at work.
- Insist on your rights - Let your steward and other co-workers know if you think management is acting unfairly. If a manager or 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.

- 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.
- 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.
- 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.



HOW ARE DUES USED?



There is a misconception that Unions spend all their money on political campaigns and politicians. In our Union's case that couldn't be farther from the truth. At Workers United CMRJB we concentrate our resources around you. We believe that by supporting your local through bargaining assistance or education opportunities that is the best way to spend dues money. Our Union's tradition has always been to contribute to our members' lives for the betterment of their communities. Our legacy of Social Unionism is still alive today, as we spend \$0.45 out of every dues dollar in our members.

In addition we use dues for:

- 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 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 opportunities 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.



YOUR WEINGARTEN RIGHTS

Why Are my Weingarten Rights Important?

1. For protection from unfair discipline.
2. For fair and equal treatment.
3. To have a witness present.

WHY DOES UNION REPRESENTATION HELP?

1. It helps fearful or inarticulate workers explain what happened.
2. Raise extenuating factors.
3. It advises a worker against blindly denying everything, thereby giving the appearance of dishonesty and guilt.
4. Helps prevent workers from making fatal admissions.
5. Stops a worker from losing his/her temper and perhaps getting fired for insubordination.
6. There will always be a better chance to fight a disciplinary action by the company when you have a union steward by your side.

During an investigatory interview, the Supreme Court ruled that the following rules apply:

Rule 1: The employee must make a clear request for union representation before or during the interview. The employee cannot be punished for making this request.

Rule 2: After the employee makes the request, the employer must choose from among three options:

A. Grant the request and delay questioning until the union representative arrives and (prior to the interview continuing) the representative has a chance to consult privately with the employee

B. Deny the request and end the interview immediately

C. Give the employee a clear choice between having the interview without representation, or ending the interview.

Rule 3: If the employer denies the request for union representation, and continues to ask questions, it commits an unfair labor practice and the employee has a right to refuse to answer. The employer may not discipline the employee for such a refusal.

USE THIS LANGUAGE TO ASSERT YOUR WEINGARTEN RIGHTS:

“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.”

THE UNION DIFFERENCE

	UNION	NON-UNION
A Voice on the job	Only Union members enjoy the legal right and power to have a say on the job.	Management has exclusive control and decision-making power
Wages	Pay rates are negotiated to ensure fairness for everyone and protected in the Union contract. Seniority is recognized.	Management alone decides what's fair and can base any raises on business needs, favoritism or anything else.
Benefits	Protected by the contract. Changes can only be made with employee approval.	Can be taken away or changed at any time.
Promotions and Hiring Practices	Awarded fairly according to the process agreed to in the Union contract.	It's up to management.
Unfair Treatment and Job Protection	Employees have a protected way to challenge any unfair or questionable treatment with support and representation from the Union. Just because standards are applied with binding arbitration if the parties can't agree.	You're on your own! Any grievance process gives management the last word.
Working Conditions	Schedules, vacations, workload, subcontracting, work standards, layoff procedures, hours of work are all agreed to between workers and the employer and protected in the contract.	Up to management's discretion (you have no say).
Protections and Guarantees	Only Union workers enjoy a legally-binding written agreement with their employer that defines, protects and guarantees all terms of employment.	Non-union workers have no guarantees and vno protections.

“We want a better America, an America that will give its citizens, first of all, a higher and higher standard of living so that no child will cry for food in the midst of plenty.”

Sidney Hillman

DON'T FORGET!

STAND PROUD, STAND STRONG CMRJB Workers United: Fighting for the American Working Class

Become a Member of CMRJB Workers United.



Yes, I want to join with my fellow employees and become a member of CMRJB Workers United.

I hereby request and voluntarily accept membership in Chicago and Midwest Regional Joint Board (CMRJB) of Workers United and agree to abide by its Constitution and Bylaws and by the Workers United International Union Constitution and Bylaws. I authorize CMRJB Workers United to act as my exclusive representative in collective bargaining over wages, benefits, and other terms and conditions of employment with my employer.

SIGNATURE _____

DATE ____/____/____

I recognize the need for a strong union and believe everyone represented by our union should pay their fair share to support our union's activities. I hereby request and voluntarily authorize my employer to deduct from my earnings and to pay over to Chicago and Midwest Regional Joint Board of Workers United an amount equal to the regular monthly dues uniformly applicable to members of the Chicago and Midwest Regional Joint Board of Workers United. This authorization shall remain in effect and shall be irrevocable unless I revoke it by sending written notice to both the employer and the Union during the period not less than thirty (30) and not more than forty-five (45) days before the annual anniversary date of this authorization or the date of termination of the applicable contract between the employer and the Union, whichever occurs sooner. This authorization and agreement shall be automatically renewed from year to year unless I revoke it in writing during the above window period, even if I have resigned my membership.

I acknowledge my right to be or remain a nonmember and my right to object to paying for, and to receive a reduction in, fees for Union activities not germane to its bargaining agent duties.

Contributions or gifts to the Chicago and Midwest Regional Joint Board of Workers United are not tax deductible as charitable contributions. However, they may be tax deductible as ordinary and necessary business expenses.

SIGNATURE _____

DATE ____/____/____

Print Name

First Last MI

Employer

Start Date

____/____/____

Hourly/Salary Rate \$

____.____

Weekly Hours Worked

Worksite

Job Title

Last 4 Digits of Social Security No.

Date of Birth

____/____/____

Language Preference

English

Español

Polski

Other _____

Cell Phone

____-____-____

Home Phone

____-____-____

Data rates apply. By providing my phone number, I understand that Workers United International Union, its local unions, and affiliates may use automated calling technologies and/or text message me on my cellular phone on a periodic basis. CMRJB Workers United will never charge for text message alerts. Text HELP for more information. Text STOP to stop receiving messages.

Personal Email

Home Address

City

State

ZIP

Together we can build a stronger economy and win good middle class jobs. Each of us can play a part.

I want to learn more about being an active member of CMRJB Workers United.

Contribute to the CMRJB Workers United WUPP (Workers United for Political Power)

Fund. No matter how much strength we build in the workplace, we cannot stop when the workday ends. That's why Chicago and Midwest Regional Joint Board of Workers United members work hard to elect public officials who put the best interests of working families first—and we hold them accountable.

Our union's political power is key to improving the lives of CMRJB Workers United members and their families. Join your fellow members in contributing to WUPP to make sure your voice is heard.

Sign me up for the CMRJB Workers United WUPP fund at the following weekly rate: \$1 \$1.50 \$2 \$ _____

SIGNATURE _____

DATE ____/____/____

OTHER _____

I understand that: 1) No employer or labor organization may discriminate against an officer or employee in the terms or conditions of employment for contributing or not contributing to a political committee, or supporting or opposing a candidate, ballot measure or political party; 2) Contributions are not required as a condition of employment or union membership and I may refuse to contribute without any reprisal; 3) The amount of \$20, \$15, \$10 per month are merely suggested guidelines, and I am free to contribute more or less than these amounts by some other means; 4) CMRJB Workers United WUPP will use the money it receives to make political expenditures including addressing issues important to working families and contributing to and spending money in connection with federal, state, and local elections; 5) Only union members and staff who are U.S. citizens or lawful permanent residents are eligible to contribute to CMRJB Workers United WUPP.

Contributions to CMRJB Workers United WUPP are not deductible as charitable contributions for federal income tax purposes. This authorization shall remain in effect irrespective of my work site or employer, until I revoke it by me in writing.

SUBMIT

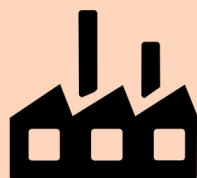
COMPLETE AND RETURN YOUR MEMBERSHIP APPLICATION

TODAY!

PEOPLE IN UNIONS ADVOCATE FOR:



CONSISTENT SCHEDULES AND NO MANDATORY OVERTIME



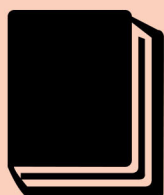
FLEXIBLE SCHEDULES, LIKE A FOUR-DAY WORK WEEK OR WORKING FROM HOME



FAMILY-FRIENDLY WORK ENVIRONMENT AND TIME OFF TO CARE FOR FAMILY OR ATTEND SCHOOL EVENTS



PAID VACATION YOU CAN ACTUALLY TAKE WITHOUT FEELING GUILTY OR ROVERWHELMED WHEN YOU RETURN



STUDENT LOAN REPAYMENT FORGIVENESS AND BETTER SCHOOLS



JOB TRAINING PROGRAMS FOR CAREER MOBILITY



CLEAN WATER AND GREEN JOBS



WAGES AND BENEFITS THAT KEEP UP WITH THE COST OF LIVING

PEOPLE IN UNIONS **DON'T** ADVOCATE FOR:

LOW PERFORMERS

Work standards and conduct are just as important in a unionized workplace, and management still has the responsibility to address poor performance.

HARM THE EMPLOYER

People who form a Union are more satisfied and productive at work. Joining in Unions also reduces costly turnover and makes the workplace safer.

WORK WITHOUT YOU

We are stronger together. Unions are democratic and union members vote on things like union dues and what protections and improvements you want in your contract.



Live.
Relax.
Enjoy.

40
BENEFITS

help stretch your paycheck
and make life a little easier.

We know you work hard for your money. That's why we've created 50 benefits to help you and your family get more out of life. Visit UnionPlus.org and see how to:

- Save on wireless devices and services available through "Union Proud" AT&T.
- Get discounts and upgrades on rental cars, vans, SUVs and trucks, plus great deals on family vacations.
- Save on theme parks, sporting events, theater, movies, movie rentals, restaurants and more.
- Secure a Union Plus Mortgage with special cost savings and protections against layoff, strikes and hardship.
- Get Union SAFE grants to help weather economic storms.

PLUS EVEN MORE BENEFITS offer you additional financial, health, legal, travel, entertainment and educational savings and services.

For full details, visit

UnionPlus.org



Fighting for Justice in the Digital Age



Your official
source for
UNION news.

Visit our website:
www.cmrjb.org

Stay connected with
your Union sisters and
brothers from around
the country.

Like us on Facebook:
@CMRJBWorkersUnited
Follow us on Twitter:
@CMRJB



IMPORTANT UNION CONTACTS



LOCAL NUMBER

LOCAL PRESIDENT

PHONE

EMAIL

CHIEF STEWARD

PHONE

EMAIL

1ST SHIFT STEWARD

PHONE

EMAIL

2ND SHIFT STEWARD

PHONE

EMAIL

3RD SHIFT STEWARD

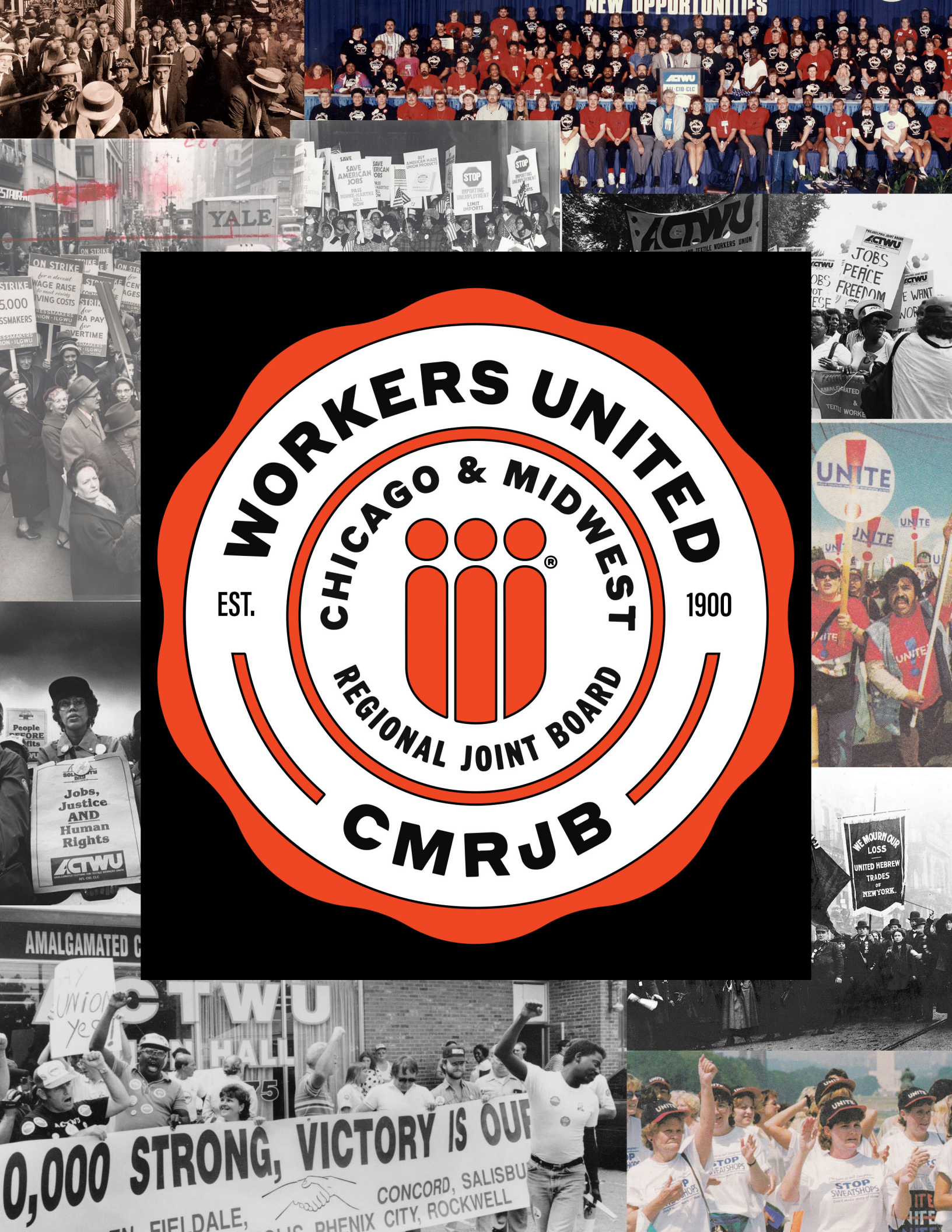
PHONE

EMAIL

UNION REPRESENTATIVE

PHONE

EMAIL



NEW OPPORTUNITIES

201

EST.

WORKERS UNITED

CHICAGO & MIDWEST

1900

REGIONAL JOINT BOARD
CMRJB

0,000 STRONG, VICTORY IS OURS

CONCORD, SALISBURY
PHENIX CITY, ROCKWELL

ACTWU
JOBS
PEACE
FREEDOM

UNITE

WE MOURN OUR
LOSS
UNITED HEBREW
TRADES
OF NEW YORK

STOP SWEATSHOPS