

NEW UNION MEMBER ORIENTATION OUTLINE



Introductions/What is a Union?

- A non-profit, employee organization protected by law where we unite to improve and safeguard our wages, benefits and working conditions. "We've got each other's backs."
- Make the connection between union power and industry standards & prosperous middle class.
- List some basic information about our union structure/governance. "We have a voice!"

The Union Contract and What That Means for You/Benefits of Working Union

- Explain gains we've made over the years by uniting and bargaining—an opportunity for input and change for issues most important to you.
- Highlight key areas of the contract that new hires might ask about most often.
- Talk about labor/management committees, bargaining unit meetings and other ways of addressing issues and solving workplace problems, including role of steward and union representative.
- Show how we stay connected through our website/social media/bulletin board/email.

Explain Dues and How Dues are Determined/Used

- Explain dues rate, how dues get decided and how dues are used: to negotiate strong contracts with industry standards; protect and enforce the contract; organize other workplaces for bargaining power; train shop stewards; engage and keep members informed; provide legal support for workplace issues; and connect to the wider labor and social justice movements.

Becoming a Union Member

- Our power comes by joining together. Our employer knows level of membership and that directly impacts our ability to have a strong contract and a powerful union.
- Operating a strong employee organization takes some resources. It's important to be able to reach out for legal assistance when we need it, have experienced staff to help us enforce our contract, communicate with each other, and that all costs money. The fairest way is for everyone to pay his or her share. That way we support each other.
- Only union members will have a say and a vote about our union contract and other important decisions. Also, only union members can receive OPEIU benefits such as scholarships, a student debt reduction program, a towing service and Union Plus benefits that include an AT&T discount and low-interest credit card, and a host of other benefits available to union members only.

Questions?