



WELCOME TO THE UNION!

Union Orientation Booklet

Workers United-SEIU | Western States Regional Joint Board



Workers United.
WESTERN STATES
REGIONAL JOINT BOARD
AN SEIU AFFILIATE



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WHO IS WORKERS UNITED?

Welcome to the union!

The Western States Regional Joint Board (WSRJB) of Workers United-SEIU unites nearly 10,000 warehouse, laundry, manufacturing, and service workers in California, Arizona, Nevada, and New Mexico.

We're also part of the 2.2 million members of the Service Employees International Union (SEIU), working people like us throughout the United States and Canada.

Together we fight for justice at work and in our communities.



We know that when working people join together we can win better jobs and a better future. At work, we organize to win higher wages and better benefits and negotiate strong union contracts. Outside work, we build our political power so that we have a strong voice over laws and issues that affect us.

We're stronger together!

THE UNION IS YOU!

As a union member, the power to make a difference is in your hands!

Get involved with your coworkers, meet your union stewards, learn about your rights and your union contract, stand up to managers who violate your rights, join union committees, get involved in politics and speak truth to power, or even run to be a union steward or officer.

Each one of us can make our union stronger by getting involved, sticking together, and backing each other up.



At work, we join together to demand respect and fairness from our bosses. When we stick together and show them we're not afraid to speak up, we win real changes, from saving the job of a coworker who was unfairly fired, to winning better pay and benefits.

In our communities, we build a strong voice to fight for the political change we need. Together we stand up against politicians who attack the rights of workers, immigrants, women, LGBT people, and people of color. We show up to demand lawmakers listen to the needs of our families.

THE UNION DIFFERENCE

Why should you join the union?

As union members, we have a stronger voice in the decisions that affect our work, and we win better pay and benefit standards that allow us to provide for our families and plan our future.

Below are highlights from contracts we have won by sticking together in our union – and what we stand to lose if we allow wealthy corporations and political extremists to divide us. Management cannot change the policies without first bargaining with a committee of our fellow union members.

TOPICS COVERED IN OUR UNION CONTRACTS	GUARANTEED WHILE WE'RE UNITED IN OUR UNION	GUARANTEED WITH NO UNION
Annual wage increases	YES	NO
Holiday premium pay	YES	NO
Locked-in health coverage & costs	YES	NO
Paid time off	YES	NO
Safety committees	YES	NO
Overtime awarded fairly by seniority	YES	NO
Fair grievance procedure	YES	NO
Protection in the event of a layoff	YES	NO

WHY DID YOU JOIN THE UNION?

"I'm a fighting woman. Everyday I wake up with the strength to make a better life for myself and for my loved ones. As workers, we need to raise our voices. Together, they can't touch us."

JOHANA ARREOLA - SACRAMENTO, CA



WHAT DO OUR DUES PAY FOR?

Union dues provide the resources to stand up for good jobs with higher pay and secure benefits, improvements in our working conditions, and a better future for our families.

Our dues are used for expenses incurred in negotiating and winning strong contracts, representing the best interests of members, and bringing more workers together for a stronger voice through our union.

When we each contribute our part, we become a powerful organization that can do what we could never do alone.



WHAT'S COPE?

Politicians make decisions every day that affect our jobs, our families, and our communities. As workers, we know we need a powerful voice in politics to make sure our government invests in good jobs, opportunities for all, not just the richest 1%, while working to create a fair pathway to citizenship for every immigrant worker and universal healthcare for all.

COPE is the Committee on Political Education. Through small, voluntary contributions to COPE, more than 300,000 members of SEIU have created a strong voice for working people in politics. COPE allows us to have a direct impact on elections and key issues in our communities. Members from every corner of the country contribute to build one of the largest and most powerful grassroots political action committees in the country.

Your contribution to COPE makes our union stronger when we demand that elected officials and candidates stand with warehouse workers, laundry workers, and all working people. COPE is how we build power to make sure politicians make the decisions and changes we need in our cities, counties, states, and in Washington.

"Every time we turn on the TV we hear about politicians trying to cut our health care, take away immigrants' rights, or even trying to destroy our unions. We need to come together and fight back!"

CONCEPCION ZARATE - LOS ANGELES, CA



MEMBERS-ONLY BENEFITS

SEIU Member
Benefits

seiumb.com


UNIONPLUS

unionplus.org

As a union member, you have the right to participate in union elections, vote on approving new union contracts, and run for union positions. You are eligible for members-only benefits like the free additional union life insurance coverage.

Your union membership also entitles you to an array of discounts: automotive, apparel, hotels, theme parks, restaurants, and much more. These discounts and many other programs are part of SEIU Member Benefits program and are exclusively for union members.

Go online to learn more and register at www.seiumb.com - and find additional members-only benefits at www.unionplus.org selecting "SEIU (Service Employees)" as your union.

This benefit program offers everything from insurance and credit cards to discounts on travel and everyday items.

SEIU Member Benefits leverages the buying power of millions of SEIU members to help you and your family:

- Manage finances better with competitive rates on everything from credit cards to personal loans.
- Protect your family through group rates on a growing portfolio of insurance products.
- Cut your cost of living thanks to special discounts at thousands of stores and favorite merchants.
- Travel for less using specially negotiated rates and travel programs.

FREE COLLEGE BENEFIT



One great example of your members-only benefits is the Free College Benefit.

Union members and their family members can earn a college Associate Degree or Certificate online for free.

With the Free College Benefit, members of Workers United-SEIU and their families can earn an Associate Degree or Certificate online without having to pay for tuition, fees or e-books.

This new benefit for union members is through Eastern Gateway Community College, part of the University System of Ohio. The online programs include Associates Degrees in Accounting, Business Management, Criminal Justice, Early Childhood Education, Individualized Study, and Paralegal, as well as Certificate programs for Business Management and Patient Home Navigator.

For complete details and to sign up, please visit www.seiumb.com and click "Education" at the top.

Your college degree is now within reach. Apply today!

www.seiumb.com/education/seiu-free-college-benefit

KNOW YOUR RIGHTS

Learn the protections and rights guaranteed by our union contract and labor law:

Know your contract. Your union contract is a strong weapon for defending your rights at work. Your bosses must follow the contract whether they like it or not. Read your contract and discuss it with your coworkers.

Get to know coworkers who are union leaders. This includes your coworkers who are union stewards and delegates, have attended union trainings, or joined a union committee.

Take action. If the boss violates your rights, don't wait for someone else to act. Talk to your coworkers, and speak up to management. Most issues can be resolved by you and your coworkers addressing the issue right away with management directly.

File a grievance. If the company doesn't respond when you and your coworkers speak up, then contact your union steward or representative to file a grievance. This means the company has violated the union contract. Make sure to file the grievance within the time limits in your contract.

Ask for your union steward. If you think you're getting disciplined, exercise your Weingarten Rights.

Weingarten Rights: You can request a union steward or representative to be present at a meeting if you believe the discussion, in any way, could lead to disciplinary action, termination or a change in personal working conditions. Don't get intimidated – ask for your union steward or rep!

"Without a union contract, the company gets to do whatever they want with you. The most important thing we can do is educate ourselves as members."

ABRAHAM GARCIA - LAS VEGAS, NV



EVERY MEMBER COUNTS!

When you join the union, you make our voice stronger.

As union members, we win positive change through joining together, negotiating contracts, and taking action. We win much more than better pay and benefits.

Take a look at some examples of what members have won at our workplaces:

A voice at work

Job security

Respect and dignity

No harassment or discrimination

Health and safety protections

Immigration protections

Guaranteed raises

Health benefits

Retirement benefits

Paid vacation and holidays

A voice in politics

The more workers who stick together through our union, the more strength we'll have to make improvements at work and create a better future for our families and communities.





 wsrjb.org

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