

IBEW® The right choice!

With A Union Contract

- ☺ Legal Binding Contract.
A contract outlining wages, benefits, hours and working conditions that is enforceable in Federal Court.
- ☺ Guaranteed Seniority Rights.
Such as, job bidding, recall from lay-off and vacation accumulation.
- ☺ Grievance Procedure.
A fair, proven means of solving problems between workers and management.
- ☺ No Worker Can Be Fired or Disciplined Without Just Cause.
- ☺ Paid Holidays For Workers.
Guaranteed by a contract that is supported by members.
- ☺ Guaranteed Annual Wage Increase.
A contract can guarantee a raise in pay every year for the life of the agreement.
- ☺ Fair Treatment.
A contract protects all workers regardless of their ethnic origin, gender or other differences.
- ☺ Medical and Life Insurance.
A contract can guarantee that you will be covered by medical and life insurance for the term of the agreement.



Without A Union Contract

- ☹ Company Handbook.
Not a legal binding agreement. Merely a guide, at best it can be changed at the whim of the company.
- ☹ Seniority
Without a union contract, you have no guaranteed seniority rights.
- ☹ Open Door Policy.
If you have a problem, tell the boss and cross your fingers. Without a contract, you could be fired for complaining!
- ☹ Any worker, can be fired at any time, without just cause or reason!
- ☹ Any paid holidays you now enjoy could be taken away at any time. No contract - No idea of what may happen.
- ☹ Wage Increase?
Many nonunion workers have gone years without a wage increase. The typical nonunion shop receives 30% less than their union counterparts.
- ☹ Unfair Treatment and Favoritism nearly always reigns supreme in a nonunion shop.
- ☹ Without a negotiated contract guaranteeing your insurance benefits, they can be changed or eliminated at any time without notification.

