WHY JOIN THE TWU?
Employers today have rigged the game, created an economy that’s wildly out of balance. The TWU believes that working people have the right to speak up for one another, and to negotiate together for the kind of jobs and wages that help them provide for their families. Corporate CEOs are padding their bottom lines on the backs of you and your colleagues, and it’s time to use our collective voices to rewrite the rules. With the TWU, you will have a real say over your own destiny and the future of your company—you will finally have a seat at the bargaining table.

WHAT ELSE DO I GET FROM THE TWU?
With the TWU, you get more than a seat at the table and a say in your worklife. Members also get aggressive advocacy on your behalf as well as money-saving programs and benefits. Join the TWU and you get:

- A robust and active legislative program to protect your rights at the state and national level.
- Active participation at all levels of the AFL-CIO.
- 15 college scholarships offered annually.
- Contractual protections including a grievance process and the possibility of final and binding arbitration if you face disciplinary action.
- Economic research to arm your negotiating committee with the most up-to-date information about the employer.
- TWU retiree association to keep you active on in the union areas that interest you!
- A mortgage program to help with a low-rate first mortgage or home equity loan.
- Low interest TWU MasterCard.

REPRESENTATION ELECTIONS

Who will conduct the election?
A mediator/investigator assigned by the National Media on Board (NMB) oversees the election.

How is the election conducted?
The NMB conducts most elections with a highly-secure telephone electronic voting system or through the internet. In other words, you can vote from your own phone at home or securely online.

Will either the company or the union know how I voted?
No, the vote is confidential. Neither party will know how you voted.

How is the outcome determined?
A majority of those voting must vote for the union in order for the TWU to be certified as your collective bargaining agent.
**Who is eligible to vote?**
All employees in the craft and class involved who were on the payroll during the designated period are eligible to vote.

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**NEGOTIATIONS**

**Who will negotiate our first collective bargaining agreement?**
As the legally chosen representative of a class and craft of employees, it has been the TWU’s practice to maximize employee input to the bargaining process by having the employees elect their own negotiating committee to meet with the company. The local committee will be assisted every step of the way by experienced TWU negotiators and professional staff.

**How much input do the members have in negotiations?**
The local committee is guided totally by the membership’s needs. Prior to the start of negotiations, the local committee will solicit the membership for contractual proposals.

**Do the members vote on the contract?**
Yes, under the TWU’s democratic process, the membership always has the final say. All contracts must be voted on (ratified) by the members.

**Who will cover the cost of the initial negotiations?**
The full cost of negotiating the initial contract, including the local committee’s lost time, expenses, research, and legal fees will be paid by the TWU International.

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**UNION DUES**

**How much are dues in the TWU?**
Union dues are equal to two times the member’s base hourly rate of pay per month (excluding over me and shift differential).

**When do we begin paying dues?**
Dues payment does not begin until a contract is negotiated and ratified by the members. The dues are not retroactive.

**Where do the dues go?**
A total of 70 percent of the dues goes to the local union for the purpose of representing you at all levels with your employer, and to pay the expenses of administering the local such as legal fees, arbitration, research, office clerical expenses, phones, lost me, etc. The remainder is paid to the TWU International to support the International in activities such as collective bargaining and lobbying and to support the local with legal assistance, legislative activities, economic research and more.

**How are members informed about how dues are spent?**
Your local Secretary-Treasurer must report monthly on local finances to your executive board and to the International Secretary-Treasurer, and the local union is audited once a year. The International Secretary-Treasurer reports on the International’s finances to the International Executive Council. The
TWU is audited yearly and the International Secretary-Treasurer must make a full report on the union’s finances to the International Convention.

**UNION STRUCTURE**

**How is the TWU structured?**
The TWU is made up of autonomous local unions, which account to their members and are supported by the TWU International through four divisions: Airline; Railroads; Transit, Universities, Utilities and Services and Gaming.

**Will we have our own local union?**
In most cases the TWU will charter a new local for the members after a successful election.

**Who will be the officers of the local?**
Only members of the local will be eligible to run for or hold office.

**Who are the local officers?**
In the TWU, the officers of the local union are a local President, one or more Vice Presidents as the local bylaws may provide, a Recording Secretary, a Financial Secretary Treasurer and an Executive Board member or members.

**Will we have our own bylaws?**
Yes, local bylaws—subject to membership approval and compliance with the TWU Constitution—will be established.

**Will TWU train our officers?**
Yes, the TWU International Education and Training Department will provide training to all new officers.