

WHY JOIN THE TWU?

Employers today have rigged the game, creating an economy that's wildly off 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. As a public sector employee, you are "at-will," meaning you can be terminated with no just cause. With the TWU, you are a union member with job security. You will have a real say over your own destiny and the future of your company.

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.
- The 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.

**To learn more about these benefits,
visit TWU.org/JoinUs**

GET CONNECTED WITH THE TWU



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John Samuelson, International President

**JOIN THE
TWU
TRANSPORT
WORKERS
UNION OF
AMERICA
UNITED.
INVINCIBLE.
SINCE 1934**



**AMERICA'S
FIGHTING
DEMOCRATIC
UNION**

www.twu.org
PERC

HAVE QUESTIONS? GET ANSWERS!

Representation Elections*

Who will conduct the election?

A representative assigned by the Public Employment Relations Commission.

How is the election conducted?

Many PERC conducted votes are done on company property under the supervision of PERC representatives. Others are conducted by secret mail ballot, depending on the number of employees in the voting unit.

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 job titles involved who were on the payroll during the designated period are eligible to vote.

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.

UNITED. INVINCIBLE. The TWU Difference

The TWU is a proud member of the AFL-CIO, and believes strongly in our union's motto: United. Invincible. Trade unionism has come to represent a great many things in the United States today, but above all else, the TWU remains committed to the founding principles of our great union, representing our members every day, in every victory and every challenge they may face. Our top priority is to ensure our members are being treated the way hard workers should. We want the best health benefits for our members, the best pay for their positions, the best treatment on the job and the kind of respect that all hard working people should be able to expect from bosses, co-workers and employers.



"The TWU is the premier fighting, democratic union that's constantly working to improve the lives of all working people. The TWU goes above and beyond the definition of what a union should do. We are out in the streets, fighting those battles to ensure better lives for all working families." -International President John Samuelsen

Who will cover the cost of the initial negotiations?

The full cost of negotiating the initial contract, including all expenses, economic research, legal fees and representation will be paid by the TWU International Union.

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 overtime 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 union such as legal fees, arbitration, research, office clerical expenses, telephones, lost time, etc. The remainder is paid to the TWU International 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 financials 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 the TWU train our officers?

Yes, the TWU International Education and Training Department will provide training to all new officers.

*Under the Public Employment Relations Commission