

Your Rights Under the Law



YOU HAVE THE RIGHT TO

ORGANIZE your union to negotiate with your employer concerning your wages, hours and working conditions.

FORM, join or assist your union.

BARGAIN collectively for a contract with your employer setting your wages, benefits, hours and other working conditions.

DISCUSS union organizing with your colleagues.

TAKE ACTION with one or more colleagues to improve working conditions.

QUESTIONS & ANSWERS

WHAT IS A UNION?

A union is simply a group of employees who join together to speak with one voice. Forming your union puts you on a stronger footing with the administration and gives employees a say in the decisions that affect us.

HOW DO WE FORM A UNION?

The first step is to form an Organizing Committee that takes responsibility for informing colleagues and building union support.

WILL THE ADMINISTRATION BE AGAINST OUR UNION?

When employees are part of a union, the administration has to share power and decision-making, and this can often be hard for the administration to accept.

WHO IS SEIU LOCAL 925?

We are the Service Employees International Union. 23,000 working families strong across Washington State, united by the belief in the dignity and worth of workers and the services we provide.

IT IS ILLEGAL FOR YOUR EMPLOYER TO

PROHIBIT you from promoting the union or distributing union literature at work in ways that do not disrupt work.

QUESTION you about your union support or activities in a manner that discourages you from engaging in that union activity.

FIRE, demote, or reduce your hours, or otherwise take adverse action against you, or **THREATEN** to take any of these actions, because you join or support a union.

PROMISE or grant promotions, pay raises, or any other benefits or improvements to discourage union support.

PROHIBIT you from wearing union insignia, such as buttons, t-shirts, and pins or from putting up union posters, while at work.

SPY on or record peaceful union activities and gatherings or pretend to do so.



Left to Right: Anne Harvey (Sociology), Sue Woehrlin (BA Degree Completion), Donald Comstock (Center for Creative Change), Karyn Lazarus (Center for Creative Change), Nada Elia (BA Degree Completion), Michael Viola (BA Degree Completion), Mary Lou Finley (BA Degree Completion), Ormond Smythe (Sociology)

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