

The Union Advantage

By standing together, union members have achieved distinct advantages over non-union workers, as the protections and guarantees of their union contract provide members with many important benefits. The following are just some of the advantages enjoyed only by union members.

Guaranteed Wage Increases

Without a union contract, you are not guaranteed wage increases. Who receives a raise and the amount of that raise becomes strictly a management decision. You could go years without a raise. Without your union contract, management also has the right to cut your pay at any time and for any reason.

Only minors are protected by a law requiring breaks from work. There is nothing besides your union contract preventing your employer from forcing you to work your entire shift without a break or lunch, paid or unpaid.

Paid Breaks and Lunches

Daily Overtime Pay

Legally, your employer must pay you overtime only when you work over 40 hours in a week. It is your union contract that requires you receive overtime pay after working eight hours in a day.

Without your union contract, you have no guarantee of hours, daily or weekly. Plus, your employer can change your schedule at any time during the week, if a schedule is posted at all.

Schedule Guarantees

Paid Holidays

The only reason you receive holiday pay is because you are covered by a union contract. Without the contract, your employer is not obligated to provide holiday pay.

Michigan is an employment at will state. Without the just cause protection of your union contract, you can be terminated for any reason, or no reason at all. Your contract also includes a grievance procedure for you to challenge unjust terminations and other management actions.

Just Cause For Termination

JOIN THE CONVERSATION ...



John Cakmakci, *President*
Dave Way, *Secretary-Treasurer*
Karin Hopman, *Recorder*