

THREAT: RIGHT-TO-WORK (FOR LESS)

Don't be fooled by the misleading "right-to-work" slogan!

Modern "right-to-work" policies are being pushed by the National Right to Work Committee, The Freedom Foundation and American Legislative Exchange Council (ALEC), all funded by the Koch Brothers and big business donors. This attack on working families will allow employers to lower wages and take home bigger profits. After Wisconsin went "right-to-work," public sector workers suffered huge pay-cuts, saw their benefits slashed, and took a step backwards to dangerous working conditions. In fact, study after study has proven that these anti-worker laws disadvantage all workers, harm entire communities, and have no positive impacts on the nation's economic growth.

In February 2018, the U.S. Supreme Court will hear arguments in a case that will weaken the collective bargaining rights of working people, called *Janus v. AFSCME*. This means that our public sector workers in California will soon face the same fight as workers in Wisconsin and other "right-to-work" states. **To fight back, we will need to stick together, and build a stronger union with a higher membership rate.**

Meet public sector worker and SEIU member James Martin who fought back with his coworkers in Michigan, a right-to-work state, to be able to keep his union and benefits:



"Fight anti-worker laws tooth and nail because if you honestly believe that your employer will come to the table fairly, you are wrong. All those rules can be changed without notice. Fight it! By sticking together, we make a difference. When we stick together, even under anti-worker legislation, we are able to keep benefits like quality healthcare."

- James Martin, SEIU 517M Union Member
Code Enforcement, City of Saginaw (Michigan)

What difference does your union make?

UNION	NON-UNION
1. Your wages, benefits and working conditions are protected by a legal contract.	1. Management can change wages, benefits and working conditions unilaterally.
2. Your union contract spells out how much each worker earns.	2. No one knows how much anyone else earns. Disparate treatment and favoritism exists.
3. Union members negotiate raises and step increases for everyone. Members	3. If you want a raise, you must plead your case to a supervisor or manager.
4. If you are unfairly disciplined, your union provides due process to protect against unscrupulous supervisors.	4. As an at-will employee, if you are unfairly disciplined you are on your own.
5. If you don't like something at work, you can work together with your union to change it.	5. If you don't like something at work, you are at the mercy of management.

SOLUTION: STICKING TOGETHER

Your Union Membership = Investment in the value of your work!

There's a big difference in the pay, benefits and working conditions in a unionized workplace versus a non-union workplace.

Union workers make 27% more annually than non-union workers (Bureau of Labor Statistics, March 2015 and January 2016). In addition, union workers have better benefits: when we join together in a union, we are more likely to have health insurance and a pension. More importantly, we gain a voice at work, and can collectively improve working conditions, and increase respect at our workplace. Finally, a union contract means that we are not at-will employees, and we gain protection against unjust firing, favoritism, etc.

Belonging to a union not only gives you a major advantage; it is an investment in your future and your worth, and in the well-being of your family and your community. Unions helped build the middle class, and provide social mobility to many generations.

The Union Difference



Wages: 27% higher for union workers than non-union



79% of union members have health insurance benefits



60% more likely to have a pension



Voice at Work: working conditions and respect



Contract: protection against unjust firing, etc.

Sources: Bureau of Labor Statistics, March 2015 and January 2016.

Working people do better when we stick together.

When we join together to form labor unions, we use our collective power to ensure that we have a voice at work. Without unions, we wouldn't be able to hold our bosses accountable, and ensure that we receive fair wages, good benefits and safe working conditions.

We're not going to let anything stop us from standing up for the rights of working people.

- **We are mobilizing members to stick together and take action like never before.** We are determined not to let any U.S. Supreme Court decision keep us from building a strong, innovative 21st century union. **Take action now! Join or recommit to maintain your Union Membership:** www.seiu521.org/membership
- **We are making our loud and proud demand for good union jobs.** We will insist that politicians take action to help millions of workers join together in strong organizations to raise wages, gain healthcare coverage, get a fair return for our work, and build thriving communities. **Sign up to become a Together We Rise Activist:** www.seiu521.org/activist