

MONARCH UNION RIGHTS

ARE AT STAKE!



As Monarch management attempts to roll back wages, benefits, and working conditions, your coworkers feel compelled to share information **about our union rights being threatened by management's plan to decertify our union.**

Meet and Confer is a negotiated right that protects against sweeping unilateral changes to our wages, benefits, and working conditions. The employer **must approach union workers** with the intention of **fairly bargaining for what it seeks to change.**

Good Faith Bargaining is a negotiated right and part of labor law to meet and negotiate with a willingness to reach an agreement on all items that reach the bargaining table. **If the employer does not comply, they must answer to the National Labor Relations Board and ultimately return to the table to bargain.**

Grievance Procedure is a negotiated right and formal process for employees to raise a problem or complaint to their employer. This process can involve several "steps" up the company's hierarchy (ex: Supervisor, Director, President) to resolve complaints.

Arbitration/Binding Arbitration is a negotiated right that provides workers with the ability to use an impartial third party when a dispute arises at work or if the company and the union reach impasse during contract negotiations. **This right can extend to unfair treatment, unfair discipline, and wrongful termination.**

Safe, Healthy, and Fair Working Conditions are a set of negotiated rights and part of labor law that guarantee (continued on next page):

Healthy and Safe Workplace: We have the right to work in an environment free from health and safety hazards. Failure by the employer to improve known **hazards can result in fines, legal fees, and intense scrutiny from the Occupational Safety and Health Administration (OSHA).**

Disability: If you are hurt while working, **you can be entitled to temporary or permanent disability benefits.**

Weingarten Rights: An impact of established labor law (supported by our contract) that enshrines the **right to union representation** at any meeting that could lead to discipline, written reprimand, suspension, or termination.

Seniority: A negotiated right that details a process of improving **contract items (ex: scheduling, layoffs, on-call work)** that are subject to seniority conditions.

Lay-off, Unemployment: If you are laid off or become unemployed, you have a right to a **fair lay-off process and/or unemployment insurance that would likely supplement any public unemployment insurance.**

Overtime: is part of labor law and/or can be a negotiated right that **provides financial increases for employees working longer than a regular workday/week** when demand for services is higher than normal.

“Me-Too” Clause: When a union negotiates something of greater value than what another group of workers settled for, **the workers who settled get the upgraded benefit automatically.** This can extend to anything within the scope of negotiations. This clause must be explicitly negotiated.

STICKING WITH YOUR UNION

Visit our website for more information:

www.seiu521.org/protectmonarch/



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