

# **International Union of Operating Engineers**



## **LOCAL 564**

### **Your complete guide to Union Organizing**

### **Serving South Texas**

# Why Join the Union?

Our union members receive a fair wage that is negotiated by Local 564 and ratified by the members. Typically, union workers receive higher wages than non-union workers. This, however, is only the tip of the iceberg. Why leave the decision of your yearly wage increase to someone whose responsibility it is to keep it down? Why leave it up to someone who has no idea of your true value?

As a worker, you have a RIGHT under federal law to form a union, select representative of your choice and bargain collectively with your employer. This helps balance the power that an employer has over his or her individual employees.

Belonging to the Union gives you rights under the law you do not have as an individual. Once you have successfully formed a union, your employer must bargain over your wages, hours and working conditions.



**LIVE - BETTER  
WORK - BETTER  
WORK - UNION!**

# So what can a Union really do?

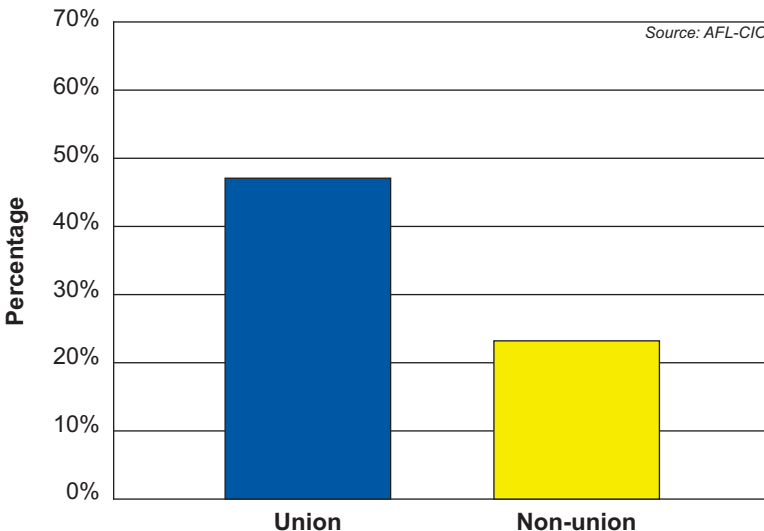
The job of your union is to negotiate on your behalf for better wages and benefits through a legal and binding contract - then to enforce that contract and to represent you when you encounter day-to-day problems with your employer. By joining together in a union, you and your coworkers have the collective strength to make sure you get decent contracts and fair treatment on the job.

Your right to join or form a union is guaranteed by federal law under the National Labor Relations Act.

Unions are built on the ideals that have made this country great... including the right to stand up and speak out to improve our lives and gain a rightful share of the American dream.

## UNION WORKERS AND JOB STABILITY

Percentage of workers with the same employer  
for 10 years or more, 1998

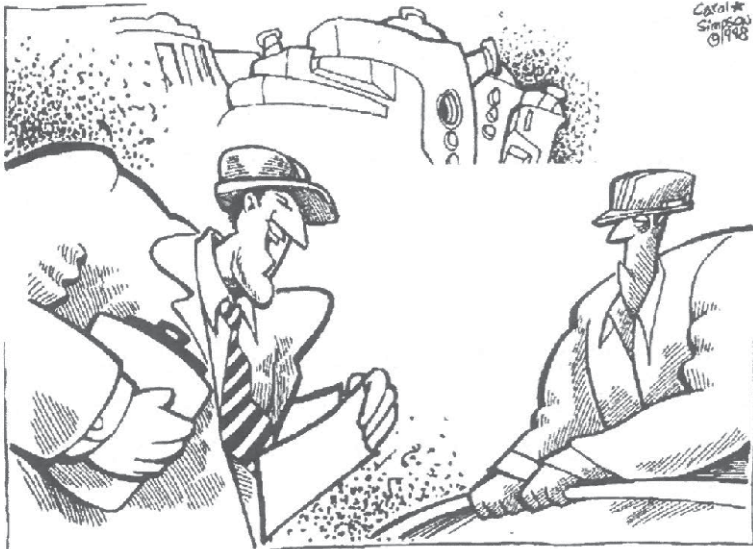


# What are your rights under the law?

Even though the law protects your right to receive information regarding organizing your workplace, the union will keep confidential your request for that information.

To explore the possibility of union representation in your workplace, it is important and necessary to discuss it with your co-workers. Remember, a majority of employees must agree to join for union representation to be successful. After it is determined that a majority of employees are interested, authorization cards are distributed for signatures. This gives the union the right to represent you and your co-workers.

**It is illegal to terminate an employee for joining a union. It is your right under the law to seek union representation.**



"Everyone makes mistakes, Hargrove ...  
That's why we have termination procedures!"

# The Truth about Contracts

## Your employer will tell you:

*"The union can't guarantee you anything!"*

*or*

*"You may lose wages and benefits with the union"*

The truth is, with a union, you have a right to negotiate a contract that is legal and binding and indeed does guarantee you the wages and benefits you deserve. Try asking your employer to sign a contract or guarantee your rights, wages and benefits!



"It's on corporate standard time ...  
It loses an hour of your pay every day. "

## **Who Runs the Union?**

Your employer will try to convince you that the union is some group of outsiders, trying to come in and dictate what goes on in the workplace. The truth is, you and your co-workers are the union - you elect your officers and decide what you want your union to do by a democratic process.

# So what can a Union really do?

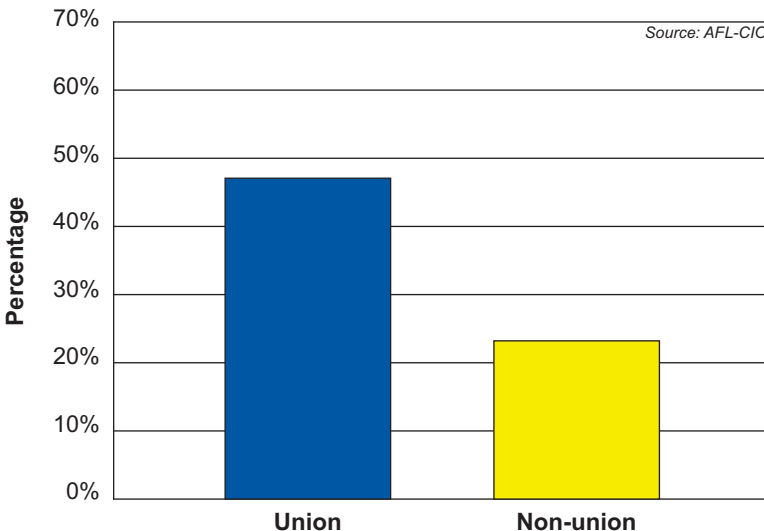
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# Job Security

In a time of high unemployment and uncertain economic conditions, the right to retain your job is critical to you and your family. It is important to know that you cannot be fired without just cause or laid-off to make room for the owner's favorite nephew. But unfortunately, employees who work in Texas and who are not protected by a collective bargaining agreement are at-will employees, which means that they can be terminated at any time or for any reason. However, ALL members of Local 564 are covered by collective bargaining agreements, which contain a clause specifying that their employment can only be terminated for just cause - not some arbitrary excuse.

Most union contracts establish strict rules about job security and the conditions under which layoffs or reductions in the workforce take place. This language is to ensure that everyone is treated fairly, and that no one is discriminated against for voicing an opinion on the job, or for insisting on adherence to the terms of their contract.

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**Without the protection of  
a union contract  
You are at the mercy of  
your employer.**

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**You have the power to change your working conditions. You have the power (and LEGAL right) if you are a union member.**

# Pensions

Many Local 564 members choose to participate in the IUOE pension plan over their existing plan, which is bargained for on their behalf if they choose.

Why wait until you're about to retire to realize that you and your family may have to live solely on social security, if it still exists. Anyone born after 1937 will not receive full benefits after age 65. Each year the age to qualify will go up. What will it be 10 or 20 years down the road?

If you've invested in the stock market, let's hope the economy is better than it is now when you're ready to retire. Even the experts can't predict what will happen with the stock market.

You're at risk if you have a company retirement plan. Companies go bankrupt and aren't able to fund their pension programs. If you have a 401k plan, you should be aware that many companies have reduced their participation into these programs.



"Our apologies. Weforgot your severance package."



# What is the Central Pension Plan?

- It is the 4th largest labor-management fund in the United States with assets in excess of \$6 billion.
- It was established in 1960 by the International Union of Operating Engineers and union employers nationwide.
- It receives contributions from union employers at more than 8,000 locations throughout the United States.
- It has more than 150,000 active participants and pensioners.
- Its benefits are fully funded and it has never had any withdrawal liability for contributing employers.
- Its benefits are insured to the statutory limit by the U.S. Pension Benefit Guaranty Corporation.

## **Central Pension Fund**

Our union pension fund is growing  
and each year pays a very  
comfortable retirement benefit.

# It's the Law

## "Do You Know?"

IT IS UNLAWFUL FOR YOUR EMPLOYER, SUPERVISOR OR FOREMAN TO INTERFERE WITH, RESTRAIN OR COERCE EMPLOYEES SEEKING TO ORGANIZE OR JOIN A UNION

### **SUPERVISORS CANNOT:**

1. Attend any unions meetings, park across the street from the union hall to see which employees enter the hall or engage in any undercover activity which would indicate that the employees are being kept under surveillance to determine who is and who is not participating in the union program.
2. Tell employees that the company will fire or punish them if they engage in union activity.
3. Lay off or discharge any employee for union activity.
4. Grant employees wage increases or special concessions in order to keep the union out.
5. Bar employee union representatives from soliciting employee membership during non-working hours.
6. Ask employees about confidential union matters, meetings, etc. (Some employees may, of their own accord, walk up and tell of such matters. It is not an unfair labor practice to listen, but to ask questions to obtain additional information is illegal.)
7. Ask employees what they think about the union or a union representative.
8. Ask employees how they intend to vote.
9. Threaten employees with economic reprisals for participating in union activities.
10. Promise benefits to employees if they reject the union.
11. Give financial support or other assistance to a union, to employees, regardless of whether or not they are supporting or opposing the union.
12. Announce that the company will not deal with a union.
13. Tell employees that the company will punish them if they engage in union activities.

# Sample Ballot

## TIMES AND PLACE OF ELECTION

**DATE:**

**Friday, June 26, 2009**



**TIMES:**

**6:30 am - 8:00 am  
and**

**PLACE: Central Utility Plant  
Break Room**

**2:30 pm - 4:00 pm**

*Eligible employees are free to vote at any time during the polling periods*

	<p><b>UNITED STATES OF AMERICA</b> National Labor Relations Board 10-RC-155282</p> <p><b>OFFICIAL SECRET BALLOT</b> For certain employees of Name of Company</p>	
<p>Do you wish to be represented for purposes of collective bargaining by INTERNATIONAL UNION OF OPERATING ENGINEERS LOCAL 564</p>		
<p>MARK AN "X" IN THE SQUARE OF YOUR CHOICE</p>		
<p>YES</p> <input data-bbox="288 1094 373 1166" type="checkbox"/>		<p>NO</p> <input data-bbox="694 1094 779 1166" type="checkbox"/>

**DO NOT SIGN THIS BALLOT**

**Fold and drop in ballot box.  
If you spoil this ballot, return it to  
the Board Agent for a new one.**

# Union Advantages

Union membership provides members with many advantages, some of which are:

- A Right to Health & Safety on the job
- A Voice at Work the boss can't ignore
- A Right to Vote on your Contract
- Advancing your Career through Training and Education

Below are examples of items that are negotiable on your contract:

- Wages & on-call pay
- Overtime after 8 hours
- Pension
- A grievance procedure that actually can benefit the worker
- Health Care including dental, vision & time loss
- Paid vacation, holiday pay, call-in pay
- Work Schedule

These are just a few of the many benefits of union membership. We look forward to explaining additional benefits that Local 564 offers to their membership.

**UNION PEOPLE**  
*America Needs 'Em!*

# Advancing Your Career Through Training & Education

**Continuing education ... the key to a secure future.**

Local 564 remains committed to the importance of continuing education for our trade. We believe our members should possess the highest level of skill to stay current with the latest technology and advancements. The reputation of Local 564 to positively accept workplace challenges continues to be tested. Homeland Security Preparedness, Energy Conservation, Indoor Air Quality, Codes, Ordinances, and Safety are just some of the many issues we face. Our training program is designed to teach the trainee, but also enhance journeyman skills.

## Local's Continuing Education Programs Include (but not limited to)

- Associate's degree in Stationary Engineering(Community Colleges)
- Basic Electricity
- Boiler Operation
- Chief Engineer Leadership and Development Seminars
- Energy Conservation
- EPA Approved Testing to Handle Refrigeration Rule - 608 Certification
- Facility Sustainability & Green Technology
- HVAC Controls
- HVACR I
- HVACR II
- Indoor Air Quality Solution
- IUOE Homeland Security Preparedness
- Locksmithing
- Online Bachelor's degree in Heating, Ventilation, Air Conditioning and Refrigeration -HVACR - through Ferris State University
- OSHA 10HR General Industry - Environmental Health and Safety Awareness Training Program
- Pool Operator's Program
- Testing and Balancing

# **A Voice at Work the Boss can't Ignore**

**Belonging to a union gives workers contractual and other legal rights they do not enjoy without union representation. Being a union member gives workers a voice on the job. Their collective solidarity forms the union which makes their voices more forceful and more influential with management than any individual voice. There is strength in numbers.**

**Belonging to the union allows you to establish a written agreement that specifies the terms of your employment.**

**Once you have successfully formed a union,  
your employer must bargain over  
your wages, hours and working conditions.**

## **Additional Benefits**

- ⑩ Local 564 Scholarships - available to children of members who are in good standing who are high school seniors and plan to continue their education.**
- ⑩ Short and Long Term Disability Plans**
- ⑩ \$3,500 death disbursement and beneficiaries of members in good standing.**
- ⑩ Union Plus - helping union members with credit counseling, online tax service, obtaining lawyers, plus many other benefits.**



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**[www.Local564.com](http://www.Local564.com)  
[www.Workers-United564.org](http://www.Workers-United564.org)**

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