

Frequently Asked Questions

What are Union Dues?

Union dues in UE are among the lowest dues in the country. We keep our dues low because we don't payout big executive salaries to officers or staff - we believe that if you are paid like the boss, you think like the boss. Staff cannot make more than the highest paid member of the union. Dues are typically 2.5 hours of the average wage per month for a full time worker (part timers pay half dues), and are set by your local union. A large portion of dues collected stay with your local union so that you can run your own affairs. No dues money is spent endorsing political parties or candidates. **You will not pay dues until you have a contract with your employer that you vote to approve.**

Can I be Fined by the Union?

No. **There are no fines, fees, or assessments in UE.** It's typical in an anti-union campaign for your employer to scare you into thinking you are signing a blank check when you sign up for the union.

Can we Lose at the Bargaining Table?

When you bargain your first contract with your employer, you will start with everything you have now and build from there. They cannot take anything away without you agreeing to it. It is illegal for your employer to engage in "regressive bargaining" and they could have charges brought against them. You are always on probation without a union and your working conditions can change at any time. **The real gamble is not securing your benefits in a union contract.**

Can I be Retaliated Against for Supporting the Union?

It is illegal for your boss to fire, discipline or even threaten to fire or discipline you for supporting the union. It is protected under both the US and the VA State Constitutions and State Code. You may talk about the union on work time if your employer permits you to talk about any other non-work related topics. **Let an organizer know immediately if you believe your rights have been violated in anyway.**

Can my Boss Lie to Me?

Yes. While there are many protections under the law for workers organizing a union, there is nothing that prohibits your employer from lying to you. Your boss will lie to you to try to sway you to not sign a union card and to vote no. **Remember, your boss doesn't get a vote!** Don't let them deceive you. Contact an organizing committee member or the UE organizer if you have questions or concerns.

How do I get more Involved?

Excellent! The more people involved will help ensure that you get the improvements that you seek in your current working conditions. Call **Dante at 757-632-7866** or **Charles at 757-842-3000** or contact your **Organizing Committee member** in the workplace.



Dante: (757) 632-7866
Charles: (757) 842-3000



organize.ueunion.org/newport-news

