



The Union for City Workers

MAKE A DIFFERENCE

Things will only change for the better for city workers if workers unite to make those changes happen. That's what our union is all about. We are workers standing together to have a voice at work and fight for better pay and conditions. You can do your part by joining our union: **UE, Newport News City Workers Organizing Committee.**

YOU ARE THE UNION

Our union is run by the members – meaning workers just like you. Our strength comes from the support and participation of front-line city employees. We have union chapters and members in cities across the state, including Virginia Beach, Raleigh, Durham, Charlotte, Greensboro and others. We work in Parks and Recreation, Utilities, Public Works, Solid Waste, and other departments.

UNION ACTIVITIES

Meeting with the City Manager city department heads in “Meet and Confer” sessions, filing grievances, signing petitions, holding rallies and talking to City Council are some of our many union activities. By organizing around employee issues we win improvements on the job and needed changes.



JOIN UE - IT'S YOUR RIGHT

Official city and state policies legally “respect” your right to be union. You also have the right to talk about the union and problems at work with your coworkers, join union activities aimed at solving those problems and distribute information or hold union meetings at lunch and break times while on the job. Joining means you are committing yourself to work together with your co-workers to help improve conditions for all city workers.

WHAT YOU GET BY JOINING

Members of UE get help handling grievances against unfair write-ups, suspensions and firings. You get a voice at work, with representatives of the city, state and federal government and international bodies on public employee issues. You get a state-wide newsletter and national union newspaper to keep you informed.

UNION ISSUES ARE YOUR ISSUES

UE fights for better wages, benefits and working conditions for all workers; against discrimination; for increased staffing; health and safety; more job

security and for justice on the job and in our larger society.

We get one step closer to achieving our goals every time another city worker joins UE.

What Has the Union Won for City Workers in North Carolina?

INCREASED BENEFITS:

Winning dental coverage, more holidays including MLK Day, and daily overtime policies in Durham and Raleigh.

FAIRNESS ON THE JOB:

Fighting unfair drug testing policies, preventing lay-offs and hiring temp workers into full-time positions in Durham and Raleigh. Stopping unjust terminations in all cities.

MEET AND CONFER:

Established "Meet and Confer" sessions with mayors, city council representatives and department heads to discuss worker concerns in Durham, Raleigh, Greensboro, Charlotte, and Chapel Hill. Before budget's (raises) are set each year, our union meets with the City to discuss our proposals.

SAFER WORKPLACES:

Collective action including petitions, fliers, and meetings with management to gain protections against excessive heat and cold conditions in Raleigh, Durham, Greensboro and Charlotte. Increased COVID safety protections like staggered shifts, limiting 2 per truck and better PPE.

WORKING CONDITIONS:

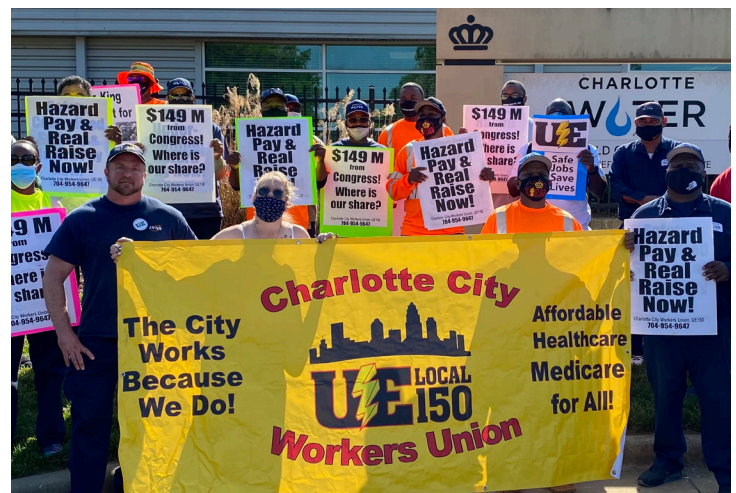
Public hearings, press conferences, rallies, and protests held at city council meetings to bring public attention to unjust working conditions such as supervisor abuse, disrespect and safety concerns in Raleigh, Durham, Greensboro, Charlotte, Rocky Mount and Greenville.

FIGHT DISCRIMINATION:

Grievances, fliers and surveys protesting all forms of discrimination, including unfair promotions on the job in Raleigh and Durham.

PAY INCREASES:

Won "Step Pay Plan" automatic annual across-the-board wage increases respecting years of service, and not unfair merit-only pay increases resulting in \$4,000-6,000 raises in Charlotte, Raleigh and Durham. Won hazard pay bonuses for workers in Greensboro, Charlotte, Durham and Raleigh.



GRIEVANCES:

Challenged and reduced unfair suspensions and unjust firings in Charlotte, Durham, Raleigh and Chapel Hill. UE Staff provides leadership and steward training in grievance handling and reviewing and improving city policies.

EXPANDING RIGHTS:

UE 150 is leading the fight to repeal NC General Statute 95-98 that bans collective bargaining for public sector workers. A complaint filed by UE with the United Nations International Labor Organization (ILO) found this ban is in violation of international law.

BUILDING A MOVEMENT:

Established the UE Statewide Municipal Council where union leaders from across the state analyze and discuss state-wide trends in conditions for city workers and adopt coordinated strategies.