

Your Legal Right To Organize

Under Wisconsin Statute 111.70 (Municipal Employees Relations Act):

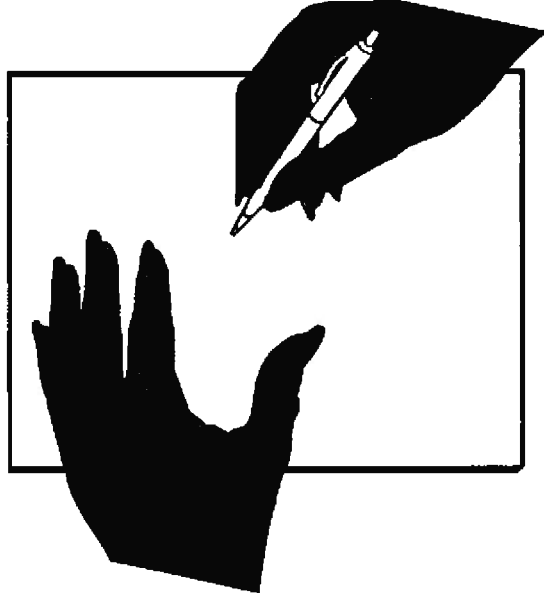
Municipal employees have the right of self-organization, and the right to form, join or assist labor organizations to bargain collectively through representatives of their own choosing, and to engage in lawful, concerted activities for the purpose of collective bargaining or other mutual aid or protection.

The Statutes go on to state:

It is a prohibited practice for a municipal employer individually or in concert with others:

- 1. To interfere with, restrain or coerce municipal employees in the exercise of their rights (above).*
- 2. To initiate, create, dominate or interfere with the formation or administration of any labor or employee organization . . .*
- 3. To encourage or discourage a membership in any labor organization by discrimination in regard to hiring, tenure, or other terms or conditions of employment . . .*
- 4. To refuse to bargain collectively with a representative of a majority of its employees in an appropriate collective bargaining unit.*

Getting A Contract – Wages, Hours & Working Conditions



A union allows you, the employee, to actively participate in decisions about your wages, hours, and working conditions.

During the collective bargaining process:

- ✓ Your needs and interests form the basis of the union's contract proposals.
 - ✓ A team of union members, assisted by union staff, negotiate the contract with the District.
 - ✓ All union members may vote on whether or not to accept the negotiated contract.
- Occasionally during contract negotiations, an agreement can't be reached at the

bargaining table. When this occurs, the union does not have to "give in." Wisconsin law says that each party's final offer may be taken to arbitration. Each side can present its position to a neutral third party who will make a binding decision.

The right to bargain collectively a contract with your employer allows union members to combine their strengths and resources to gain a contract that best meets employee needs.

With A Contract In Place –

Protection For You

- ✓ There may be times you will disagree with a decision made by your employer relating to your wages, hours or working conditions. Under a union contract, you have the right to be heard through a grievance process. Members of your union and union staff will represent you to resolve the dispute.
- ✓ Arbitration also applies to grievances. The right to obtain a neutral third party decision (arbitration) means the dispute will be resolved fairly.
- ✓ Change is inevitable. Your employer may wish to make a change that impacts wages, hours or working conditions in an area not addressed by the union contract. The union has the legal right to demand that these changes be collectively bargained.

Your Work Environment

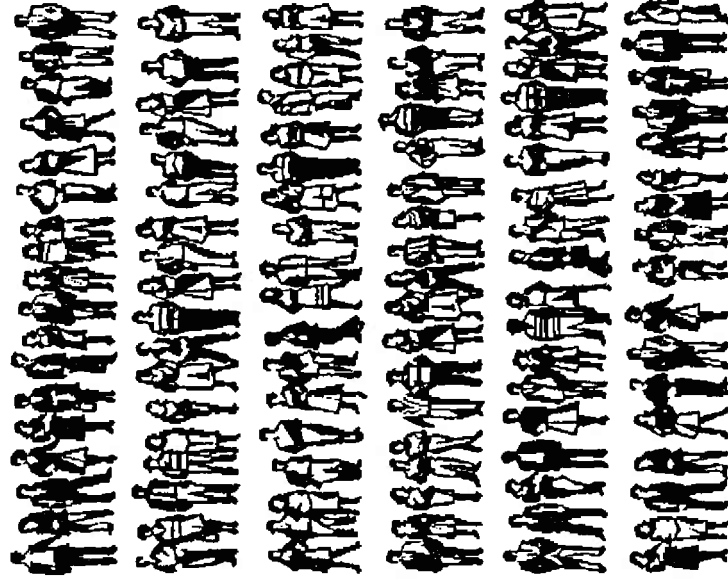
Having a union and a union contract makes possible an improved relationship between management and employees. The union provides the framework for a healthy work environment based on communication, cooperation and mutual respect.



Why Join

A

Union?



What's In It For Me?

WISCONSIN EDUCATION
ASSOCIATION COUNCIL

AFFILIATE RELATIONS DIVISION

