



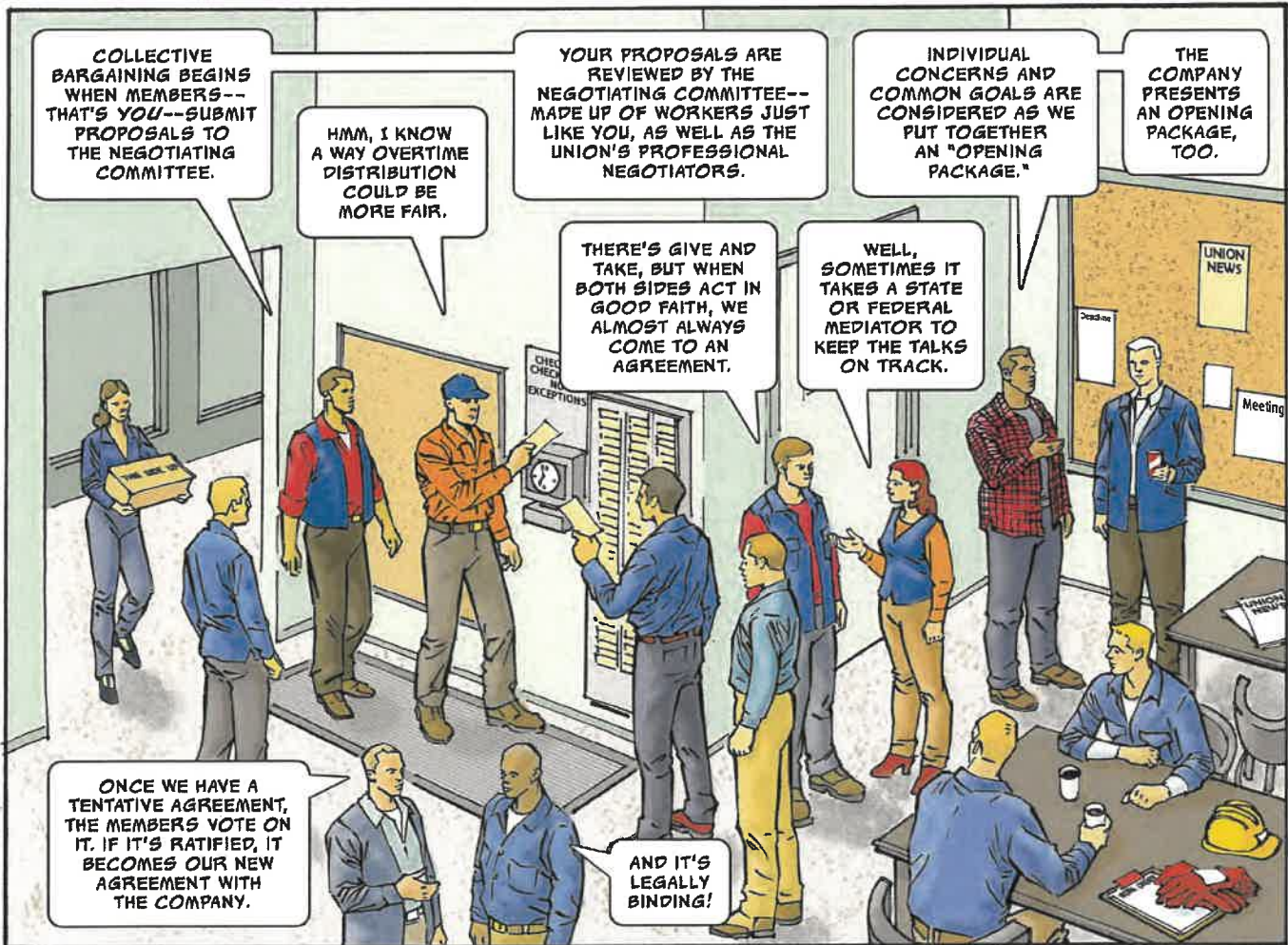
COLLECTIVE BARGAINING

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COLLECTIVE BARGAINING GIVES WORKERS THE MUSCLE TO WIN BETTER PAY AND WORKING CONDITIONS. OUR RIGHT TO FORM A UNION AND BARGAIN WITH THE BOSS HAS BEEN THE LAW OF THE LAND SINCE 1935.

AHH, THAT'S ANCIENT HISTORY.

NO WAY-- COLLECTIVE BARGAINING IS STILL THE SOURCE OF WORKER POWER TODAY, BUT YOU HAVE TO GET INVOLVED TO MAKE IT WORK.



COLLECTIVE BARGAINING BEGINS WHEN MEMBERS-- THAT'S YOU--SUBMIT PROPOSALS TO THE NEGOTIATING COMMITTEE.

HMM, I KNOW A WAY OVERTIME DISTRIBUTION COULD BE MORE FAIR.

YOUR PROPOSALS ARE REVIEWED BY THE NEGOTIATING COMMITTEE-- MADE UP OF WORKERS JUST LIKE YOU, AS WELL AS THE UNION'S PROFESSIONAL NEGOTIATORS.

INDIVIDUAL CONCERNS AND COMMON GOALS ARE CONSIDERED AS WE PUT TOGETHER AN "OPENING PACKAGE."

THE COMPANY PRESENTS AN OPENING PACKAGE, TOO.

THERE'S GIVE AND TAKE, BUT WHEN BOTH SIDES ACT IN GOOD FAITH, WE ALMOST ALWAYS COME TO AN AGREEMENT.

WELL, SOMETIMES IT TAKES A STATE OR FEDERAL MEDIATOR TO KEEP THE TALKS ON TRACK.

ONCE WE HAVE A TENTATIVE AGREEMENT, THE MEMBERS VOTE ON IT. IF IT'S RATIFIED, IT BECOMES OUR NEW AGREEMENT WITH THE COMPANY.

AND IT'S LEGALLY BINDING!



THE WORLD IS ALWAYS CHANGING-- THE ECONOMY, TECHNOLOGY. WITHOUT A UNION, WORKERS CAN ONLY BEG.

WITH COLLECTIVE BARGAINING, WE HAVE A WAY TO MAKE SURE OUR PAY AND WORKING CONDITIONS KEEP UP WITH THE TIMES.

HEY, LET'S GET STARTED!