

# THE UNION DIFFERENCE

	Union	Non-Union
Contract	A legal document that guarantees wages, benefits and other conditions of employment. Voted on by Union Members	No contract. An employee handbook containing policies and benefits can be changed at any time by the employer. Nothing is guaranteed.
Discipline	For just cause only, following a fair process	YOU'RE FIRED!
Grievances	Contract sets a structured procedure to handle disputes in the workplace that are in violation of the contract.	Employer may provide "open door" policy to discuss disputes, but has final say
Arbitration	Contract provides for arbitration of grievances, when appropriate, at the Union's expense.	Any legal action brought by an employee against employer must be paid for by worker.
Seniority	Years of Service are rewarded. Used to determine wages, vacation/holiday and shift scheduling, overtime assignments, lay-off procedure and job bidding	Seniority can be ignored.
Wages	Negotiated by the Union Leadership on behalf of the members. Union wages average significantly higher	Employer arbitrarily sets wages. The law only requires payment of minimum wages
Respect and Dignity	Through the Union, workers can be treated like adults, involved in decisions which affect them and are then able to provide quality care	How you are treated on the job should not depend on the personality of your boss

**Union Dues are \$55.00/Month**

## WHAT DO I GET FOR MY UNION DUES?

- **A union representative**
- **Contract Negotiations**
- **Expert Legal Counsel**
- **Monthly Rank and File Meetings**
- **Training and Education Opportunities**
- **Expert Consultants**
- **Scholarship Opportunities for You and Your Family**
- **Community Engagement**
- **Discounts on things like rental cars, hotels, cell phone service and Much More!**



# Why Should I Join Local 251

Union's were formed so workers could have a say over their wages, hours working conditions and the many other problems that arise in the relationship between a worker and employer.

Union contracts provide far more protections for workers then state and federal laws. Most states follow a legal doctrine called "employment at will" and nonunion workers can be fired for reasons that might be arbitrary or for no reason at all.

Joining Local 251 helps to level the playing field between management and the employees. Belonging to the Union gives you rights under the law that you do not have as an individual. Management must bargain with us over your wages, benefits, hours and working conditions.

*"Our labor unions are not narrow, self-seeking groups. They have raised wages, shortened hours and provided supplemental benefits. Through collective bargaining and grievance procedures, they have brought justice and democracy to the shop floor." - John F. Kennedy*

**UNITED  
WE BARGAIN  
DIVIDED  
WE BEG**

Workers have less power when they act individually, but acting together as a group we can effect real change. Unions are the collective voice of

**IT'S THE U A I IN UNION THAT MAKE US STRONG**  
workers. Unions are the workers watchdogs, using our power to ensure that workers' rights under the law and collective bargaining agreement

are protected. Contact the Union office as soon as possible and join the union force to ensure your voice is heard and your rights as an employee are protected.

## 10 FACT ABOUT RIGHT TO WORK

1. So call “Right to work” laws don’t give anyone an actual right to work.
2. “Right to work” laws make it harder for you and your co-workers to join a union or to keep the union you already have
3. “Right to work” laws legally stop union from collecting dues that pay for your guaranteed rights and representation.
4. Without dues, unions collapse-meaning your right to workplace protections disappears.
5. Supporters who say these laws prevent “forced unionization” aren’t telling the truth. Under federal law it is already illegal to force anyone to join a Union.
6. When unions die under “right to work” laws, your employer can get away with paying you less and denying your benefits like health care.
7. According to federal reports workers in “right to work” states make roughly \$6,000 less per year than workers in other states.
8. In “right to work” states poverty rates are higher for working adults and their children.
9. The 12 states that pay workers the highest wages do not have “right to work” laws.
10. Unions help raise the standard of living for all workers. “Right to work” laws shift the balance of power way from workers and into the employers.

**“RIGHT  
TO WORK” IS  
WRONG**



In our glorious fight for civil rights, we must guard against being fooled by false slogans, such as 'right-to-work.' It provides no 'rights' and no 'works.' Its purpose is to destroy labor unions and the freedom of collective bargaining.... We demand this fraud be stopped.

— Martin Luther King —

AZ QUOTES

# About Local 251

Nebraska Public Employees was chartered in 1942

Local 251 is apart of AFSCME

Nebraska Public Employees is a self - sustaining, not -for-profit organization that exists for the betterment of our members.

We represent and negotiate 13 different contracts. For cities and counties through out Nebraska

President— Tony Burkhalter Vice President— Scott Dombeck

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Nebraska Public Employees

A.F.S.C.M.E. LOCAL 251



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