



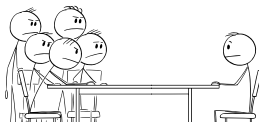
JOIN OUR
UNION



DOWNLOAD
OUR CONTRACT



AFSCME LOCAL #1674 UNION PRIMER



Collective bargaining gets the goods

Employers' power to set pay and work conditions comes from their money. As workers, our power is numbers: there are more of us than there are bosses.

When we make the boss deal with us all together, not one-on-one, we achieve fairer compensation, better benefits and treatment, and greater job security. This is known as "collective bargaining."



Power = member numbers + involvement

"The union" is the sum of its members. Our collective power to win better pay, benefits, and job conditions from management is only as strong as our membership. Every worker who joins our union increases our negotiating power and each who does not adds to management's. Why bargain against yourself? Use the QR code in the upper-left corner to become a member today.

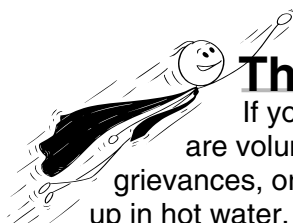


Our union contract

This is the primary document governing our rights, pay, and terms and conditions of employment. You can download a copy of the current AFSCME-Howard Center contract by scanning the QR code in the upper-right corner of this leaflet.

Contract quick references

Hiring salaries	Page 19
Initial probation	Page 32
Time off	Page 23
Performance evaluations	Page 31
Outside employment	Page 12
Shift differentials	Page 18



The steward system

If you've ever got a workplace question or need some help, call on a steward! Stewards are volunteer union representatives who help explain and uphold the contract, resolve job grievances, organize their coworkers to win workplace improvements, and defend you if you wind up in hot water. If you don't know any of our stewards but want to speak with one, just email us at howard.union@gmail.com or leave a text or voicemail at our central line, (802) 391-0123.

Weingarten example

BOSS: "Your time sheet says you left at 5:00PM. Why does our camera show you leaving at 4:56?"

YOU: "If my response could result in discipline, then I'd like a union rep present before we continue this discussion."



Weingarten rights

Because you work in a union position, you are protected by rights under the US Supreme Court's decision in J. Weingarten, Inc. (1975): if you are being questioned by a boss and have a reasonable belief that your answers could result in discipline, then you have a right to request a steward's presence. Once you've done so, the boss must stop questioning you until union assistance is available. If ever in doubt, invoke your Weingarten rights.



Monthly union meetings

Our union holds meetings at 5:30PM on the first Wednesday of each month. These meetings play an important role in how we organize to build power on the job. They're also a great opportunity to make friends from all over the agency! Be on the lookout for AFSCME emails containing the Zoom link a day or two in advance. If the first Wednesday of the month rolls around and you haven't seen an email about it yet, check your junk folder or ask a coworker. We're excited to meet you!



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